



2016 Annual Report

California Board of Legal Specialization

**The State Bar of California
180 Howard Street
San Francisco, CA 94105-1617**

2016 ANNUAL REPORT OF THE CALIFORNIA BOARD OF LEGAL SPECIALIZATION

January 1, 2016 – December 31, 2016

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BACKGROUND

THE PROGRAM FOR CERTIFYING LEGAL SPECIALISTS

The Legal Specialization program was created pursuant to California Rule of Court 9.35 to provide a method for attorneys to earn the designation of certified legal specialist in particular areas of law for the purposes of increasing public protection and encouraging attorney competence.

The program was the first of its kind, and it has served as a model for other state programs for certifying legal specialists around the United States.

The program operates pursuant to the following regulatory structure:

- California Rule of Court 9.35, adopted by the Supreme Court, authorizes the State Bar of California to adopt rules to establish and administer a program to certify legal specialists;
- The Legal Specialization Rules, Title 3, Division 2, Chapter 2, and the Approval to Certify Legal Specialists, Title 3, Division 5, Chapter 4, ("Rules"), adopted by the State Bar of California Board of Trustees ("Trustees"), contain the framework for program operation; and
- Standards ("Standards") for Certification and Recertification provide details unique to each individual certified legal specialty, adopted by the State Bar of California Board of Trustees.

The general requirements to become a certified specialist include:

- passage of a written examination in the certified legal specialty area;
- practiced law continuously for at least five years, spending at least twenty-five percent of the time given to occupational endeavors practicing law in the specialty area;
- completion of a course of continuing education in the area of specialty greater than that required of the general members of the Bar;
- demonstration of a broad-based and comprehensive experience in the certified legal specialty area based on completion of a variety of matters in the area of legal specialty; and
- favorable evaluation by other attorneys and judges familiar with the attorney's work in the certified legal specialty area of law.

Certification is valid for a five-year period. After the initial certification period, attorneys must apply for recertification by demonstrating that they have continued to meet task and education requirements similar to those for initial certification. Certified legal specialists are not, however, required to take the examination again after initial certification; instead, they are subject to a heightened education requirement.

The program for certifying legal specialists is fully self-supporting. As a result, program costs are paid for by annual fees paid to the program, as well as certification, recertification, education provider, and accreditation fees. The program does not receive any State Bar of California General Fund fees.

HISTORY

The program for certifying legal specialists was established to:

- give consumers an independent means to verify an attorney's qualifications and experience in a specialty area of law.
- encourage attorney competence through the development of continuing legal education (CLE) programs. Specialists were required to take CLE in their areas of practice long before the inception of the MCLE requirement for all bar members. Even now, the CLE requirement of 36 hours in the specialty field for certified specialists is significantly higher than the general State Bar of California requirement of 25 hours in any field.

TIMELINE

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| 1970 | California became the first state to establish a system for "certifying" legal specialists. Based on a proposal by the Committee on Legal Specialization, the State Bar Board of Trustees adopted a "Pilot Program" to develop through experience the most feasible and useful certification program. |
| 1972 | The California Supreme Court approved the "Pilot Program," which certified specialists in Criminal Law, Taxation Law, and Workers' Compensation Law. |
| 1973 | The Program administered its first examinations in Criminal Law, Taxation Law and Workers' Compensation Law. |
| 1979 | Family Law was added to the Pilot Program. |
| 1984 | The Board of Trustees voted to recommend that the Supreme Court make the State Bar of California Program for Certifying Legal Specialists ("Program") permanent. |
| 1985 | The California Supreme Court approved the Program. |
| 1986 | Immigration and Nationality Law was added to the Program. |
| 1988 | Estate Planning, Trust and Probate Law was added to the Program. |
| 1993 | Personal and Small Business Bankruptcy Law was added to the Program. |
| 1994 | Based upon a proposal by the California Board of Legal Specialization ("CBLS") to streamline and standardize what had become an overly complex certification process, the Board of Trustees requested that the California Supreme Court repeal the Program and adopt new rule of court 983.5* [Certifying Legal Specialists], an enabling rule containing a provision authorizing the State Bar to adopt rules to establish and administer a program for certifying legal specialists.

<i>*The Court renumbered the rule as 9.35 effective January 1, 2007.</i>

The Board of Trustees also approved new program rules and revised standards for certification and recertification in each specialty area. |
| 1995 | The Supreme Court repealed the Program and adopted Rule 983.5.

Appellate Law was added to the Program. |

- 1996 Rule 983.5 and the new program rules and revised standards went into effect on January 1.
- 1997 The program rules and standards were revised again effective June 1. The changes were the result of an ongoing effort to make application and certification processes efficient and cost-effective. For the most part, the changes were "housekeeping" amendments aimed at providing answers to the most frequently asked questions about the Program, incorporating past administrative practices, and making other changes based upon the State Bar's experience operating the Program.
- New Rule of Professional Conduct 1-400(D)(6), approved by the Supreme Court on November 25, 1996, also became effective on June 1, 1997. The rule prohibits a member from advertising as a "certified specialist" unless the member is certified either by the California Board of Legal Specialization or by an entity accredited by the State Bar to designate specialists pursuant to standards adopted by the Board of Trustees (the accreditation standards became effective on June 1 as well). The rule also requires the member to state the complete name of the entity that granted certification.
- The National Board of Trial Advocacy's certification programs in civil and criminal trial advocacy were accredited by the State Bar.
- 1998 The American Board of Certification's programs in business bankruptcy law, consumer bankruptcy law, and creditor's rights law and the National Elder Law Foundation's certification program in elder law were accredited by the State Bar.
- 1999 The National Board of Trial Advocacy's certification program in family law trial advocacy was accredited by the State Bar.
- 2002 The American Board of Professional Liability Attorneys' certification programs in accounting, legal malpractice, and medical malpractice were accredited by the State Bar.
- 2003 The program rules and standards were revised effective January 1. There were two significant changes to the rules: (1) an increase from three to five in the number of years during which the percentage of practice requirement applies; and (2) the addition of criteria relating to discipline and professional negligence that may be used in evaluating an applicant's proficiency and ethics, and the imposition on the applicant of a duty to disclose such criteria within a given time frame.
- 2004 The program rules were revised effective July 24 to (1) allow suspension and revocation of certification based on non-disciplinary regulatory actions; (2) give voting rights on the CBLS to all advisory commission chairs (prior to the change, only six of the eight chairs voted on a rotating basis); and (3) allow release of confidential information on an applicant's file to the Office of Chief Trial Counsel, which represents the CBLS when an applicant appeals the denial of his or her certification or recertification, without first having to request approval from the Board of Trustees. The Appellate Law Standards were also revised to clarify the education requirement.
- Effective September 11, the name of the Personal and Small Business Bankruptcy Law certified specialty was changed to Bankruptcy Law.

- 2005 The National Association of Counsel for Children's certification program in juvenile law (child welfare) was accredited by the State Bar.
- The program rules were revised effective October 22 to extend the approval period for CLE activities to two years and for approved providers to three years. This change conforms the approval periods to those for MCLE activities and providers.
- 2006 Franchise and Distribution Law was added to the program.
- 2007 The National Board of Trial Advocacy's program in social security disability advocacy was accredited by the State Bar.
- 2008 Admiralty and Maritime Law and Legal Malpractice Law were added to the program.
- 2009 The Program administered its first certified specialist examinations for Admiralty and Maritime Law and Legal Malpractice Law.
- 2010 Alternate certification criteria were issued for Admiralty and Maritime Law.
- 2011 The program began an evaluation process to increase efficiency through improved use of technology. The first project adopted was paperless meeting technology for the California Board of Legal Specialization and its advisory commissions.
- 2012 The program pioneered new examination development and grading procedures to streamline the process and preserve the quality.
- 2013 Revised program rules were adopted to conform to State Bar style and with current standards of practice to ensure consumer protection. Examination registrations increased over 20%.
- 2014 Revised program rules went into effect on January 1.
- In accordance with the revised program rules, a new governance structure was implemented, which increased the length of terms for members of the CBLS from three years to four years, eliminated the advisory commission chairs as one-year members and decreased the size of the CBLS to fifteen members.
- 2015 Legal specialists begin to report legal specialist compliance every three years, along with their MCLE compliance, improving convenience and program visibility. Thirty-six hours are required every three years.
- 2016 The program prepared to modernize IT infrastructure and evaluate future options for examination delivery. The plan will be implemented starting in 2017.

NUMBER OF CERTIFIED SPECIALISTS

As of December 31, 2016 the number of specialists by specialty area was as follows:

Specialty Field	Number of Certified Specialists
Admiralty & Maritime Law	39
Appellate Law	282
Bankruptcy Law	156
Criminal Law	342
Estate Planning, Trust & Probate Law	971
Family Law	1325
Franchise & Distribution Law	52
Immigration & Nationality Law	200
Legal Malpractice Law	93
Taxation Law	317
Workers' Compensation Law	991
TOTAL	4768

DUAL SPECIALISTS

Seventy-six certified specialists held dual certification in 2016. The types of dual certification observed were as follows: taxation/estate planning, trust and probate (62), criminal/appellate (5), family/appellate (2), family/estate planning, trust and probate (3), family/workers' compensation (1), family/criminal (1), appellate/taxation (1), and admiralty and maritime/workers' compensation (1).

JUDICIAL SERVICE

Certified specialists engaged in judicial service (those serving as judges of courts of record or in a quasi-judicial capacity, such as court commissioners or referees) are allowed under the program rules to have their certification "tolled." This tolls the five-year recertification requirement and exempts judges from the annual certified legal specialist fee as long as they remain on judicial service. The program is honored to have 220 certified specialists who are currently engaged in judicial service. Among them are 79 certified specialists in family law, 73 in criminal law, 46 in workers' compensation law, 11 in appellate law, 5 in taxation law, 4 in immigration and nationality law, 1 in bankruptcy law and 1 is a dual specialist in family law/estate planning, trust & probate law.

SUBJECT MATTER EXPERTS ARE CRITICAL TO THE PROGRAM'S SUCCESS

From the development of the initial proposal to create a new certified legal specialty area to the administration of existing certified legal specialty areas, subject matter experts assisted by the Department of Legal Specialization, part of the State Bar of California's Office of Admissions. The California Board of Legal Specialization (CBLS) is assisted by eleven advisory commissions one for each of eleven certified specialty areas administered the program.

The CBLS and each of the advisory commissions met throughout the year in Northern and Southern California State Bar of California offices, though technology has reduced the need for in-person meetings.

From time to time, consulting groups are appointed by the Board of Trustees on an ad hoc basis to develop and make recommendations on certification standards for potential new certified legal specialty areas. At this time, there are no such consulting groups.

CALIFORNIA BOARD OF LEGAL SPECIALIZATION (CBLS)

The CBLS, appointed by the Board of Trustees, performs overall administration of the program, recommends new certified specialty areas and modifications to existing certified legal specialty areas to the Board of Trustees, and acts upon the recommendations of the advisory commissions for approval or denial of certification and recertification.

The CBLS is composed of 15 members, at least three of whom must be public members. Up to two of the attorney members may be non-specialists.

The officers are a Chair, a Vice-Chair and an Advisor (Immediate Past Chair). For the 2016-2017 committee year beginning October 2, 2016, Jeffrey B. Hayden, Redwood City, is serving as Chair, Glenn J. Plattner, Santa Monica, is serving as Vice-Chair and Ricardo Goñi, West Sacramento, is serving as Advisor and Immediate Past Chair.

ADVISORY COMMISSIONS

The advisory commissions, appointed by the Board of Trustees in 2016, and to be appointed by the CBLS starting in 2017, develop and grade the certified specialty examinations, review certification and recertification applications, and act on applications from providers who wish to offer legal specialization educational credit. Each of the advisory commissions is composed of nine members, at least one of whom is a public member. One of the attorney members may be a non-specialist.

STAFF

The CBLS is supported by State Bar staff located in the State Bar of California offices at 180 Howard Street in San Francisco, California. (See Appendix B for State Bar Staff providing support to the CBLS.)

The Legal Specialization program is administered by staff in the Legal Specialization Department of the State Bar's Office of Admissions. The day-to-day operations of the program include processing applications for certification and recertification, as well as applications to provide legal specialist continuing education. Staff also answers inquiries about the program from the public and

members of the Bar, provides administrative support to the CBLs, advisory commissions, and Consulting Groups, maintains the Legal Specialization website, and assists with inquiries from the public.

BUDGET/FISCAL MATTERS

The program is mandated to be self-supporting. It is completely funded by fees collected from applicants, certified specialists, education providers, and accredited organizations. The program is not subsidized by attorney dues or other general fund revenues collected by the State Bar of California.

The annual budget, which runs from January through December, is prepared in accordance with the State Bar of California's policies and directives and is subject to approval by the State Bar's Board of Trustees. For 2016, total revenues were \$2,128,116 versus the budgeted revenues of \$2,115,804. Total expenses for the program were \$885,397 versus \$1,017,786 that was budgeted.

ACTIVITIES OF THE PROGRAM

CONTINUING LEGAL EDUCATION

This program piloted the idea of requiring continuing education for attorneys long before there were general Minimum Continuing Legal Education (MCLE) requirements. The program encourages the creation of high-level educational courses that provide life-long learning for both new and experienced practitioners.

Applicants for certification are required to complete 45 hours of approved education activities during the three years immediately preceding the initial application. As part of the requirements for maintaining certification, specialists must complete and report 36 hours of legal specialist education in the substantive area of their certified legal specialty during each three year period. The compliance period for each specialist matches his or her MCLE compliance period, and all specialists are still responsible to complete MCLE including the special subject requirements.

The California Board of Legal Specialization is authorized to approve providers of education programs to confer legal specialist approved education for a period of up to three years. To qualify as a Multiple Activity Provider, the provider must demonstrate that, in the two years immediately preceding application, the provider presented at least four qualifying education programs that complied with the requirements for education program content. As with MCLE MAP status, Legal Specialist Multiple Activity Provider status allows providers to offer an unlimited number of substantively relevant programs for legal specialization credit in the approved area of law for a specified three-year period.

EXAMINATIONS

The legal specialist examination is administered in odd years during the month of October. No examination was scheduled for 2016. Instead, the program prepared for the examination planned for the examination taking place on October 24, 2017 in Oakland and Pasadena.

ACCREDITATION OF SPECIALTY CERTIFICATION PROGRAMS FOR ATTORNEYS

Rule of Professional Conduct 1-400(D) (6) prohibits a member from advertising as a "certified specialist" unless the member is certified by the California Board of Legal Specialization or another entity accredited by the State Bar to evaluate applications to become certified legal specialists pursuant to standards adopted by the State Bar of California Board of Trustees. The following certification programs have been accredited pursuant to the Rules Governing Accreditation of Specialty Certification Programs for Attorneys:

Certifying Organization	Certification Programs	# of CA Attorneys Certified
American Board of Certification	Business bankruptcy law Consumer bankruptcy law Creditors' rights law	33 19 8
American Board of Professional Liability Attorneys	Legal professional liability Medical professional liability	7 37
National Association of Counsel for Children	Juvenile law (child welfare)	135
National Board of Trial Advocacy	Civil trial advocacy Criminal trial advocacy Family law trial advocacy Social Security disability law	87 9 5 4
National Elder Law Foundation	Elder law	30
	TOTAL	374

INTERNET

The program's website can be reached from the main State Bar of California website, or by visiting www.californiaspecialist.org. Visitors to the State Bar's Web site can access information about the Legal Specialization Program and search for a certified specialist by area of law and geography both from the Attorney Search Function and from the Legal Specialization portal. Attorneys interested in becoming certified as specialists can use the Legal Specialization Portal to learn about the application process, the program's rules and regulations, and the standards for certification.

PUBLIC PROTECTION

The program continues to fulfill its mission of public protection by sharing the benefits of certification to consumers through a range of means including:

- funding of public radio program, Your Legal Rights, on KALW 91.7, San Francisco, hosted by Chuck Finney, a weekly call-in format that features certified specialists as guests at least once a month and Call A Lawyer Night featuring certified specialists, available on KALW 91.7 FM San Francisco and via NPR.org podcast, including a special focus on immigration and nationality law.

- publication of consumer pamphlets that certified legal specialists and others can use to communicate the meaning of a certified legal specialization and how it can help consumers.
- distributing information about certification at admissions ceremonies to provide new attorneys with guidelines to allow them to prepare for certification.

CBLS LOGO



The CBLS logo is registered as a certification mark with the U.S. Patent and Trademark Office. Under California Rule of Professional Conduct 1-400(D) (6), attorneys who hold themselves out as certified specialists must identify the certifying body. Certified specialists may use the logo in their advertising instead of, or in addition to, spelling out "The State Bar of California Board of Legal Specialization." Use of the logo is intended to present a consistent, identifiable image for specialization apart from regular Bar membership in order to promote recognition of certified legal specialist certification among both attorneys and consumers of legal services. The trademark registration was renewed successfully in 2014, providing consumers with an official, consistent means to identify a certified specialist.

PROGRAMS RECOGNIZING COMMITMENT TO PUBLIC PROTECTION

The Board of Legal Specialization has established recognition programs for certified specialists who have been continuously certified by the CBLS in a particular specialty area for 20, 30 and 40 years and for those engaged in judicial service.

Those honored in 2016 were twelve certified specialists who reached the 40-year mark including three certified criminal law specialists, four workers' compensation law specialists, and five certified taxation law specialists.

The twenty-three certified specialists who reached the 30-year mark included six certified criminal law specialists, seven certified workers' compensation law specialists, two taxation law specialists and eight certified family law specialists.

The 118 certified specialists who reached the 20-year mark included six certified criminal law specialists, nine certified workers' compensation law specialists, four taxation specialists, thirty-two family law specialists, two immigration law specialists, twenty-eight estate, trust and planning law specialists, six bankruptcy law specialists and thirty-one certified appellate law specialists.

FOCUS FOR THE UPCOMING YEAR

During this reporting period of January 1, 2016 to December 31, 2016, the CBLS has identified the following area for further study and potential action.

EXPANDING PROGRAM CAPACITY TO INCREASE PUBLIC PROTECTION

- Working with the Office of Admissions to create a Request for Proposal for an updated computer system.
- Planning the process changes needed to take advantage of updated technology.
- Expanding the ability to reach out to consumers in multiple languages.
- Enhancing the website to allow for mobile responsive design to reach consumers on mobile phones.

Appendix A

Roster of Subject Matter Experts for the Legal Specialization Program

Board Year 2016-2017

California Board of Legal Specialization

Jeffrey B. Hayden	Chair	Redwood City
Glenn J. Plattner	Vice-Chair	Santa Monica
Ricardo Goñi	Advisor	West Sacramento
Michael S. Berg	Member	San Diego
Janet M. Coulter	Member	Long Beach
Louis J. Esbin	Member	Stevenson Ranch
Miles D. Friedman	Member	Laguna Niguel
Jeremy B. Kline	Member	Los Angeles
Mark A. Lester	Member	Oxnard
John W. Munsill	Member	Gold River
Donald K. Sheppard	Member	San Diego
Neil Thakur	Public Member	Palo Alto
Aurelio Torre	Member	Santa Ana
L. Robert Vermes	Member	Santa Ana

Admiralty and Maritime Law Advisory Commission

Arthur A. Severance	Chair	Anchorage, AK
Michael W. McLeod	Vice-Chair	Lighthouse Point, FL
Cory A. Birnberg	Member	San Francisco
Gerald L. Gorman	Member	San Diego
John J. Hughes	Member	San Francisco
George Jones	Member	Long Beach
Neil S. Lerner	Member	Los Angeles
Randolph T. Moore	Member	Costa Mesa
Randell Sharpe	Public Member	Alameda

Appellate Law Advisory Commission

Tyna Orren	Chair	Pasadena
Charles M. Bonneau, Jr.	Vice-Chair	Sacramento
Robert Cooper	Member	Los Angeles
Melinda Ebelhar	Member	La Canada
Susan Goldstein	Public Member	Berkeley
Peggy A. Headley	Member	Truckee
Jeralyn B. Keller	Member	Pasadena
Eric S. Multhaup	Member	Mill Valley
Alan S. Yockelson	Member	San Diego

Bankruptcy Law Advisory Commission

Wayne A. Silver	Chair	Sunnyvale
Jon Hayes	Vice-Chair	Sherman Oaks
David K. Eldan	Member	Los Angeles
Phillip Gillet	Member	Bakersfield
Stella A. Havkin	Member	Woodland Hills
Cathleen Moran	Member	Mountain View
James R. Selth	Member	Los Angeles
Susan L. Uecker	Public Member	San Francisco
Alan Vanderhoff	Member	San Diego

Criminal Law Advisory Commission

Daniel L. Barton	Chair	Palo Alto
Douglas O. Treisman	Vice-Chair	Fresno
Arthur C. Agnos	Public Member	San Francisco
Gabriel L. Brickey	Member	Fresno
David J. Cohen	Member	San Francisco
Marlisa A. Ferreira	Member	Modesto
Jason S. Leiderman	Member	Ventura
Nicole J. Solis	Member	San Francisco
Jared M. Thompson	Member	Bakersfield

Estate Planning, Trust and Probate Law Advisory Commission

Daniel G. Brown	Chair	San Mateo
Deborah K. Radin	Vice-Chair	Los Altos
Leslie R. Daff	Member	Laguna Beach
Joelle Drucker	Member	Beverly Hills
Nancy G. Henderson	Member	San Diego
Jean M. Kohler	Member	Palo Alto
William Carl Sias	Member	Los Angeles
Jerome B. Spector	Public Member	East Palo Alto
Jon Vaught	Member	Oakland

Family Law Advisory Commission

Brian G. Seastrom	Chair	Newport Beach
Sarah A. VanVoorhis	Vice-Chair	San Francisco
Dawn Bittleston	Member	Bakersfield
Judy Burger	Member	San Rafael
Marla D. Keenan	Member	Santa Rosa

Linda Kirby	Public Member	Berkeley
Robert McCarty	Member	Riverside
David A. Patton	Member	San Jose
Blake D. Thompson	Member	Claremont

Franchise and Distribution Law Advisory Commission

Bruce J. Napell	Chair	San Rafael
Matthew J. Kreutzer	Vice-Chair	Las Vegas, NV
Robert S. Boulter	Member	San Rafael
Bryan W. Dillon	Member	Occidental
Barry Kurtz	Member	Encino
Michael F. Millerick	Member	San Diego
James M. Mulcahy	Member	Irvine
Michael Sawitz	Public Member	Irvine

Immigration and Nationality Law Advisory Commission

Kathrin S. Mautino	Chair	San Diego
Blake C. Nordahl	Vice-Chair	Sacramento
Grace R. Alano	Member	San Francisco
Lucy Avedissian	Member	Pasadena
Camiel L. Becker	Member	San Francisco
Madeleine Kirkconnell	Public Member	Stockton
Jesse Lloyd	Member	Oakland
Noemi G. Ramirez	Member	Los Angeles
Ilyce S. Shugall	Member	East Palo Alto

Legal Malpractice Law Advisory Commission

Natalie P. Vance	Chair	Sacramento
William A. Muñoz	Vice-Chair	Sacramento
Alison P. Buchanan	Member	San Jose
Kevin V. DeSantis	Member	San Diego
Kenneth C. Feldman	Member	Los Angeles
Lee Friedman	Public Member	Los Angeles
Jessica R. MacGregor	Member	San Francisco
Anne Thompson	Member	Burbank
Daniel M. White	Member	San Diego

Taxation Law Advisory Commission

Norman H. Green	Chair	Glendale
Benjamin F. Miller	Vice-Chair	Sacramento
Yosef Manela	Member	Los Angeles
Ronald A. Mollis	Member	Newport Beach
Thomas F. Ogden	Member	Alhambra
Mitchell L. Schwary, Jr.	Member	Newport Beach
Darien Shanske	Member	Davis
Cory J. Stigile	Member	Beverly Hills

Workers' Compensation Law Advisory Commission

Charles R. Rondeau	Chair	El Segundo
Norma L. Acosta	Vice-Chair	San Jose
Vyshnavi Chandrasekaran	Member	Long Beach
Jeffrey R. Duarte	Member	Modesto
Kelly Hull	Member	Sacramento
Manuel A. Lazo	Member	San Francisco
Scott Silberman	Member	Santa Ana
Justin Sonnicksen	Member	Pleasant Hill
Jake Yoon	Public Member	Inglewood

Appendix B

Department of Legal Specialization

State Bar Staff

Providing Support to the California Board of Legal Specialization

Legal Specialization Program

Gayle Murphy	Senior Director	Admissions
Natalie Leonard	Director	Legal Specialization
Christal Bundang	Staff	Legal Specialization
Christina Doell	Staff	Legal Specialization
Marlin El Fondevilla	Staff	Legal Specialization
Adrian Galang	Staff	Legal Specialization
Scott Kiddy	Staff	Legal Specialization
Yvonne Kong	Staff	Legal Specialization
Awndrea Lee	Staff	Legal Specialization
Sangin Yuan	Staff	Legal Specialization