

OPEN SESSION AGENDA ITEM

**54-131 MAY 2018
PRO COMM III.A.**

DATE: May 17, 2018

TO: **Members, Programs Committee
Members, Board of Trustees**

FROM: Glenn Plattner, Chair, Board of Legal Specialization
Amy Nuñez, Interim Director, Office of Admissions
Natalie Leonard, Program Manager III, Legal Specialization

SUBJECT: Report and Filing of the 2017 Annual Report of the California Board of Legal Specialization

EXECUTIVE SUMMARY

Since 1987, the California Board of Legal Specialization (CBLS) has submitted an annual report describing the State Bar's program for certifying legal specialists. Attached is the 2017 Annual Report for the Programs Committee's approval to submit to the Board of Trustees.

BACKGROUND

The CBLS oversees the day-to-day operations of the State Bar's program for certifying legal specialists. This program is authorized under California Rule of Court 9.35 and operates pursuant to rules adopted by the Board of Trustees.

The CBLS began producing an annual report to file with the Supreme Court of California each year, which reports on the program's background, activities, and recommendations for the following year. The attached 2017 Annual Report is intended to inform the Board of Trustees, Programs Committee, attorneys, and the public about the status of the program.

DISCUSSION

The 2017 Annual Report of the California Board of Legal Specialization, covering calendar year 2017, is attached. It describes the program's achievements and accomplishments in 2017, including the largest administration of the Legal Specialist Examination to date. The report also sets forth basic statistics about the program, including the total number of certified specialists, as well as for each specialty area.

The next examination is scheduled for Tuesday, October 22, 2019.

After the report is received by the Board of Trustees, it is posted on the State Bar's website to be available to members of the public.

FISCAL/PERSONNEL IMPACT

None

RULE AMENDMENTS

None

BOARD BOOK AMENDMENTS

None

STRATEGIC PLAN GOALS & OBJECTIVES

Goal: 5. Proactively inform and educate all stakeholders, but particularly the public, about the State Bar's responsibilities, initiatives, and resources.

RECOMMENDATION

It is recommended that the Programs Committee and Board of Trustees approve the following resolution:

RESOLVED, that the Board of Trustees receives and accepts the 2017 Annual Report of the California Board of Legal Specialization and direct staff to post the report on the State Bar's website.

ATTACHMENT(S) LIST

- A.** 2017 Annual Report of the California Board of Legal Specialization

2017 Annual Report of the California Board of Legal Specialization



The State Bar of California
180 Howard Street | San Francisco, CA 94105

2017 ANNUAL REPORT OF THE CALIFORNIA BOARD OF LEGAL SPECIALIZATION

January 1, 2017 – December 31, 2017

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Points of view or opinions expressed in this document are those of the author(s). They have not been adopted or endorsed by the State Bar's Board of Trustees and do not constitute the official position or policy of the State Bar of California.

BACKGROUND

THE PROGRAM FOR CERTIFYING LEGAL SPECIALISTS

The California Rules of Court, rule 9.35 requires the State Bar of California to establish and administer a program that would allow attorneys to earn the designation of certified specialist in particular areas of law. The dual purposes of the legal specialization program are to increase public protection and promote attorney competence.

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

Following the adoption by the Supreme Court of rule 9.35, the State Bar developed the following regulatory structure:

- Rules of the State Bar, The Legal Specialization Rules, Title 3, Division 2, Chapter 2, and the Approval to Certify Legal Specialists, Title 3, Division 5, Chapter 4, ("Rules"), contain the framework for program operations; and
- Standards ("Standards") for Certification and Recertification provide requirements for certification and recertification in each of the 11 legal specialty areas¹.

The general requirements to become a certified specialist include:

- passage of a written one-day examination in the certified legal specialty area;
- having practiced law 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 licensees 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 experience requirements similar to those for initial certification. Certified specialists are not, however, required to take the examination in order to be recertified; 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 revenue.

¹ The standards, adopted by the Board of Trustees in the same manner the Rules of the State Bar are adopted, are available on the State Bar's website alongside the rules. See <http://www.calbar.ca.gov/Attorneys/Conduct-Discipline/Rules/Rules-of-the-State-Bar/Title-3-Programs-and-Services>.

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 licensees. 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 (hereafter, "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 ² [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. |

The Board of Trustees also approved new program rules and revised standards for certification and recertification in each specialty area.

² The Court renumbered the rule as 9.35 effective January 1, 2007

- 1995 The Supreme Court repealed the Program and adopted Rule 983.5 pursuant to the recommendation of the Board of Trustees.
- 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 licensee from advertising as a "certified specialist" unless the licensee 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 licensee 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 legal 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 CBLS and its advisory commissions.
- 2012 The program pioneered new examination development and grading procedures to streamline the process while preserving the quality of the examinations.
- 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.
- 2016 The program prepared to modernize IT infrastructure and evaluate future options for examination delivery. The plan will be implemented starting in 2017.
- 2017 The program administers the largest examination to date. It also begins the process of investing reserves, including funding a one-time annual fee waiver, funding a reduction examination in fees, hiring a vendor to create a new computer system, and beginning work on an improved examination bank.

NUMBER OF CERTIFIED SPECIALISTS

The following table provides the number of specialists by specialty area as of December 31 in each of the last five years:

Specialty Field	Number of Certified Specialists				
	2013	2014	2015	2016	2017
Admiralty and Maritime Law	34	37	40	39	38
Appellate Law	278	292	306	282	316
Bankruptcy Law	134	143	142	156	166
Criminal Law	346	406	405	342	420
Estate Planning, Trust and Probate Law	913	961	968	971	1,019
Family Law	1,239	1,328	1,360	1,325	1,423
Franchise and Distribution Law	49	50	51	52	53
Immigration and Nationality Law	165	177	198	200	214
Legal Malpractice Law	81	88	89	93	96
Taxation Law	336	337	324	317	324
Workers' Compensation Law	995	1,026	1,034	991	1,073
TOTAL	4,570	4,845	4,917	4,768	5,142

DUAL SPECIALISTS

Ninety certified specialists held dual certification in 2017. The types of dual certification observed were as follows: taxation/estate planning, trust and probate (69), appellate/criminal (6), appellate/family (3), family/estate planning, trust and probate (4), bankruptcy/taxation (2), family/workers' compensation (1), criminal/family (1), appellate/taxation (1), admiralty and maritime/workers' compensation (1), bankruptcy/criminal (1), and bankruptcy/family (1). In 2016, the number of specialists holding dual certification was 76.

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 all requirements while they are serving as neutrals rather than advocates. The program is honored to have 221 certified specialists who are currently engaged in judicial service. Among them are 78 certified specialists in family law, 72 in criminal law, 47 in workers’ compensation law, 12 in appellate law, five in taxation law, four in immigration and nationality law, one in bankruptcy law, one in estate planning, trust and probate law, and one is a dual specialist in family law/estate planning, trust and probate law. The number of certified specialists engaged in judicial service has remained fairly consistent over the years.

SUBJECT MATTER EXPERTS ARE CRITICAL TO THE PROGRAM’S SUCCESS

The program is overseen by the CBLS with advice from subject matter experts on the advisory commissions, while day-to-day operations are handled by the Office of Admissions staff.

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. There is one advisory commission for each certified specialty area of law.

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, three of whom must be public members. The attorney members are a combination of certified specialists and non-specialists.

The officers for the 2017-2018 committee year beginning October 2, 2017 are: Glenn Plattner, Santa Monica, Chair; Michael Berg, San Diego, Vice-Chair; and Jeffrey B. Hayden, Redwood City, Advisor and Immediate Past Chair.

ADVISORY COMMISSIONS

The advisory commissions, appointed by the CBLS, 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 within the Office of Admissions. The day-to-day operations of the program performed by staff include processing applications for certification and recertification, as well as applications to provide legal specialist continuing education. Staff responsibilities also include answering inquiries about the program from the public and licensees of the State Bar, providing administrative support to the CBLS, advisory commissions, and Consulting Groups, and maintaining the Legal Specialization website.

BUDGET/FISCAL MATTERS

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

For 2017, total revenues were \$608,504 versus the budgeted revenues of \$430,300. This happened, in part, due to higher applications for certification and exam registrations received than expected. Total expenses for the program were \$2,075,059 versus \$6,410,235 that was budgeted. This was expected as planned fund reserve investments were not realized in 2017, and are now being budgeted for 2018. In 2016, total revenues were \$2,128,116, and total expenses were \$885,397.

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 responsible to complete MCLE, including the special subject requirements (although most legal education specialist credit can be counted toward the MCLE compliance requirements as well).

The CBLS 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 (MAP), the provider must demonstrate that, in the two years immediately preceding its application, the provider presented at least four qualifying education programs that complied with the requirements for educational 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. The legal specialist examination was administered on October 24, 2017 in Oakland and Pasadena to 941 applicants. Results were released as scheduled on March 15, 2018.

ACCREDITATION OF SPECIALTY CERTIFICATION PROGRAMS FOR ATTORNEYS

Rule of Professional Conduct 1-400(D) (6) prohibits a licensee from advertising as a "certified specialist" unless the licensee is certified by the CBLS 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 Attorneys³:

Certifying Organization	Certification Programs	# of CA Attorneys Certified
American Board of Certification	Business bankruptcy law Consumer bankruptcy law Creditors' rights law	37 20 8
American Board of Professional Liability Attorneys	Legal professional liability Medical professional liability	7 36
National Association of Counsel for Children	Juvenile law (child welfare)	141
National Board of Trial Advocacy	Civil trial advocacy Criminal trial advocacy Family law trial advocacy Social Security disability law	82 8 5 5
National Elder Law Foundation	Elder law	30
	TOTAL	379

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 website 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.

³ Rules of the State Bar, Title 3, Division 5, Chapter 4-Approval to Certify Legal Specialists.

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;
- publication of consumer pamphlets that certified specialists and others can use to communicate the meaning of a certified legal specialization and how it can help consumers; and
- 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

licensing in order to help consumers identify those who took the steps to earn and maintain certification. 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 CBLS recognizes 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. In 2017, a total of 205 certified specialists were honored.

The 17 certified specialists who reached the 40-year mark included nine certified criminal law specialists, five certified taxation law specialists, and three certified workers' compensation law specialists.

The 55 certified specialists who reached the 30-year mark included 22 certified taxation law specialists, 17 certified family law specialists, 12 certified workers' compensation law specialists, and four certified criminal law specialists.

The 133 certified specialists who reached the 20-year mark included 31 certified estate planning, trust and probate law specialists, 27 certified appellate law specialists, 24 certified workers' compensation law specialists, 18 certified family law specialists, 14 certified criminal law specialists, nine certified bankruptcy law specialists, seven certified taxation law specialists, and three certified immigration and nationality law specialists.

FOCUS FOR THE UPCOMING YEAR

During this reporting period of January 1, 2017 to December 31, 2017, the CBLS identified the following areas for further study and potential action: expanding program capacity to increase public protection. In particular, the CBLS will be exploring:

- Determining how the implementation of the new AIMS computer system along with the rest of the Office of Admissions will enable us to expand capacity.
- Expanding the ability to reach out to consumers in multiple languages.
- Investigating options for efficiency in examination development.

APPENDIX A

ROSTER OF SUBJECT MATTER EXPERTS FOR THE LEGAL SPECIALIZATION PROGRAM

Board Year 2017-2018

California Board of Legal Specialization

Glenn J. Plattner	Chair	Santa Monica
Michael S. Berg	Vice-Chair	San Diego
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Janet M. Coulter	Member	Long Beach
Louis J. Esbin	Member	Stevenson Ranch
Miles D. Friedman	Member	Laguna Niguel
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Jeremy B. Kline	Member	Los Angeles
Mark A. Lester	Member	Oxnard
Cynthia Levin	Public Member	Sunnyvale
John W. Munsill	Member	Gold River
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Neil Thakur	Public Member	Palo Alto
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Appellate Law Advisory Commission

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Matthew Levinson	Member	San Marino
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Bankruptcy Law Advisory Commission

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Marlisa A. Ferreira	Member	Modesto
Stanley L. Friedman	Member	Los Angeles
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Estate Planning, Trust and Probate Law Advisory Commission

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Joelle Drucker	Member	Beverly Hills
Nancy G. Henderson	Member	San Diego
Jean M. Kohler	Member	Palo Alto
Steven Ratner	Member	San Diego
William Carl Sias	Member	Los Angeles
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Family Law Advisory Commission

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David A. Patton	Member	San Jose
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Thomas Tuttle	Member	Newport Beach

Franchise and Distribution Law Advisory Commission

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Bryan W. Dillon	Vice-Chair	Occidental
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David Gurnick	Member	Encino
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

Blake C. Nordahl	Chair	Sacramento
Lucy Avedissian	Vice-Chair	Pasadena
Grace R. Alano	Member	San Francisco
Camiel L. Becker	Member	San Francisco
Camille Cook	Member	Fresno
Richard Green	Member	Irvine
Madeleine Kirkconnell	Public Member	Stockton
Jesse Lloyd	Member	Oakland
Noemi G. Ramirez	Member	Los Angeles

Legal Malpractice Law Advisory Commission

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Kevin V. DeSantis	Member	San Diego
Lee Friedman	Public Member	Los Angeles
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William K. Mills	Member	Los Angeles
Anne Thompson	Member	Burbank
Daniel M. White	Member	San Diego

Taxation Law Advisory Commission

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Constance Logan	Member	Stockton
Yosef Manela	Member	Los Angeles
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

Norma L. Acosta	Chair	San Jose
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Vyshnavi Chandrasekaran	Member	Long Beach
Steven Garfinkle	Member	Burbank
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

LEGAL SPECIALIZATION

2017 State Bar Staff
Providing Support to the California Board of Legal Specialization

Legal Specialization Program

Gayle Murphy	Director	Admissions
Amy Nuñez	Interim Director	Admissions
Natalie Leonard	Program Manager III	Legal Specialization
Luis Azucena	Staff	Legal Specialization
Christal Bundang	Staff	Legal Specialization
Tony Do	Staff	Legal Specialization
Marlin El Fondevilla	Staff	Legal Specialization
Adrian Galang	Staff	Legal Specialization
Hannah Kang	Staff	Legal Specialization
Yvonne Kong	Staff	Legal Specialization
Lily Miller	Staff	Legal Specialization
Sierra Swan	Staff	Legal Specialization
Awndrea Yeboah	Staff	Legal Specialization