

**IN THE SUPREME COURT OF FLORIDA**  
**Case No.: SC21-284**

**IN RE: AMENDMENT TO RULE**  
**REGULATING THE FLORIDA BAR 6-10.3**

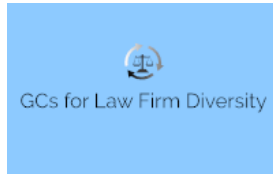
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**APPENDIX TO COMMENTS OF THE**  
**BUSINESS LAW SECTION OF THE**  
**FLORIDA BAR TO AMENDMENT TO RULE 6-10.3(d),**  
**RULES REGULATING THE FLORIDA BAR**

<b>Exhibit Label</b>	<b>Description</b>	<b>Page</b>
Exhibit A	An Open Letter to Law Firm Partners, Jan. 2019, available at <a href="https://drive.google.com/file/d/1EfzrIJ_nxOpaZTSAdVu_ercVGCbLEZpU/view">https://drive.google.com/file/d/1EfzrIJ_nxOpaZTSAdVu_ercVGCbLEZpU/view</a> (last visited June 29, 2021)	2
Exhibit B	CLE Diversity Policy adopted by the Business Law Section on September 4, 2020	8
Exhibit C	American Bar Association, ABA National Lawyer Population Survey, Lawyer Population by State, available at <a href="https://www.americanbar.org/content/dam/aba/administrative/market_research/2021-national-lawyer-population-survey.pdf">https://www.americanbar.org/content/dam/aba/administrative/market_research/2021-national-lawyer-population-survey.pdf</a> (last visited June 29, 2021)	11

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## **Exhibit A**



## An Open Letter to Law Firm Partners:

We are General Counsels and Chief Legal Officers of more than 170 companies. We represent public and private companies, start-ups, and non-profit organizations. Our businesses span industries from advertising to technology, business and consumer facing products and services to retail and manufacturing, healthcare to software, publishing to life sciences, and hospitality to financial services. We engage law firms to help us launch IPOs, safeguard customers' privacy and data protection rights, litigate "bet the company" suits, bring life-saving drugs to market, navigate challenging regulatory obstacles, and engage in high stakes mergers and acquisitions. Collectively, our companies spend hundreds of millions of dollars annually on legal services and we are committed to ensuring equality in the legal profession.

We expect the outside law firms we retain to reflect the diversity of the legal community and the companies and the customers we serve. We applaud those firms that have worked hard to hire, retain, and promote to partnership this year outstanding and highly accomplished lawyers who are diverse in race, color, age, gender, gender orientation, sexual orientation, national origin, religion, and without regard to disabilities. You and your firms have shown leadership by putting into place practices, policies, and priorities to ensure that a broad spectrum of attorneys are attracted to your firms, have a chance to demonstrate their talents, are able to successfully navigate both their professional and personal lives, and are rewarded for their exemplary performance. We believe that a diverse workplace is evidence that you have created an environment where all employees feel they belong and are accepted. We appreciate and acknowledge that effort and investment.

At the same time, we are disappointed to see that many law firms continue to promote partner classes that in no way reflect the demographic composition of entering associate classes. Partnership classes remain largely male and largely white. We have no doubt that these lawyers worked hard to earn partnership and deserve the success they have obtained at your firms. We also know that there are women, people of color, and members of the LGBTQIA community and others who are no doubt equally deserving, but are not equally rewarded. We are left to wonder if you and your partners value diversity enough to put into place programs to develop, promote, and retain talented and diverse attorneys. It is not enough to commit your firm to diversity during the recruiting process or to hire a diversity and inclusion officer and expect that person can effect change without the full commitment of each member of the firm. Instead, the reality is that you must consciously and personally invest in diversity and inclusion and interview, hire, mentor, support, sponsor, and promote talented attorneys who don't always look like you or share your background.

We, as a group, will direct our substantial outside counsel spend to those law firms that manifest results with respect to diversity and inclusion, in addition to providing the highest degree of quality representation. We sincerely hope that you and your firm will be among those that demonstrate this commitment.

Adeline C. Park, Vice President and General Counsel, PetVet Care Centers  
Augusto P. Aragone, Executive Vice President, Secretary and General Counsel, Ingram Micro Inc.  
Alexandra Letts, General Counsel, Anaqua  
Alicia Moore, SVP Chief Legal and Administration Officer, Echelon Corporation  
Allison Buchner, General Counsel, Dollar Shave Club  
Allison Hoffman, Chief Legal Officer, Intersection  
Allyson Willoughby, General Counsel, CareZone Inc.  
Amanda Keton, General Counsel, Tides Network  
Ambra R. Roth, Vice President, General Counsel and Secretary, MACOM Technology Solutions  
Amie Peters, General Counsel and SVP, IP Licensing & Legal Affairs, Immersion Corporation  
Amy Keating, General Counsel, Mozilla Corporation  
Amy Keroes, General Counsel, Brit + Co  
Andrew W. Kim, SVP Corporate Development, General Counsel and Secretary, NETGEAR, Inc.  
Andy Dale, General Counsel, SessionM, Inc.  
Anhthu Le, General Counsel, Ramar International Corporation  
Anirma Gupta, General Counsel, Tanium Inc.  
Anita Y. Hsu, SVP and General Counsel, MBK Real Estate Companies  
Anjali Kumar, Co-Founder, The Justice Dept.  
Anna L. Barry, SVP, General Counsel and Secretary, Jounce Therapeutics, Inc.  
Anne F. Preston, SVP, General Counsel and Chief Ethics Officer, Saltchuk Resources, Inc.  
Annemarie Tierney, Head of Strategy and General Counsel, Templum, Inc.  
Asha Agrawal, Head of Legal, Scoop Technologies, Inc.  
Avisheh Avini, Chief Legal Officer, Union Square Hospitality Group, LLC  
Becca Polak, Chief Legal Officer of KAR Auction Services, Inc.  
Ben Golden, General Counsel, TUNE, Inc.  
Blake Tierney, General Counsel, Qualtrics  
Brian Levey, Chief Business Affairs and Legal Officer, Upwork Inc.  
Bridget Ausman, General Counsel, Enrollease Inc.  
Brittany DeGan, rewardStyle, Inc.  
Brooke Smarsh, General Counsel, Flow Commerce Inc.  
Cary Chen, SVP & General Counsel, Recology  
Caryn G. McDowell, SVP, General Counsel and Secretary, Revance, Inc.  
Chris Carsen, General Counsel, Corel Corporation  
Christine M. Garrison, SVP, General Counsel, EdgeCore Internet Real Estate  
Christopher Sundermeier, General Counsel, Reputation.com, Inc.  
Colin Sullivan, Head of Legal, Patreon, Inc.  
Connie Chen, General Counsel, Compliance Officer & Secretary, Quotient Technology Inc.  
Courtney Barton, WireWheel, Inc.  
Courtney Browne, General Counsel, Birchbox, Inc.  
Crystal Sumner, General Counsel, Blend Labs, Inc.  
Dana DuFrane, General Counsel, The RealReal, Inc.  
Dana Rosen, General Counsel, ALM Media  
Danielle Merida, General Counsel, TaskRabbit  
Darcy Manning, Chief Legal Officer, VP Finance & Secretary, DHC USA Inc.  
David Fligor, General Counsel & Secretary, Adaptive Spectrum and Signal Alignment, Inc.  
Debra A. Olson, Chief Legal Officer & Corporate Secretary, Cupertino Electric, Inc.  
Devang Shah, General Counsel, ContextLogic, Inc.  
Diane M. Peters, General Counsel, Creative Commons  
Diankha Linear, Vice President, General Counsel & Corporate Secretary, Convoy, Inc.

Douglas McPherson, General Counsel, OpenX Technologies, Inc.  
Dylan Marvin, General Counsel, Brandwatch  
Elaine Divelbliss, General Counsel, Kargo Global, Inc.  
Elaine F. Foreman, General Counsel, Topia Limited  
Elaine F. Stein, General Counsel, TBWA Worldwide Inc.  
Elise Zealand, General Counsel, Rising Ground  
Elizabeth T. Duong, VP & General Counsel, Business & Staffing Solutions, ActOne Group  
Emily Groden, General Counsel, The Alinea Group and Tock  
Eric Cheung, General Counsel, Naspers Ventures  
Eric Drattell, General Counsel & Chief Compliance Officer, Roostify Inc.  
Erin Abrams, General Counsel, Via  
Eve Chaurand, General Counsel, Callisto  
Eve Wachtell, General Counsel, AltSchool, PBC  
Fleur Knowsley, Acting General Counsel & Compliance Lead, Google Fiber Inc.  
Gail D. Makode, SVP, General Counsel and Corporate Secretary, IES Holdings, Inc.  
Galya Blachman, General Counsel, 5AM Ventures  
Gizelle Barany, General Counsel, Marqeta, Inc.  
Heidi Garfield, General Counsel, Shutterstock, Inc  
Hilary M. Wandall, General Counsel and Chief Data Governance Officer, TrustArc Inc.  
Hoyun Kim, Chief Legal & People Officer, ExecOnline, Inc.  
Ira Lam, General Counsel, Forte Labs, Inc.  
Irene Liu, General Counsel, Checkr Inc.  
Irvin Tyan, General Counsel, AutoRABIT, Inc.  
Jane Froyd, General Counsel, Flynn Restaurant Group LP  
Janene I. Asgeirsson, Vice President, General Counsel, Acacia Communications, Inc.  
Jarett Nixon, Head of Legal, ThousandEyes, Inc.  
Jeanine Percival Wright, Chief Operating Officer and Chief Legal Officer, Simplecast  
Jeanna C. Steele, General Counsel, Sunrun Inc.  
Jennifer Dumas, General Counsel, Allen Institute for Artificial Intelligence  
Jennifer Pileggi, SVP, General Counsel & Secretary, Zuora, Inc.  
Jeremy Strauss, Vice President and General Counsel, NEC Corporation of America  
Jessica J. Marquez, VP, General Counsel, Chief Compliance Officer, CHRO - Hy Cite Enterprises LLC  
Jessica Zhou, Chief Legal Officer, MetricStream Inc.  
Jill Simeone, General Counsel & Secretary, Etsy, Inc.  
Joyce E. Johnson, General Counsel, Chief Legal Officer and Secretary, Addivant USA, LLC  
Judi Otteson, VP, General Counsel and Chief Compliance Officer, NeoPhotonics Corporation  
Julie Hwang, General Counsel and Secretary, Prosper Marketplace, Inc.  
Julie Kinch, SVP, Chief Legal Officer, Heineken USA, Inc.  
Karen Lorenzo, General Counsel & EVP Business Affairs, Tribeca Enterprises LLC  
Karla L. Jarvis, SVP, General Counsel & Secretary, The Rockport Company, LLC  
Kate Henningsen, SVP & General Counsel, Arcadia Power  
Katherine G. Minarik, General Counsel, cleverbridge  
Kathleen B. Patton, Senior Vice President and General Counsel, CarGurus, Inc.  
Kathy L. Hibbs, Chief Legal and Regulatory Officer, 23andMe, Inc.  
Kathy Leo, Chobani Global Holdings, LLC  
Katy Motiey, Chief Administrative Officer & General Counsel, Extreme Networks, Inc.  
Kelly M. Conway, General Counsel, Linden Research, Inc.  
Kevin Vosen, Chief Legal Officer, Waymo  
Kirsten Mellor, General Counsel, Udacity, Inc.

Kristin Sverchek, General Counsel, Lyft, Inc.  
L. Scott Askins, General Counsel, Kabbage, Inc.  
Laura Malinasky, Chief Legal Officer, Planet Labs Inc.  
Lauren Neiswender, General Counsel, Blue Nile, Inc.  
Lauren S. Fisher, Chief Legal Officer, Vox Media, Inc.  
Lauren Segal, General Counsel, The 3% Movement  
Laurie A. Poulos, VP, General Counsel and Chief Compliance Officer, TRANZACT  
Leah Goldberg, General Counsel, East Bay Community Energy  
Leah Shough, General Counsel, JustAnswer  
Lily Toy, VP of Legal, Dialpad, Inc.  
Lily Yan Hughes, Senior Vice President, Chief Legal Officer & Corporate Secretary, Public Storage  
Lina Brenner, SVP Legal, Nurx  
Linda Selker, VP, Head of Legal, Quantstamp, Inc.  
Lisa Anastos, General Counsel, Payfone, Inc.  
Liz Simon, General Counsel & VP, External Affairs, General Assembly  
Liza Kostinskaya, Head of Legal, Gusto  
Lora D. Blum, Senior Vice President, General Counsel & Secretary, SurveyMonkey, Inc.  
Lori Sinanyan, General Counsel, HatchBeauty Products and Chinese Theatre  
Louis Willacy, General Counsel, Tari Labs  
Lucas Huizar, General Counsel, CircleUp Network Inc.  
Lynn A. Whitcher, General Counsel, Md7  
Margo M. Smith, Chief Legal Officer, Snowflake Computing, Inc.  
Mariah Panza Garcia, General Counsel & Chief Legal Officer, Conco  
Marina Gracias, General Counsel, Varo Money, Inc.  
Mark Liu, General Counsel, AppDirect  
Marty Collins, SVP & General Counsel, QuinStreet, Inc.  
Matt Gipple, General Counsel, Cruise Automation  
Matthew A. Forkner, General Counsel, Pluralsight, Inc.  
Maureen A. Sheehy, General Counsel, Chan Zuckerberg Biohub  
Meredith Lazarus Smith, General Counsel, STASH  
Michal Rosenn, General Counsel, Expa  
Michelle Fang, Chief Legal Officer, Turo Inc.  
Michelle Paulson, General Counsel, [redacted], Inc.  
Mitchell Bompey, General Counsel, Addepar, Inc.  
Molly Grovak Abraham, General Counsel, Kitty Hawk Corp.  
Monique Ho, General Counsel, Moogsoft Inc.  
Myra Pasek, General Counsel and Secretary, Ouster, Inc.  
Nancy Gardner, Chief Legal Officer, S&P Global Ratings  
Nancy J. Laben, EVP, Chief Legal Officer and Secretary, Booz Allen Hamilton  
Natasha Cupp, General Counsel and Secretary, Ladder Financial Inc.  
Nicky Espinosa, General Counsel, Chief Ethics & Compliance Officer, HeartFlow, Inc.  
Nicole Campbell, Chief Legal Officer, App Annie Inc.  
Nicole Linda Kelsey, General Counsel and Secretary, Amyris, Inc.  
Nishat Ruitter, General Counsel, TED Conferences, LLC.  
Olga Rodstein, Head of Legal, Electric Imp, Inc.  
Olga V. Mack, Vice President of Strategy, Quantstamp, Inc., Founder of Women Serve on Boards, and former General Counsel of ClearSlide, Inc.  
Peter Dwoskin, Senior Vice President, Strategic Development & General Counsel, U.S. News & World Report

Raj Aji, SVP, General Counsel and Chief Compliance Officer, Bill.com  
Rebecca Eisenberg, independent GC, former GC of Reddit, Trulia, Flip Video, AdBrite and Vouch.  
Rebecca Fine, General Counsel and Corporate Secretary, Athena Art Finance Corp.  
Robert Mahnke, General Counsel of Fundbox  
Robin Abrams, EVP, General Counsel, vTv Therapeutics/General Counsel, SIGA Technologies  
Ruchi Kaushal, General Counsel, Cable & Wireless Communications  
Sally Rau, General Counsel, Cambium Networks  
Samantha Harnett, SVP and General Counsel, Eventbrite, Inc.  
Sangeetha Raghunathan, General Counsel, Indiegogo  
Saria Tseng, VP Strategic Development, General Counsel and Corporate Secretary, Monolithic Power Systems, Inc.  
Scott Robert Shipman, Chief Legal Officer, AppLovin Corporation  
Shalini Swaroop, General Counsel, Marin Clean Energy (MCE)  
Sharon Carmeli, General Counsel & Chief Compliance Officer, Bluevine Capital Inc.  
Sharon Segev, Chief Business Affairs & Legal Officer, Smule, Inc.  
Sharon Zezima, General Counsel & Secretary, Pax Labs  
Sherwin Chen, General Counsel & Secretary, Color Genomics, Inc.  
Shirin Malkani, General Counsel & Head of Strategic Partnerships, Schireson Associates LLC  
Sivan Whiteley, General Counsel and Corporate Secretary, Square, Inc.  
Stephen A. Riddick, General Counsel and Corporate Secretary, Tenable Holdings, Inc.  
Stephanie King, former SVP, GC of AdRoll, Inc.  
Su-Jin Lee, VP and General Counsel, Popsugar Inc.  
Sumeet Ajmani, General Counsel, Nova Credit Inc.  
Susan Wiseman, SVP Legal and General Counsel, Braze, Inc.  
Suzanne Law Marisa, General Counsel, OVHcloud  
Suzy M. Lee, Vice President & General Counsel, Toshiba America Electronic Components, Inc.  
Tanya Willacy, VP, General Counsel, ENGIE Storage  
Thomas Chow, General Counsel & Secretary, PubMatic, Inc.  
Tiffany L. Morris, General Counsel and VP of Global Privacy, Lotame Solutions, Inc.  
Tom Lue, General Counsel, DeepMind  
Tricia Timm, General Counsel, Looker Data Sciences, Inc.  
Ulysses Hui, General Counsel, JDI Display America, Inc.  
Yoko Miyashita, SVP, General Counsel, Getty Images, Inc.

## **Exhibit B**



DATE: SEPTEMBER 1, 2020

TO: IMF COMMITTEE

FROM: JOINT IMF/FLORIDA BAR DIVERSITY & INCLUSION COMMITTEE STUDY GROUP

*Members of Study Group:*

**BLS**

Mariane Dorris

John Dorris

**Florida Bar Diversity & Inclusion Committee**

Michael Andriano

David Brunell

Julian Jackson Fannin

**RE: BLS DIVERSITY & INCLUSION CLE SPEAKER PANEL POLICY (“CLE DIVERSITY POLICY”):**

The Business Law Section (“BLS”) expects all Continuing Legal Education (CLE) Programs sponsored or co-sponsored by the BLS to meet the goals of the Diversity Committee Strategic Plan of eliminating bias, increasing diversity and implementing tactics aimed at recruiting and retaining diverse attorneys. These goals are furthered by having the faculty include members of diverse groups based upon *race, ethnicity, gender, sexual orientation, gender identity, disability and multiculturalism*.

**CLE Diversity Policy:**

For these reasons, the Study Group recommends the following CLE Diversity Policy. This policy applies to CLE programs with three or more panel participants, including the moderator. Effective **January 1, 2021**, the following guidelines will apply: (a) individual programs with faculty of three or four panel participants, including the moderator, will require at least 1 diverse member; (b) individual programs with faculty of five to eight panel participants, including the moderator, will require at least 2 diverse members; and (c) individual programs with faculty of nine or more panel participants, including the moderator, will require at least 3 diverse members. The BLS will not sponsor, co-sponsor, or seek CLE accreditation for any program failing to comply with this policy unless an exception or appeal is granted.

**Implementation:**

The Inclusion, Mentoring & Fellowship Committee (“IMF”), will be responsible for the implementation and enforcement of the CLE Diversity Policy. As such, any question of compliance with the CLE Diversity Policy will be determined by the IMF Committee. If a proposed CLE panel does not comply with the CLE Diversity Policy and cannot be granted an exception, as defined below, then the BLS will not sponsor the CLE. **All applications for programs seeking CLE accreditation and BLS sponsorship shall be submitted to the IMF Committee at least seven (7) days prior to the date the program is scheduled to occur.**

At the discretion of the IMF Committee and the Chair of the Section, either of the following circumstances *may* constitute grounds for an exception from the CLE Diversity Policy:

1. Previously confirmed diverse speakers or moderators for the CLE cancel, withdraw or become unable to attend and participate in the CLE and insufficient time exists to replace them and maintain a diverse panel.
2. After a diligent search and inquiry, the proponents of the CLE have affirmed they have been unable to obtain the participation of the requisite diverse members of the CLE panel.

**Diverse Speaker Directory:**

In order to assist in the implementation of the CLE Diversity Policy, IMF will create and maintain a Diverse Speaker Directory (“Directory”). The Directory will provide a database of legal experts that self-identify from a race, ethnicity, gender and gender identity, sexual orientation, disability and multicultural perspective. In addition to the above, individuals who register with the Directory shall identify their geographical location, willingness to travel, speaker fees if any, and areas of expertise/interest, in addition to a CV.

## **Exhibit C**



# ABA National Lawyer Population Survey

## Lawyer Population by State

Year 2021

Resident Active Attorney Count			
State	This Year	Last Year	% Change from Prior Year
Alabama	14,897	14,897	0.0%
Alaska	2,340	2,324	0.7%
American Samoa	55	55	0.0%
Arizona	15,688	15,081	4.0%
Arkansas	6,808	6,299	8.1%
California	167,709	168,569	-0.5%
Colorado	22,802	22,802	0.0%
Connecticut	21,036	21,036	0.0%
Delaware	3,058	3,058	0.0%
Dist. of Columbia	28,011	27,743	1.0%
Florida	77,223	79,328	-2.7%
Georgia	33,158	32,584	1.8%
Guam	262	262	0.0%
Hawaii	4,184	4,270	-2.0%
Idaho	4,029	3,967	1.6%
Illinois	62,720	62,720	0.0%
Indiana	15,802	15,761	0.3%
Iowa	7,452	7,306	2.0%
Kansas	7,932	8,045	-1.4%
Kentucky	13,570	13,570	0.0%
Louisiana	21,414	20,568	4.1%
Maine	3,985	3,995	-0.3%
Maryland	40,800	40,800	0.0%
Massachusetts	42,720	42,908	-0.4%
Michigan	35,453	35,453	0.0%
Minnesota	26,065	25,823	0.9%
Mississippi	6,845	6,886	-0.6%
Missouri	24,369	24,369	0.0%
Montana	3,183	3,167	0.5%
Nebraska	5,546	5,546	0.0%
Nevada	7,482	7,509	-0.4%
New Hampshire	3,495	3,495	0.0%
New Jersey	40,137	41,152	-2.5%
New Mexico	5,612	5,612	0.0%
New York	185,076	184,662	0.2%
North Carolina	24,253	24,253	0.0%
North Dakota	1,696	1,697	-0.1%
North Mariana Islands	134	134	0.0%
Ohio	38,189	38,189	0.0%
Oklahoma	13,713	13,549	1.2%
Oregon	12,158	12,196	-0.3%
Palau	44	50	-12.0%
Pennsylvania	49,087	49,249	-0.3%
Puerto Rico	13,944	13,944	0.0%
Rhode Island	4,071	4,071	0.0%
South Carolina	10,853	10,798	0.5%
South Dakota	1,985	1,907	4.1%
Tennessee	18,818	18,818	0.0%
Texas	93,821	92,833	1.1%
Utah	8,581	8,473	1.3%
Vermont	2,198	3,612	-39.1%
Virgin Islands	776	776	0.0%
Virginia	24,020	24,230	-0.9%
Washington	26,701	26,316	1.5%
West Virginia	4,770	4,770	0.0%
Wisconsin	15,488	15,482	0.0%
Wyoming	1,692	1,773	-4.6%
<b>TOTAL</b>	<b>1,327,910</b>	<b>1,328,742</b>	<b>-0.1%</b>

Compiled by: American Bar Association, 321 N Clark St, Chicago, IL 60654

\* Individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of December 31st of the prior year, e.g. 2021 data is as of 12/31/2020. The numbers reflected here are the best available data provided to the ABA from the respective associations or agencies.

Notes: Vermont returned to tracking resident/non-resident status in 2021; the count now reflects resident active attorneys. Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2021; prior year responses (2019 or 2020) were used for the following: Alabama, American Samoa, Colorado, Connecticut, Delaware, Guam, Illinois, Kentucky, Maryland, Michigan, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, Tennessee, West Virginia. Responses from 2018 were used for Virgin Islands.

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Resource also found at: [http://www.americanbar.org/resources\\_for\\_lawyers/profession\\_statistics.html](http://www.americanbar.org/resources_for_lawyers/profession_statistics.html)



Resident Active Attorney Count												
State	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	% Change from 2011
Alabama (1,24)	13,876	14,135	14,303	14,531	14,630	14,666	14,717	14,822	14,821	14,897	14,897	7.4%
Alaska (22)	2,451	2,418	2,442	2,469	2,456	2,439	2,402	2,311	2,324	2,324	2,340	-4.5%
American Samoa (13,22,24)	47	44	64	102	102	98	59	59	55	55	55	17.0%
Arizona (4,22)	14,471	14,471	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15,081	15,688	8.4%
Arkansas (7,11,18)	5,545	5,928	5,953	5,970	5,970	7,320	6,851	7,080	6,693	6,299	6,808	22.8%
California	157,388	159,824	163,163	163,327	165,952	167,690	168,746	170,044	170,117	168,569	167,709	6.6%
Colorado (22,24)	20,211	20,768	21,094	21,545	21,761	21,781	22,164	21,099	22,802	22,802	22,802	12.8%
Connecticut (7,11,22,24)	20,585	20,842	21,150	18,655	18,655	21,517	21,341	21,111	21,036	21,036	21,036	2.2%
Delaware (22,24)	2,820	2,853	2,888	2,881	2,921	2,952	2,978	2,978	3,058	3,058	3,058	8.4%
Dist. of Columbia (6,20)	50,440	51,271	51,928	51,928	52,089	52,711	54,692	53,778	56,135	27,743	28,011	-44.5%
Florida (6)	64,715	66,556	68,464	68,464	74,258	75,697	77,008	78,244	78,448	79,328	77,223	19.3%
Georgia	28,871	28,520	28,974	30,463	31,340	31,499	31,672	32,802	32,409	32,584	33,158	14.8%
Guam (2,4,5,22,24)	256	256	256	313	313	266	266	270	262	262	262	2.3%
Hawaii (22)	4,054	4,107	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4,270	4,184	3.2%
Idaho	3,553	3,627	3,725	3,705	3,736	3,714	3,836	3,882	3,911	3,967	4,029	13.4%
Illinois (2,4,22,24)	60,069	60,069	62,496	61,871	63,211	63,060	62,782	63,422	62,720	62,720	62,720	4.4%
Indiana (3,7,11,13)	14,016	15,512	15,646	15,883	15,883	15,854	15,826	15,826	15,845	15,761	15,802	12.7%
Iowa (22)	7,200	7,308	7,383	7,183	7,526	7,560	7,523	7,454	7,306	7,306	7,452	3.5%
Kansas (7,22)	8,129	8,156	8,199	8,261	8,266	8,234	8,218	8,131	8,045	8,045	7,932	-2.4%
Kentucky (22,24)	12,579	12,891	13,061	13,328	13,448	13,451	13,509	13,540	13,570	13,570	13,570	7.9%
Louisiana (7,18,22)	17,974	18,327	18,528	18,532	18,775	19,099	19,307	18,918	20,568	20,568	21,414	19.1%
Maine (6,22)	3,718	3,865	3,863	3,863	3,944	3,931	3,940	3,988	3,995	3,995	3,985	7.2%
Maryland (12,17,22,24)	22,172	22,477	23,068	23,508	23,902	24,142	38,800	40,309	40,800	40,800	40,800	84.0%
Massachusetts	41,920	42,483	43,008	44,257	43,974	43,221	43,442	42,926	42,788	42,908	42,720	1.9%
Michigan (7,22,24)	33,370	33,692	33,995	34,739	34,739	35,087	35,236	35,362	35,453	35,453	35,453	6.2%
Minnesota (7,18,22)	23,363	23,774	24,091	25,272	24,522	24,952	25,483	25,252	25,823	25,823	26,065	11.6%
Mississippi (6,22)	6,886	6,955	6,955	6,955	7,059	7,094	7,067	7,007	6,886	6,886	6,845	-0.6%
Missouri (7,22,24)	23,933	24,276	24,423	25,337	25,337	24,922	24,787	24,754	24,369	24,369	24,369	1.8%
Montana	2,980	3,008	3,046	3,084	3,126	3,140	3,159	3,179	3,184	3,167	3,183	6.8%
Nebraska (6,24)	5,238	4,983	5,028	5,028	5,361	5,506	5,545	5,565	5,555	5,546	5,546	5.9%
Nevada (6,17)	6,732	6,850	7,080	7,080	6,858	7,219	7,281	7,333	7,030	7,509	7,482	11.1%
New Hampshire (19,24)	3,423	3,449	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3,495	3,495	2.1%
New Jersey (10,22)	40,754	40,997	40,993	41,250	41,569	41,569	41,168	41,021	41,152	41,152	40,137	-1.5%
New Mexico (6,22,24)	5,318	5,513	5,468	5,468	5,547	5,581	5,524	5,428	5,612	5,612	5,612	5.5%
New York (17)	161,031	163,798	166,317	169,756	172,630	175,195	177,035	179,600	182,296	184,662	185,076	14.9%
North Carolina (7,22,24)	20,706	21,280	21,855	23,136	23,136	23,325	23,694	24,087	24,253	24,253	24,253	17.1%
North Dakota	1,448	1,546	1,560	1,599	1,665	1,669	1,698	1,694	1,687	1,697	1,696	17.1%
North Mariana Islands (22,24)	130	135	135	210	210	126	123	128	134	134	134	3.1%
Ohio (22,24)	38,118	37,745	38,541	38,234	38,849	38,237	38,623	37,873	38,189	38,189	38,189	0.2%
Oklahoma (9,16,21)	11,704	12,978	11,970	13,465	13,465	13,431	13,470	11,695	11,768	13,549	13,713	17.2%
Oregon (5,6)	12,065	12,276	12,276	12,276	12,464	12,475	12,227	12,427	12,274	12,196	12,158	0.8%
Palau (22,25)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	44	50	50	44	N/A
Pennsylvania	48,492	48,947	49,697	50,072	48,992	49,644	49,406	50,112	50,039	49,249	49,087	1.2%
Puerto Rico (2,4,6,11,22,24)	13,282	13,282	14,193	14,193	15,318	13,673	14,293	14,008	13,944	13,944	13,944	5.0%
Rhode Island (7,22,24)	4,114	4,060	4,173	4,179	4,224	4,219	4,167	4,154	4,071	4,071	4,071	-1.0%
South Carolina	9,384	9,537	9,587	9,874	10,031	10,208	10,316	10,445	10,568	10,798	10,853	15.7%
South Dakota (19)	1,880	1,865	1,905	1,934	1,939	1,960	1,933	1,995	1,995	1,907	1,985	5.6%
Tennessee (6,24)	16,630	16,947	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18,818	18,818	13.2%
Texas	78,844	80,657	82,607	84,800	86,494	87,957	89,361	90,485	91,244	92,833	93,821	19.0%
Utah (6)	6,552	7,309	7,840	7,840	8,413	8,468	8,204	8,285	8,362	8,473	8,581	31.0%
Vermont (6,14,18,22,23)	2,263	2,270	2,300	2,300	2,272	2,326	2,326	2,227	3,612	3,612	2,198	-2.9%
Virgin Islands (4,5,8,13,15,19,22,24)	650	650	650	456	456	561	372	776	776	776	776	19.4%
Virginia (7,22,24)	23,936	24,091	24,468	24,064	24,062	24,193	24,249	24,208	24,230	24,230	24,020	0.4%
Washington	23,503	23,741	24,032	24,620	24,844	25,577	25,786	26,057	26,182	26,316	26,701	13.6%
West Virginia (7,22,24)	4,753	4,854	4,901	4,942	4,918	4,922	4,862	4,849	4,770	4,770	4,770	0.4%
Wisconsin (7)	15,252	15,364	15,538	15,481	15,481	15,072	15,549	15,539	15,512	15,482	15,488	1.5%
Wyoming (7,22,24)	1,658	1,668	1,681	1,778	1,778	1,715	1,776	1,716	1,773	1,773	1,692	2.1%
<b>TOTAL</b>	<b>1,225,452</b>	<b>1,245,205</b>	<b>1,268,011</b>	<b>1,281,432</b>	<b>1,300,705</b>	<b>1,312,869</b>	<b>1,335,963</b>	<b>1,342,379</b>	<b>1,352,077</b>	<b>1,328,742</b>	<b>1,327,910</b>	<b>8.4%</b>

Data Source: American Bar Association's National Lawyer Population Survey

\* Individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of December 31st of the prior year, e.g. 2021 data is as of 12/31/2020. The numbers reflected here are the best available data provided to us from the respective associations or agencies; significant exceptions are noted below.

- (1) The Alabama number reflects all resident attorneys regardless of whether they were active or not.
- (2) Illinois, Guam, and Puerto Rico did not provide current data for 2011 so prior year's stats were used.
- (3) During 2011, Indiana began using a new system for attorney registration leading to greater accuracy in reporting in 2012.
- (4) Arizona, Illinois, Guam, Puerto Rico, and the Virgin Islands did not provide current data for 2012 so prior year's stats were used.
- (5) Oregon, Guam, and the Virgin Islands did not provide current data for 2013 so prior year's stats were used.
- (6) Dist. of Columbia, Florida, Maine, Mississippi, Nebraska, Nevada, New Mexico, Oregon, Puerto Rico, Tennessee, Utah, and Vermont did not provide current data for 2014 so the data from the most recent submission were used.
- (7) Due to timing of the survey in 2014, the following states submitted data from Fall 2014 rather than as of December 31, 2013: Arkansas, Connecticut, Indiana, Kansas, Louisiana, Michigan, Minnesota, Missouri, North Carolina, Rhode Island, Virginia, Wisconsin, West Virginia, and Wyoming. All but Kansas, Louisiana, Minnesota, Rhode Island, Virginia, and West Virginia chose not to submit updated data for the 2015 survey.
- (8) Prior to the 2014 survey, the Virgin Islands did not report on active/inactive status. The decrease in 2014 is a more accurate representation of Resident Active lawyers.
- (9) Prior to the 2014 survey, Oklahoma excluded lawyers categorized as "Over 70" from their Resident Active submission. The 2014 results include this group.
- (10) In 2016, New Jersey was in the process of a system conversion and was not able to provide information in time to be included in the survey. As a result, the most recent prior submission was used.
- (11) In 2016, four agencies had changes in the availability of Active/Inactive status data. Arkansas, Connecticut, and Indiana were not able to provide a breakout of Active/Inactive status for Resident attorneys as they had in prior years. Puerto Rico had not provided Active/Inactive status details in prior years, but was able to provide it for the 2016 survey. In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported.
- (12) In 2017, the source of the Maryland data changed from the voluntary Maryland State Bar to the Maryland Supreme Court. The Maryland Supreme Court does not track residency status, leading to larger results than prior years.
- (13) In 2017, three agencies had changes in the availability of Active/Inactive status data. Indiana was not able to provide a breakout of Active/Inactive status for Resident attorneys in 2016, but was able to for 2017. American Samoa had not provided Residency or Active status details in recent years, but was able to provide it for the 2017 survey. Virgin Islands changed its classifications for the Active/Inactive status for the 2017 survey.
- (14) Vermont was not able to provide current data for 2017 so the data from the most recent submission were used.
- (15) Virgin Islands was not able to provide residency in 2018 due to Hurricanes Irma and Maria.
- (16) In 2018, Oklahoma removed senior members from the Resident Active count (they can still practice but are over the age of 70).
- (17) In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.
- (18) In 2019, four agencies had changes in the availability of residency data. Arkansas adopted a new software system and cleaned up data; the decrease in 2019 is a more accurate representation of Resident Active Lawyers. Louisiana changed how it reports residency status, causing an increase in the reported lawyer count. Minnesota and Vermont no longer track resident/non-resident status; the counts now reflect all active lawyers.
- (19) New Hampshire, South Dakota, and Virgin Islands did not provide current data for 2019, so prior year's stats were used.
- (20) In 2020, the District of Columbia changed how it reports residency status to report DC addresses only and not the DC metro area.
- (21) In 2020, Oklahoma returned senior members to the Resident Active count after excluding them in 2018 and 2019.
- (22) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2020; prior year responses were used for the following: Alaska, American Samoa, Arizona, Colorado, Connecticut, Delaware, Guam, Hawaii, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, New Jersey, New Mexico, North Carolina, North Mariana Islands, Ohio, Palau, Puerto Rico, Rhode Island, Vermont, Virgin Islands, Virginia, West Virginia, Wyoming.
- (23) In 2021, Vermont returned to tracking resident/non-resident status; the count now reflects resident active attorneys.
- (24) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2021; prior year responses (2019 or 2020) were used for the following: Alabama, American Samoa, Colorado, Connecticut, Delaware, Guam, Illinois, Kentucky, Maryland, Michigan, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, Tennessee, West Virginia. Responses from 2018 were used for Virgin Islands.
- (25) Data for Palau not available prior to 2018.

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**ABA National Lawyer Population Survey**  
**Historical Trend in Total National Lawyer Population**  
**1878 - 2021**

Year	Resident Active Attorney Total	% Change from Prior Year	Year	Resident Active Attorney Total	% Change from Prior Year
2021	1,327,910	-0.1%	1980	574,810	15.4%
2020	1,328,742	-1.7%	1979	498,249	7.2%
2019	1,352,077	0.7%	1978	464,851	7.6%
2018	1,342,379	0.5%	1977	431,918	1.6%
2017	1,335,963	1.8%	1976	424,980	5.0%
2016	1,312,869	0.9%	1975	404,772	5.0%
2015	1,300,705	1.5%	1974	385,515	5.4%
2014	1,281,432	1.1%	1973	365,875	2.1%
2013	1,268,011	1.8%	1972	358,520	4.5%
2012	1,245,205	1.6%	1971	342,980	4.9%
2011	1,225,452	1.9%	1970	326,842	1.7%
2010	1,203,097	1.9%	1969	321,473	1.7%
2009	1,180,386	1.6%	1968	316,104	1.7%
2008	1,162,124	1.6%	1967	310,736	1.8%
2007	1,143,358	2.4%	1966	305,368	1.8%
2006	1,116,967	1.1%	1965	300,000	0.9%
2005	1,104,766	1.9%	1964	297,186	1.0%
2004	1,084,504	2.4%	1963	294,372	1.0%
2003	1,058,662	0.8%	1962	291,559	1.0%
2002	1,049,751	0.1%	1961	288,746	1.0%
2001	1,048,903	2.6%	1960	285,933	2.6%
2000	1,022,462	2.2%	1959	278,746	2.6%
1999	1,000,440	1.5%	1958	271,560	2.7%
1998	985,921	3.4%	1957	264,373	2.8%
1997	953,260	0.7%	1956	257,186	2.9%
1996	946,499	5.6%	1955	250,000	12.8%
1995	896,140	3.5%	1950	221,605	10.8%
1994	865,614	2.3%	1945	200,000	10.4%
1993	846,036	5.8%	1940	181,220	13.3%
1992	799,760	2.9%	1935	160,000	15.1%
1991	777,119	2.8%	1930	139,059	6.2%
1990	755,694	4.2%	1925	131,000	6.9%
1989	725,579	1.7%	1920	122,519	0.4%
1988	713,456	2.7%	1915	122,000	-0.1%
1987	695,020	2.7%	1910	122,149	3.5%
1986	676,584	3.5%	1905	118,000	3.1%
1985	653,686	0.9%	1900	114,460	27.7%
1984	647,575	4.0%	1890	89,630	39.7%
1983	622,625	0.9%	1880	64,137	0.0%
1982	617,320	0.8%	1878	64,137	N/A
1981	612,593	6.6%			

Data Source: 1998 forward - American Bar Association's National Lawyer Population Survey, prior to 1998 - ABA Archives, specific source unknown.

\* For data from 1998 forward, individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of December 31st of the prior year, e.g. 2021 data is as of 12/31/2020. The numbers reflected here are the best available data provided to the ABA from the respective associations or agencies.

Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count. In 2020, the District of Columbia changed how it reports residency status, causing a decrease of more than 28,000 reported resident active attorneys in DC. In 2021, Vermont began tracking residency, causing a decrease of more than 1,400 reported resident active attorneys in VT.

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# ABA National Lawyer Population Survey

## 10-Year Trend in Lawyer Demographics

Year 2021

Resident Active Attorney Demographics: Gender												
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change from 2011
Gender												
Male	67%	67%	66%	64%	65%	64%	65%	64%	64%	63%	63%	-4.2 pp
Female	33%	33%	34%	36%	35%	36%	35%	36%	36%	37%	37%	4.1 pp
Other (1)	N/A	N/A	N/A	N/A	N/A	0%	0%	0%	0%	0%	0%	0.0 pp
Count of States Reporting Statistic	42	44	43	43	43	45	46	46	45	44	44	2
% of Lawyers with Reported Statistic	57%	59%	59%	61%	63%	66%	61%	63%	61%	60%	62%	4.4 pp

Resident Active Attorney Demographics: Race/Ethnicity												
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change from 2011
Race/Ethnicity (2)												
African-American	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	-0.2 pp
Asian	2%	2%	2%	2%	2%	3%	2%	3%	2%	2%	2%	0.8 pp
Caucasian/White	88%	88%	89%	88%	86%	85%	85%	85%	85%	86%	85%	-2.9 pp
Hawaiian/Pacific Islander	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0.0 pp
Hispanic	4%	3%	4%	4%	5%	5%	5%	5%	5%	5%	5%	0.9 pp
Multiracial (1)	N/A	N/A	N/A	0%	0%	1%	2%	1%	2%	2%	2%	2.0 pp
Native American	1%	1%	1%	1%	1%	0%	1%	1%	1%	0%	0%	-0.6 pp
Count of States Reporting Statistic	17	16	16	17	18	19	22	21	20	21	25	8
% of Lawyers with Reported Statistic	21%	21%	21%	21%	25%	30%	29%	28%	35%	31%	36%	15.0 pp

Data Source: American Bar Association's National Lawyer Population Survey

\* Individual state bar associations or licensing agencies are asked to provide demographics data for resident and active attorneys as of December 31st of the prior year, e.g. 2021 data is as of 12/31/2020. The numbers reflected here are the best available data provided to the ABA from the respective associations or agencies.

Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.

(1) Beginning with the 2016 survey, choices included "Multiracial" as an option for race/ethnicity and "Other" as an option for gender.

(2) Race/ethnicity percentages may total to more than 100% as many states allow responders to choose more than one option for race/ethnicity.

Beginning with the 2020 survey, two new questions about attorneys who identify as LGBTQ+ and as persons with a disability were asked. Results are not included in the 2021 report due to insufficient response.

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Respectfully submitted,

**BUSINESS LAW SECTION OF  
THE FLORIDA BAR**

/s/ Mariane L. Dorris

Mariane L. Dorris

Florida Bar No.: 0173665

[mdorris@shukerdorris.com](mailto:mdorris@shukerdorris.com)

SHUKER & DORRIS, P.A.

121 N. Orange Avenue, Suite 1120

Orlando, Florida 32801

Tel: 407-337-2060

/s/ Dineen Pashoukos Wasylik

Dineen Pashoukos Wasylik

Florida Bar No. 0191620

[service@ip-appeals.com](mailto:service@ip-appeals.com)

DPW LEGAL

PO Box 48323

Tampa, FL 33646

Tel: 813-778-5161



**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that I electronically filed the foregoing and served a true and accurate copy of this document via the Florida Courts eFiling Portal on July 13, 2021 to all parties not exempt from Florida Rule of Judicial Administration 2.516 at the indicated email address on the service list, and by U.S. Mail to any other parties.

Respectfully Submitted,

/s/ Mariane L. Dorris

Mariane L. Dorris

Florida Bar No.: 0173665

## **SERVICE LIST**

Gary L. Sasso,  
Nancy J. Faggianelli  
CARLTON FIELDS, P.A.  
4221 W. Boy Scout Blvd.,  
Suite 1000  
Tampa, Florida 33607  
gsasso@carltonfields.com  
nfaggianelli@carltonfields.com  
mbennett@carltonfields.com  
tpaecf@cfdom.net

### ***For Carlton Fields P.A.***

Joanne Fanizza  
Law Offices of  
Joanne Fanizza, P.A.  
445 Broadhollow Rd Ste 420  
Melville, NY 11747-3685  
lojfp@optimum.net

### ***Individually***

Andrew S. Berman  
Young, Berman, Karpf  
& Karpf, P.A.  
1001 Brickell Bay Dr.  
Suite 1704  
Miami, FL 33131  
aberman@ybkklaw.com  
dilly@ybkklaw.com

### ***Individually***

Rae T. Vann  
CARLTON FIELDS, P.A.  
1025 Thomas Jefferson St N.W.  
Suite 400 West  
Washington, D.C. 20007

rvann@carltonfields.com

### ***For Carlton Fields P.A.***

Twyla Sketchley  
3689 Coolidge Court, Suite 8  
Tallahassee, Florida 32311  
service@sketchleylaw.com  
filing@sketchleylaw.com  
alternateservice@sketchleylaw.com

### ***Individually***

Nancy C. Wear  
1172 So. Dixie Hwy.  
Suite 187  
Coral Gables, Florida 33146  
ncwear@gmail.com

### ***Individually***

Brian L. Tannebaum  
Brian L. Tannebaum, P.A.  
One Southeast Third Ave.  
Suite 1400  
Miami, FL 33131  
Telephone: (305) 374-7850  
Email:  
btannebaum@tannebaum.com

***As APRL Member and on  
behalf of APRL President  
Shannon Nordstrom, and  
the APRL Board of Directors***

Rosemary N. Palmer  
Attorney at Law  
5260 Pimlico Dr.  
Tallahassee, FL 32309-2405  
floridalawlady@gmail.com

***Individually***

Brandon S. Peters  
1630 NE 120th Ave.  
Williston, FL 32696  
brandon@peters.legal.com

***Individually***

Tricia "CK" Hoffler  
The CK Hoffler Firm  
23 Lenox Pointe N.E.  
Atlanta, GA 30324  
Telephone: (404) 263-0201  
Email: ck@ckhoffler.com  
Email: ck@ckhofflerfirm.com

***Individually***

Ronald S. Flagg, President  
Legal Services Corporation  
3333 K. Street, N. W.  
Washington, DC 20007  
flaggr@lsc.gov

***For the  
Legal Services Corporation***

E. Thomas Sullivan,  
Board Pres.  
American Bar Foundation  
750 N. Lake Shore Dr., 4th  
Floor  
Chicago, IL 60611  
Telephone: (312) 988-6500  
Email:  
Thomas.Sullivan@uvm.edu

***For the  
American Bar Foundation***

Hannah Choi  
Lee Law Group, PLLC  
3804 W. North B St.  
Tampa, FL 33609  
hannah.choi@iqor.com

***For the Asian Pacific  
American Bar Association of  
Tampa Bay***

Onchantho Am  
Greater Orlando Asian  
American Bar Association  
P.O. Box 2069  
Orlando, FL 32802  
Onchantho@gmail.com

***For the Greater Orlando  
Asian American Bar  
Association***

Radm A.B. Cruz III USN (ret.),  
President  
E-mail: president@napaba.org  
Edgar Chen, Policy Director  
1612 K Street NW, Suite 510  
Washington, DC 20006  
E-mail: echen@napaba.org

***For the National Asian Pacific  
American Bar Association***

Guy Kamealoha Noa  
79 SW 12th Street  
Miami, Florida 33130  
Telephone: (305) 789-9293  
E-mail: gnoa@fowler-white.com

***For the Asian Pacific American  
Bar Association of South  
Florida***

Vivile R. Dietrich  
Glazier, Glazier & Dietrich, P.A.  
8833 Perimeter Park Blvd.,  
Ste. 1002  
Jacksonville, FL 32216-1114  
vdietrich@glazierlawfirm.com

***For the Jacksonville Asian  
American Bar Association***

Michael J. Gelfand  
Gelfand & Arpe, P.A.  
1555 Palm Beach Lakes Blvd.,  
Suite 1220  
West Palm Beach, FL 33401  
mjgelfand@gelfandarpe.com

***Individually***

Jane W. Muir, President  
Miami-Dade County Bar Assoc.  
123 NW 1st Ave., Suite 214  
Miami, Florida, 33128  
Telephone: (786) 533-1100  
Facsimile: (786) 533-1101  
Email:  
jane@jmuirandassociates.com

***For Miami-Dade County  
Bar Association***

William Hodes  
The William Hodes Law Firm  
3658 Conservation Trail  
The Villages, FL 32163  
Email: bill.hodes@gmail.com

***Individually***

Blaise Trettis, Public Defender  
Eighteenth Judicial Circuit  
Brevard & Seminole Counties, FL  
2725 Judge Fran Jamieson Way,  
Bldg E  
Melbourne, FL 32940  
Email: btrettis@pd18.net

***Individually***

Anthony C. Musto  
P. O. Box 2956  
Hallandale Beach, FL 33008-2956  
Email: amusto@stu.edu  
Email: villeanddale@gmail.com

***For the Public Interest Law  
Section of the Florida Bar***

Adam R. Maingot, Chair  
Florida Bar Health Law Section  
809 Gascon Pl.  
Temple Terrace, FL 33617  
Email: adam.r.maingot@gmail.com

***For the Florida Bar  
Health Law Section***

World Justice Project  
William C. Hibbard, Chair  
William H. Neukom, Founder &  
CEO  
1025 Vermont Avenue, NW  
#1200  
Washington, DC 20005

wjp@worldjusticeproject.org

***For the World Justice Project***

Jason B. Blank, Chair  
Haber Blank LLP  
888 S. Andrews Ave., Suite 201  
Fort Lauderdale, FL 33616-1047  
jblank@haberblank.com

Warren William Lindsay,  
Immediate Past Chair  
Lindsey & Ferry, P.A.  
1150 Louisiana Ave., Suite 2  
Winter Park, FL 32789-2354  
warren@warrenlindseylaw.com

***For the Florida Bar  
Criminal Law Section***

James D. Wing  
7274 Chesterhill Circle  
Mount Dora, FL 32757  
Jwing@jdwinglaw.com

***Individually***