



The
DISCIPLINARY BOARD
of the Supreme Court of Pennsylvania

*Dedicated to protecting the public, maintaining the integrity of the
legal profession, and safeguarding the reputation of the courts.*

Annual Report 2024

Issued: March 20, 2025

The Disciplinary Board of the Supreme Court of Pennsylvania

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BOARD CHAIR'S SUMMARY

Reflecting upon another year passed, I take immense pride in the work performed by this organization in service of the Commonwealth and its diverse communities. The Board's work upholds ethical law practice which is the foundation for justice and public trust. In 2024, discipline was imposed upon 123 attorneys and the Office of Disciplinary Counsel (ODC) closed 4,725 cases. During investigation of these cases, ODC's central intake office helped to reestablish communication between clients and their attorneys and to facilitate the refund of fees to clients, among other efforts in support of both the public and the integrity of the profession, all without a case culminating in formal proceedings.

Pennsylvania's Supreme Court adopted multiple Rules amendments proposed by the Board which will further the standard of professionalism and ethics within the legal community. Addressing general misconduct, communications, and conflicts of interest, these revisions strengthen the Board's efforts to protect the public, maintain the integrity of the legal profession, and safeguard the reputation of the courts.

The Disciplinary Board's emeritus status program, through which skilled emeritus attorneys provide pro bono legal services to where it is often most needed, grew to forty-eight strong throughout the past year. The Board would like to express its heartfelt gratitude to those retired attorneys who transferred to or reregistered for emeritus status. Pennsylvania's emeritus status attorneys exemplify the Board's mission of public service.

Again, the Board has sought to foster a strong relationship with Pennsylvania's next generation of lawyers. Board Members and Office of Disciplinary Counsel staff visited area law school classrooms and student events, speaking on our state's disciplinary system and the ethical responsibilities young lawyers will encounter once admitted to the bar. Meanwhile, Executive Office staff facilitated more direct communication and educational opportunities to better support the well-being of future members of the profession.

The Board relies on its collegial relationships with the Administrative Office of Pennsylvania Courts, the Pennsylvania Lawyers Fund for Client Security, the Pennsylvania Interest on Lawyers' Trust Accounts Board, the Pennsylvania Continuing Legal Education Board, the Pennsylvania Board of Law Examiners, Lawyers Concerned for Lawyers of Pennsylvania, the Pennsylvania Bar Association, and all other partner Court agencies and professional organizations to carry out its endeavors meaningfully. On behalf of the

Board, I would like to extend sincere gratitude to all those who collaborate with the Board to advance our shared missions.

Finally, as my term as Board Chair comes to an end, I would like to heartily thank my fellow Board members – particularly Vice-Chair Gretchen A. Mundorff – skilled staff members, and volunteer Hearing Committee members for their commitment to the ethical practice of law. I would like to extend my congratulations and support to the next Board Chair and Vice-Chair, David S. Senoff, Esq. and Shohin H. Vance, Esq., under whose astute guidance the Board will surely continue to thrive. Finally, I want to thank Chief Justice Debra Todd and the Justices of the Supreme Court for the unique privilege of serving my Commonwealth as Disciplinary Board Chair.

John C. Rafferty, Jr.

Board Chair

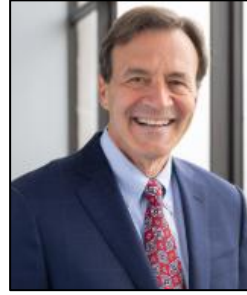
BOARD MEMBERSHIP



John C. Rafferty, Jr., Esquire
Board Chair
(Montgomery County)



Gretchen A. Mundorff, Esquire
Board Vice-Chair
(Fayette County)



Gaetan J. Alfano, Esquire
(Philadelphia County)



Joshua M. Bloom, Esquire
(Allegheny County)



Celeste L. Dee
(Lehigh County)



Laura E. Ellsworth, Esquire
(Allegheny County)



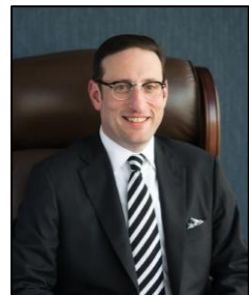
Robert J. Mongeluzzi, Esquire
(Philadelphia County)



Bryan S. Neft, Esquire
(Allegheny County)



Catherine R. O'Donnell, Esquire
(Luzerne County)



David S. Senoff, Esquire
(Philadelphia County)



Shohin H. Vance, Esquire
(Philadelphia County)



Joshua F. Wilson
(York County)



Jerry M. Lehocky, Esquire
(Philadelphia County)
Board Chair April 2022 - April 2023
Term Expired April 1, 2024



Christopher M. Miller, Esquire
(Allegheny County)
Term Expired September 1, 2024



Dion G. Rassias, Esquire
(Philadelphia County)
Board Chair April 2023 - April 2024
Term Expired April 1, 2024



Hon. Robert L. Repard
(Tioga County)
Term Expired September 1, 2024

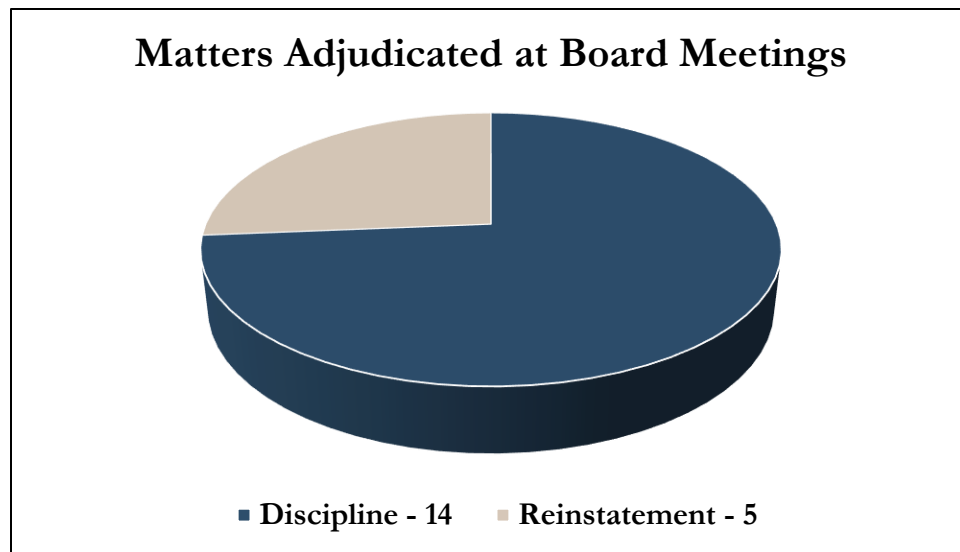
BOARD HIGHLIGHTS

Board Meetings

In 2024, the Board met four times in person to address administrative, adjudicatory, and executive business. Throughout the year, the Board membership and the Board committees met by telephone or other electronic means to perform the business of the Board.

- January 22 & 23 – Philadelphia
- April 9 & 10 – Pittsburgh
- July 22 & 23 – Hershey
- October 24 & 25 – Bedford

At its meetings, the Board adjudicated 19 matters: three in January, six in April, seven in July, and three in October. These consisted of 14 discipline matters and five reinstatement matters. In 2024, the Supreme Court issued orders in 18 adjudicated matters, adopting the Board's recommendation in 16 of those matters.



Board Committee Progress Reports

All Board members serve on Board committees, with the Board Chair and Vice-Chair serving as ex-officio members on each committee. In 2024, the committees undertook significant and meaningful projects and assignments, meeting four times in connection with scheduled Board meetings. Additionally, committee work was performed electronically and telephonically throughout 2024.

Rules Committee

The Rules Committee Chair is David S. Senoff. Board members Laura E. Ellsworth and Shohin H. Vance serve on the committee.

Under the leadership of Committee Chair Senoff, the committee oversees the consideration of amendments to existing rules and the drafting of new rules for the Rules of Professional Conduct, Pennsylvania Rules of Disciplinary Enforcement, and Disciplinary Board Rules and Procedures.

Requests for rule amendments and new rules come from various sources, including, but not limited to: Board members, Office of Disciplinary Counsel, and Executive Office staff; the Supreme Court of Pennsylvania; lawyers; bar associations; and the general public. Recommendations for rule amendments are placed on the committee's agenda.

Generally, once the committee and the Board approve a proposed rule amendment, the Board seeks approval from the Court to publish a Notice of Proposed Rulemaking in the *Pennsylvania Bulletin* explaining the proposal and requesting public comment. Upon close of the comment period, the committee reviews the comments and makes a recommendation to the Board on the final rule proposal. Upon Board approval, the final proposal is submitted to the Supreme Court.

In 2024, the Supreme Court of Pennsylvania adopted the following amendments to the Rules of Professional Conduct (RPC) following proposal by the Board:

RPC 8.4(c) (Misconduct). By Order dated April 3, 2024, effective May 3, 2024, the Court adopted an amendment to the Rules of Professional Conduct to clarify that while a lawyer is prohibited from engaging in conduct involving dishonesty, fraud, deceit or misrepresentation, a lawyer may advise, direct, or supervise others, including clients, law enforcement officers, and investigators, who participate in lawful investigative activities.

RPC 1.8(j) (Conflict of Interest-sexual relations). By Order dated October 9, 2024, effective November 8, 2024, the Court amended the rule prohibiting sexual relations with clients to clarify that "sexual relations" includes, but is not limited to, communications of a sexual nature. The amended comment to the rule further defines the nature of the communications.

RPC 5.5, 7.1, 7.2, 7.3, 7.4, and 7.7 (Information About Legal Services). By Order dated October 15, 2024, effective November 14, 2024, the Court adopted a series of amendments to the Rules of Professional Conduct governing communications concerning a lawyer's services and solicitation of clients.

Other Board action on Rules Committee items:

In 2024, the Board submitted four rule change proposals to the Court, published one Notice of Proposed Rulemaking in the *Pennsylvania Bulletin* seeking public comment, and responded to five rules-related inquiries from the Court.

Finance & Personnel Committee

The Finance & Personnel Committee Chair is Robert J. Mongeluzzi. Board members Gaetan J. Alfano and Bryan S. Neft serve on the committee.

The committee oversees the Board's assets, including financial, human, and technological, to develop an appropriate fiscal and operational strategy that furthers the mission of the Board. In many instances, the committee makes recommendations to other committees to elevate operational strategy.

In pursuit of its task, the committee reviewed and approved the proposed budget for fiscal year 2024-2025, and reviewed and approved the external audit of fiscal year 2023-2024, which was completed by Maher Duessel. The audit found no material deficiencies or misstatements.

In addition to addressing other personnel related matters, the committee continues to monitor and assess the progress of the Board's 2018 organizational realignment, which was designed to modernize operations and improve case processing efficiency. The committee also conducts regular evaluations of senior staff performance and reviews policies aimed at advancing the Board's operational strategy. During the course of the year, various Board policies were amended and adopted in alignment with the Board's mission.

Board Chair Rafferty serves as the Board's representative to the Investment Advisory Board (IAB), established by the Supreme Court, and participates in the IAB meetings.

Disciplinary Board Staff	
Total Employees <i>As of January 1, 2024</i>	74
New Hires	5
Retirements & Separations	2
Total Employees <i>As of December 31, 2024</i>	77

Communications Committee

The Communications Committee Chair is Joshua M. Bloom. Board member Joshua F. Wilson serves on the committee.

The role of the committee is to increase visibility and to explore ways of improving communications both with the legal profession and the public, specifically through the Board's media platforms. The committee is also tasked with furthering public access to the Board's proceedings.

Throughout 2024, under the leadership of Committee Chair Bloom, the committee successfully adopted multiple enhancements to the Board's website. Among other things, such enhancements include:

- further ADA compliance in areas including news and media, as well as the upcoming public proceedings module;
- an updated complaint form available in nine languages; and
- updated Hearing Committee training materials housed within members' Attorney Gateway access.

One of the significant tasks of this committee is the crafting and monthly distribution of the Board's Attorney Newsletter. Communicating with the profession and public frequently allows the Board to share important initiatives, information, and directives with the profession. By the end of 2024, the Board expanded its newsletter subscribership to over 90,000 recipients.

Under Committee Chair Bloom's leadership, the Board uses its newsletter, social media, and website to share information which may be beneficial to the profession. In addition to sourcing and authoring these interactions, the Board coordinates with other Court boards and committees and Commonwealth law organizations to share information with the profession that is relevant.

To further access to public Board proceedings, the committee began sending an "Upcoming Public Proceedings" email to its newsletter contact list at the beginning of each week in which one or more public proceedings are scheduled. This action serves to increase viewership and transparency as well as promote the Board's efforts toward its mission. In 2024, the Board continued to publicize openings and vacancies for Court boards and committees in its newsletter, on the website, and via social media.

The committee continued distribution of a monthly email to law school contacts around the Commonwealth. Each email details Board news to be shared with student bodies and includes a link to the previous month's newsletter and a list of scheduled public proceedings. Representatives from the Board and

its staff made visits to area law school classrooms and student fairs to speak with students about professional integrity. Once again, the committee also produced visual marketing materials – including a digital flyer, print flyer, and poster – to promote interest in ethical law practice amongst the next generation of legal professionals.

Education Committee

The Education Committee Chair is Celeste L. Dee. Board member Catherine R. O'Donnell serves on the committee.

The role of the committee is to propose and carry out education and training opportunities for the profession, Hearing Committee members, and Board members.

Under the leadership of Committee Chair Dee, the committee planned and held an in-person training event for new Hearing Committee members in Hershey, Pennsylvania. The Board was highly honored to again host Chief Justice Debra Todd at this year's training. Chief Justice Todd welcomed all attendees and noted the Board's duty to the public and the justice system, highlighting the significance of the undertakings of Hearing Committee Members. The six-hour training event included presentations by Board members; Hearing Committee members; Board staff; and Respondent's counsel. The program was designed to educate these critical volunteers about the disciplinary system and their responsibilities as Hearing Committee members.

In addition to their participation in Hearing Committee training, Board members had the opportunity to participate at conferences related to disciplinary matters. Board members continued their efforts to participate in numerous CLE presentations throughout the year.

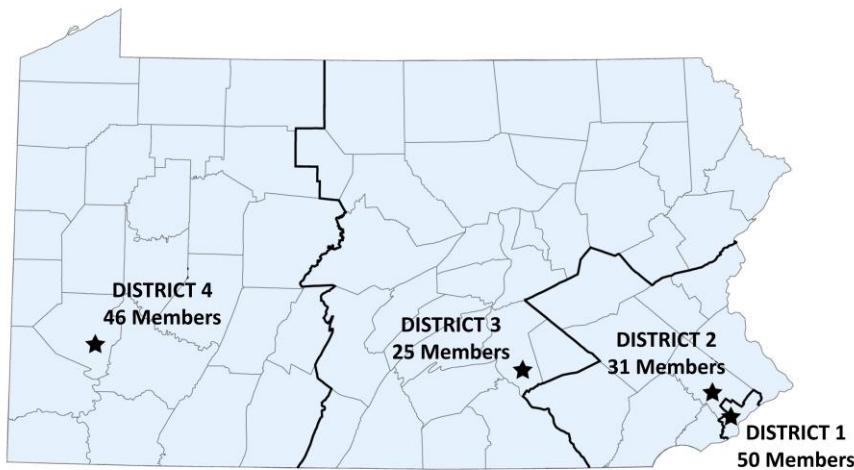
The 21st Annual Meeting of the National Council of Lawyer Disciplinary Boards (NCLDB) was held in Long Beach, California in February 2024. Board members who attended in person included: Vice Chair Gretchen A. Mundorff, Christopher M. Miller, and Hon. Robert L. Repard. Staff members who attended in person included: Jesse G. Hereda, Executive Director and President of the NCLDB Board of Directors; Marcee D. Sloan, Board Prothonotary and Secretary of the NCLDB Board of Directors; Lauren A. Chavey, Communications Coordinator and member of the NCLDB Board of Directors; and Kimberly M. Henderson, Special Counsel. Also representing Pennsylvania was former Board Chair Douglas W. Leonard who attended in person and presented during the conference events. Virtual participants from Pennsylvania included: Dana C. Belella, Assistant Director; Laura K. Mohny, Counsel to the Board; and Hearing Committee members Andrew Giorgione and Dawn Tancredi.

Hearing Committees

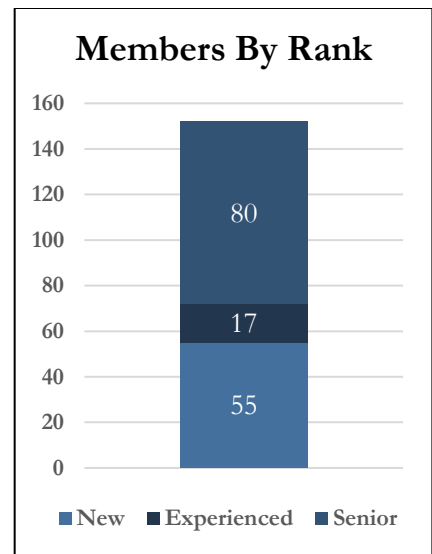
Annually, the Disciplinary Board is tasked with appointing Hearing Committee members in each district. A Hearing Committee member for a district must be a member of the bar of this Commonwealth who maintains an office for the practice of law within that district. At the conclusion of 2024, there were 152 Hearing Committee members throughout Pennsylvania.

2024 Hearing Committee Appointments

District I 17 Appointments 4 Reappointments	District II 8 Appointments 3 Reappointments
District III 6 Appointments 1 Reappointment	District IV 22 Appointments 2 Reappointments



★ Indicates location of Office of Disciplinary Counsel Office



The Board acknowledges the significant role that Hearing Committee members play in the disciplinary process and is committed to appointing Hearing Committee members who will ably perform the duties of the position. The Board is committed to appointing diverse Hearing Committee members that reflect the composition of the bar, recognizing that diversity of experience, practice area, background, race, gender, and geography is beneficial to the disciplinary process.

Gender and Race and/or Ethnicity of Hearing Committee Members

	Male	Female	Prefer Not to Answer	TOTAL	%
White or Caucasian	76	48	0	124	83.22 %
Black or African American	4	8	0	12	8.05 %
Asian	2	1	0	3	2.01 %
Hispanic or Latino	0	2	0	2	1.34 %
American Indian or Alaskan Native	0	0	0	0	0.00 %
Native Hawaiian or Other Pacific Islander	0	0	0	0	0.00 %
Other	0	0	0	0	0.00 %
Prefer Not to Answer	6	0	0	6	4.03 %
TOTAL	88	59	0	147	
%	59.86 %	40.14 %	0.00 %		
*More Than One Race and/or Ethnicity Identified	1	1	0	2	

**The data provided in this row reflects the number of attorneys who identified more than one race and/or ethnicity. The underlying selections for these attorneys are reflected in the respective categories above.*

Gender and Race and/or Ethnicity of All Registered Pennsylvania Attorneys

	Male	Female	Prefer Not to Answer	TOTAL	%
White or Caucasian	35,939	22,611	3	58,553	81.98 %
Black or African American	1,365	2,079	0	3,444	4.82 %
Asian	905	1,143	1	2,049	2.87 %
Hispanic or Latino	710	710	0	1,420	1.99 %
American Indian or Alaskan Native	161	125	0	286	0.40 %
Native Hawaiian or Other Pacific Islander	50	37	0	87	0.12 %
Other	400	297	0	697	0.98 %
Prefer Not to Answer	3,136	1,718	33	4,887	6.84 %
TOTAL	42,666	28,720	37	71,423	
%	59.74 %	40.21 %	0.05 %		
*More Than One Race and/or Ethnicity Identified	563	560	0	1,123	

**The data provided in this row reflects the number of attorneys who identified more than one race and/or ethnicity. The underlying selections for these attorneys are reflected in the respective categories above.*

Duties of Hearing Committee members include reviewing the recommended disposition of complaints as offered by the Office of Disciplinary Counsel and conducting disciplinary and reinstatement hearings, either as a three-member panel or single designated member. Hearing Committee members are responsible for preparing a written report and recommendation to the Board following disciplinary and reinstatement proceedings.

Complaint Dispositions Reviewed	61
Prehearing Conferences Held	29
Disciplinary Hearings Held	20
Reinstatement Hearings Held	4
Hearing Committee Reports Filed	19

On July 24, 2024, the Board held a training session for newly appointed Hearing Committee members. Chief Justice Todd welcomed all attendees and emphasized the significant undertakings of Hearing Committee members. The training was led by Board members, Board staff, Senior Hearing Committee members, and an attorney who frequently represents respondents and petitioners before the Board. The training included a variety of topics designed to increase the knowledge base of the Hearing Committee members relative to disciplinary case law, rules, procedures, and hearings.

EXECUTIVE OFFICE HIGHLIGHTS

Attorney Discipline & Reinstatement

The Board Prothonotary is the record-keeper for all filings related to disciplinary and reinstatement matters. In addition, the Prothonotary assigns and schedules matters for Hearing Committee and Board review and performs various administrative functions.

Disciplinary & Reinstatement Filings

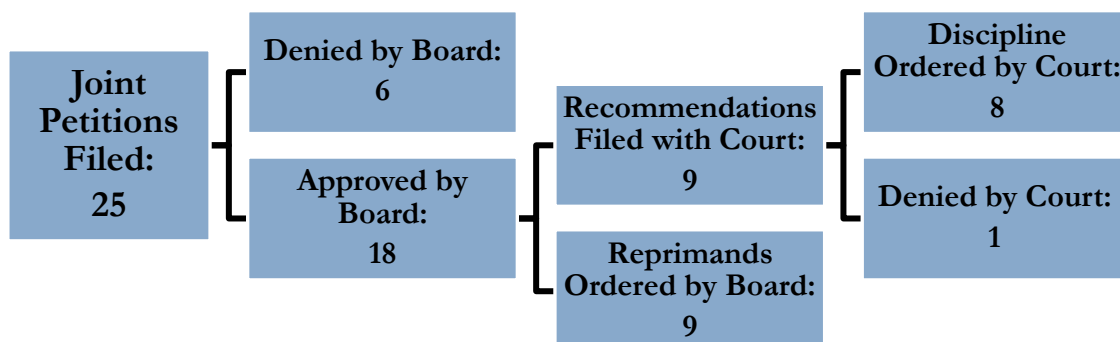
	Filed	Granted	Denied
Petition for Discipline	23	N/A	N/A
Joint Petition for Discipline on Consent	25	<i>Shown Below in "2024 Joint Petitions In-Depth"</i>	
Petition for Emergency Temporary Suspension	3	3	0
Contempt Petitions	5	5	0
¹ Petition for Reinstatement from Discipline	11	4	2
² Certification for Reinstatement from Suspension of One Year or Less	4	5	0
³ Petition for Reinstatement from Inactive Status, Retired Status, or Administrative Suspension of More Than 3 Years	59	54	0

¹Three matters granted were filed in 2022, and one matter granted was filed in 2023. Of the denied matters, one was filed in 2022 and one was filed in 2023. One matter was withdrawn, and ten matters were still pending as of December 31, 2024.

²One matter granted was filed in 2023.

³Eight matters granted were filed in 2023, and one was filed in 2022. One matter was withdrawn, and 13 matters were still pending as of December 31, 2024.

2024 Joint Petitions In-Depth

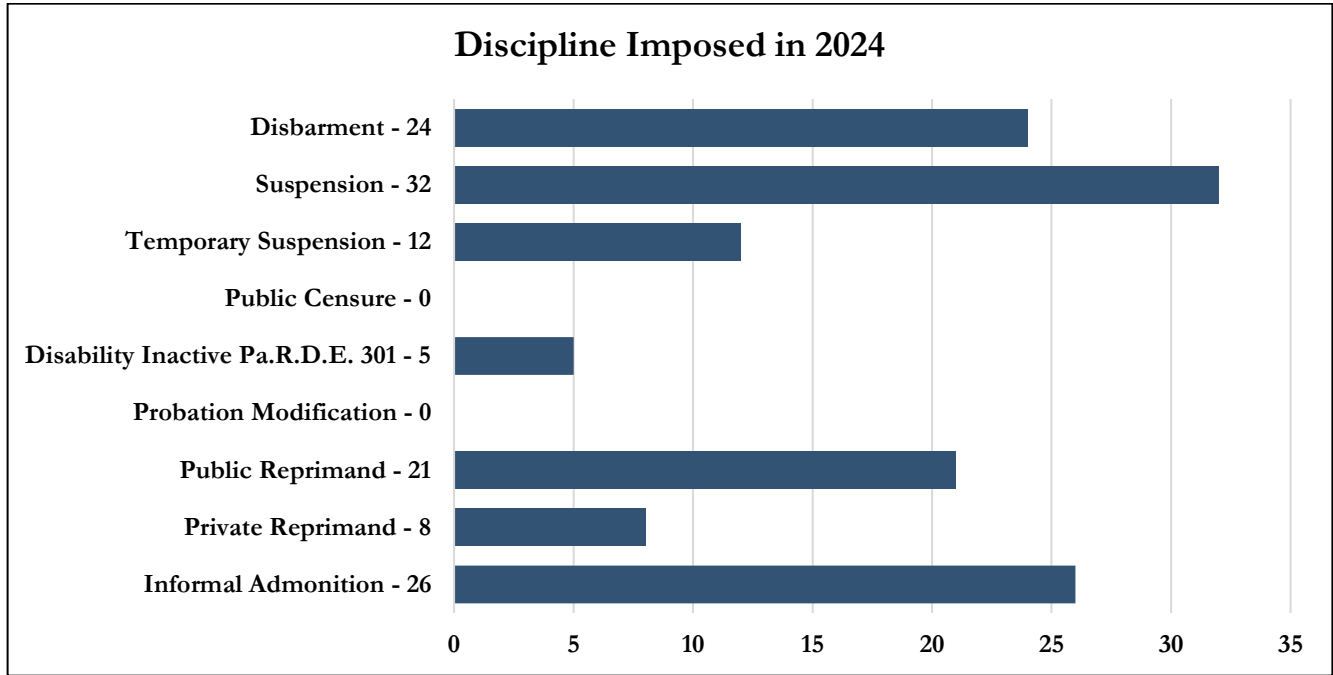


One matter under "Joint Petitions Filed" was still pending as of December 31, 2024.

Proceedings Held Before Board Member(s)

In 2024, one Rule to Show Cause hearing and five oral arguments were held before members of the Board. In 11 matters, a three-member panel of the Board reviewed Hearing Committee member recommendations in informal proceedings.

Discipline Imposed in 2024



Discipline Statistics – Historical Comparison

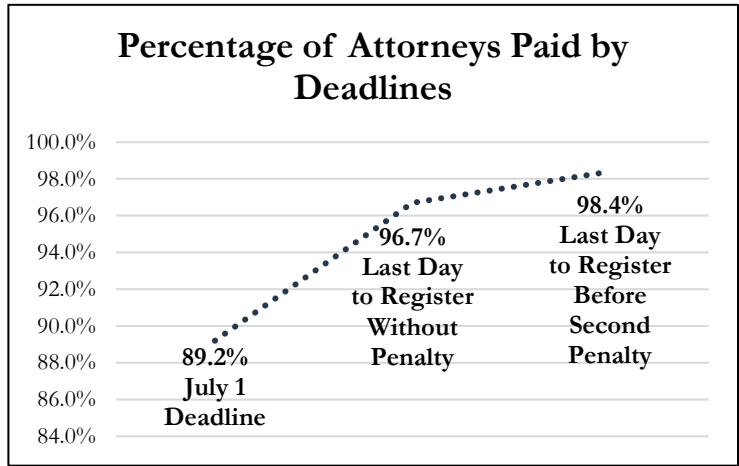
	Informal Admonition	Reprimands		Public Censure	Temporary Suspension	Suspension	Disbarment	Total
		Private	Public					
2024	26	8	21	0	12	32	24	123
2023	35	12	12	0	16	38	24	137
2022	39	12	21	0	14	28	25	139
2021	45	8	11	0	12	38	18	132
2020	35	7	14	0	15	47	30	148
2019	68	7	20	0	27	55	34	211

**Please note that this table reflects the number of Respondents upon whom discipline was imposed. For each, there may have been more than one case and/or complaint.*

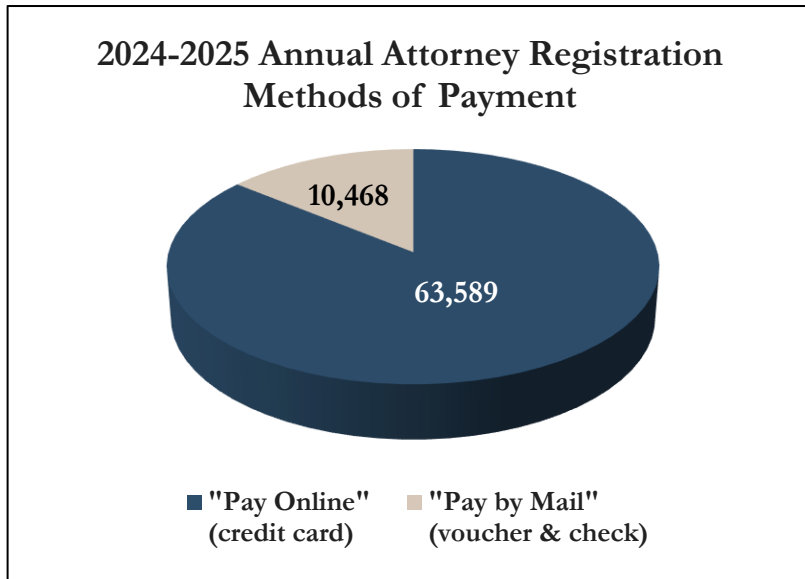
Attorney Registration

2024-2025 Annual Attorney Registration Summary

Annual attorney registration opens on or before May 15th each year with a July 1st deadline. In 2024, annual attorney registration opened on May 1st to over 75,100 attorneys who were eligible and required to complete annual registration. By the July 1st deadline, over 89% of attorneys had completed their registration. Prior to the assessment of the first late fee on July 17th, nearly 97% of attorneys



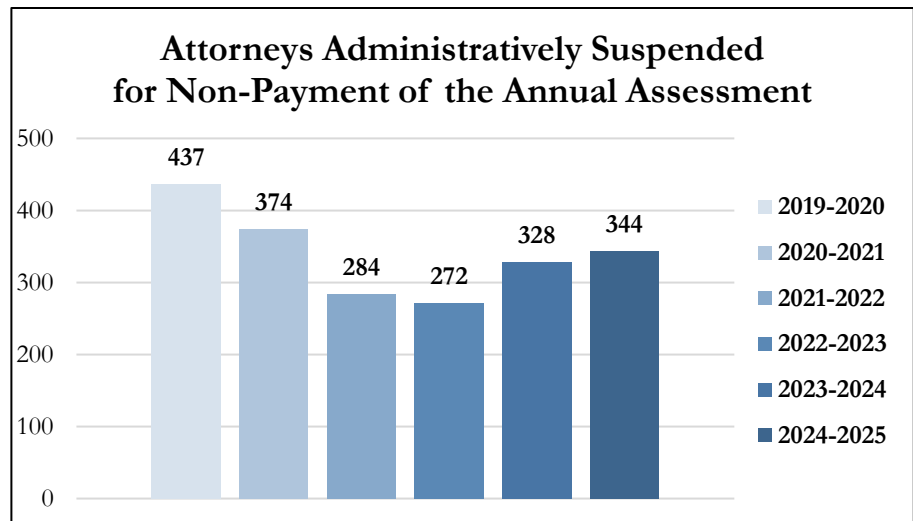
had complied. Prior to the assessment of the second late fee on August 2nd, over 98% of attorneys had completed the registration process.



Annual attorney registration is required to be completed electronically pursuant to Pa.R.D.E. 219(c). During the registration process, attorneys can choose to submit payment online with a credit or debit card or by mail with a check and unique payment voucher. Vouchers were again processed in-house by the attorney registration staff. A total of 10,468 vouchers were sorted and processed in 2024.

In 2022, the Board created a process that allows attorneys to request a waiver of the annual license assessment under the condition of extreme financial hardship. The application, instructions, and FAQs are posted on the Board’s website. Extended only to attorneys filing for active status, a granted waiver applies to the current registration year only. To qualify for the waiver, an applicant’s income must be equal to or below the federal poverty guideline. In total, the Board received 32 requests for waiver of the active annual assessment in 2024. Of those requests, 31 were approved, and one request was denied due to exceeding the federal poverty guidelines.

On August 12th, the remaining 1,031 un-registered attorneys were certified to the Supreme Court for administrative suspension. Prior to the effective date of the Order, attorneys can complete their registration and be removed from the list of those to be administratively suspended. On



September 11th, the effective date of the Order, only 344 attorneys were administratively suspended for continued failure to comply.

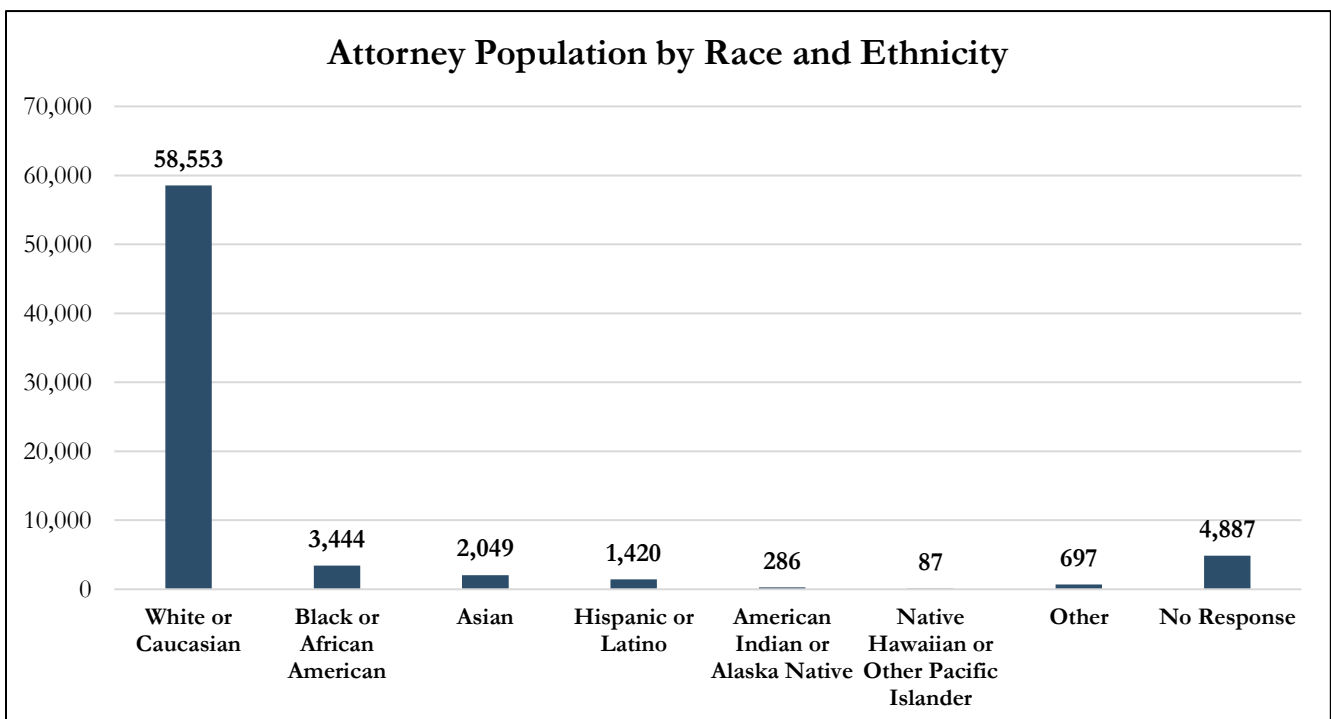
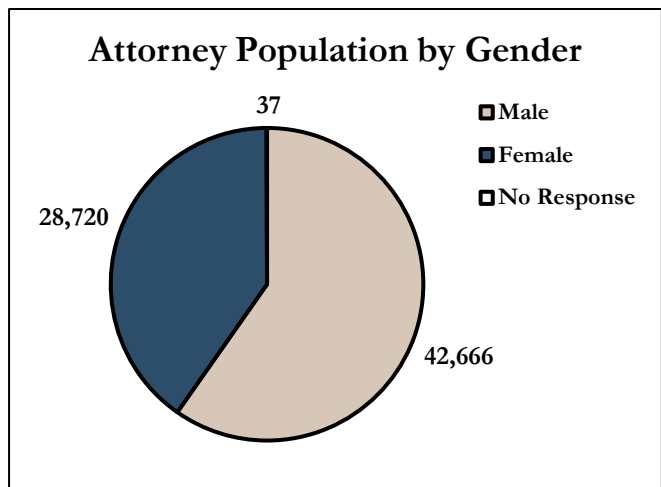
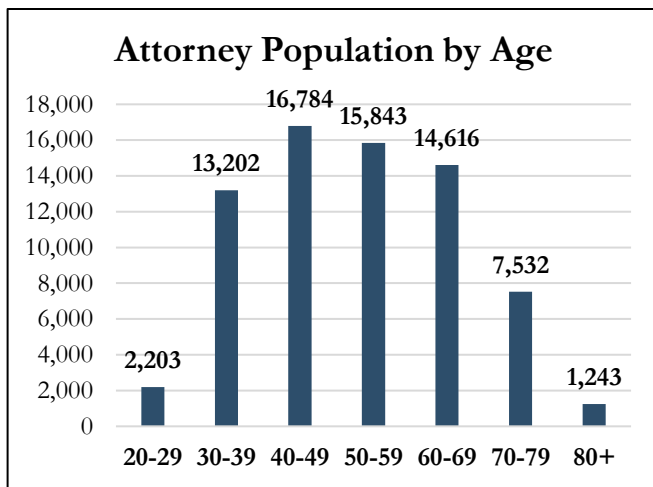
Since 2019, attorneys have been required to answer a question regarding succession planning on the annual registration form. While succession planning is essential to every attorney's practice, failure to have a designated successor is NOT a violation of the Rules of Professional Conduct or the Pennsylvania Rules of Disciplinary Enforcement. The succession planning responses from all registered Pennsylvania attorneys that were provided during the 2024-2025 registration period are shown below.

Response	Total	%
I have a successor attorney. My successor is an individual.	3,937	5.29 %
I have a successor attorney. My successor is a law firm.	15,421	20.71 %
I do not have a successor because I do not have private clients in PA.	43,258	58.09 %
I do not have a successor and I do have private clients in PA.	11,849	15.91 %
TOTAL	74,465	100.00 %

In the "Opportunities to Provide Pro Bono Service" section of the annual registration form, attorneys may select to receive more information on providing pro bono services from the Disciplinary Board, Continuing Legal Education (CLE) Board, and/or IOLTA Board. During the 2024-2025 annual registration cycle:

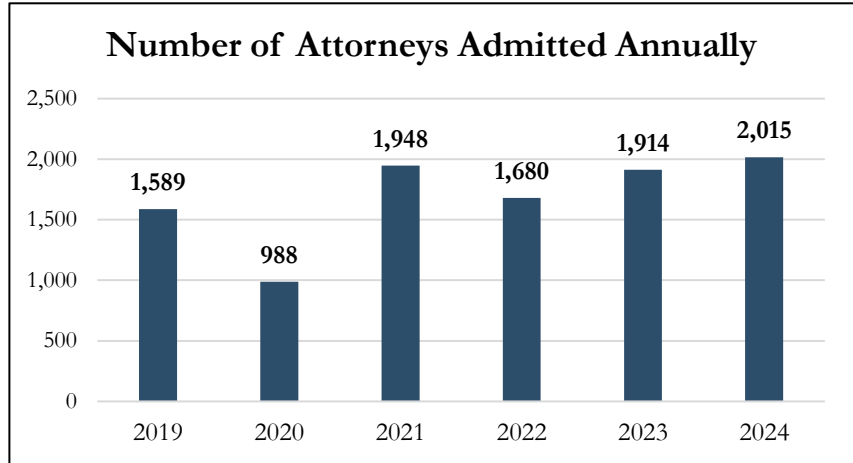
- 1,324 attorneys requested information on emeritus status from the Disciplinary Board,
- 4,191 attorneys requested information on the CLE Pro Bono Program, and
- 2,224 attorneys requested information on pro bono opportunities through IOLTA-funded organizations.

Annually, the Disciplinary Board collects demographic data from Pennsylvania attorneys during the attorney registration process. Attorneys are asked to provide voluntary responses to one question regarding gender and one question regarding race and ethnicity. Attorneys are provided the option to identify more than one race and ethnicity. As a result, the representative data below includes all responses provided. The graphs below are representative of the aggregate responses for all attorney-registrants who provided responses to the questions, including those who do not maintain an office in Pennsylvania. These figures include attorneys who were registered as either Active (which includes the following statuses: Active, In-House Corporate Counsel, Defender or Legal Services Attorney (Temporary Licensee), Foreign Legal Consultant, and Attorney Spouse of an Active-Duty Service Member) or Inactive at the time of registration.



New Attorney Update

Daily, new attorneys are admitted by the Supreme Court Prothonotary’s Office and uploaded into the Attorney Registration database. In 2024, there were 2,015 new attorneys admitted to the Pennsylvania bar. This includes those fully admitted to the bar by exam or motion and those with limited admissions (In-House



Corporate Counsel, Defender or Legal Services Attorney, Foreign Legal Consultant, Military Attorney, and Attorney Spouse of Active-Duty Military).

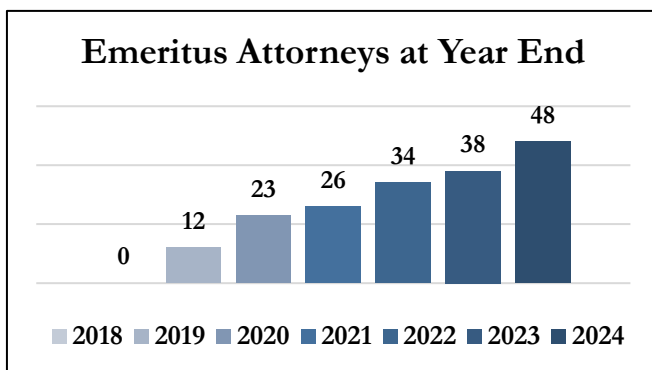
Reinstatements

Reinstatements of those on inactive status, retired status, or administrative suspension for three years or less are processed by the Attorney Registration Office. Attorneys seeking reinstatement in this way are required to submit the appropriate form(s) and fee(s) as provided by Attorney Registration staff.

2024 Reinstatements – Three Years or Less	
From Inactive	347
From Retired	57
From Administrative Suspension	141
TOTAL	545

License Status Updates

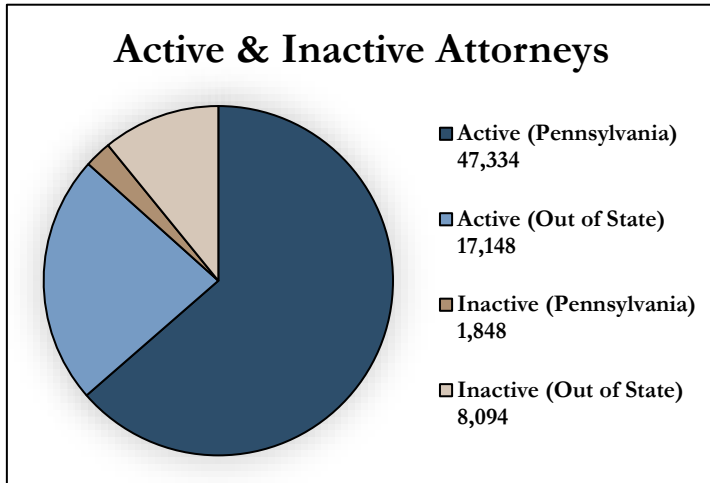
Since mid-2018, emeritus status has been an option for retired attorneys who desire to perform pro bono work with legal aid organizations. At the start of 2024, there were 38 attorneys on emeritus status and at



year-end, there were 48 emeritus attorneys. The Board continues to promote emeritus status and, furthermore, pro bono service for all attorneys through the pro bono page on the Board’s website, the Board’s social media platforms, information provided on the annual registration form, and direct communications with attorneys.

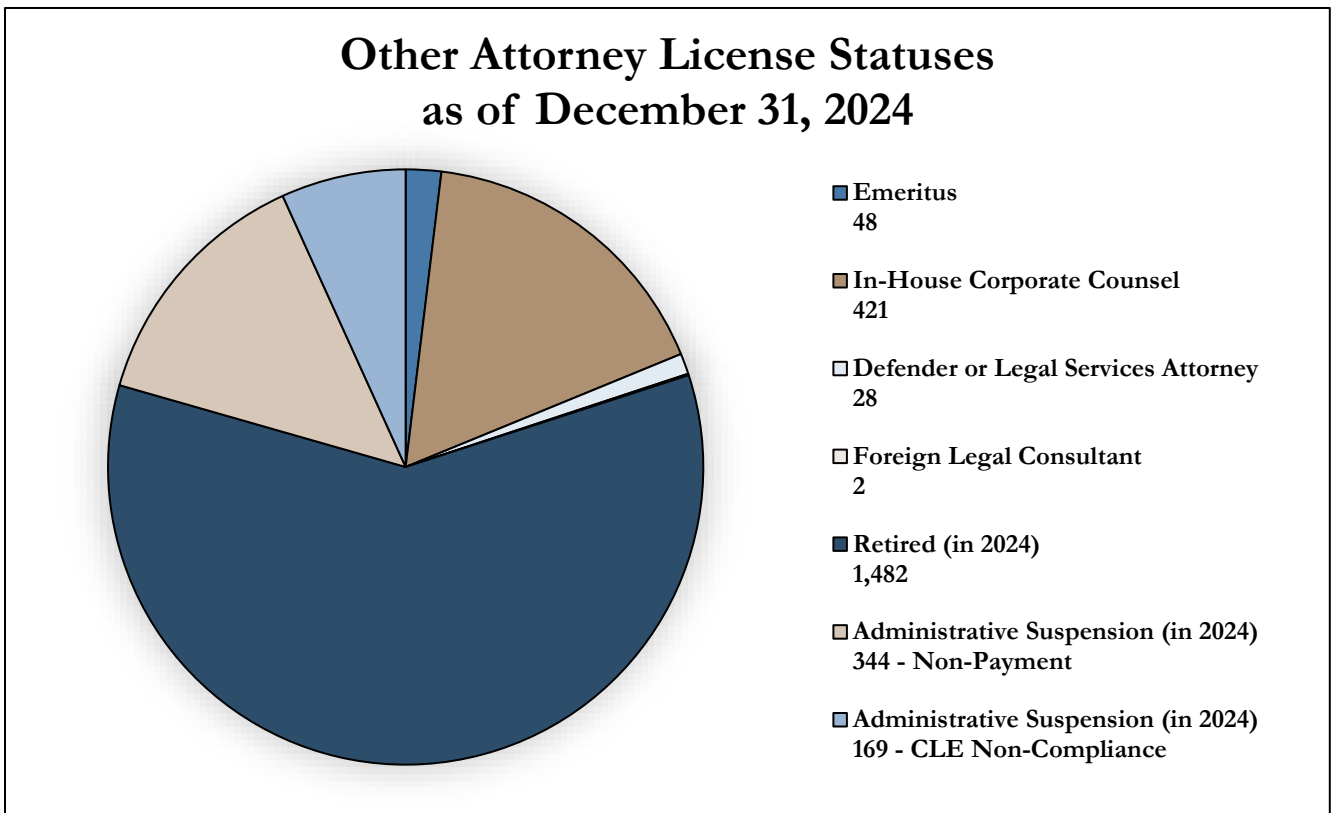
Pa.R.D.E. 404 (regarding permanent resignation) became effective in 2020. While permanent resignation is an option for attorneys, Attorney Registration staff discuss with the attorney the finality of resignation and alternative options that exist. In 2024, there were 21 requests granted for permanent resignation.

License Status Statistics



Most Populous Pennsylvania Counties

County	Number of Active Attorneys
Philadelphia	13,637
Allegheny	8,779
Montgomery	5,102
Chester	2,543
Dauphin	2,365
Delaware	2,196
Bucks	1,704



Technology

In 2024, the Disciplinary Board implemented significant innovations in technology which allow the Board to be more transparent, provide the public with access to the most accurate and current information, and prepare for future enhancements that will continue to increase transparency and efficiency.

Using Webex video conferencing for all parties to meet, along with the YouTube platform for livestreaming, the Board conducted and streamed to the public 18 hearings, five oral arguments, and 21 public reprimands. In total, 36 days of proceedings were live-streamed in 2024, accounting for 135 hours of live-streaming. Additionally, more than 9,600 streams were initiated, accounting for 5,417 cumulative viewing hours of proceedings.

One enhancement to the Board's website was in accordance with changes to ADA Title II. Effective in June 2024, the regulations address the accessibility of web information and services of State and Local government entities. Changes were implemented to the Board's website to meet the requirements which are based on the Web Content Accessibility Guidelines (WCAG) 2.1 level AA standards bringing the site into compliance ahead of the 2026 deadline.

Another noteworthy change to the Board's website was an update to the filing of complaints. The complaint form, both online and on paper, has undergone significant changes to gather more information at the beginning of the process, allowing for a more thorough review by ODC's Intake office. The complaint form has been translated into the "top eight" languages as identified by the Administrative Office of Pennsylvania Courts: Arabic, Chinese (simplified), Haitian Creole, Nepali, Portuguese (Brazil), Russian, Spanish, and Vietnamese.

In 2024, more than 2.9 million users visited the Board's website, and more than 85 news articles on case decisions were posted. These news articles, also linked on the Board's social media accounts, help increase transparency and provide the public with current and accurate information.

In addition to the above-referenced items, standard enhancements were made throughout the year to the Board's Case Management System, Attorney Registration System, and Document Management System. The Board continues its commitment to increase efficiency in operations by embracing and utilizing technology.

Finance & Budget

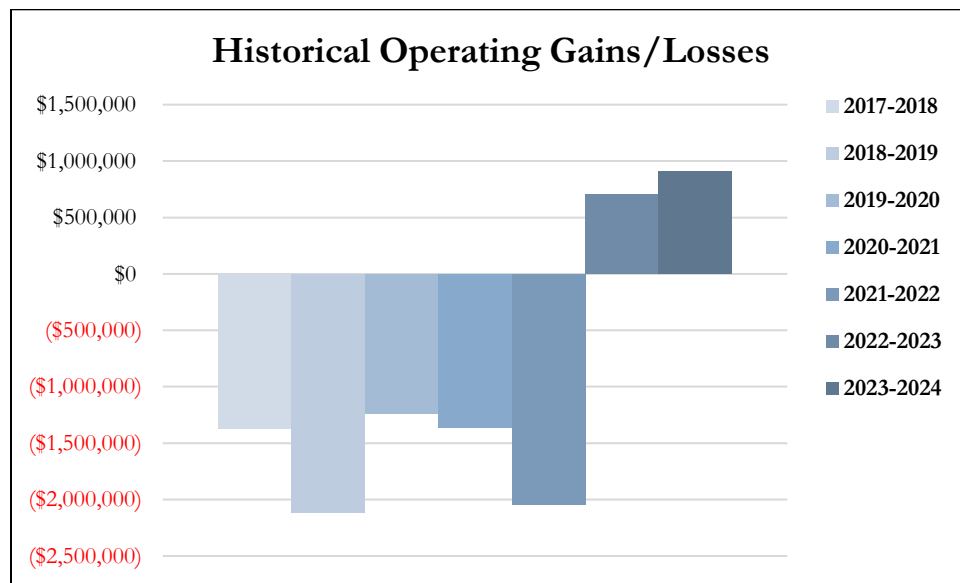
Financial Highlights of FYE June 30, 2024

Operating Revenue:	\$14,561,268
Expenses:	<u>(\$13,650,010)</u>
Operating Income:	\$911,258
Non-Operating Revenue:	<u>\$998,671</u>
Change in Net Position:	\$1,909,929
Net Position (June 30, 2024):	<u>(\$1,991,863)</u>
Reserve Funds (IAB):	\$11,917,594

Operating Revenue: Annual assessments plus administrative fees

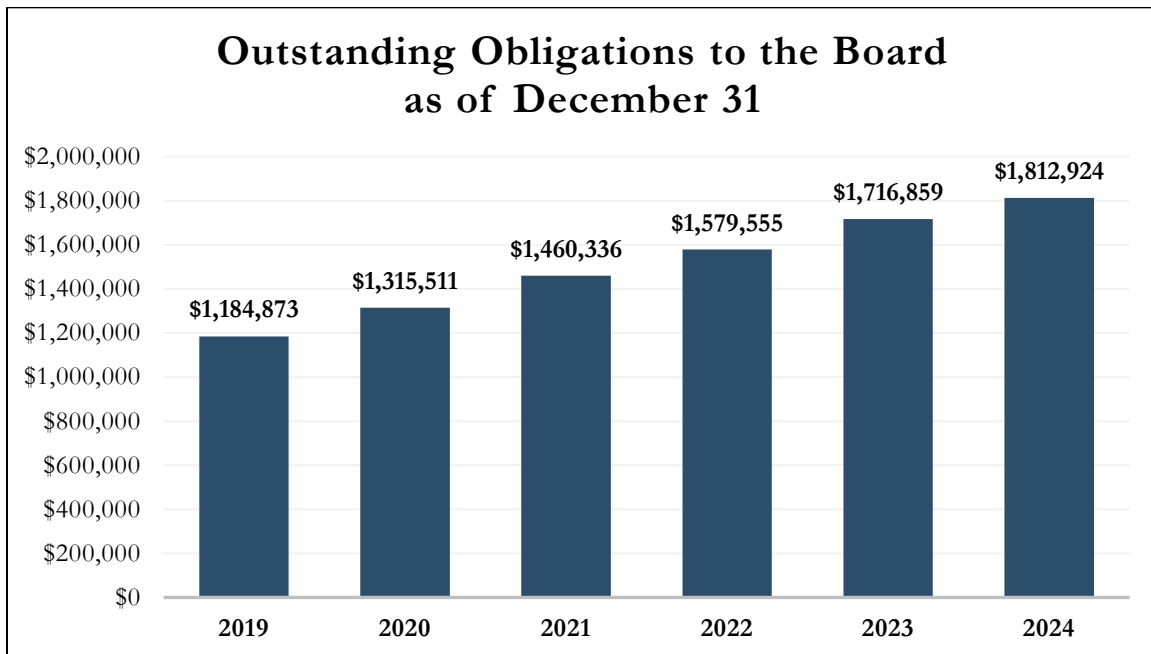
Non-Operating Revenue: Gains or losses on the Board's investments with the Investment Advisory Board (IAB) Fund

Change in Net Position: Operating Income plus Non-Operating Revenue



On November 25, 2024, the Board participated in the annual Lawyer Assessment Committee (LAC) meeting. At that time, the Board submitted a tentative Budget for Fiscal Year 2025-2026, proposing a 0.9% increase in Budgeted Revenues and a 4.4% increase in Budgeted Expenses. The submitted Budget projected that expenses would exceed revenues by \$44,504 or approximately 0.3% of revenues, based on an annual assessment allocation to the Disciplinary Board of \$195 per Active Pennsylvania Attorney and \$100 per Inactive Pennsylvania Attorney. The annual assessment for Active attorneys for the 2024-2025 registration year is \$275, which is allocated as follows: \$195 to the Disciplinary Board, \$50 to the Pennsylvania Lawyers Fund for Client Security, and \$30 to the IOLTA Board.

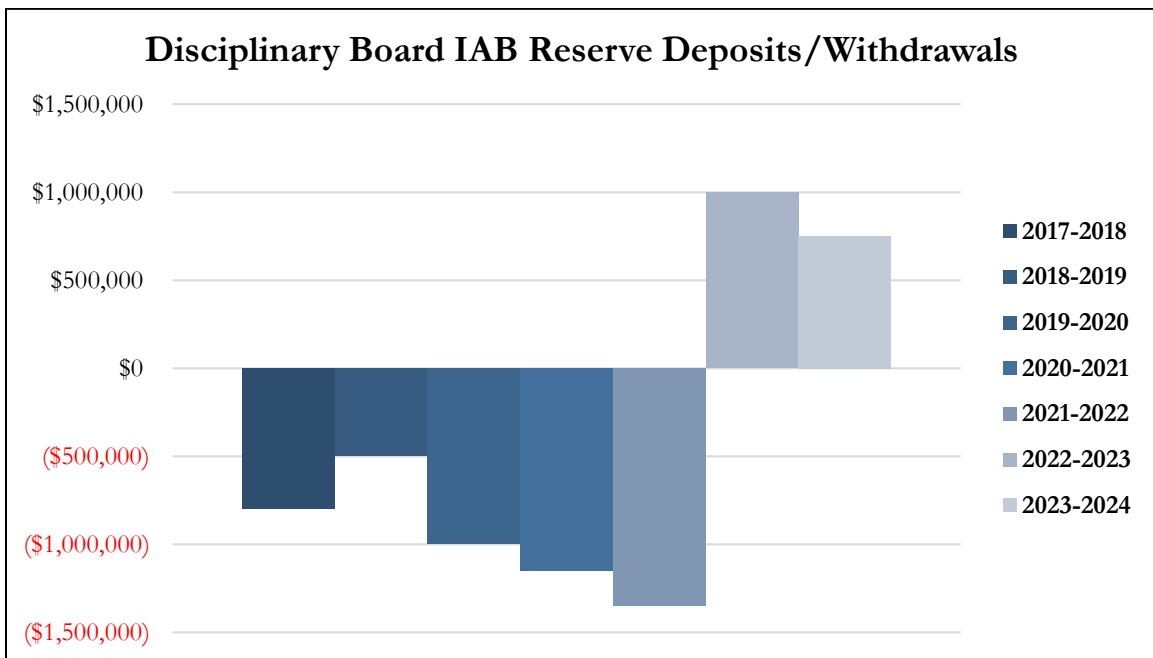
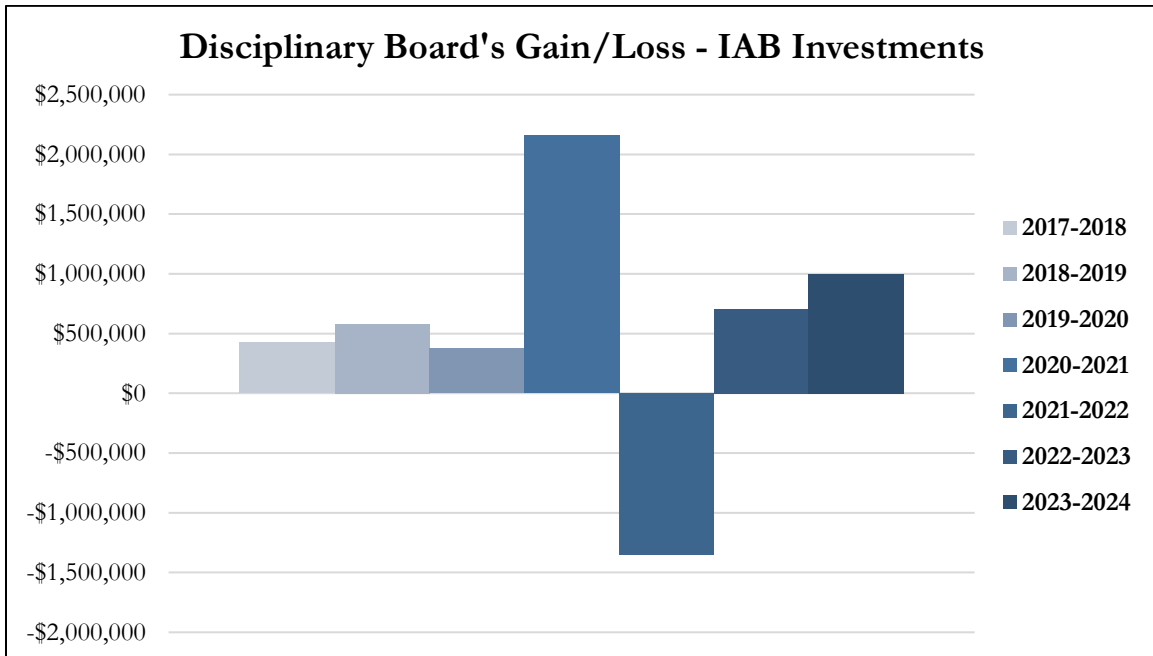
In 2019, the Supreme Court of Pennsylvania amended Rule 208 of the Pennsylvania Rules of Disciplinary Enforcement to establish the assessment of a monthly penalty for unpaid taxed expenses and administrative fees. Rule 208(g)(5) was adopted to encourage satisfaction of outstanding obligations to the Disciplinary Board. Failure to pay taxed expenses and/or administrative fees within 30 days shall result in the assessment of a penalty, levied monthly at the rate of 0.8% of the unpaid principal balance. For good cause shown, the Disciplinary Board may reduce or waive the penalty assessment. As of December 31, 2024, there were 612 matters with a total outstanding balance of costs owed to the Disciplinary Board in the amount of \$1,812,924.51.



At the direction of the Supreme Court and in an ongoing effort to be an asset to the legal profession, in conjunction with the Pennsylvania Lawyers Fund for Client Security, the Disciplinary Board provides a portion of its revenue to fund Lawyers Concerned for Lawyers (LCL), an organization whose mission is “to provide a caring peer assistance program to save the lives and restore the health and professional competence of Pennsylvania’s judges and lawyers, members of their families, and law students who are at risk as a result of alcohol and drug use, gambling, depression, or other serious mental illness.” LCL’s budget is approved annually during the LAC telephone conference call. For additional information about LCL, or to obtain assistance, please visit their website at www.lclpa.org.

Non-Operating Revenue (Investment Gain/Loss)

The Board’s non-operating revenue consists of its investment gains or losses for any given year. The Investment Advisory Board (IAB) was formed in 2005 to pool the reserves of multiple Court boards in an effort to provide enhanced leverage of resources. Since inception and through December 31, 2024, the Board’s reserve fund has achieved a Net Return on Investment (ROI) of approximately 5.41%. As evidenced by the Disciplinary Board’s Gain/Loss - IAB Investments chart, the Board’s investment growth has been meaningful considering the Board’s former need to make significant withdrawals from the IAB reserve to fund operations.



Independent Auditor's Report

Attached for Court-use only.

OFFICE OF DISCIPLINARY COUNSEL HIGHLIGHTS

Cases

Disciplinary Counsel participated in 32 disciplinary and reinstatement hearings and five oral arguments before the Disciplinary Board. Disciplinary Counsel participated in oral argument in two cases before the Pennsylvania Supreme Court in April. Disciplinary Counsel engaged in extensive briefing in a significant reinstatement case before the Pennsylvania Supreme Court.

	Cases Opened	Cases Resolved
2024	4,421	4,725
2023	4,332	4,258
2022	4,225	3,821
2021	3,818	3,836
2020	3,652	4,026
2019	4,454	4,353

**A disciplinary matter may consist of multiple complaints filed against one attorney.*

The Office of Disciplinary Counsel (ODC) continued to cooperate with and provide valuable assistance to the Pennsylvania Lawyers Fund for Client Security in carrying out its important mission.

In the course of the investigation and disposition of complaint files, central intake also assists complainants and educates practitioners, where appropriate. They include, but are not limited to, the following actions:

facilitating the refund of fees to a client	15
return of a file, documentation, or other property from an attorney to his or her client	16
reestablishing communication between a client and his or her attorney	41
facilitating forward movement in a stagnant matter	19
facilitating appropriate updates to required forms, contact information, or documents used in the practice of law	21
educating an attorney short of a letter of education or concern	23

Conservatorships

When an attorney dies, disappears, abandons his or her law practice, or becomes incapacitated, and there is no responsible successor to the practice, the President Judge of a Court of Common Pleas may, upon application pursuant to Pa.R.D.E. 321, appoint an attorney to serve as conservator. The conservator's duties include returning files and funds to the absent attorney's clients, as would be required by Rules 1.3, 1.15, and 1.16 of the Rules of Professional Conduct if the absent attorney were withdrawing from the representation. ODC serves as the conservator in some cases and provides extensive guidance and assistance to non-ODC conservators. A conservatorship may be avoided if an attorney has made arrangements with a successor attorney to take over or wind up the attorney's practice in the event of the attorney's unavailability.

In 2024, ODC opened seven conservatorship matters and was appointed the conservator in two of those matters. Three conservatorships concluded; 11 remain open.

Education

Disciplinary Counsel continued to educate its peers, the bar, and community through in-person and virtual presentations and CLEs including:

- Disciplinary Counsel served as a reporter on the Current Developments Committee of the National Organization of Bar Counsel (NOBC).
- Disciplinary Counsel served on NOBC's DEI Committee.
- Disciplinary Counsel served as the moderator for a panel discussion of "When Attorneys Decline: Handling Incapacity Investigations, Proceedings and the Aftermath" at the NOBC meeting in February.
- Disciplinary Counsel-in-Charge participated in a panel regarding "all things intake" at the NOBC meeting in August.
- Disciplinary Counsel presented an overview of ODC and the disciplinary process to the Allegheny County Bar Association's Criminal Law Symposium.
- Disciplinary Counsel presented a CLE through the Sorg Forum, a program operated by the Allegheny Bar Association, titled "The disciplinary process: Recognizing and avoiding common complaints through practicing law both ethically and with civility."
- Disciplinary Counsel presented a CLE through the Pennsylvania Bar Association regarding "Navigating the Disciplinary System, Succession Planning and Conservatorships."
- Disciplinary Counsel participated in a presentation through Arise Immigration Services.

- Disciplinary Counsel participated in PBI’s “Ethics Compliance Crusher 2024.”
- Disciplinary Counsel addressed professional responsibility issues and the disciplinary process at Temple University Beasley School of Law and Drexel University Thomas R. Kline School of Law.
- Disciplinary Counsel presented at Bridge the Gap programs.
- Chief Disciplinary Counsel made presentations to Professional Responsibility and Development classes at Penn State Dickinson Law School, Rutgers Law School, Widener University Commonwealth Law School, Widener University Delaware Law School, Thomas R. Kline School of Law of Duquesne University, Temple University Beasley School of Law, and Penn Carey Law University of Pennsylvania, as well as at the Spring Symposium of the Quattrone Center for the Fair Administration of Justice at the University of Pennsylvania.
- Chief Disciplinary Counsel also presented 15 CLE courses to the Bench-Bar Conferences of Westmoreland, Washington, Northampton, and Philadelphia Counties; the Montgomery County Bar Association Family Law Section; the Conference of County Bar Leaders; the Solo and Small Firms Section of the Pennsylvania Bar Association; a Continuing Judicial Education Course for the Pennsylvania Continuing Judicial Education Board; the Association of Professional Responsibility Lawyers; and the National Association of Appellate Court Attorneys.
- Chief Disciplinary Counsel, Deputy Chief Disciplinary Counsel, Counsel-in-Charge, and Trial Counsel presented on various aspects of the disciplinary system at the Board’s in-person training event for Hearing Committee members in July.
- Deputy Chief Disciplinary Counsel and Disciplinary Counsel provided advice and assistance to a neighboring jurisdiction regarding reinstatements from disbarment.

ODC continued its volunteer internship program for law students who received training and worked in a government setting. Supervised by Disciplinary Counsel, they conducted legal research, wrote memoranda, attended hearings, and participated in discussions regarding investigations and strategy. Students from Villanova, Temple, and University of Pennsylvania participated.

Training

- Two Trial Counsel attended the NOBC trial skills training program in September.

Staffing Changes

2024 New Hires

- Erik Orvik, Trial Counsel District I
- Leah Shollenberger, Secretary, District II
- Ruth Coleman, Secretary, District IV

ORGANIZATION INFORMATION

Executive Office Staff & Location

- Executive Director
 - Assistant Director
 - Counsel to the Board
 - Special Counsel
 - Board Prothonotary
 - Attorney Registrar
 - Support Staff (6)
- Jesse G. Hereda, Executive Director
601 Commonwealth Avenue, Suite 5600
Harrisburg, PA 17120
(717) 231-3380

Office of Disciplinary Counsel Staff & Locations

- Chief Disciplinary Counsel
 - Deputy Chief Disciplinary Counsel
 - Counsel-in-Charge (6)
 - Disciplinary Counsel (28)
 - Auditors (8)
 - Paralegals (7)
 - Support Staff (15)
- Thomas J. Farrell, Chief Disciplinary Counsel
601 Commonwealth Avenue, Suite 2700
Harrisburg, PA 17120
(717) 783-0990

Office of Disciplinary Counsel

<p>District I</p> <p>1601 Market Street, Suite 3320 Philadelphia, PA 19103 (215) 560-6296</p>	<p>District II</p> <p>820 Adams Avenue, Suite 170 Trooper, PA 19403 (610) 650-8210</p>
<p>District III</p> <p>601 Commonwealth Avenue, Suite 5800 Harrisburg, PA 17120 (717) 772-8572</p>	<p>District IV</p> <p>437 Grant Street, Suite 1300 Pittsburgh, PA 15219 (412) 565-3173</p>

Organizational Chart

