



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 2025

Issued: March 19, 2026

The Disciplinary Board of the Supreme Court of Pennsylvania

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CONTENTS

| | |
|--|----|
| Board Chair’s Summary | 3 |
| Board Membership | 5 |
| Board Highlights | 6 |
| Board Meetings | 6 |
| Board Committee Progress Reports | 6 |
| Rules Committee | 7 |
| Finance & Personnel Committee | 8 |
| Communications Committee | 9 |
| Education Committee | 11 |
| Hearing Committees | 12 |
| Executive Office Highlights | 14 |
| Attorney Discipline & Reinstatement | 14 |
| Attorney Registration | 16 |
| Technology | 21 |
| Finance & Budget | 22 |
| Financial Highlights of FYE June 30, 2025 | 22 |
| Independent Auditor’s Report | 25 |
| Office of Disciplinary Counsel Highlights | 26 |
| Cases | 26 |
| Staffing Changes | 28 |
| Organization Information | 29 |
| Executive Office Staff & Location | 29 |
| Office of Disciplinary Counsel Staff & Locations | 29 |

BOARD CHAIR'S SUMMARY

The Disciplinary Board exists to protect the public, maintain the integrity of the legal profession, and safeguard the reputation of the courts. In 2025, the Board and its staff advanced that mission on every front. I am proud of what this organization accomplished during the year.

I begin by acknowledging John C. Rafferty, Jr., Esq. and Gretchen A. Mundorff, Esq., who served as Chair and Vice-Chair during the first months of 2025. Their years of service to the Board were consequential, and the organization's current trajectory reflects their work.

Beyond its core disciplinary proceedings, the Board undertook one of its most significant initiatives in recent memory: facilitating the dissemination of lawyer behavioral health specialist Patrick Krill's nationwide well-being survey throughout Pennsylvania's legal community. The legal profession confronts persistent mental health and substance use challenges. Those challenges bear directly on the ethical practice of law, and the Board is committed to using the data from this study to better support the Commonwealth's lawyers.

The Board's emeritus status program continued its steady growth. Emeritus status enables retired attorneys to provide pro bono services to civil legal aid organizations in their communities. By year's end, sixty attorneys held emeritus status, an all-time high. On behalf of the Board, I extend sincere gratitude to those attorneys who transferred to or reregistered for emeritus status. Their service is a credit to the profession.

The Office of Disciplinary Counsel performed at a level that warrants recognition. In 2025, Disciplinary Counsel opened and resolved 5,002 cases, argued thirty-five disciplinary and reinstatement hearings, and presented seven oral arguments before the Board. The volume was high. Several matters presented issues of first impression. Disciplinary Counsel met each challenge with the professionalism this Commonwealth expects.

The Executive Office staff continued to implement technological advancements that make the Board's work more accessible to the public and more secure. Among those efforts, staff worked toward fuller compliance with enhanced ADA recommendations ahead of the April 2026 deadline. The Board will continue to use all available resources to serve the people of Pennsylvania.

The Board does not execute its work in isolation. It depends on productive 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, and the Pennsylvania Bar Association. The Board is grateful to each of these partner agencies and organizations.

As my tenure as Board Chair concludes, I thank my fellow Board members, all staff members, and the volunteer Hearing Committee members whose dedication to professionalism and ethical law practice sustains this organization. I congratulate and encourage the incoming Board Chair and Vice-Chair, Shohin H. Vance, Esq. and Laura E. Ellsworth, Esq., under whose leadership the Board is well positioned to continue its progress. I thank Chief Justice Debra Todd and the entire Supreme Court for the privilege of serving Pennsylvania's public and bar as Board Chair.

David S. Senoff

Board Chair

BOARD MEMBERSHIP



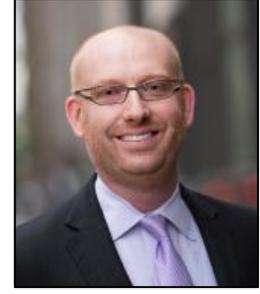
David S. Senoff, Esquire
Board Chair
(Philadelphia County)



Shohin H. Vance, Esquire
Board Vice-Chair
(Philadelphia County)



Gaetan J. Alfano, Esquire
(Philadelphia County)



Joshua M. Bloom, Esquire
(Allegheny County)



Ryan J. Cassidy, Esquire
(Philadelphia County)



Scott B. Cooper, Esquire
(Dauphin 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)



Joshua F. Wilson
(York County)



John C. Rafferty, Jr., Esquire
(Montgomery County)
Board Chair April 2024 - April 2025
Term Expired April 1, 2025



Gretchen A. Mundorff, Esquire
(Fayette County)
Board Vice-Chair April 2024 - April 2025
Term Expired April 1, 2025

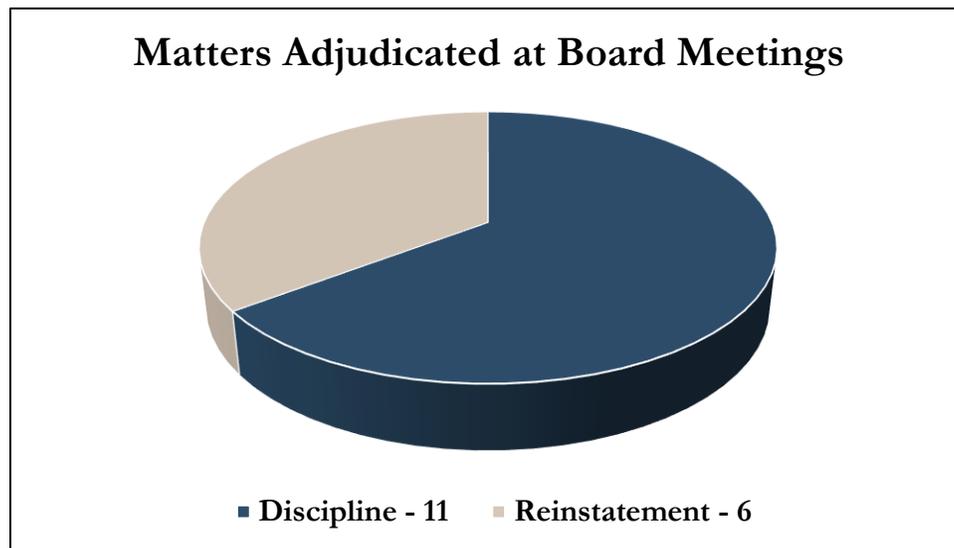
BOARD HIGHLIGHTS

Board Meetings

In 2025, 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 8 & 9 – Pittsburgh
- July 21 & 22 – Hershey
- October 23 & 24 – Bedford

At its meetings, the Board adjudicated 17 matters: four in January, three in April, three in July, and seven in October. The matters consisted of 11 discipline matters and six reinstatement matters. In 2025, the Supreme Court issued orders in 12 adjudicated matters, adopting the Board's recommendation in 10 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 2025, 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 2025.

Rules Committee

The Rules Committee Chair is Laura E. Ellsworth. Board members Joshua M. Bloom and Scott B. Cooper serve on the committee.

Under the leadership of Committee Chair Ellsworth, 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 submits a request to publish to the Supreme Court. Upon Supreme Court approval, the Board publishes 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 proposal. Upon Board approval, the final proposal is submitted to the Supreme Court.

In 2025, the Supreme Court of Pennsylvania adopted the following amendments to the Pennsylvania Rules of Disciplinary Enforcement (Pa.R.D.E.) following proposal by the Board:

Pa.R.D.E. 321, 322, 324, 325, 327, and 328 (Conservators for Interests of Clients). By Order dated October 7, 2025, effective November 6, 2025, the Supreme Court adopted a series of amendments to the Enforcement Rules governing, *inter alia*, appointment and duties of conservators, and duration of conservatorships.

Other Board action on Rules Committee items:

In 2025, the Board submitted two rule change proposals to the Supreme Court, published one Notice of Proposed Rulemaking in the *Pennsylvania Bulletin* seeking public comment, and responded to three rules-related inquiries from the Supreme 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 2025-2026, and reviewed and approved the external audit of fiscal year 2024-2025, 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 Senoff 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, 2025</i> | 77 |
| New Hires | 6 |
| Retirements & Separations | 4 |
| Total Employees <i>As of December 31, 2025</i> | 79 |

Communications Committee

The Communications Committee Chair is Joshua F. Wilson. Board member Ryan J. Cassidy 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 2025, under the leadership of Committee Chair Wilson, the committee successfully adopted multiple enhancements to the Board's website. Among other things, such enhancements include furthered ADA compliance and updated Hearing Committee training materials housed within members' Attorney Gateway access, demonstrating a commitment to access for a variety of website users.

One of the significant tasks of this committee is the crafting and monthly distribution of the Board's attorney newsletter. In May 2025, the Board published the first issue of the newsletter under its new name, *The Keystone Lex*. Previously monikered *Attorney News*, the newsletter's updated title brings focus to Pennsylvania's legal community and the Commonwealth's leadership within the country's legal profession and judiciaries at large. Communicating with the profession and public frequently allows the Board to share important initiatives, information, and directives with the profession. By the end of 2025, the Board significantly increased its readership and reader interactions with the publication.

Under Committee Chair Wilson's leadership, the Board uses its newsletter, social media, and website to share information which may be beneficial to the profession and to the public. In addition to sourcing and authoring these interactions, the Board coordinates with other Court Boards and Committees and Commonwealth law organizations to share relevant information. The Board's communications reach over 86,000 newsletter subscribers, over 9,500 social media followers, and millions of website visitors.

To further access to public Board proceedings, the committee routinely sent an "Upcoming Public Proceedings" email to its newsletter contact list at the beginning of each week with one or more public proceeding scheduled. This action serves to increase viewership and transparency as well as promote the Board's efforts toward its mission. In 2025, the Board continued to publicize openings and vacancies for Court Boards and Committees in its newsletter, on the website, and via social media.

In service of those newly admitted to practice law in Pennsylvania, the committee created, revised, and published a resource packet connecting new Pennsylvania lawyers with rule books, pro bono opportunities, well-being resources, and more. This collection inspired the construction of a similar text tailored to the unique needs and experiences of law students. Both resource packets are distributed monthly and are also available on the Board's website.

The committee continued distribution of a monthly email to law school contacts in and 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 responsibility. 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.

The committee proudly facilitated Pennsylvania's participation in a nationwide research project on lawyer mental health and well-being, a collaboration between the American Bar Association Commission on Lawyer Assistance Programs and lawyer behavioral health and well-being specialist Patrick Krill. A follow-up to the landmark 2016 ABA-Hazelden Betty Ford study, this project will create an update to the former's insights into trends, attitudes, and barriers to mental health and well-being in the legal profession. With significant changes in the legal landscape due to technological advancements, including those borne out of the COVID-19 pandemic, the need for an updated national assessment was critical. In addition to myriad individual risk factors for mental health and substance use problems, the survey investigated crucial cultural and workplace factors. Project leaders surveyed a widened cross-section of attorneys across the United States. With ardent support from the Supreme Court of Pennsylvania, the Disciplinary Board facilitated the random selection of and communications with 45,000 active Pennsylvania attorneys. The survey was fully anonymous and confidential.

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 all Hearing Committee members in Hershey, Pennsylvania. Once again, the Board was highly honored to host Chief Justice Debra Todd at this year's conference. Chief Justice Todd welcomed all attendees and stressed that the integrity of PA's legal profession rests largely on the function of the Disciplinary Board and its Hearing Committee members. Presentations from Board members, Senior Hearing Committee members, Board staff, Respondents' counsel, and Lawyers Concerned for Lawyers included a variety of topics designed to increase the knowledge base of these critical volunteers relative to disciplinary case law, rules, procedures, hearings, 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 and staff continued their efforts to participate in numerous CLE presentations throughout the year.

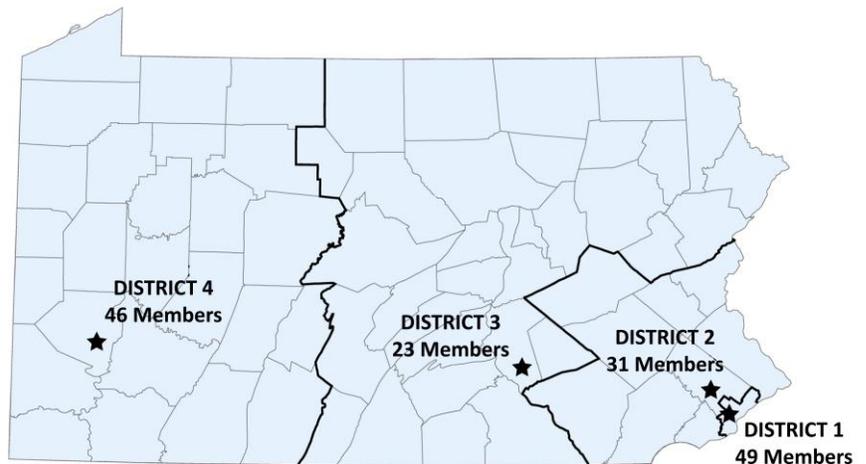
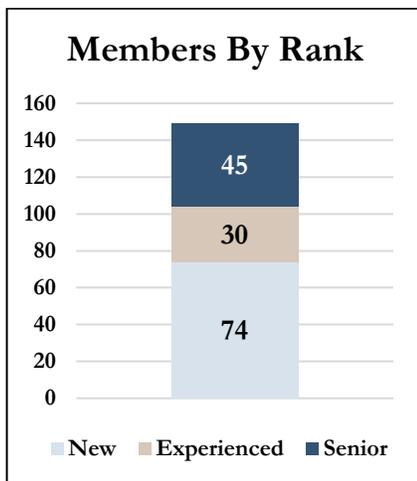
The 22nd Annual Meeting of the National Council of Lawyer Disciplinary Boards (NCLDB) was held in Glendale, Arizona in February 2025. Board members who attended in person included: Vice-Chair Gretchen A. Mundorff, Joshua M. Bloom, and Bryan S. Neft. Staff members who attended in person included: Jesse G. Hereda, Executive Director and Immediate Past President of the NCLDB Board of Directors; Marcee D. Sloan, Board Prothonotary and Secretary of the NCLDB Board of Directors; Lauren A. Chavey-Dinh, Communications Coordinator and member of the NCLDB Board of Directors; Dana C. Belella, Assistant Director; and Teri A. Stoltenburg, Systems Support Specialist. Virtual participants from Pennsylvania included: Catherine R. O'Donnell, Board member; Laura K. Mohny, Counsel to the Board; Kimberly M. Henderson, Special Counsel; and Lieutenant General Christopher Burne, USAF (ret).

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 2025, there were 149 Hearing Committee members throughout Pennsylvania.

2025 Hearing Committee Appointments

| District I | District II | District III | District IV |
|------------------|------------------|-----------------|------------------|
| 11 Appointments | 8 Appointments | 4 Appointments | 9 Appointments |
| 7 Reappointments | 2 Reappointments | 4 Reappointment | 3 Reappointments |



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 | 79 |
| Prehearing Conferences Held | 33 |
| Disciplinary Hearings Held | 17 |
| Reinstatement Hearings Held | 11 |
| Hearing Committee Reports Filed | 22 |

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 also 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. The tables below are representative of the demographic responses provided during 2025-2026 annual attorney registration.

Gender and Race and/or Ethnicity of Hearing Committee Members

| | Male | Female | Prefer Not to Answer | TOTAL | % |
|--|----------------|----------------|----------------------|------------|---------|
| White or Caucasian | 77 | 36 | 0 | 113 | 75.33 % |
| Black or African American | 3 | 8 | 0 | 11 | 7.33 % |
| Asian | 5 | 1 | 0 | 6 | 4.00 % |
| Hispanic or Latino | 0 | 1 | 0 | 1 | 0.67 % |
| 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 | 9 | 2 | 7 | 18 | 12.00 % |
| TOTAL | 94 | 48 | 7 | 149 | |
| % | 63.09 % | 32.21 % | 4.70 % | | |
| *More Than One Race and/or Ethnicity Identified | 0 | 1 | 0 | 1 | |

**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 | 35,402 | 22,509 | 162 | 58,073 | 80.17 % |
| Black or African American | 1,228 | 1,930 | 9 | 3,167 | 4.37 % |
| Asian | 786 | 1,050 | 12 | 1,848 | 2.55 % |
| Hispanic or Latino | 494 | 481 | 3 | 978 | 1.35 % |
| American Indian or Alaskan Native | 48 | 29 | 1 | 78 | 0.11 % |
| Native Hawaiian or Other Pacific Islander | 23 | 19 | 0 | 42 | 0.06 % |
| Other | 323 | 239 | 10 | 572 | 0.79 % |
| Prefer Not to Answer | 3,267 | 1,839 | 2,575 | 7,681 | 10.60 % |
| TOTAL | 41,571 | 28,096 | 2772 | 72,439 | |
| % | 57.39 % | 38.79 % | 3.83 % | | |
| *More Than One Race and/or Ethnicity Identified | 567 | 589 | 5 | 1,161 | |

**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.*

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

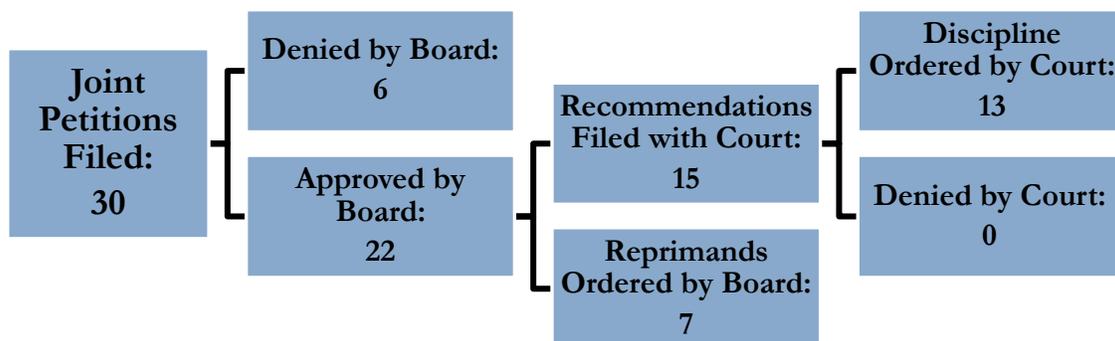
| | Filed | Granted | Denied |
|---|-------|---|--------|
| Petition for Discipline | 36 | N/A | N/A |
| Joint Petition for Discipline on Consent | 30 | <i>Shown Below in "2025 Joint Petitions In-Depth"</i> | |
| Petition for Emergency Temporary Suspension | 1 | 1 | 0 |
| Contempt Petitions | 2 | 2 | 0 |
| ¹ Petition for Reinstatement from Discipline | 9 | 5 | 1 |
| ² Certification for Reinstatement from Suspension of One Year or Less | 7 | 6 | 0 |
| ³ Petition for Reinstatement from Inactive Status, Retired Status, or Administrative Suspension of More Than 3 Years | 77 | 68 | 0 |

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

²One matter was still pending as of December 31.

³Thirteen matters granted were filed in 2024. Three matters were withdrawn, and 19 matters were still pending as of December 31.

2025 Joint Petitions In-Depth

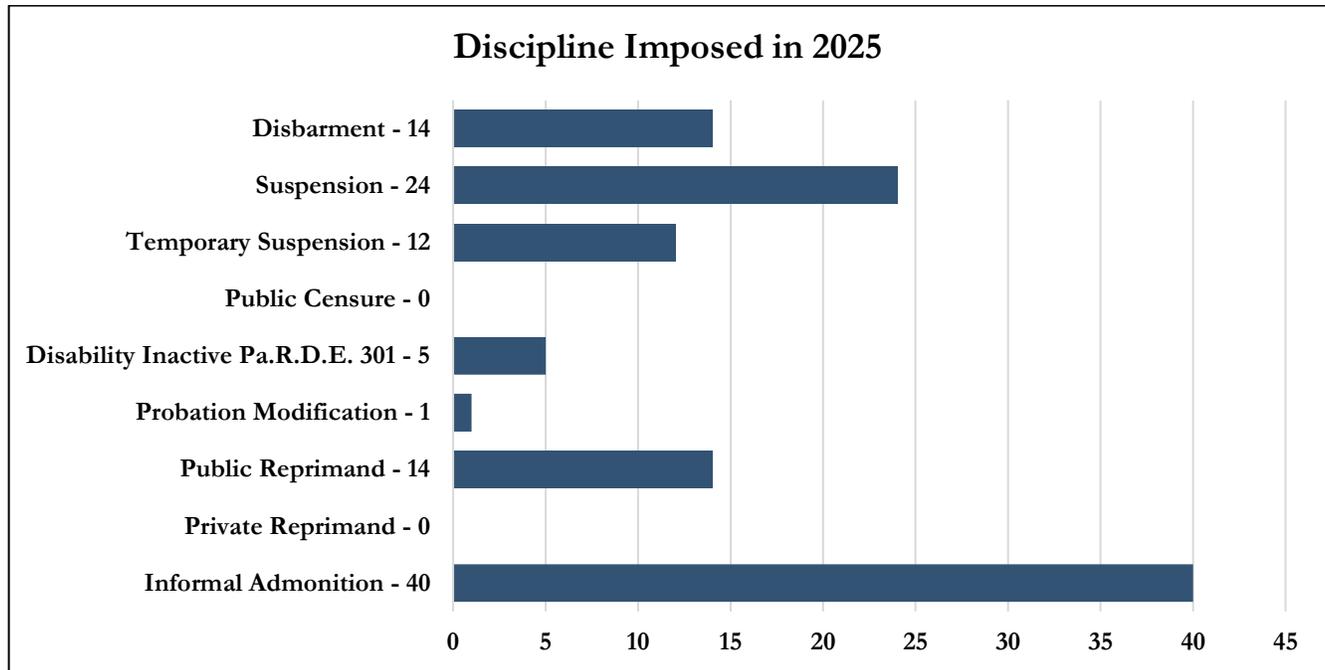


Three matters under "Joint Petitions Filed" and two matters under "Recommendations Filed with the Court" were still pending as of December 31. One matter under "Approved by Board" was filed in 2024.

Proceedings Held Before Board Member(s)

In 2025, three Petition to Dissolve Temporary Suspension hearings, one probation violation hearing, and seven oral arguments were held before members of the Board. In 19 matters, a three-member panel of the Board reviewed Hearing Committee member recommendations in informal proceedings.

Discipline Imposed in 2025



Discipline Statistics – Historical Comparison

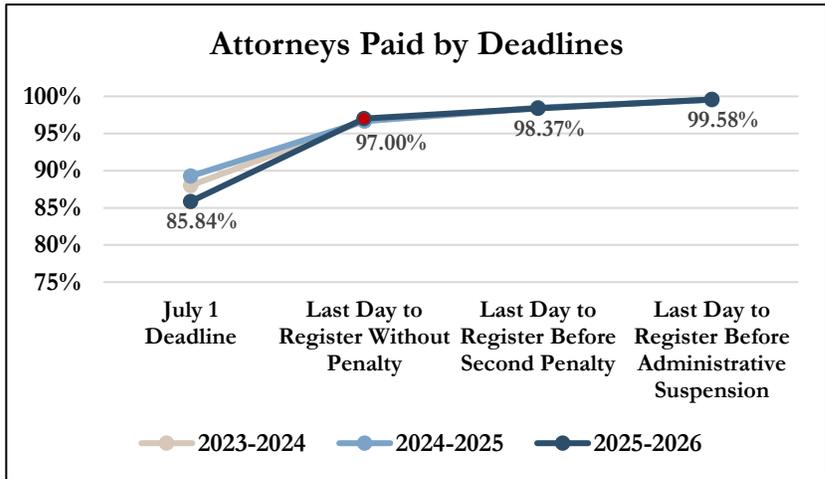
| | Informal Admonition | Reprimands | | Public Censure | Temporary Suspension | Suspension | Disbarment | Total |
|-------------|---------------------|------------|--------|----------------|----------------------|------------|------------|------------|
| | | Private | Public | | | | | |
| 2025 | 40 | 0 | 14 | 0 | 12 | 24 | 14 | 104 |
| 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 |

**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

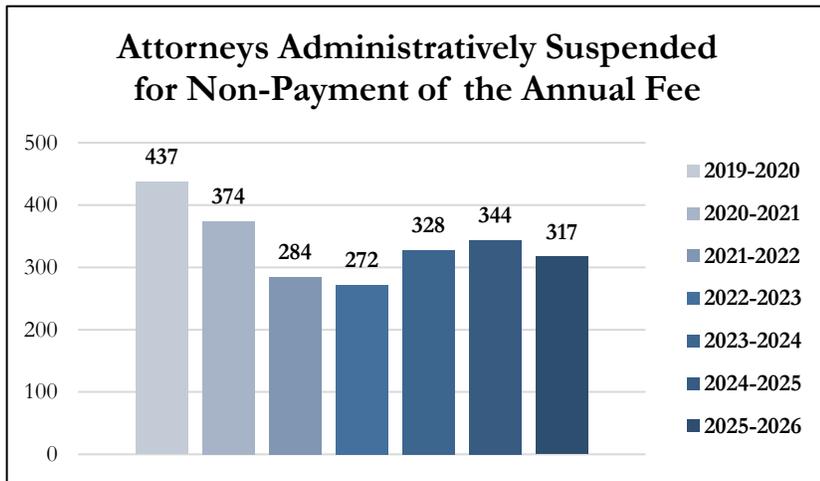
2025-2026 Annual Attorney Registration Summary

Annual attorney registration opens on or before May 15th each year with a July 1st deadline. In 2025, annual attorney registration opened on May 1st to over 75,000 attorneys who were eligible and required to complete annual registration. By the July 1st deadline, nearly 86% of attorneys had completed their registration. Prior to



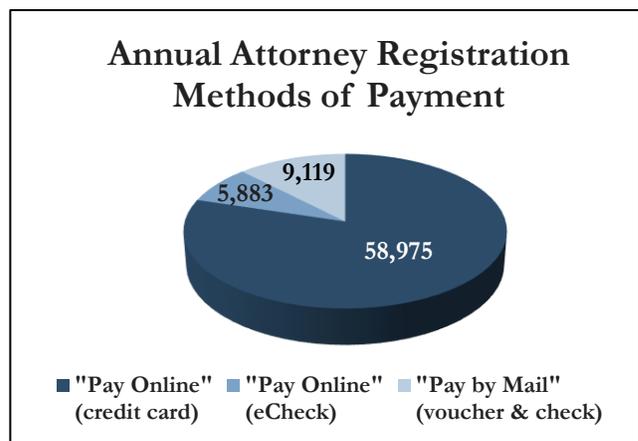
the assessment of the first late fee on July 17th, 97% of attorneys had complied. Prior to the assessment of the second late fee on August 2nd, over 98% of attorneys had completed the registration process.

On August 13th, the remaining 1,106 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 12th, the effective date of the Order, only 317 attorneys were administratively suspended for continued failure to comply.

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 pay online or to pay by mail. This year, the option to pay by eCheck was introduced. In addition to submitting payment online by eCheck, attorneys remained able to submit payment online with a credit or debit card or by mail with a check and unique payment voucher. In 2025, a total of 9,119 vouchers were sorted and processed in-house by the attorney registration staff.



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 2025, the Board received 39 requests for waiver of the active annual assessment. Of those requests, 34 were approved and five requests were denied due to exceeding the federal poverty guidelines.

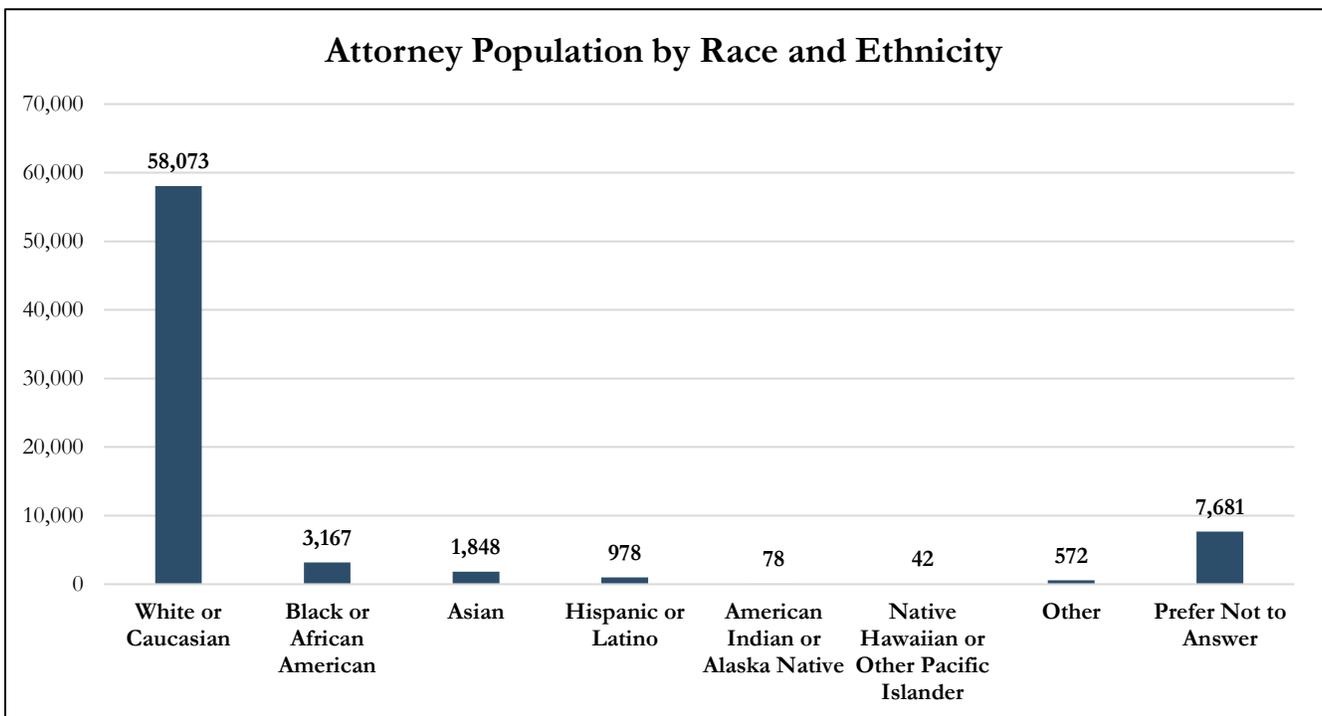
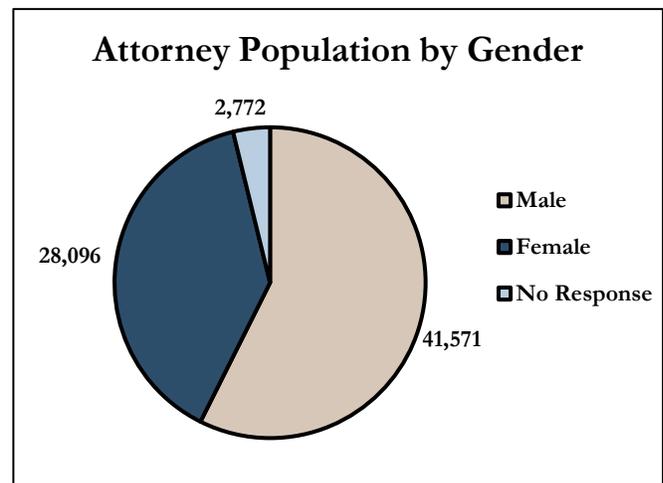
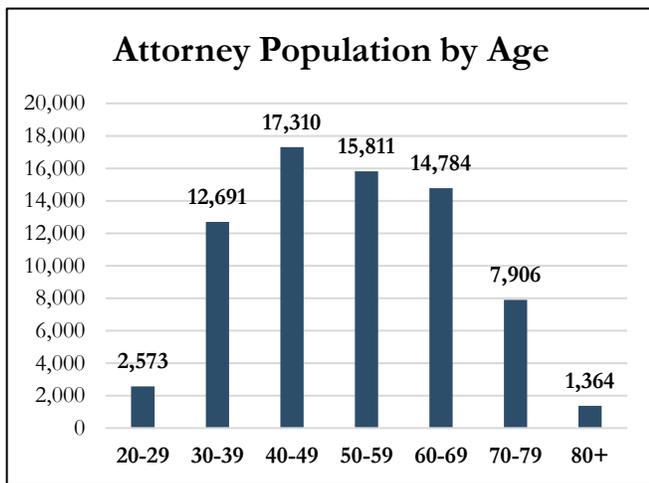
Since 2019, attorneys have been required to answer a question regarding succession planning on the annual registration form. While succession planning is essential to every attorney’s practice, failure to have a designated successor is NOT a violation of the Rules of Professional Conduct or the Pennsylvania Rules of Disciplinary Enforcement. The succession planning responses from all registered Pennsylvania attorneys that were provided during the 2025-2026 registration period are shown below.

| Response | Total | % |
|--|---------------|-----------------|
| I have a successor attorney. My successor is an individual. | 3,916 | 5.26 % |
| I have a successor attorney. My successor is a law firm. | 15,729 | 21.12 % |
| I do not have a successor because I do not have private clients in PA. | 43,608 | 58.54 % |
| I do not have a successor and I do have private clients in PA. | 11,236 | 15.08 % |
| TOTAL | 74,489 | 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 Interest on Lawyers’ Trust Accounts (IOLTA) Board. During the 2025-2026 annual registration cycle:

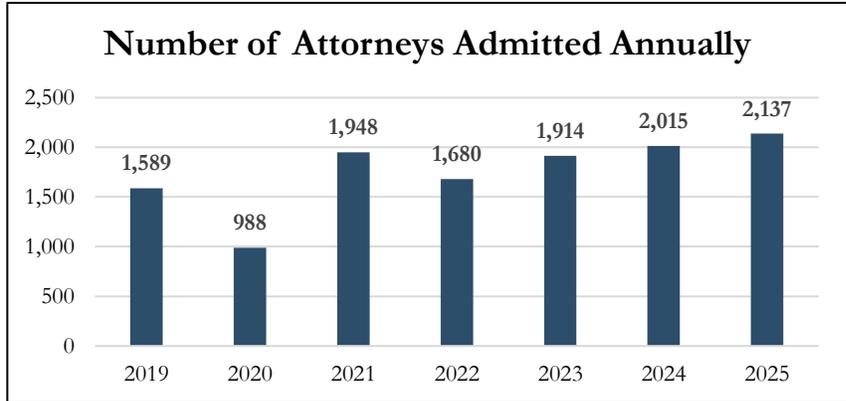
- 1,408 attorneys requested information on emeritus status from the Disciplinary Board,
- 4,521 attorneys requested information on the CLE Pro Bono Program, and
- 2,486 attorneys requested information on pro bono opportunities through IOLTA-funded organizations.

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 2025, there were 2,137 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

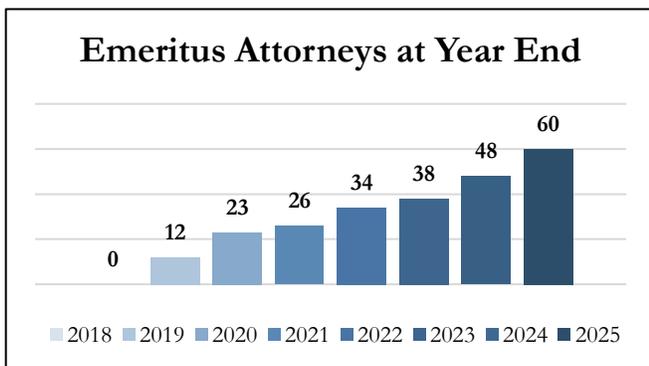
Reinstatements of those on inactive status, retired status, or administrative suspension for three years or less are processed by the Attorney Registration Office. Attorneys seeking reinstatement in this way are required to submit the appropriate form(s) and fee(s) as provided by Attorney Registration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

Reinstatements – Three Years or Less

| Reinstatement Type | 2021 | 2022 | 2023 | 2024 | 2025 |
|--------------------------------|------------|------------|------------|------------|------------|
| From Inactive | 410 | 345 | 295 | 347 | 328 |
| From Retired | 29 | 33 | 55 | 57 | 37 |
| From Administrative Suspension | 164 | 113 | 142 | 141 | 141 |
| TOTAL | 603 | 491 | 492 | 545 | 506 |

License Status Updates

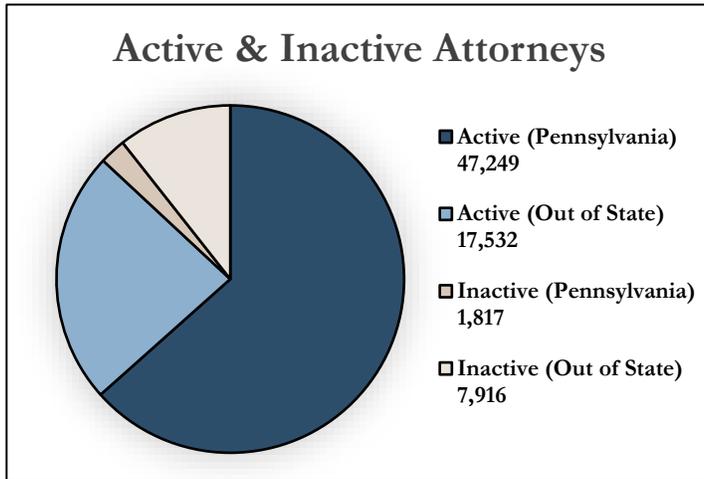
Retired attorneys who desire to provide pro bono legal services under the auspices of an eligible legal aid organization may elect emeritus status. At the start of 2025, there were 48 attorneys on emeritus status and



at year-end, there were 60 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.

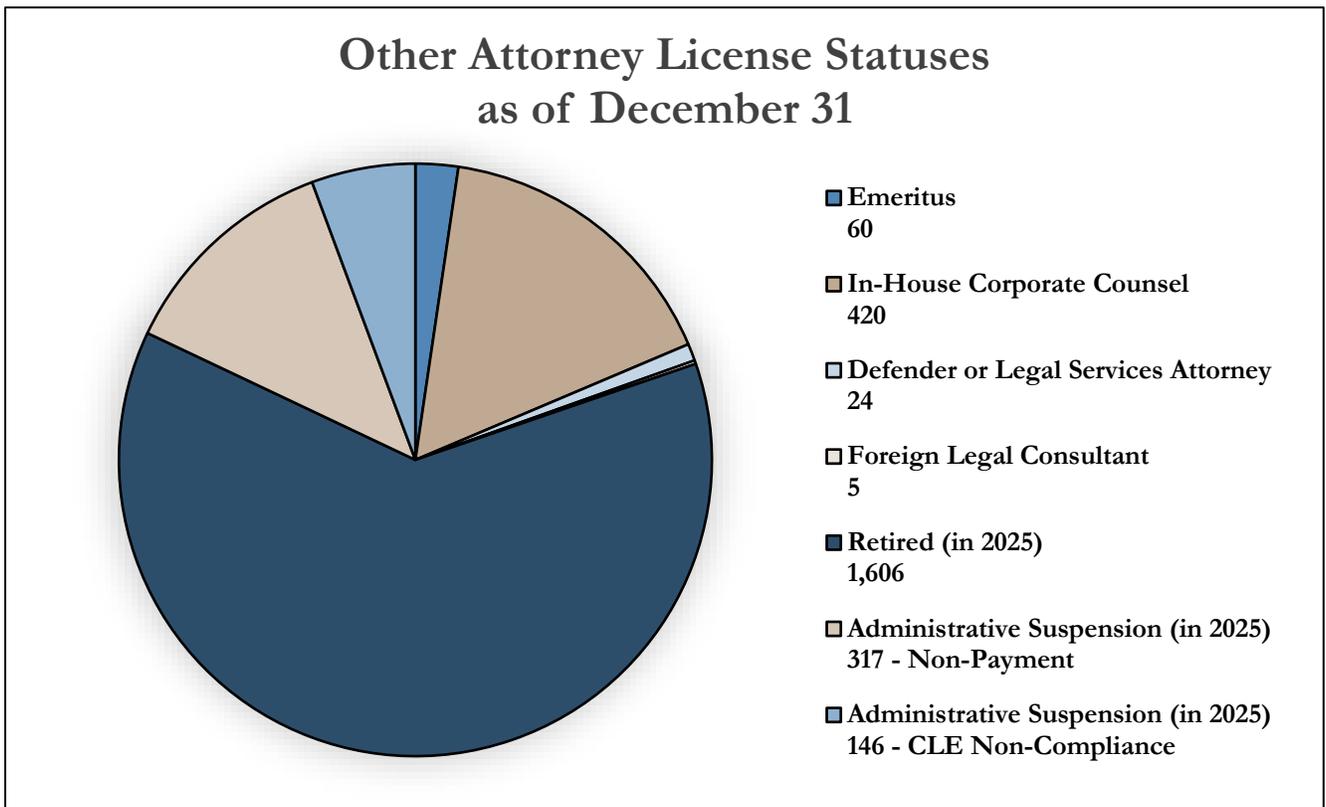
Pa.R.D.E. 404 (regarding permanent resignation) became effective in 2020. While permanent resignation is an option for attorneys, Attorney Registration staff discuss with the attorney the finality of resignation and alternative options that exist. In 2025, there were 19 requests granted for permanent resignation.

License Status Statistics



Most Populous Pennsylvania Counties

| County | Number of Active Attorneys |
|--------------|----------------------------|
| Philadelphia | 13,617 |
| Allegheny | 8,688 |
| Montgomery | 5,203 |
| Chester | 2,503 |
| Dauphin | 2,385 |
| Delaware | 2,200 |
| Bucks | 1,705 |



Technology

In 2025, 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 35 hearings, seven oral arguments, and 14 public reprimands. In total, 80 days of proceedings were live-streamed in 2025, accounting for 279 hours of live-streaming. Additionally, more than 30,300 streams were initiated, accounting for 17,791 cumulative viewing hours of proceedings.

ADA Title II regulations address the accessibility of web information and services of State and Local government entities. The Board is continuing its effort 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 April 2026 deadline.

In 2025, roughly 3.5 million users visited the Board's website where 68 news articles on case decisions and 11 news articles on conservatorships 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.

Following the Court's lead, the Board implemented significant upgrades to the equipment and applications used in day-to-day work. As a result, cybersecurity awareness is even more crucial, and the Board staff have participated in cybersecurity training throughout the year.

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 in a responsible manner.

Finance & Budget

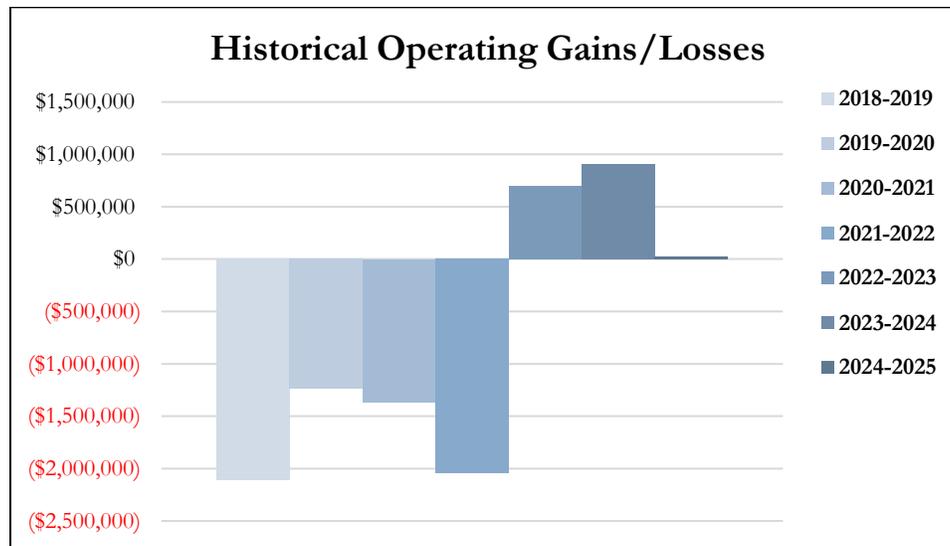
Financial Highlights of FYE June 30, 2025

| | |
|-------------------------------|-----------------------|
| Operating Revenue: | \$14,444,308 |
| Expenses: | <u>(\$14,419,311)</u> |
| Operating Income: | \$24,997 |
| Non-Operating Revenue: | <u>\$1,135,854</u> |
| Change in Net Position: | \$1,160,851 |
| Net Position (June 30, 2025): | <u>(\$831,012)</u> |
| Reserve Funds (IAB): | \$13,051,694 |

Operating Revenue: Annual assessments plus administrative fees

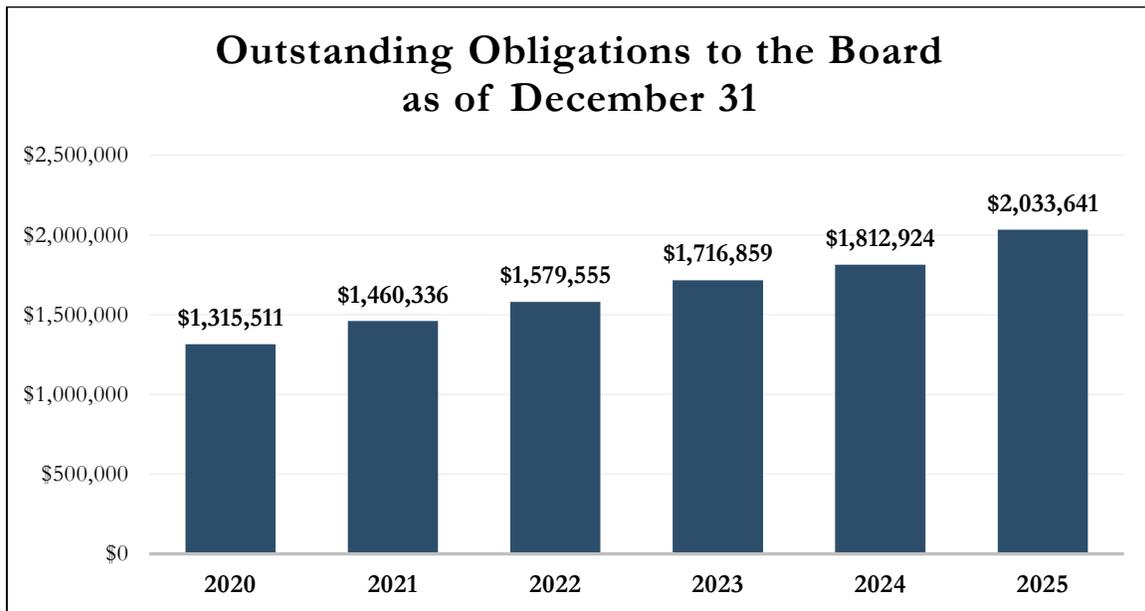
Non-Operating Revenue: Gains or losses on the Board's investments with the Investment Advisory Board (IAB) Fund

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



On December 12, 2025, the Board participated in the annual Lawyer Assessment Committee (LAC) meeting. At that time, the Board submitted a tentative Budget for Fiscal Year 2026-2027, proposing a 0.5% decrease in Budgeted Revenues and a 9.7% increase in Budgeted Expenses. The submitted Budget projected that expenses would result in an estimated \$1.5-million deficit, primarily driven by health insurance costs, 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 2025-2026 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 Pennsylvania IOLTA Board.

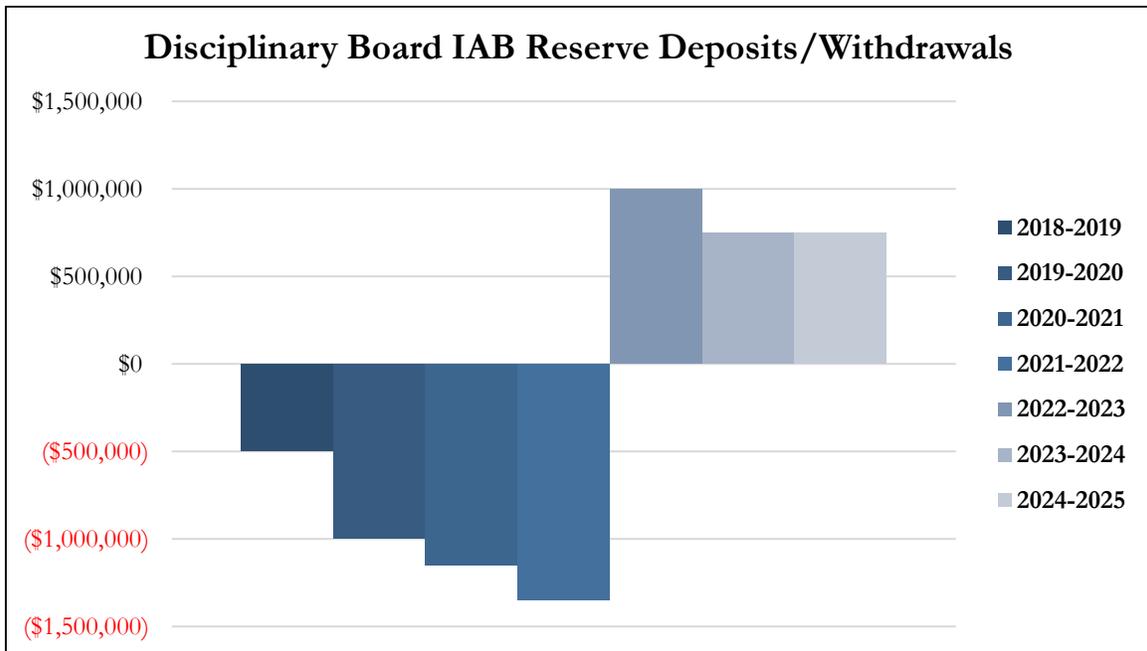
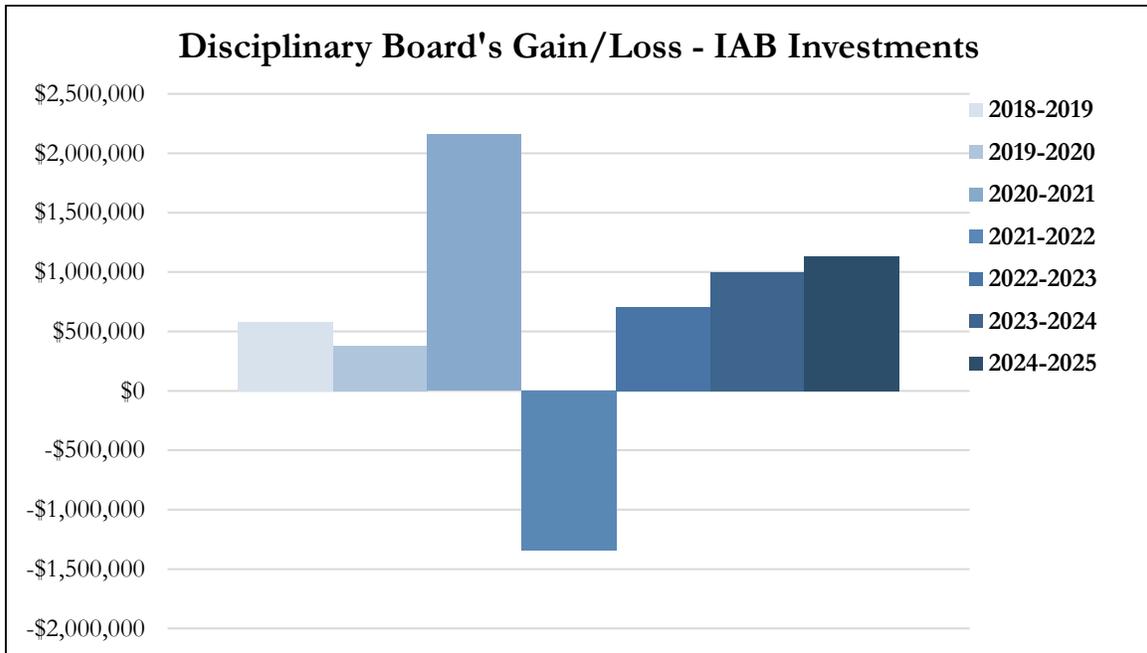
In 2019, the Supreme Court of Pennsylvania amended Rule 208 of the Pennsylvania Rules of Disciplinary Enforcement to establish the assessment of a monthly penalty for unpaid taxed expenses and administrative fees. Rule 208(g)(5) was adopted to encourage satisfaction of outstanding obligations to the 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, 2025, there were 639 matters with a total outstanding balance of costs owed to the Disciplinary Board in the amount of \$2,033,641.85.



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 save lives and restore the health and professional competence of Pennsylvania's legal community" through a caring peer assistance program that combines 24/7 confidential support, healthcare referrals, and ongoing education empowering those served to seek recovery without fear of judgment or disclosure. LCL's budget is approved annually during the Lawyer Assessment Committee meeting. 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, 2025, the IAB fund has achieved a Net Return on Investment (ROI) of approximately 6.25%. As evidenced by the charts below, 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 35 disciplinary and reinstatement hearings (amounting to 59 days) and seven oral arguments before the Disciplinary Board. This was the highest number of hearing days in the last decade. One disciplinary hearing, involving 12 separate complaints against a single respondent, lasted for 11 days; the longest matter in recent memory.

| | Cases Opened | Cases Resolved |
|-------------|--------------|----------------|
| 2025 | 5,002 | 5,002 |
| 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 |

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

Both the number of cases opened and the number of cases resolved in 2025 are believed to be the highest in the history of the Pennsylvania attorney disciplinary system.

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 | 6 |
| return of a file, documentation, or other property from an attorney to the client | 7 |
| reestablishing communication between a client and the attorney | 46 |
| facilitating forward movement in a stagnant matter | 20 |
| facilitating appropriate updates to required forms, contact information, or documents used in the practice of law | 17 |
| educating an attorney short of a letter of education or concern | 21 |

Security

Over the last three years, two respondents were convicted of threatening ODC staff during the course of ODC's investigation and prosecution of their conduct. In 2025, ODC completed renovations to its offices to provide greater security to its staff and to Hearing Committee members.

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.

Continuing a recent trend, ODC's involvement in conservatorship matters increased. In 2025, ODC opened 12 conservatorship matters and was appointed conservator in two of those matters. Five conservatorships concluded; 15 remained open at year-end.

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 participated in the program "All the President's Men" at the spring meeting of the ABA Business Section.
- 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.
- Disciplinary Counsel presented on the "Perils, Pitfalls and Pleasures of Practice" at the PBA's Young Lawyers Division Summer Summit in August.
- Disciplinary Counsel spoke at the Berks County Inns of Court in September.

- Disciplinary Counsel presented with respondents' counsel at the Philadelphia Bar Association's Annual Bench-Bar Conference in October.
- Chief Disciplinary Counsel made presentations to Professional Responsibility and Development classes at Widener University Commonwealth Law School, Thomas R. Kline School of Law of Duquesne University, 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 11 CLE courses to the Bench-Bar Conferences of Washington, Luzerne and York Counties; the Conference of County Bar Leaders; the Pennsylvania Bar Association; Allegheny County Bar Association; the Pennsylvania Association of Criminal Defense Lawyers; and the National Organization of Bar Counsel.

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

- All ODC staff attended a meeting in May. Staff members discussed various topics of interest including motion practice and consent discipline and participated in a presentation exploring implicit bias. Brian Quinn, Esquire and Laurie Besden, Esquire of Lawyers Concerned for Lawyers and Kathy Morgan, Esquire of the Pennsylvania Lawyers Fund for Client Security also addressed the staff on matters of shared interest.
- Disciplinary Counsel attended the NOBC's midyear (February) and summer (July) conferences.
- Trial Counsel participated virtually and in-person in the NOBC appellate trial skills training program from July through September.
- Auditors attended the Organization of Bar Investigators conference in October.

Staffing Changes

2025 New Hires

- Amelia Kittredge, Trial Counsel, District I
- Carol Dentler, Secretary, District III
- Eric Soller, Trial Counsel, District IV
- Kay York, Secretary, District IV

ORGANIZATION INFORMATION

Executive Office Staff & Location

- Executive Director
- Assistant Director
- Counsel to the Board
- Special Counsel
- Board Prothonotary
- Support Staff (8)

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

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

Organizational Chart

