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Utah State Bar Commission
Friday, January 10, 2025
Utah State Bar – Law & Justice Center
Salt Lake City, Utah

ZOOM Link: <https://us02web.zoom.us/j/82361960332>

AGENDA

1. 9:00 a.m. President's Welcome and Reports: Cara Tangaro

- 05 Mins.* 1.1 Report on Meeting with Governor Cox
- 05 Mins.* 1.2 Report on Jacey Skinner
- 05 Mins.* 1.3 Review Legislative Phone Conference Calendar
- 05 Mins.* 1.4 Spring Convention Report
- 01 Mins.* 1.5 St. George Room Reservations Reminder (TAB 1, Page 4)
- 01 Mins.* 1.6 Bar Elections Reminder
- 01 Mins.* 1.7 Save the Date: Annual Meeting, Swearing-in, and Dinner
June 26, 2025 at This is The Place Heritage Park

2. 9:30 a.m. Action Items

- 05 Mins.* 2.1 Nominate Tyler Young to be President-elect Candidate
- 10 Mins.* 2.2 Appoint replacement for Commissioner John Rees (TAB 2, Page 6)
- 05 Mins.* 2.3 Appoint Bar Commission Representative to
Legal Services Innovation Committee
- 10 Mins.* 2.4 Approve Spring Convention Scholarships
- 05 Mins.* 2.5 Approve Fractional Counsel Section (TAB 3, Page 8)

3. 10:05 a.m. Information Items

- 10 Mins.* 3.1 Proposed MCLE Rule Changes: Chrystal Mancuso-Smith

10:30 a.m. Adjourn

CONSENT AGENDA

(TAB 4, Page 14)

(Approved by policy if no objections are raised)

- 1. Minutes of November 8, 2024 Commission Meeting

ATTACHMENTS

(TAB 5, Page 18)

- 1. November 2024 Financial Statements

2025

January 28	Conference Call re: GRC Vote Review	4:00 p.m.	Telephone/Video Conference
January 29 – Feb. 3	ABA Midyear Meeting		Phoenix, Arizona
February 3	Bar Commission Election Petitions Due Terms will begin in July 2025, each to serve a three-year term: 1 seat - 3rd Division (Salt Lake, Summit, and Tooele Counties) 1 seat - 2nd Division (Davis, Morgan and Weber Counties) 1 seat - 5th Division (Beaver, Iron and Washington Counties)		
February 4	Conference Call re: GRC Vote Review	4:00 p.m.	Telephone/Video Conference
February 6	Executive Committee Meeting	Noon	Telephone/Video Conference
February 11	Conference Call re: GRC Vote Review	4:00 p.m.	Telephone/Video Conference
February 14	Commission Meeting	9:00 a.m.	Law & Justice Center
February 18	Conference Call re: GRC Vote Review	4:00 p.m.	Telephone/Video Conference
February 25	Conference Call re: GRC Vote Review	4:00 p.m.	Telephone/Video Conference
March 6	Executive Committee Meeting	Noon	Telephone/Video Conference
March 13	Commission Meeting	1:00 p.m.	St. George, Utah
March 13-15	Utah State Bar Spring Convention		St. George, Utah
April 1	Bar Election - Balloting Begins		
April 2 - 5	Western States Bar Conference		Wigwam Resort, Arizona
April 9 - 10	ABA Day in Washington DC		
April 15	Bar Election - Balloting Ends		
May TBD	Admission Ceremony	Noon	Salt Palace Convention Center
May 8	Executive Committee Meeting	Noon	Telephone/Video Conference
May 16	Commission Meeting	9:00 a.m.	Law & Justice Center
May 22-24	Jackrabbit Bar		Black Desert Resort, St. George
June 5	Executive Committee Meeting	Noon	Telephone/Video Conference
June 13	Commission Meeting	9:00 a.m.	Law & Justice Center
June 26	ANNUAL UTAH STATE BAR MEETING	9:00 a.m.	This is the Place Heritage Park
August 6 - 12	ABA Annual Meeting		Toronto, ON

Utah State Bar Commission Meeting

T A B 1

2025 "Spring Convention in St. George" Accommodations

Room blocks at the following hotels have been reserved. You must indicate that you are with the Utah State Bar to receive the Bar rate. After "release date" room blocks will revert back to the hotel general inventory.

Hotel	Nightly Rate (Does NOT include tax)	Block Size	Release Date	Miles from Dixie Center to Hotel
Comfort Inn & Suites 138 E Riverside Dr., St. George Please call 435-628-8544 and request to book under the Utah State Bar block.	\$200	10-King 10-2 Queen	2/11/25	.5
Courtyard St. George 185 S. 1470 E., St. George (435) 986-0555	\$269	10-King 10-2 Queen	2/11/25	4
Fairfield Inn 1660 S. Convention Center Dr., St. George (435) 673-6066	\$185 \$199	10-King 5-2 Queen	2/11/25	0.3
Hilton Garden Inn 1731 S. Convention Center Dr., St. George (435) 634-4100	\$185 \$195	5-King 5-2 Queen	2/11/25	0.1
Holiday Inn 1808 S. Crosby Way, St. George (435) 628-8007	\$185 \$205	10-King 10- 2 Queen	2/11/25	0.5
Holiday Inn Express & Suites, St. George North 2450 N. Town Center Dr., Washington Please call 435-986-1313 and request to book under the Utah State Bar Spring Convention.	\$107	10-King 10-2 Queen	2/13/25	11.5
Hyatt Place 1819 S. 120 E., St. George (435) 656-8686	\$199 \$209	10-King 10-2 Queen	2/11/25	0.3
My Place Hotel, St. George 1644 S. 270 E., St. George (435) 674-4997	25% off daily rate	22 rooms (any available)	Until sold out	.6
Red Lion Hotel 850 S. Bluff St., St. George Please call 435-628-4235 and request to book under the Utah State Bar block.	\$159	6-King 15-2 Queen	2/03/25	2
Tru by Hilton 1251 S. Sunland Dr., St. George (435) 634-7768	\$191	10-King 5-2 Queen	2/11/25	1

Visit utahbar.org/springconvention
to book your reservation today!

Utah State Bar Commission Meeting

T A B 2

Jessica Couser

Attorney at Law

Owner and Managing Attorney at
Jess Couser Family Law, LLC

136 S. Main Street A-300
Salt Lake City, UT 84101
(801) 875-0063
jess@jcfamlaw.com
www.jcfamlaw.com

EXPERIENCE

Jess Couser Family Law, LLC, Salt Lake City, UT — Founder, Managing Attorney
2024

Just Law, LLC, Salt Lake City, UT — Founder and Managing Partner
2011-2024

Practicing in the area of family law; including divorce, custody, Guardian ad litem work, special master work, adoption, gestational surrogacy, and LGBTQIA+ law.

EDUCATION

Gonzaga University School of Law — Juris Doctoris
2009

University of Utah — Bachelor of Arts, English
2005

PROFESSIONAL ASSOCIATIONS

Utah State Bar Association
2010 - CURRENT

American Bar Association
2010 - CURRENT (intermittent)

Association of Family and Conciliation Courts
2014 - CURRENT

Association of Collaborative Professionals of Utah
2012 - 2022

BOARD POSITIONS

Utah Pride Center, Board of Directors, Chair 2023 - CURRENT

Children's Service Society of Utah, Board of Directors, Member and Committee Chair
2017-2022

Utah Adoption Council, President Elect 2017 President 2018

Association of Collaborative Professionals of Utah, President Elect 2015 President
2016

PUBLISHED DECISIONS

In re Adoption of B.H., Utah Supreme Court, 2020 UT 64

In re Adoption of B.H., Utah Court of Appeals, 2019 UT App 103

AWARDS AND RECOGNITION

Legal Elite, Utah Business, 2020 - 2024

Up and Coming Legal Elite, Utah Business, 2017 - 2019

Thomas Reuters Super Lawyer, 2017 - 2024

Pro Bono Honor Roll, Utah State Bar Association, 2016 - 2024

Distinguished Pro Bono Legal Clinic Award: Rainbow Law, Utah Pro Bono Initiative, 2018

Presidential Silver Gavel Award, Gonzaga SBA, 2009

Utah State Bar Commission Meeting

T A B 3

Utah State Bar
Application for New Section
Fractional Counsel Section

Dear Commissioners,

As an active member of the Utah State Bar for close to 20 years now, it's a pleasure to present this proposal for a new and uniquely positioned section of the Bar—the **Fractional Counsel Section**.

I submit this proposal on behalf of our 25+ charter members listed on the attached Membership Schedule. It's exciting to see a relatively diverse group of attorneys come together for this proposal, in part, because the proposed section stands out from the currently available sections that predominantly focus on individual, substantive areas of law.

In contrast to existing sections, the Fractional Counsel Section will directly support practitioners with different substantive legal expertise, from different sizes of law practices (e.g., solo, small firm, and "Biglaw"), inclusive of all geographies across the state.

The practice of "fractional" lawyering is a growing field within the rapidly developing "fractional" executive industries across businesses, generally. In essence, "fractional" legal counsel roles straddle both sides of private practice and corporate practice, at the same time. In some ways, fractional engagements are similar to, but also different from, traditional executive roles. Many of these differences are compounded for legal counsel, largely due to ethical rules and obligations.

Here are some of the unique issues that attorneys must deal with when engaging in fractional roles:

- **Structuring Fractional Engagements** - scope of representation is very open-ended, both in terms of duration and substantive legal areas; this has potential impact on malpractice liability;
- **Supporting Client Team Integration** - Fractional roles are often integrated into client organization charts, with reporting and managerial functions;
- **Managing Legal Resources** - Fractional or Outside General Counsel roles compress all the typical GC functions into an fractional time commitment and budget, often including the management of other outside legal counsel;
- **Addressing Ethical Challenges** - ethical obligations related to competent advocacy demands can multiply with more integrated roles across multiple client companies, as well as the expectations of individual executives at each company;
- **Exploring Alternative Compensation Models** - creative billing methodologies are common to provide sufficient services in a timely and efficient manner, while reserving billable capacity for expanded scope issues;
- **Utilizing Executive Leadership Skills** - Attorneys in more integrated roles are expected to navigate executive leadership relationships differently than more compartmentalized and distant outside counsel roles.

Utah State Bar
Application for New Section
Fractional Counsel Section

Consequently, the rise of fractional legal roles calls for a more focused approach to fostering the best practices for attorneys to competently and ethically straddle the separate, but complementary, roles as both law firm partners and business partners.

It is within this context that we, as charter members, feel the time is right to launch and foster a new section that caters directly to the mix of substance and process, law and business, advocacy and partnership that is required of fractional counsel.

Within this section, with the broader support of the Bar, we aim to achieve the following Purpose and Objectives:

Purpose: Create a network where fractional attorneys can share experiences, challenges, and solutions specific to their roles, fostering collaboration and mutual support.

Objectives:

- 1) Promote the benefits of fractional legal services within the broader legal and client communities, highlighting the flexibility, cost-effectiveness, and strategic value fractional counsel can provide.
- 2) Develop and promulgate best practices that enable fractional counsel to effectively operate in hybrid legal/business roles across multiple client organizations to increase the availability of helpful legal advice within the community.
- 3) Assist with frameworks to manage conflicts of interest, navigate dual ethical obligations (in-house vs. outside counsel), and maintain professional boundaries while deeply integrated within client organizations.
- 4) Offer programs that help fractional attorneys build leadership capacity, strategic thinking, and business management skills, empowering them to serve as key partners in their clients' success.

For the reasons outlined above, and in alignment with the Purpose and Objectives above, we have gathered the names of 25+ charter members who have provided written confirmation indicating their intent to become charter members of the Fractional Counsel Section. In a show of enthusiastic interest regarding this charter membership, many of these Utah attorneys expressed highly supportive sentiments, including the following:

"I'm interested in your work creating a new section with the Bar. After many years in the tech space, I started providing fractional work. I think a new section with a focus on that work would be a huge help as the sector continues to grow."

"Definitely interested! This is a great idea."

"I would love to be included on that list. This sounds great, and can't wait to see it develop."

"Absolutely! I fully support this and would love to be involved."

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Fractional Counsel Section

"This sounds great. I'd love to participate."

"I'd love to be involved in this new section. Let me know how I can help!"

*"Saw that you are looking to start a fractional GC section in Utah. I'd love to help!
When is the first meeting?"*

"Appreciate your efforts. Much needed."

Funny enough, when a colleague licensed in another state heard about our initiative her reaction was, "Hey State Bar of Georgia - can we get a similar section for our state?" Suffice it to say I think the Utah State Bar has the opportunity to be on the forefront of this movement, similar to how it has embraced the legal sandbox and taken other progressive positions recently.

By way of logistics, our charter members are prepared to provide the required initial startup funds of \$500 from their initial member dues, which we plan to assess at \$40 per year. This amount is in line with other section dues, which range from \$15-50 per year. Initial member dues will go toward establishing the section, recruiting additional members, and initializing our event calendar for members and the broader Bar participants.

Our charter members also propose to adopt the attached Section Bylaws, which have been drafted in accordance with the model bylaws provided by the Bar.

Finally, I will continue to act as the Organizing Officer for this proposed section, until the time when we are able formalize the section and conduct official elections to fill the Chair, Vice Chair, and Secretary officer roles outlined in the Bylaws. Several of the charter members have also expressed a desire to help with any further organizing activities and eventual officer roles and duties.

By way of credentials, I have participated extensively in other sections of the Bar, including committee and officer positions over 10 years with the Intellectual Property Section (Chair, 2011-2012) and several years with the Corporate Counsel Section (Chair, 2019-2020). I've been intimately involved in planning section CLEs, semi-annual seminars (e.g., the Fall Forum), and annual conferences (e.g., the IP Summit), bringing in a diversity of local and national (even international) speakers, from practitioners to federal judges to USPTO leadership and even a legal comedian. I've provided service on the Government Relations Committee of the Bar. I helped establish the continuing student scholarship program through the IP Section. I also helped with initial efforts to establish the USPTO's Pro Bono Patent Program here in Utah (as well as an unsuccessful bid to bring a satellite USPTO office to Utah, which ultimately was awarded to Colorado). And, importantly, I've had the pleasure of working closely with several staff members at the Bar during my prior tenures with other sections.

I am also very familiar with the practice challenges and opportunities related to outside and/or fractional general counsel roles. In fact, I've built my current practice over the last several

Utah State Bar
Application for New Section
Fractional Counsel Section

years around pioneering the concept of a “fractional legal team” which essentially outsources a fully staffed in-house legal team to startups and scaling companies in ecommerce, SaaS, and tech.

I am passionate about building community with my legal and business peers and think we are at a pivotal time, following the “work from home” movement of Covid and leading into the broader fractional executive trends growing across professional services industries, generally.

It is with sincere gratitude for my membership in the Bar and my desire to continue contributing to an engaging community that I ask for your support in approving the proposal for the Fractional Counsel Section of the Utah State Bar.

Sincerely,

/s/Jeff Holman

Utah State Bar
Application for New Section
Fractional Counsel Section

MEMBERSHIP SCHEDULE

The following list of Utah attorneys have provided written confirmation indicating their intent to become charter members of the Section.

Please note, charter members have provided their confirmation via email and/or other messaging channels. All charter members will provide further contact information, as may be required, for final approval of this application.

	Name	Contact
1	Jeff Holman	jeff@intellectualstrategies.com
2	Trevor Bradford	trevor@intellectualstrategies.com
3	Derek Parry	derek@noscitur.com
4	Adam Wardel	adam.wardel@wardellaw.org
5	Pattie Christensen	pchristensen@utahestateplanners.com
6	Michael Wunderli	michael@wwpartners.co
7	Nathan Nelson	nathan@presivolaw.com
8	Rich Goates	rich.goates@goateslawgroup.com
9	Jedi Knight	jedediah.knight@newburnlaw.com
10	Chris Takemori	chris.takemori@viacustomers.com
11	Michael Wadsworth	mww@clydesnow.com
12	Adam Revelli	arevelli@kba.law
13	Josh Freeman	josh@freemanlovell.com
14	Michael Thomas	michael.thomas@freemanlovell.com
15	James Thayer	james@thayer.site
16	Pual Burghardt	paul@gcassociateslaw.com
17	Rob Cutler	Robcutler09@gmail.com
18	Adam Neville	adam@adamnevillelaw.com
19	Joseph May	Joe.may@savvi.legal
20	Ross Crandall	ross@intellectualstrategies.com
21	Danny Hopkinson	dannyhopkinson@gmail.com
22	Howard Young	hcyoungslc@gmail.com
23	Freedom Hansen	fhansen@hbaa.law
24	Chad Burgin	cburgin@burginlaw.com
25	Steven Joffee	sjoffee@michaelbest.com
26	Elle O'Brien	elle@utahbusinessattorneys.com
27	Aaron Stringer	astringer@redclifflegal.com
28	Jennifer Kohler	Jennifer@kohlerlawgroup.com
29	Stephanie Warner	StephanieWarnerlaw@outlook.com
30	Jeff Warr	jwarr@ampleo.com

Utah State Bar Commission Meeting

T A B 4

UTAH STATE BAR COMMISSION MEETING

MINUTES

Friday, November 8, 2024

In Attendance: President Cara Tangaro, Kim Cordova, Miriam Alred, Tom Bayles, Brett Chambers, Mark Morris, Christian Clinger, Matt Hansen, Chrystal Mancuso-Smith, Shawn Newell, John Rees, Olivia Shaughnessy.

Ex-Officio Members: Ezzy Khaosanga, Nick Stiles, Brit Berrill (remote), Jennifer Carver (remote).

Not in Attendance: Rick Hoffman and Tyler Young. Ex-Officio members Jennifer Carver, Dean Kronk Warner, Dean Moore, Eli McCann, Andy Gonzalez.

Also in Attendance: Executive Director Elizabeth A. Wright, Assistant Executive Director Aubrey Schade, General Counsel Maribeth LeHoux, and Finance Director Nathan Severin.

1. President's Welcome and Retreat Schedule

1.1 Lawyer-Legislative Breakfast

The breakfast with lawyer-legislators, as well as members of judiciary committees, is scheduled for Wednesday November 20th at 7:30 am at the Capitol.

1.2 Fall Forum

Ms. Tangaro told the Commission that the Fall Forum will be November 14-15 at the Little America. This is the first year the Bar is trying a two-day event. There will be two legislative panels, including someone from the Governor's office.

1.3 Commission Election Reminder

Ms. Tangaro discussed that applications will be due by January 2 for president elect position and encouraged Commissioners to apply.

1.4 Report on Northwest Bar Conference

Ms. Tangaro provided a recap on the Northwest Bar Conference last month. The group discussed issues facing other bars, including *Keller* legislation.

1.5 Judicial Council Report

Ms. Woods has attended one Judicial Council meeting so far. She knows several of the judges and is looking forward to getting to know the others. She's also on the budget committee for the Council and will be able to report back on that once they've had a meeting.

2. Action Items

2.1 Approve Financial Audit

Mr. Severin explained that the audit was a clean opinion, as it was last year. Nothing has changed since the previous version that was provided in August.

Mr. Severin discussed how costs generally are going up (health care, insurance, inflation

generally) as well as areas where we're spending less money, including the UnMind agreement ending in early 2025.

Mr. Clinger made a motion to approve financial audit. Ms. Mancuso-Smith seconded, and the motion was unanimously approved.

2.2 Approve 2025-2026 License Fee

Mr. Severin presented the proposed licensing fee for 2024-2025. Ms. Wright discussed how we hope to go to the Court in January so we can program it for next licensing session. The Bar intends on keeping fees the same for the next fiscal year, which will be recommended to the Court.

Mr. Hansen asked about doing small adjustments over time rather than waiting and doing a large increase less frequently and the Commission discussed.

Ms. Tangaro made a motion to approve the license fee. Mr. Hansen seconded, and the motion was unanimously approved.

3. Reports

3.1 Report on Legislative Audit

Ms. Wright reported that we had received a draft of the legislative audit. The draft was being reviewed internally and the Bar would send comments and corrections as appropriate.

3.2 Report on Justice Court Report

Mr. Eric Bunderson is the representative for Justice Court Reform Task Force and last reported to the Commission in May. The group had another meeting in August. The fiscal note for the project was \$45m ongoing, \$20m of which would need to be filled by the legislature each year. The League of Cities and Towns did surveys and found people were against justice court reform. In October, Cullimore emailed and said the Task Force was dissolved and there would be no attempts at this time for justice court reform.

3.3 Report on Bar Leadership Academy

Mr. Lance Deanz, a board member for the Leadership Academy and a participant in 2019, presented on the benefits of the Academy and his personal experience from participating. He said that it provided great networking, and that he has set up a large CLE in Vernal. The retreat this year will be in San Francisco, CA on February 27-March 1. Applications for the next cohort are due next month. There is also a requirement that people in Leadership Academy be on a Bar Committee. Mr. Deanz asked the Commissioners to reach out to people in their divisions to apply for Leadership Academy.

3.4 Access to Justice Office Updates

Ms. Megan Connelly, Access to Justice Coordinator, presented on 2024 highlights from the ATJ office. She discussed legal deserts throughout the state. The focus in 2024 was on CLE and getting non-trial lawyers to help with cases. Next year, the office is going to do monthly CLE's in specific practice areas to help get more new people involved. She also discussed October's Access to Justice Summit, as well as statewide and national partnerships and the 101 Trainings for the Signature Programs. For 2025, the ATJ office

will have a focus on the needs in rural areas.

Executive Session

Adjournment.

The Commission adjourned at 11:45 am.

Consent Agenda.

The Commission approved by consent the following items:

- Minutes of the September 27, 2024 Commission Meeting

Utah State Bar Commission Meeting

T A B 5

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of November 30, 2024
and for the five months then ended

FINANCIAL STATEMENT HIGHLIGHTS

Year-to-Date (YTD) Net Profit – Accrual Basis:

	Actual	Budget	Fav (unfav) \$ Variance	Fav (unfav) % Variance
YTD Revenue	5,845,785	5,847,607	(1,822)	0%
YTD Expenses	3,383,975	3,370,254	(13,721)	0%
YTD Net Profit/(Loss)	2,461,810	2,477,354	(15,544)	-1%

YTD net profit is \$2,461,810 and is (\$15,544) less than budgeted.

YTD Net Profit –Cash Basis: Adding back year-to-date depreciation expense of \$72,047 and deducting capital expenditures of \$87,777, the cash basis year-to-date net profit is (\$15,730) lower.

Explanations for Departments with Net Profit Variances more than \$10k and 5% Over/Under Budget:

LPP: The LPP Licensing Revenue was budgeted for 2024-25 with Licensing since that is where it had historically been coded; however, it is being separated out this year, and therefore shows a favorable variance of \$19,601 YTD.

CLE: CLE Registrations are higher than budgeted amounts by 12%, showing a favorable amount of \$14,532. Video sales are also favorable by \$6,321. Program services expense is 20% over budget as a result. Sponsor revenue and seminar profit are both unfavorable, creating an overall unfavorability YTD of (\$19,161).

Summer Convention: The Summer Convention's revenue is (\$8,837) less than budgeted through August attributed to registrations, while expenses are essentially flat at (\$2,961) more than budgeted, netting an (\$11,798) unfavorable variance YTD.

Fall Forum: Registration for the Fall Forum began in October. Budgeted gross revenue has fallen short of expectations by \$94,855 YTD. Although the Fall Forum is not expected to close with a net loss, the budget-to-actuals will reflect an unfavorable variance.

Member Services: Section Support Fees are (\$24,452) less than expected YTD. A change in the annual licensing form required licensees to re-select their respective sections for 2024-2025. Section membership overall decreased, and as a result, the revenues did also.

Advertising revenue is 23% more than budgeted for the Bar Journal YTD. The Utah Bar Foundation granted \$10,000 to the Wills for Heroes program for new computers as well as travel costs. Program services expense is (\$24,270) more than budgeted, partly resulting from expenses incurred with the grant income. Overall, a (\$25,064) shortfall exists here.

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of November 30, 2024
and for the five months then ended

ADDITIONAL COMMENTS

Board Designated Reserves: In consultation with Bar Management and the Budget & Finance Committee, the Commission informally targeted the following reserve amounts:

Operations Reserve - 4 Months' Operations	\$2,545,647
Capital Replacement Reserve – Equipment	200,000
Capital Replacement Reserve – Building	600,000
Technology/Contracts Reserve - Database & Tava Contracts	<u>154,375</u>
Total	\$3,500,022
Estimated current cash reserve as of November 30, 2024	<u>\$4,240,299</u>
Sufficient/ (Deficient) Cash Reserve	<u>\$ 740,277</u>

**Utah State Bar
Income Statement
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
Admissions	214,525	232,425	221,441	10,984	105%	704,655	33%
NLTP	34,650	37,500	35,336	2,164	106%	81,531	46%
LPP	1,350	7,605	939	6,666	810%	1,728	440%
OPC	1,300	16,258	1,976	14,281	823%	37,160	44%
CLE	195,112	150,644	156,600	(5,956)	96%	653,768	23%
Summer Convention	51,102	52,240	61,077	(8,837)	86%	61,077	86%
Fall Forum	88,925	119,070	213,925	(94,855)	56%	213,925	56%
Spring Convention	2,390	12,180	-	12,180		203,085	6%
Member Services	189,892	203,034	195,536	7,498	104%	323,751	63%
Public Services	34,034	11,555	13,877	(2,322)	83%	65,164	18%
Bar Operations	4,826,067	4,927,010	4,869,175	57,834	101%	5,354,656	92%
Facilities	59,944	75,014	77,726	(2,712)	97%	207,086	36%
Innovation in Law	37,581	1,250	-	1,250		5,500	23%
Total Revenue	5,736,873	5,845,785	5,847,607	(1,822)	100%	7,913,085	74%
Expenses							
Admissions	293,697	334,119	314,747	(19,373)	106%	635,844	53%
NLTP	26,583	29,421	31,326	1,905	94%	74,101	40%
LPP	30,114	24,093	37,028	12,935	65%	81,491	30%
OPC	691,854	721,944	714,857	(7,086)	101%	1,716,979	42%
CLE	193,199	203,024	189,818	(13,206)	107%	699,838	29%
Summer Convention	18,524	40,013	37,052	(2,961)	108%	37,052	108%
Fall Forum	16,291	18,947	9,664	(9,283)	196%	78,512	24%
Spring Convention	(9,857)	-	-	-		113,832	0%
Member Services	399,570	441,156	408,594	(32,563)	108%	987,659	45%
Public Services	363,764	296,268	291,991	(4,278)	101%	550,182	54%
Bar Operations	976,308	989,560	1,046,909	57,349	95%	2,402,613	41%
Facilities	183,588	195,382	194,356	(1,025)	101%	480,568	41%
Innovation in Law	41,172	89,816	93,912	4,096	96%	227,821	39%
Total Expenses	3,224,808	3,383,744	3,370,254	(13,490)	100%	8,086,493	42%
Other							
Gain (Loss) - Disposal Of Assets	-	(231)	-	-		-	
Net Profit (Loss)	\$ 2,512,065	\$ 2,461,810	\$ 2,477,354	\$ (15,544)	99%	\$ (173,408)	-1420%
Depreciation	63,966	72,047	65,059	(6,988)	111%	156,142	
Cash increase (decrease) from operations	2,903,344	2,531,907	2,542,413	(10,506)	100%	(17,266)	
Changes in operating assets/liabilities	(2,881,042)	(4,132,352)	(4,132,352)			20,000	
Capital expenditures	(16,109)	(87,777)	(52,000)	(35,777)	169%	(52,000)	
Net change in cash	\$ 6,193	\$ (1,688,222)	\$ (1,641,939)	\$ (46,283)	103%	\$ (49,266)	

Utah State Bar Income Statement - Consolidated By Account November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	21,725	35,200	23,230	11,970	152%	207,627	17%
4002 · Admissions - Attorney Exam Fees	32,725	23,375	35,311	(11,936)	66%	70,380	33%
4003 · Admissions - Retake Fees	15,050	20,000	11,265	8,735	178%	18,169	110%
4004 · Admissions - Laptop Fees	21,200	26,030	29,955	(3,925)	87%	136,265	19%
4005 · Admissions - Application Forms	5,000	7,250	5,100	2,150	142%	12,207	59%
4006 · Transfer App Fees	38,800	46,350	34,629	11,721	134%	80,414	58%
4008 · Attorney - Motion	56,950	57,800	60,823	(3,023)	95%	137,107	42%
4009 · House Counsel	10,200	6,800	9,327	(2,527)	73%	20,208	34%
4010 · Section/Local Bar Support fees	105,462	79,249	108,212	(28,963)	73%	110,077	72%
4011 · Admissions LPP	1,100	900	670	230	134%	1,400	64%
4020 · NLTP Fees	34,650	37,500	35,336	2,164	106%	81,531	46%
4021 · Lic Fees > 3 Years	3,862,685	3,939,760	3,946,884	(7,124)	100%	4,015,774	98%
4022 · Lic Fees < 3 Years	205,770	227,770	202,086	25,684	113%	226,299	101%
4023 · Lic Fees - House Counsel	57,895	61,285	58,918	2,367	104%	63,411	97%
4024 · Lic Fees LPP	5,275	6,275	5,059	1,216	124%	5,894	106%
4025 · Pro Hac Vice Fees	79,475	88,250	86,262	1,988	102%	250,781	35%
4026 · Lic Fees - Inactive/FS	121,345	121,355	122,809	(1,454)	99%	121,543	100%
4027 · Lic Fees - Inactive/NS	221,235	220,920	225,957	(5,037)	98%	226,494	98%
4030 · Certs of Good Standing	8,400	9,000	8,513	487	106%	21,423	42%
4039 · Room Rental-All parties	21,025	25,175	25,850	(675)	97%	61,598	41%
4042 · Food & Beverage Rev-All Parties	27,919	32,339	34,376	(2,037)	94%	101,187	32%
4051 · Meeting - Registration	106,892	120,580	226,227	(105,647)	53%	396,662	30%
4052 · Meeting - Sponsor Revenue	49,900	48,250	46,200	2,050	104%	87,398	55%
4053 · Meeting - Vendor Revenue	9,625	15,660	8,875	6,785	176%	24,525	64%
4061 · Advertising Revenue	97,063	125,072	101,952	23,121	123%	221,566	56%
4063 · Modest Means revenue	3,125	4,525	1,791	2,734	253%	5,000	91%
4071 · Mem Benefits - Lexis	305	316	308	8	103%	957	33%
4072 · Royalty Inc - Bar J, MBNA, LM,M	6,214	3,442	4,599	(1,157)	75%	11,163	31%
4081 · CLE - Registrations	148,211	140,017	125,485	14,532	112%	475,000	29%
4082 · CLE - Video Library Sales	22,331	15,206	8,885	6,321	171%	36,436	42%
4090 · Tenant Rent	11,000	17,500	17,500	-	100%	42,000	42%
4095 · Miscellaneous Income	5,705	18,822	21,220	(2,398)	89%	33,904	56%
4096 · Late Fees	71,500	64,600	71,812	(7,212)	90%	88,905	73%
4104 · In Kind Rev-Facilities & Other	-	1,100	-	1,100	-	-	0%
4200 · Seminar Profit/Loss	2,005	(313)	13,015	(13,328)	-2%	129,429	0%
Investment income	182,030	188,425	129,167	59,258	146%	310,000	61%
Total Revenue	5,669,792	5,835,785	5,847,607	(11,822)	100%	7,859,944	74%
Program Service Expenses							
5001 · Meeting Facility-external only	38,100	66,952	36,992	(29,960)	181%	76,929	87%
5002 · Meeting facility-internal only	11,081	13,000	12,423	(577)	105%	28,658	45%
5013 · ExamSoft	23,706	21,858	23,706	1,848	92%	29,929	73%
5014 · Questions	45,763	52,996	47,482	(5,514)	112%	68,147	78%
5015 · Investigations	375	75	374	299	20%	900	8%
5016 · Credit Checks	815	853	718	(135)	119%	3,237	26%
5025 · Temp Labor/Proctors	6,670	5,446	6,670	1,224	82%	7,856	69%
5030 · Speaker Fees & Expenses	166	3,000	356	(2,644)	842%	12,250	24%
5035 · Awards	2,898	1,664	2,318	654	72%	5,511	30%
5037 · Grants/ contributions - general	4,000	5,500	1,566	(3,934)	351%	41,550	13%
5040 · Witness & Hearing Expense	311	258	931	674	28%	1,620	16%
5041 · Process Serving	712	263	836	573	31%	1,049	25%
5046 · Court Reporting	1,949	1,728	1,412	(316)	122%	2,603	66%
5047 · Casemaker	22,052	17,715	22,286	4,570	79%	54,291	33%
5055 · Legislative Expense	28,708	25,075	28,708	3,633	87%	63,708	39%
5060 · Program Special Activities	(25,000)	45,342	-	(45,342)	-	-	0%
5061 · LRE - Bar Support	60,000	70,000	70,000	-	100%	70,000	100%
5062 · Law Day	-	-	208	208	0%	13,652	0%
5063 · Special Event Expense	26,940	180	13,348	13,168	1%	13,500	1%
5064 · MCLE Fees Paid	15,658	13,873	11,457	(2,415)	121%	47,959	29%
5070 · Equipment Rental	16,668	39,760	12,716	(27,044)	313%	37,128	107%
5075 · Food & Bev-external costs only	77,911	94,793	75,666	(19,127)	125%	423,048	22%
5076 · Food & beverage - internal only	17,527	20,420	18,754	(1,665)	109%	51,556	40%
5079 · Soft Drinks	3,872	2,367	3,181	815	74%	7,216	33%
5090 · Commission Expense	17,084	21,070	18,635	(2,435)	113%	44,725	47%
5099 · Blomquist Hale	136,019	-	-	-	-	-	0%
5100 · Wellness Benefits	-	137,871	135,650	(2,221)	102%	325,560	42%
5702 · Travel - Lodging	24,836	5,633	21,475	15,842	26%	47,272	12%
5703 · Travel - Transportation/Parking	5,279	5,411	9,684	4,274	56%	26,600	20%
5704 · Travel - Mileage Reimbursement	1,638	1,086	2,709	1,623	40%	6,559	17%
5705 · Travel - Per Diems	1,334	1,137	1,868	731	61%	4,032	28%
5706 · Travel - Meals	-	1	375	375	0%	900	0%
5707 · Travel - Commission Mtgs	1,875	11,020	11,042	22	100%	26,500	42%
5805 · ABA Annual Meeting	3,906	9,796	7,480	(2,316)	131%	9,145	107%
5815 · Commission/Education	-	-	8,542	8,542	0%	20,500	0%
5820 · ABA Annual Delegate	-	-	2,500	2,500	0%	2,500	0%

Utah State Bar Income Statement - Consolidated By Account November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
5840 · President's Expense	7,500	7,500	7,500	-	100%	18,000	42%
5865 · Retreat	41,519	25,798	42,000	16,202	61%	45,300	57%
5866 · Wellbeing Committee	50,135	40,000	30,323	(9,677)	132%	30,323	132%
5960 · Overhead Allocation - Seminars	-	-	4,727	4,727	0%	0	0%
5970 · Event Revenue Sharing - 3rd Pty	21,733	11,539	20,789	9,250	56%	93,066	12%
Total Program Service Expenses	699,310	781,977	718,152	(63,825)	109%	1,820,237	43%
Salaries & Benefit Expenses							
5510 · Salaries/Wages	1,501,836	1,532,659	1,560,550	27,891	98%	3,696,984	41%
5605 · Payroll Taxes	116,648	113,977	124,896	10,919	91%	295,759	39%
5610 · Health Insurance	119,667	126,664	140,293	13,629	90%	354,690	36%
5620 · Health Ins/Medical Reimb	5,263	5,974	5,447	(527)	110%	13,156	45%
5630 · Dental Insurance	7,231	6,946	7,023	78	99%	16,791	41%
5640 · Life & LTD Insurance	8,928	9,108	8,931	(178)	102%	21,369	43%
5645 · Workman's Comp Insurance	2,163	1,419	1,050	(369)	135%	2,520	56%
5650 · Retirement Plan Contributions	109,781	110,146	131,058	20,913	84%	318,597	35%
5655 · Retirement Plan Fees & Costs	4,500	7,752	7,366	(386)	105%	14,733	53%
5660 · Training/Development	3,334	4,258	6,379	2,121	67%	10,511	41%
Total Salaries & Benefit Expenses	1,879,373	1,918,903	1,993,003	74,100	96%	4,745,131	40%
General & Administrative Expenses							
7025 · Office Supplies	8,943	8,587	8,006	(581)	107%	18,184	47%
7033 · Operating Meeting Supplies	2,336	2,140	2,204	63	97%	5,035	43%
7035 · Postage/Mailing, net	22,450	33,591	31,304	(2,287)	107%	63,828	53%
7040 · Copy/Printing Expense	64,864	70,025	64,754	(5,270)	108%	140,602	50%
7041 · Copy/Print revenue	(7,800)	(3,406)	(7,554)	(4,148)	45%	(17,228)	20%
7045 · Internet Service	10,035	631	11,068	10,437	6%	21,562	3%
7050 · Computer Maintenance	108,581	90,016	104,371	14,356	86%	247,042	36%
7055 · Computer Supplies & Small Equip	8,697	10,816	6,813	(4,003)	159%	10,359	104%
7089 · Membership Database Fees	32,741	56,908	63,948	7,041	89%	154,146	37%
7100 · Telephone	23,066	15,023	11,844	(3,179)	127%	28,144	53%
7105 · Advertising	5,493	65	8,823	8,758	1%	18,478	0%
7110 · Publications/Subscriptions	6,254	4,131	5,184	1,053	80%	11,580	36%
7115 · Public Relations	-	1,200	-	(1,200)	-	-	0%
7120 · Membership/Dues	10,680	10,118	10,462	344	97%	13,556	75%
7135 · Bank Service Charges	(80)	1,176	625	(551)	188%	1,500	78%
7136 · ILM Service Charges	8,910	8,497	8,985	487	95%	20,251	42%
7140 · Credit Card Merchant Fees	58,640	64,394	49,313	(15,080)	131%	182,400	35%
7141 · Credit Card surcharge	(1,394)	(1,653)	(1,092)	561	151%	(3,069)	54%
7150 · E&O/Off & Dir Insurance	31,110	30,688	31,034	347	99%	74,487	41%
7160 · Audit Expense	42,586	43,291	43,438	147	100%	43,438	100%
7175 · O/S Consultants	17,693	29,241	9,535	(19,706)	307%	26,804	109%
7176 · Bar Litigation	5,741	9,441	9,391	(50)	101%	14,265	66%
7179 · Payroll Adm Fees	3,755	3,921	3,260	(661)	120%	7,824	50%
7180 · Administrative Fee Expense	673	526	1,924	1,398	27%	4,563	12%
7190 · Lease Interest Expense	1,535	1,216	-	(1,216)	-	-	0%
7195 · Other Gen & Adm Expense	6,379	4,044	5,531	1,487	73%	12,963	31%
Total General & Administrative Expenses	471,982	498,214	483,170	(15,044)	103%	1,103,818	45%
In Kind Expenses							
7103 · InKind Contrib-UDR & all other	7,111	7,061	7,188	127	98%	15,754	45%
Total In Kind Expenses	7,111	7,061	7,188	127	98%	15,754	45%
Building Overhead Expenses							
6015 · Janitorial Expense	13,263	15,513	13,102	(2,411)	118%	31,445	49%
6020 · Heat	8,397	5,624	8,730	3,106	64%	33,355	17%
6025 · Electricity	24,114	28,440	24,321	(4,119)	117%	49,641	57%
6030 · Water/Sewer	7,340	9,059	6,605	(2,454)	137%	11,599	78%
6035 · Outside Maintenance	9,539	5,859	12,132	6,273	48%	29,117	20%
6040 · Building Repairs	7,283	6,602	5,880	(722)	112%	14,112	47%
6045 · Bldg Mtncce Contracts	12,220	16,833	11,997	(4,836)	140%	28,793	58%
6055 · Real Property Taxes	10,820	10,000	10,462	462	96%	24,000	42%
6060 · Personal Property Taxes	542	625	485	(140)	129%	1,500	42%
6065 · Bldg Insurance/Fees	9,548	8,334	9,967	1,633	84%	23,921	35%
6070 · Building & Improvements Depre	39,199	45,230	41,830	(3,400)	108%	100,391	45%
6075 · Furniture & Fixtures Depre	8,267	8,856	8,612	(245)	103%	20,668	43%
7065 · Computers, Equip & Sftwre Depr	16,501	17,961	14,618	(3,343)	123%	35,083	51%
Total Building Overhead Expenses	167,032	178,938	168,741	(10,197)	106%	403,625	44%
Total Expenses	3,224,808	3,383,744	3,370,254	(13,490)	100%	8,086,493	42%
Other							
4300 · Gain (Loss) - Disposal Of Assets	-	(231)	-	231	-	-	0%
4120 · Grant Income	67,081	10,000	-	(10,000)	-	53,141	19%
	67,081	9,769	-	(9,769)	0%	53,141	18%
Net Profit (Loss)	\$ 2,512,065	\$ 2,461,810	\$ 2,477,354	\$ (15,544)	99%	\$ (173,408)	-1420%

Utah State Bar Admissions November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	21,725	35,200	23,230	11,970	152%	207,627	17%
4002 · Admissions - Attorney Exam Fees	32,725	23,375	35,311	(11,936)	66%	70,380	33%
4003 · Admissions - Retake Fees	15,050	20,000	11,265	8,735	178%	18,169	110%
4004 · Admissions - Laptop Fees	21,200	25,600	29,955	(4,355)	85%	136,207	19%
4005 · Admissions - Application Forms	5,000	6,000	5,100	900	118%	6,707	89%
4006 · Transfer App Fees	38,800	46,350	34,629	11,721	134%	80,414	58%
4008 · Attorney - Motion	56,950	57,800	60,823	(3,023)	95%	137,107	42%
4009 · House Counsel	10,200	6,800	9,327	(2,527)	73%	20,208	34%
4095 · Miscellaneous Income	2,975	1,800	2,997	(1,197)	60%	6,136	29%
4096 · Late Fees	9,900	9,500	8,804	696	108%	21,700	44%
4200 · Seminar Profit/Loss	-	-	-	-	-	-	-
Total Revenue	214,525	232,425	221,441	10,984	105%	704,655	30%
Expenses							
Program Services	117,348	141,889	121,510	(20,379)	117%	165,520	86%
Salaries & Benefits	130,993	145,244	144,426	(818)	101%	349,499	42%
General & Administrative	35,833	37,191	39,626	2,435	94%	98,819	38%
Building Overhead	9,524	9,796	9,184	(611)	107%	22,006	45%
Total Expenses	293,697	334,119	314,747	(19,373)	106%	635,844	53%
Net Profit (Loss)	\$ (79,172)	\$ (101,694)	\$ (93,306)	\$ (8,389)	109%	\$ 68,811	-148%

**Utah State Bar
NLTP
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4020 · NLTP Fees	34,650	37,500	35,336	2,164	106%	81,531	46%
4081 · CLE - Registrations	-	-	-	-	-	-	-
4096 · Late Fees	-	-	-	-	-	-	-
4200 · Seminar Profit/Loss	-	-	-	-	-	-	-
Total Revenue	34,650	37,500	35,336	2,164	106%	81,531	46%
Expenses							
Program Services	950	793	1,209	416	66%	2,015	39%
Salaries & Benefits	15,958	19,359	20,769	1,410	93%	50,344	38%
General & Administrative	7,645	8,578	8,700	122	99%	20,192	42%
Building Overhead	2,030	690	647	(43)	107%	1,550	45%
Total Expenses	26,583	29,421	31,326	1,905	94%	74,101	40%
Net Profit (Loss)	\$ 8,067	\$ 8,079	\$ 4,010	\$ 4,069	201%	\$ 7,430	109%

**Utah State Bar
LPP
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4004 · Admissions - Laptop Fees	-	430	-	430		59	733%
4011 · Admissions LPP	1,100	900	670	230	134%	1,400	64%
4024 · Lic Fees LPP	200	6,275	269	6,006	2332%	269	2332%
Total Revenue	1,300	7,605	939	6,666		1,728	440%
Expenses							
Program Services	11,650	8,300	11,650	3,350	71%	20,219	41%
Salaries & Benefits	15,155	12,696	20,715	8,019	61%	50,191	25%
General & Administrative	1,685	2,407	4,016	1,609	60%	9,531	25%
Building Overhead	1,624	690	647	(43)	107%	1,550	45%
Total Expenses	30,114	24,093	37,028	12,935	65%	81,491	30%
Net Profit (Loss)	\$ (28,814)	\$ (16,488)	\$ (36,089)	\$ 19,601	46%	\$ (79,764)	21%

**Utah State Bar
OPC
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4095 · Miscellaneous Income	1,300	1,300	1,976	(676)	66%	4,969	26%
4200 · Seminar Profit/Loss	-	14,958	-	14,958		32,192	46%
Total Revenue	1,300	16,258	1,976	14,281	823%	37,160	44%
Expenses							
Program Services	6,085	4,604	6,859	2,255	67%	15,420	30%
Salaries & Benefits	585,999	628,317	614,446	(13,872)	102%	1,489,075	42%
General & Administrative	64,466	56,209	62,789	6,580	90%	138,767	41%
Building Overhead	35,303	32,813	30,764	(2,049)	107%	73,716	45%
Total Expenses	691,854	721,944	714,857	(7,086)	101%	1,716,979	42%
Net Profit (Loss)	\$ (690,554)	\$ (705,686)	\$ (712,881)	\$ 7,195	99%	\$ (1,679,818)	42%

**Utah State Bar
CLE
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4052 · Meeting - Sponsor Revenue	24,000	9,000	21,300	(12,300)	42%	52,198	17%
4081 · CLE - Registrations	148,211	140,017	125,485	14,532	112%	475,000	29%
4082 · CLE - Video Library Sales	22,331	15,206	8,885	6,321	171%	36,436	42%
4095 · Miscellaneous Income	(25)	-	-	-		-	
4104 · In Kind Rev-Facilities & Other	-	1,100	-	1,100		-	
4200 · Seminar Profit/Loss	595	(14,679)	930	(15,609)	-1579%	87,666	-17%
Total Revenue	195,112	150,644	156,600	(5,956)	96%	599,102	25%
Expenses							
Program Services	98,939	105,972	88,038	(17,934)	120%	456,399	23%
Salaries & Benefits	64,355	71,157	70,790	(367)	101%	171,160	42%
General & Administrative	24,038	20,422	25,563	5,141	80%	59,494	34%
Building Overhead	5,868	5,473	5,427	(46)	101%	12,785	43%
Total Expenses	193,199	203,024	189,818	(13,206)	107%	699,838	29%
Net Profit (Loss)	\$ 1,913	\$ (52,380)	\$ (33,218)	\$ (19,161)	158%	\$ (100,736)	52%

Utah State Bar Summer Convention November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	50,102	39,990	50,077	(10,087)	80%	50,077	80%
4052 · Meeting - Sponsor Revenue	1,000	2,250	1,000	1,250	225%	1,000	225%
4053 · Meeting - Vendor Revenue	-	-	-	-		-	
4054 · Meeting - Material Sales	-	-	-	-		-	
4055 · Meeting - Sp Ev Registration	-	-	-	-		-	
4095 · Miscellaneous Income	-	10,000	10,000	-	100%	10,000	100%
Total Revenue	51,102	52,240	61,077	(8,837)	86%	61,077	86%
Expenses							
Program Services	16,353	36,345	33,281	(3,064)	109%	33,281	109%
Salaries & Benefits	736	406	755	349	54%	755	54%
General & Administrative	1,436	2,262	3,016	754	75%	3,016	75%
In Kind	-	1,000	-	(1,000)		-	
Building Overhead	-	-	-	-		-	
Total Expenses	18,524	40,013	37,052	(2,961)	108%	37,052	108%
Net Profit (Loss)	\$ 32,578	\$ 12,227	\$ 24,025	\$ (11,798)	51%	\$ 24,025	51%

Utah State Bar Fall Forum November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	56,150	80,590	176,150	(95,560)	46%	176,150	46%
4052 · Meeting - Sponsor Revenue	23,900	21,600	23,900	(2,300)	90%	23,900	-
4053 · Meeting - Vendor Revenue	8,875	11,880	8,875	3,005	134%	8,875	134%
4055 · Meeting - Sp Ev Registration	-	-	-	-	-	-	-
4095 · Miscellaneous Income	-	5,000	5,000	-	100%	5,000	-
Total Revenue	88,925	119,070	213,925	(94,855)	56%	213,925	56%
Expenses							
Program Services	11,121	13,512	4,366	(9,145)	309%	73,215	18%
Salaries & Benefits	1,879	2,399	1,941	(458)	124%	1,941	124%
General & Administrative	3,291	3,037	3,356	319	90%	3,356	90%
Building Overhead	-	-	-	-	-	-	-
Total Expenses	16,291	18,947	9,664	(9,283)	196%	78,512	24%
Net Profit (Loss)	\$ 72,634	\$ 100,123	\$ 204,261	\$ (104,138)	49%	\$ 135,413	74%

Utah State Bar Spring Convention November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	640	-	-	-		170,435	0%
4052 · Meeting - Sponsor Revenue	1,000	8,900	-	8,900		10,300	86%
4053 · Meeting - Vendor Revenue	750	3,280	-	3,280		15,650	21%
4054 · Meeting - Material Sales	-	-	-	-		-	0%
4055 · Meeting - Sp Ev Registration	-	-	-	-		1,700	0%
4095 · Miscellaneous Income	-	-	-	-		5,000	0%
Total Revenue	2,390	12,180	-	12,180		203,085	6%
Expenses							
Program Services	(10,000)	-	-	-		99,938	0%
Salaries & Benefits	65	-	-	-		9,197	0%
General & Administrative	78	-	-	-		4,697	0%
Building Overhead	-	-	-	-		-	0%
Total Expenses	(9,857)	-	-	-		113,832	0%
Net Profit (Loss)	\$ 12,247	\$ 12,180	\$ -	\$ 12,180		\$ 89,253	14%

**Utah State Bar
Member Services
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	86,310	64,225	88,677	(24,452)	72%	90,065	71%
4061 · Advertising Revenue	97,063	125,072	101,952	23,121	123%	221,566	56%
4071 · Mem Benefits - Lexis	305	316	308	8	103%	957	33%
4072 · Royalty Inc - Bar J, MBNA, LM,M	6,214	3,442	4,599	(1,157)	75%	11,163	31%
4095 · Miscellaneous Income	-	-	-	-	-	-	-
4120 · Grant Income	-	10,000	-	10,000	-	-	-
4200 · Seminar Profit/Loss	-	(21)	-	(21)	-	-	-
Total Revenue	189,892	203,034	195,536	7,498	104%	323,751	63%
Expenses							
Program Services	223,744	248,179	223,910	(24,270)	111%	553,297	45%
Salaries & Benefits	76,764	88,754	84,369	(4,384)	105%	207,265	43%
General & Administrative	92,166	97,795	93,992	(3,803)	104%	212,165	46%
Building Overhead	6,895	6,429	6,323	(106)	102%	14,931	43%
Total Expenses	399,570	441,156	408,594	(32,563)	108%	987,659	45%
Net Profit (Loss)	\$ (209,678)	(238,122)	\$ (213,058)	\$ (25,064)	112%	\$ (663,908)	36%

**Utah State Bar
Public Services
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4052 · Meeting - Sponsor Revenue	-	6,500	-	6,500		-	
4053 · Meeting - Vendor Revenue	-	500	-	500		-	
4063 · Modest Means revenue	3,125	4,525	1,791	2,734	253%	5,000	91%
4095 · Miscellaneous Income	-	30	-	30		23	130%
4120 · Grant Income	29,500	-	-	-		53,141	0%
4200 · Seminar Profit/Loss	1,409	-	12,086	(12,086)	0%	7,000	0%
Total Revenue	34,034	11,555	13,877	(2,322)	83%	65,164	18%
Expenses							
Program Services	126,421	119,665	115,637	(4,029)	103%	126,819	94%
Salaries & Benefits	187,793	150,829	140,465	(10,364)	107%	341,506	44%
General & Administrative	43,085	20,657	31,092	10,435	66%	70,362	29%
Building Overhead	6,465	5,117	4,797	(319)	107%	11,496	45%
Total Expenses	363,764	296,268	291,991	(4,278)	101%	550,182	54%
Net Profit (Loss)	\$ (329,730)	\$ (284,713)	\$ (278,114)	\$ (6,599)	102%	\$ (485,018)	59%

**Utah State Bar
Bar Operations
November 30, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	19,152	15,024	19,535	(4,511)	77%	20,012	75%
4021 · Lic Fees > 3 Years	3,862,685	3,939,760	3,946,884	(7,124)	100%	4,015,774	98%
4022 · Lic Fees < 3 Years	205,770	227,770	202,086	25,684	113%	226,299	101%
4023 · Lic Fees - House Counsel	57,895	61,285	58,918	2,367	104%	63,411	97%
4024 · Lic Fees LPP	5,075	-	4,790	(4,790)	0%	5,625	0%
4025 · Pro Hac Vice Fees	79,475	88,250	86,262	1,988	102%	250,781	35%
4026 · Lic Fees - Inactive/FS	121,345	121,355	122,809	(1,454)	99%	121,543	100%
4027 · Lic Fees - Inactive/NS	221,235	220,920	225,957	(5,037)	98%	226,494	98%
4029 · Prior Year Lic Fees	-	-	-	-	-	-	-
4030 · Certs of Good Standing	8,400	9,000	8,513	487	106%	21,423	42%
4060 · E-Filing Revenue	-	-	-	-	-	20,741	0%
4061 · Advertising Revenue	-	-	-	-	-	-	-
4095 · Miscellaneous Income	1,455	692	1,247	(555)	55%	2,776	25%
4096 · Late Fees	61,550	55,100	63,008	(7,908)	87%	67,205	82%
4200 · Seminar Profit/Loss	-	(571)	-	(571)	-	2,571	-22%
Investment Income	182,030	188,425	129,167	59,258	146%	310,000	61%
Total Revenue	4,826,067	4,927,010	4,869,175	57,834	101%	382,552	1262%
Expenses							
Program Services	64,368	73,529	81,343	7,813	90%	187,257	39%
Salaries & Benefits	692,270	653,341	742,995	89,654	88%	1,703,711	38%
General & Administrative	187,019	232,167	193,273	(38,893)	120%	441,564	53%
In Kind	632	-	686	686	0%	1,509	0%
Building Overhead	32,018	30,523	28,612	(1,911)	107%	68,572	45%
Total Expenses	976,308	989,560	1,046,909	57,349	95%	2,402,613	41%
Other Income/Expense							
4300 · Gain (Loss) - Disposal Of Assets	(231)	(231)	-	(231)	-	-	n/a
Net Profit (Loss)	\$ 3,849,529	3,937,219	\$ 3,822,267	\$ 114,952	103%	\$ (2,020,061)	-195%

Utah State Bar Facilities November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4039 · Room Rental-All parties	21,025	25,175	25,850	(675)	97%	61,598	41%
4042 · Food & Beverage Rev-All Parties	27,919	32,339	34,376	(2,037)	94%	101,187	32%
4043 · Setup & A/V charges-All parties	-	-	-	-	-	2,301	0%
4090 · Tenant Rent	11,000	17,500	17,500	-	100%	42,000	42%
4095 · Miscellaneous Income	-	-	-	-	-	-	-
4103 · In - Kind Revenue - UDR	-	-	-	-	-	-	-
Total Revenue	59,944	75,014	77,726	(2,712)	97%	207,086	36%
Expenses							
Program Services	32,007	29,187	29,890	703	98%	85,756	34%
Salaries & Benefits	69,825	64,679	70,346	5,667	92%	173,704	37%
General & Administrative	7,973	11,562	8,570	(2,992)	135%	17,741	65%
In Kind	6,479	6,061	6,502	441	93%	14,245	43%
Building Overhead	67,305	83,893	79,049	(4,844)	106%	189,123	44%
Total Expenses	183,588	195,382	194,356	(1,025)	101%	480,568	41%
Net Profit (Loss)	\$ (123,644)	\$ (120,368)	\$ (116,630)	\$ (3,737)	103%	\$ (273,483)	44%

Utah State Bar Innovation in Law November 30, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4005 · Admissions - Application Forms	-	1,250	-	1,250		5,500	23%
4095 · Miscellaneous Income	-	-	-	-		-	
Total Revenue	-	1,250	-	1,250		5,500	23%
Expenses							
Program Services	323	-	458	458	0%	1,100	0%
Salaries & Benefits	37,581	81,724	80,988	(736)	101%	196,783	42%
General & Administrative	3,268	4,578	9,176	4,599	50%	22,043	21%
In Kind	-	-	-	-		-	
Building Overhead	-	3,515	3,290	(225)	107%	7,895	45%
Total Expenses	41,172	89,816	93,912	4,096	96%	227,821	39%
Net Profit (Loss)	\$ (41,172)	\$ (88,566)	\$ (93,912)	\$ 5,346	94%	\$ (222,321)	40%

Utah State Bar Balance Sheet

	11/30/2024	06/30/2024
ASSETS		
Current Assets		
Cash in Bank	210,717	3,849,334
Invested Funds	7,181,493	5,228,377
Total Cash/Investments	7,392,210	9,077,710
Accounts Receivable	111,044	163,419
Prepaid Expenses	299,711	296,716
A/R - Sections	161,472	135,852
Total Other Current Assets	572,227	595,988
Total Current Assets	7,964,437	9,673,699
Fixed Assets		
Property & Equipment	5,274,524	5,189,469
Accumulated Depreciation	(4,347,061)	(4,276,965)
Land	633,142	633,142
Total Fixed Assets	1,560,604	1,545,646
TOTAL ASSETS	\$ 9,525,041	\$ 11,219,344
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
AP Trade	55,164	179,017
Other Accounts Payable	8,426	136,455
Accrued Payables	496,163	555,584
Cap Lease Oblig - ST	2,513	2,193
A/P - Sections	3,925	226,225
Deferred Revenue	40,679	3,662,167
Total Current Liabilities	606,870	4,761,641
Long Term Liabilities		
Capital Lease Oblig	5,323	6,666
Total Long Term Liabilities	5,323	6,666
Total Liabilities	612,193	4,768,306
Equity		
Unrestricted Net Assets (R/E)	6,451,038	6,448,128
Fund Balance - Current Year	2,461,810	2,910
Total Equity	8,912,848	6,451,038
TOTAL LIABILITIES & EQUITY	\$ 9,525,041	\$ 11,219,344

Balance Sheet Classification

ILM-UT ST BAR (3176)

Base Currency: USD As of 11/30/2024

Dated: 12/02/2024

CE

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
38141W273	GOLDMAN:FS GOVT INST	426,273.71	AAA	4.550	11/30/2024	4.550	4.550	426,273.71	0.00	1.0000	0.00	426,273.71
CCYUSD	Receivable	3,136.03	AAA	0.000	11/30/2024	0.000	0.000	3,136.03	0.00	1.0000	0.00	3,136.03
24218EM38	Deaconess Health System, Inc.	400,000.00	NA	0.000	12/03/2024	5.303	3.468	399,884.44	0.00	99.9711	0.00	399,884.44
03785DM60	Apple Inc.	150,000.00	A-1+	0.000	12/06/2024	4.823	3.961	149,901.04	0.00	99.9340	0.00	149,901.04
04085MMK4	Arkansas Electric Cooperative Corporation	350,000.00	A-1+	0.000	12/19/2024	4.877	4.558	349,160.00	0.00	99.7600	0.00	349,160.00
50045VP49	Komatsu Finance America, Inc.	150,000.00	A-1+	0.000	02/04/2025	4.629	4.518	148,767.71	0.00	99.1785	0.00	148,767.71
---	---	1,479,409.74	AAA	---	12/13/2024	4.857	4.186	1,477,122.93	0.00	---	0.00	1,477,122.93

ST

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
637639AB1	NATIONAL SECURITIES CLEARING CORP	350,000.00	AAA	1.500	04/23/2025	5.630	4.622	344,476.15	1,223.40	98.7713	554.17	346,253.72
74256LET2	PRINCIPAL LIFE GLOBAL FUNDING II	350,000.00	A+	1.375	01/10/2025	5.921	5.446	348,320.37	55.63	99.5360	1,884.90	350,260.90
025816CY3	AMERICAN EXPRESS CO	350,000.00	A	3.950	08/01/2025	4.574	4.760	348,564.99	-437.49	99.4650	4,608.33	352,735.83
949764HB3	Wells Fargo Bank, National Association	250,000.00	AA+	5.400	10/31/2025	5.453	5.451	249,885.77	0.00	99.9543	36.99	249,922.76
254676BR9	Discover Bank	100,000.00	A	5.400	11/07/2025	5.453	5.443	99,953.29	0.00	99.9533	340.27	100,293.56
3130B2DR3	FEDERAL HOME LOAN BANKS	1,000,000.00	A-1+	4.595	04/15/2025	4.592	4.586	1,000,000.00	24.00	100.0024	6,210.70	1,006,234.70
20272A6M3	Commonwealth Bank of Australia	400,000.00	A-1+	4.760	04/10/2025	4.759	4.759	399,999.83	0.00	100.0000	1,006.33	401,006.16
3133ERUS8	FEDERAL FARM CREDIT BANKS FUNDING CORP	800,000.00	A-1+	4.600	04/23/2025	4.598	4.585	800,000.00	40.00	100.0050	4,090.44	804,130.44
44988GF86	ING (U.S.) Funding LLC	400,000.00	A-1+	4.750	03/25/2025	4.749	4.749	400,000.00	0.00	100.0000	317.00	400,317.00
65557RFP0	Nordea Bank AB (publ), Finnish Branch	150,000.00	A-1+	4.750	03/24/2025	4.750	4.750	149,999.57	0.00	99.9997	118.88	150,118.44
85324TT22	Standard Chartered Bank	350,000.00	A-1+	0.000	06/02/2025	4.629	4.601	341,958.16	0.00	97.7023	0.00	341,958.16
---	---	4,500,000.00	AA+	---	05/04/2025	4.879	4.773	4,483,158.13	905.54	---	19,168.01	4,503,231.68

LT

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
525ESC1Y5	LEHMAN ESCROW	300,000.00	NA	0.000	01/01/2049	---	5,926.265	0.00	210.00	0.0700	0.00	210.00
46647PCZ7	JPMORGAN CHASE & CO	400,000.00	A+	4.080	04/26/2026	4.850	4.885	398,752.59	-70.59	99.6705	1,586.67	400,268.67
3133ERQW4	FEDERAL FARM CREDIT BANKS FUNDING CORP	800,000.00	AAA	4.710	08/26/2026	4.718	4.708	800,000.00	136.00	100.0170	523.56	800,659.56
---	---	1,500,000.00	AA+	---	07/18/2026	4.762	5.802	1,198,752.59	275.41	---	2,110.22	1,201,138.22

Summary

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
---	---	7,479,409.74	AA+	---	06/17/2025	4.855	4.824	7,159,033.65	1,180.95	---	21,278.23	7,181,492.83

* Grouped by: BS Class 2. * Groups Sorted by: BS Class 2. * Weighted by: Base Market Value + Accrued, except Book Yield by Base Book Value + Accrued. * Holdings Displayed by: Lot.

UTAH STATE BAR
Membership Statistics
November 30, 2024

<u>STATUS</u>	<u>11/30/23</u>	<u>11/30/24</u>	<u>Change</u>
Active	9,112	9,295	183
Active under 3 years	892	1,046	154
Active Emeritus	342	376	34
In House Counsel	135	145	10
Foreign Legal Counsel	4	3	(1)
LPP	26	35	9
Military Spouse	-	-	-
Subtotal - Active	10,511	10,900	389
Inactive - Full Service	829	821	(8)
Inactive - No Service	2,083	2,064	(19)
Inactive Emeritus	539	612	73
Inactive House Counsel	13	17	4
Inactive LPP	3	3	-
Subtotal - Inactive	3,467	3,517	50
Total Active and Inactive	13,978	14,417	439
 <i><u>Supplemental Information</u></i>			
Paralegals	157	176	19
 <i><u>Active Attorneys by Region</u></i>			
1st Division (Logan - Brigham)	222	222	-
2nd Division (Davis - Weber)	1,006	1,055	49
3rd Division (Salt Lake)	5,672	5,760	88
4th Division (Utah)	1,482	1,523	41
5th Division (Southern Utah)	582	609	27
Out of State	1,547	1,731	184
Total Active Attorneys	10,511	10,900	389