2011 Wyoming State Bar
Quality of Life Survey Results

Response Rate = 485 (31%)

CAREER / JOB SATISFACTION

1. More often than not, I would describe my practice as: (check all that apply)

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personally fulfilling</td>
<td>69.7%</td>
<td>333</td>
</tr>
<tr>
<td>Personally unfulfilling</td>
<td>17.4%</td>
<td>83</td>
</tr>
<tr>
<td>Professionally challenging</td>
<td>83.1%</td>
<td>397</td>
</tr>
<tr>
<td>Professionally unchallenging</td>
<td>4.0%</td>
<td>19</td>
</tr>
<tr>
<td>Financially rewarding</td>
<td>54.0%</td>
<td>258</td>
</tr>
<tr>
<td>Financially unrewarding</td>
<td>23.2%</td>
<td>111</td>
</tr>
</tbody>
</table>

Answered Question 478
Skipped Question 7

2. I am a productive member of my community due in great part to the fact that I am an attorney.

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>86.5%</td>
<td>416</td>
</tr>
<tr>
<td>False</td>
<td>13.5%</td>
<td>65</td>
</tr>
</tbody>
</table>

Answered Question 481
Skipped Question 4
3. I believe that because I am an attorney, I should hold myself to a higher standard than other members of the public.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>86.5%</td>
<td>416</td>
</tr>
<tr>
<td>False</td>
<td>13.5%</td>
<td>65</td>
</tr>
<tr>
<td>Answered Question</td>
<td>481</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

4. I am personally proud to be a Wyoming attorney.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>94.2%</td>
<td>452</td>
</tr>
<tr>
<td>False</td>
<td>5.8%</td>
<td>28</td>
</tr>
<tr>
<td>Answered Question</td>
<td>480</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

5. Overall, what is the public’s image of attorneys?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive</td>
<td>15.9%</td>
<td>77</td>
</tr>
<tr>
<td>Neutral</td>
<td>30.2%</td>
<td>146</td>
</tr>
<tr>
<td><strong>Negative</strong></td>
<td><strong>53.8%</strong></td>
<td><strong>260</strong></td>
</tr>
<tr>
<td>Answered Question</td>
<td>483</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>
6. The negative image of attorneys affects me personally and/or professionally. *(Only those who responded “negative” to question #5 were given an opportunity to respond.)*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>61.5%</td>
<td>160</td>
</tr>
<tr>
<td>False</td>
<td>38.5%</td>
<td>100</td>
</tr>
<tr>
<td>Answered Question</td>
<td>260</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>225</td>
<td></td>
</tr>
</tbody>
</table>

7. The negative image of attorneys is well-deserved. *(Only those who responded “negative” to question #5 were given an opportunity to respond.)*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>36.7%</td>
<td>95</td>
</tr>
<tr>
<td>False</td>
<td>63.3%</td>
<td>164</td>
</tr>
<tr>
<td>Answered Question</td>
<td>259</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>226</td>
<td></td>
</tr>
</tbody>
</table>

8. The negative image of attorneys is well-deserved in Wyoming. *(Only those who responded “negative” to question #5 were given an opportunity to respond.)*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>18.5%</td>
<td>48</td>
</tr>
<tr>
<td>False</td>
<td>81.5%</td>
<td>212</td>
</tr>
<tr>
<td>Answered Question</td>
<td>260</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>225</td>
<td></td>
</tr>
</tbody>
</table>
9. Based on my practice experiences, the following percentage of Wyoming attorneys are deserving of a positive public image.

<table>
<thead>
<tr>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 10%</td>
<td>0.6%</td>
</tr>
<tr>
<td>10 – 25%</td>
<td>4.7%</td>
</tr>
<tr>
<td>26 – 50%</td>
<td>7.7%</td>
</tr>
<tr>
<td><strong>51 – 75%</strong></td>
<td><strong>44.3%</strong></td>
</tr>
<tr>
<td>76 – 99%</td>
<td>42.3%</td>
</tr>
<tr>
<td>100%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

Answered Question 470

Skipped Question 15
10. I am concerned about the following issues and how they affect the practice of law in Wyoming. Please rate the following issues from 1 – 10 (1= most important; 10 = least important):

<table>
<thead>
<tr>
<th>Issue</th>
<th>Most Important</th>
<th>Least Important</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low salaries</td>
<td>9.9% (45)</td>
<td>11.9% (54)</td>
<td>10.6% (48)</td>
<td>17.9% (81)</td>
</tr>
<tr>
<td>Job stress</td>
<td>26.2% (120)</td>
<td>25.1% (115)</td>
<td>24.0% (110)</td>
<td>8.3% (38)</td>
</tr>
<tr>
<td>Negative public perception of the legal profession</td>
<td>6.3% (29)</td>
<td>13.8% (64)</td>
<td>20.5% (95)</td>
<td>17.3% (80)</td>
</tr>
<tr>
<td>The practice of law is becoming less of a profession and more of a business.</td>
<td>9.2% (42)</td>
<td>19.2% (88)</td>
<td>20.5% (94)</td>
<td>11.3% (52)</td>
</tr>
<tr>
<td>Increased competition from out-of-state firms</td>
<td>3.7% (17)</td>
<td>5.9% (27)</td>
<td>7.5% (34)</td>
<td>8.3% (38)</td>
</tr>
<tr>
<td>Unauthorized practice of law</td>
<td>4.4% (20)</td>
<td>7.0% (32)</td>
<td>7.7% (35)</td>
<td>7.5% (34)</td>
</tr>
<tr>
<td>Pro se litigants</td>
<td>3.6% (16)</td>
<td>4.2% (19)</td>
<td>6.7% (30)</td>
<td>7.3% (33)</td>
</tr>
<tr>
<td>Escalating costs of maintaining practice</td>
<td>13.6% (61)</td>
<td>21.1% (95)</td>
<td>22.2% (100)</td>
<td>10.2% (46)</td>
</tr>
<tr>
<td>Decreased civility among attorneys</td>
<td>16.9% (76)</td>
<td>20.8% (94)</td>
<td>14.9% (67)</td>
<td>15.7% (71)</td>
</tr>
<tr>
<td>Other (see below)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Other:

- Low level of knowledge, skills, preparation & responsibility of attorneys
- Outsourcing Legal Jobs to India
- Very weak and ineffective bar association
- The public perception that they can 'do it themselves' and that lawyers are unnecessary
- Poor treatment of younger attorneys by older attorneys
Attorneys not making their employers follow the law and const
Top down efforts to mandate "charity" in the form of pro bono requirements. Over reach in forcing compliant use of tech.

perjury; civil litigation cost and time
Lack of ability of attorneys to negotiate settlements without mediators; Inflation of value of claims to Plaintiff and effect on ability to fairly settle cases; Poor draftsmanship in attorney work product; Filing of frivolous/thoughtless motions

Improper Conduct by Bar Counsel--many have experienced this and it is hurting our profession

Ethics of other attorneys
The legal system is less about justice than desired outcomes
I am now contending with chiropractors who have ties with large PI firms in SLC who routinely refer patients to them and wonder if this is unethical

The never-ending march of onerous rules imposed by the courts
I don't like mandatory CLE. It is part of the escalating costs of maintaining a practice. The costs are way out of line(in both time and money) in comparison to the benefits. Lawyers who want to be competent generally have no trouble doing so for two reasons: access to research is a piece of cake compared to former times, and one can always sign up for a good CLE on a voluntary basis. Requiring a certain number of hours results in the CLE providers getting rich. The fact that CLE is mandatory greatly increases the cost and also the likelihood that attorneys will sign up for cheaper ones they have no use for just to get the required hours, thus to a greater extent than most would admit to, frustrating the purposes of the system while wasting time and money that could be put to good use. Your survey asks about job stress. Well, many a lawyer under the stress of a deadline has taken his file to a CLE and basically prejudiced his work product because of working during the CLE and of course getting nothing about of the CLE. There are a lot of good reasons to get rid of mandatory CLE.

inconsistent, unpredictable judicial decisions
The difficulties of getting lawyers to practice in rural settings
Counsel's flagrant failure to follow rules of procedure and decorum
In my experience, the legal system is not about justice.

Ultra conservative attitudes of Supreme Court and Judges prevent fair treatment
Lack of support or assistance from the bar association with issues/questions regarding professional responsibility that arise in the course of practice.
Creeping acceptance of mediocrity in the profession
Lack of caring about the law
Attorneys who do not control/command respect from their clients
Partisanship/politicization of legal issues
dishonest and incompetent attorneys
outmoded rules
Increasing technology requirements
need for better e-filing

11. I do/would encourage a child of mine to become an attorney.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>54.5%</td>
<td>259</td>
</tr>
<tr>
<td>False</td>
<td>36.6%</td>
<td>174</td>
</tr>
<tr>
<td>N/A</td>
<td>8.8%</td>
<td>42</td>
</tr>
</tbody>
</table>

Answered Question 475
Skipped Question 10

12. If I could turn back time, I would still choose to attend law school and enter the practice of law.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>69.9%</td>
<td>332</td>
</tr>
<tr>
<td>False</td>
<td>30.1%</td>
<td>143</td>
</tr>
</tbody>
</table>

Answered Question 475
Skipped Question 10
13. The relationships among attorneys have become more adversarial, and civility, courtesy and collegiality are declining in Wyoming.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>57.3%</td>
<td>260</td>
</tr>
<tr>
<td>False</td>
<td>42.7%</td>
<td>194</td>
</tr>
<tr>
<td>Answered Question</td>
<td>454</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>31</td>
<td></td>
</tr>
</tbody>
</table>

14. I have experienced/observed discrimination against some attorneys in Wyoming because of their:

<table>
<thead>
<tr>
<th>Category</th>
<th>True</th>
<th>False</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>32.2% (148)</td>
<td>67.8% (312)</td>
<td>460</td>
</tr>
<tr>
<td>Race of Religion</td>
<td>9.6% (44)</td>
<td>90.4% (412)</td>
<td>456</td>
</tr>
<tr>
<td>Age/lack of experience</td>
<td>45.1% (206)</td>
<td>54.9% (251)</td>
<td>457</td>
</tr>
<tr>
<td>Answered Question</td>
<td>462</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>23</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

15. What entity should be primarily responsible for improving common courtesy, professionalism and civility among attorneys?

<table>
<thead>
<tr>
<th>Entity</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wyoming State Bar</td>
<td>15.0%</td>
<td>70</td>
</tr>
<tr>
<td>Wyoming courts</td>
<td>14.5%</td>
<td>68</td>
</tr>
<tr>
<td>The law schools</td>
<td>4.7%</td>
<td>22</td>
</tr>
<tr>
<td><strong>Individual attorneys</strong></td>
<td><strong>65.8%</strong></td>
<td><strong>308</strong></td>
</tr>
<tr>
<td>Answered Question</td>
<td>468</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>17</td>
<td></td>
</tr>
</tbody>
</table>
16. There have been occasions when I have refrained or considered refraining from reporting unethical conduct to the Wyoming State Bar because I believe that no action would be taken to correct the conduct?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>24.5%</td>
<td>112</td>
</tr>
<tr>
<td>False</td>
<td>75.5%</td>
<td>346</td>
</tr>
</tbody>
</table>

Answered Question 458
Skipped Question 27

17. There have been occasions when I have refrained or considered refraining from utilizing the provisions of Rule 11 because I believe the judiciary will not enforce it.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>34.3%</td>
<td>159</td>
</tr>
<tr>
<td>False</td>
<td>30.9%</td>
<td>143</td>
</tr>
<tr>
<td>N/A</td>
<td>34.8%</td>
<td>161</td>
</tr>
</tbody>
</table>

Answered Question 463
Skipped Question 22

18. There have been occasions when I have refrained or considered refraining from reporting unethical conduct or invoking Rule 11 because of the small size of the Wyoming State Bar.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>28.6%</td>
<td>133</td>
</tr>
<tr>
<td>False</td>
<td>51.0%</td>
<td>237</td>
</tr>
<tr>
<td>N/A</td>
<td>20.4%</td>
<td>95</td>
</tr>
</tbody>
</table>

Answered Question 465
Skipped Question 20
19. Lawyers today are not sufficiently trained to go directly into private practice.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>70.7%</td>
<td>325</td>
</tr>
<tr>
<td>False</td>
<td>29.3%</td>
<td>135</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>460</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>25</td>
</tr>
</tbody>
</table>

20. A required period of “mentorship” in the first year of being admitted to the Wyoming State Bar would assist in raising the competency of the legal profession.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>77.8%</td>
<td>360</td>
</tr>
<tr>
<td>False</td>
<td>22.2%</td>
<td>103</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>463</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>22</td>
</tr>
</tbody>
</table>

21. Our society and/or the practice itself require attorneys to focus too much time and effort on minimizing their own professional liability.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>47.7%</td>
<td>219</td>
</tr>
<tr>
<td>False</td>
<td>52.3%</td>
<td>240</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>459</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>26</td>
</tr>
</tbody>
</table>
22. Adequate training and/or education exists within our bar to assist attorneys with the business side of maintaining a healthy practice.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>38.7%</td>
<td>172</td>
</tr>
<tr>
<td>False</td>
<td>61.3%</td>
<td>273</td>
</tr>
<tr>
<td>Answered Question</td>
<td>445</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>40</td>
<td></td>
</tr>
</tbody>
</table>

23. Before making a referral to another attorney, I always consider whether that attorney has malpractice insurance.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>21.0%</td>
<td>96</td>
</tr>
<tr>
<td>False</td>
<td>79.0%</td>
<td>361</td>
</tr>
<tr>
<td>Answered Question</td>
<td>457</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>28</td>
<td></td>
</tr>
</tbody>
</table>

24. I would like to see the following made mandatory for all lawyers in Wyoming:

| Requirement                                    | True           | False          | Count |
|------------------------------------------------|----------------|----------------|
| A specific number of pro bono hours            | 17.7% (82)     | 82.3% (382)    | 464   |
| A minimum amount of malpractice insurance      | 44.5% (206)    | 55.5% (257)    | 463   |
| More CLE hours on an annual basis              | 6.7% (31)      | 93.3% (429)    | 460   |
| Answered Question                              |                |                | 466   |
| Skipped Question                               |                |                | 19    |
FINANCIAL SATISFACTION

25. I believe the financial compensation I receive as an attorney is satisfactory considering the:

<table>
<thead>
<tr>
<th>Effort I expend to perform my work</th>
<th>True: 58.2% (265)</th>
<th>False: 41.8% (190)</th>
<th>Count: 455</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational requirements for licensure</td>
<td>True: 57.3% (260)</td>
<td>False: 42.7% (194)</td>
<td>Count: 454</td>
</tr>
<tr>
<td>My years of experience</td>
<td>True: 61.0% (275)</td>
<td>False: 39.0% (176)</td>
<td>Count: 451</td>
</tr>
</tbody>
</table>

Answered Question: 456
Skipped Question: 29

26. I believe that associates are treated fairly and are adequately compensated for the number of hours they work.

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>27.5%</td>
<td>126</td>
</tr>
<tr>
<td>False</td>
<td>24.0%</td>
<td>110</td>
</tr>
<tr>
<td>Don’t know</td>
<td>48.5%</td>
<td>222</td>
</tr>
</tbody>
</table>

Answered Question: 458
Skipped Question: 27

27. If I had the opportunity to earn more money practicing in a state other than Wyoming for the same amount of work I perform now, I would relocate.

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>23.5%</td>
<td>106</td>
</tr>
<tr>
<td>False</td>
<td>76.5%</td>
<td>345</td>
</tr>
</tbody>
</table>

Answered Question: 451
Skipped Question: 34
28. If I had the opportunity to get out of the practice of law and maintain my current financial situation, I would.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>57.2%</td>
<td>261</td>
</tr>
<tr>
<td>False</td>
<td>42.8%</td>
<td>195</td>
</tr>
<tr>
<td>Answered Question</td>
<td>456</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>29</td>
<td></td>
</tr>
</tbody>
</table>

29. The financial rewards of practice in Wyoming are sufficient to counterbalance the personal impact of the practice of law.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>46.8%</td>
<td>209</td>
</tr>
<tr>
<td>False</td>
<td>53.2%</td>
<td>238</td>
</tr>
<tr>
<td>Answered Question</td>
<td>447</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>38</td>
<td></td>
</tr>
</tbody>
</table>

30. I would be more satisfied with my practice if I was financially able to do more pro bono work.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>33.3%</td>
<td>150</td>
</tr>
<tr>
<td>False</td>
<td>66.7%</td>
<td>300</td>
</tr>
<tr>
<td>Answered Question</td>
<td>450</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>35</td>
<td></td>
</tr>
</tbody>
</table>
### STRESS MANAGEMENT / BALANCE OF LIFE

31. The amount of work-related stress in my life is unhealthy for me.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>61.0%</td>
<td>278</td>
</tr>
<tr>
<td>False</td>
<td>39.0%</td>
<td>178</td>
</tr>
</tbody>
</table>

32. I have developed effective ways of dealing with the stress of my profession.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>71.5%</td>
<td>326</td>
</tr>
<tr>
<td>False</td>
<td>28.5%</td>
<td>130</td>
</tr>
</tbody>
</table>

33. There have been times when my family has been adversely affected by my work-related stress.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>80.1%</td>
<td>367</td>
</tr>
<tr>
<td>False</td>
<td>19.9%</td>
<td>91</td>
</tr>
</tbody>
</table>

Answered Question: 456  
Skipped Question: 29
34. The stress I feel from my profession has caused me to use alcohol or drugs.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>23.7%</td>
<td>108</td>
</tr>
<tr>
<td>False</td>
<td>76.3%</td>
<td>348</td>
</tr>
</tbody>
</table>

Answered Question 456
Skipped Question 29

35. The stress I feel from my profession has caused me to abuse alcohol or drugs.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>5.9%</td>
<td>27</td>
</tr>
<tr>
<td>False</td>
<td>94.1%</td>
<td>427</td>
</tr>
</tbody>
</table>

Answered Question 454
Skipped Question 31

36. I am able to balance my work life and personal life to my satisfaction.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>64.0%</td>
<td>292</td>
</tr>
<tr>
<td>False</td>
<td>36.0%</td>
<td>164</td>
</tr>
</tbody>
</table>

Answered Question 456
Skipped Question 29

37. The time demands of my practice negatively interfere with my family and/or personal life.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>54.6%</td>
<td>248</td>
</tr>
<tr>
<td>False</td>
<td>45.4%</td>
<td>206</td>
</tr>
</tbody>
</table>

Answered Question 454
Skipped Question 31
38. I have had to cancel a vacation with my family at least once in the last three years because of my work demands.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>43.1%</td>
<td>196</td>
</tr>
<tr>
<td>False</td>
<td>56.9%</td>
<td>259</td>
</tr>
</tbody>
</table>

Answered Question: 455
Skipped Question: 30

**BENEFITS**

39. I currently participate in the Wyoming Lawyers Health Benefit Plan.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>7.7%</td>
<td>35</td>
</tr>
<tr>
<td>False</td>
<td>92.3%</td>
<td>421</td>
</tr>
</tbody>
</table>

Answered Question: 456
Skipped Question: 29

40. I offer the Wyoming Lawyers Health Benefit Plan to my staff. *(Only those who responded “True” to question #39 were given an opportunity to respond.)*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>86.1%</td>
<td>31</td>
</tr>
<tr>
<td>False</td>
<td>13.9%</td>
<td>5</td>
</tr>
</tbody>
</table>

Answered Question: 36
Skipped Question: 449
41. I do not have health insurance. (Only those who responded “False” to question #39 were given an opportunity to respond.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>True</td>
<td>8.8%</td>
<td>37</td>
</tr>
<tr>
<td>False</td>
<td>91.2%</td>
<td>384</td>
</tr>
</tbody>
</table>

Answered Question 421
Skipped Question 64

42. I do not participate in the Wyoming Lawyers Health Benefit Plan because: (Only those who responded “False” to question #39 will be given an opportunity to respond.)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>My family and I are covered under my spouse’s plan.</td>
<td>28.1%</td>
<td>76</td>
</tr>
<tr>
<td>I am a state/federal employee and am covered under my employer’s policy.</td>
<td>47.4%</td>
<td>128</td>
</tr>
<tr>
<td>Cost of premiums</td>
<td>17.4%</td>
<td>47</td>
</tr>
<tr>
<td>Negative claims or customer service experiences in the past</td>
<td>0.4%</td>
<td>1</td>
</tr>
<tr>
<td>Coverage is not satisfactory.</td>
<td>13.0%</td>
<td>35</td>
</tr>
<tr>
<td>Other (see below)</td>
<td></td>
<td>139</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>270</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>215</td>
</tr>
</tbody>
</table>

Other:

I have no employees so am not qualified
I am a sole practitioner and not eligible
Employer has another plan
I am a county employee and am covered under my employer's policy.
Medicare
NO TIME TO FOCUS ON THE OPTIONS
I am a solo attorney so I don't qualify

On Medicare
Not available
I have not yet made the change, but intend to do so.
just looking into it
DUH? Solo practitioners are excluded. You ignored this/omitted this from your choices. You neglected to advertise this fact prior to the Plan's inception. It's frustrating.
Better insurance through employer
haven't had a chance to apply yet but heard issues (cost and coverage) still intend to look at though
I am also covered under Medicare
I'm on Medicare
Have not looked into plan. Have carried own insurance though different provider.
I am a one person law firm with no full time employees.
I have other insurance
age. medicare
Spouse Health Problems make it impossible to go back to my provider if I change. Cannot risk that pre-existing condition
The cost and coverages are the same as blue cross
low number of participants
Still have a policy locked in place until Sept; plan to seek it then.
Moved from State plan to medicare coverage
Employer policy
Privacy concerns
My firm has a policy.
very few covered providers in our area
Already have satisfactory coverage.
I do not want to participate in anything related to the Wyoming State Bar.
Don't Qualify - sole practitioner
don't want to change from current carrier for fear the WLHBP will not continue to exist and I will then be unable to secure coverage at all or at the cost at which I currently pay.
covered by employer
medicare
uncertainty about the plan’s "pre-existing condition" exclusion and reluctance to lose coverage for current conditions
Medicare eligible and enrolled
firm coverage
Have other insurance
Do not qualify with only one employee
solo and no employees
I have adequate insurance elsewhere
Covered by a municipal plan
Covered by Employer Plan
I am satisfied with present provider
Covered under firm plan
Insured through my employer
I am a solo practitioner and not eligible.
My firm offers another option
We have other health insurance
I am not eligible as a solo practitioner
My firm participates in another plan
Still considering whether to change
just need to get around to it
Medicare
I do not currently qualify to participate
Firm has another plan
medicare
does not cover individual attorneys
medicare
I have other insurance that I prefer
I need at least two employees to participate
have my own coverage
I don't have a job.
covered by individual plan - doing a new group plan creates issues - all could be solved if WSB had a single group plan rather than requiring each office to establish a separate group
My firm has not enrolled in it.
Eligible for V.A.
Have office policy.
Office already has a group plan
solo practitioners should be covered or the coverage should be available to them
I have excellent coverage as a retired military officer.
not available for solo practitioner
The Office has a plan.
Corporate attorney and covered under employer's policy
Other coverage
happy with BCBS Plan
insurance through my firm.
i have pre-existing condition
Solo Practitioner...no group
Medicare, other private insurance
coverage through firm
I have current plan
The plan does not cover solos.
Don't allow my spouse who is a full time employee to participate
Firm offers insurance through different provider
Covered under another plan
Haven't had time to consider it.
Concern about obtaining comparable coverage to what I have now.
Employer provided plan
corporation provides insurance
I am covered by my firm's policy.
Not Wyoming resident any longer
Coverage for sole practitioner is not offered.
I have been unable to get a responsive reply from the provider.
Happy with our carrier
We just hit the required "3 months in business" mark and will be applying this week!
sole practitioner
other insurance plan
I am covered by my private employer's health insurance.
I have my own insurance and am satisfied with it.
I have not had time to look into it fully
Not yet reviewed details
Currently contractually committed to existing carrier
I haven't enrolled yet.
Under contract to another provider
Age
I am on Social Security
County Elected Official and am covered by group
I am a county employee and am covered under my employer's policy
Employer choice
coverage is not available unless have full time employee and cost of premiums
Firm Decision - I am unaware of the "why"
Have not applied yet.
I have other insurance through employment
I am enrolled in Medicare, so not necessary
Our firm has another provider
Have other coverage
I have concerns about the insurer - reports are mixed at best. That said, I am totally unhappy with BCBS, Very frustrating to be in this market where options are so limited and costs are so high.
I have a better plan
I am covered under my firm's health insurance plan.
sole practitioner
Just haven't got around to it.
Good insurance
I am semi-retired from the State
I have duel coverage from my employer (county) and my husband's employer (part of his employment package)
Covered by firm plan
Coverage from non-law-firm employer
I have Medicare coverage so not necessary or I would
I have my own coverage.
I belong to Medi-Share, a Christian medical burden-sharing ministry
not enough employees
happy with other insurance
My work provides health insurance
Partners in my firm don't want to take the time to switch insurance for the firm.
covered by wife's plan
I am a sole practitioner and everyone else in my office is otherwise covered--insufficient number of participants.
Lack of individual coverage under the plan
different coverage offered thru firm
43. What is your gender?

<table>
<thead>
<tr>
<th>Gender</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>60.4%</td>
<td>272</td>
</tr>
<tr>
<td>Female</td>
<td>39.6%</td>
<td>178</td>
</tr>
</tbody>
</table>

Answered Question: 450
Skipped Question: 35

44. I have been admitted to the practice of law for:

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5 years</td>
<td>18.0%</td>
<td>82</td>
</tr>
<tr>
<td>5 – 10 years</td>
<td>14.9%</td>
<td>68</td>
</tr>
<tr>
<td><strong>11 – 20 years</strong></td>
<td><strong>23.7%</strong></td>
<td><strong>108</strong></td>
</tr>
<tr>
<td>21 – 30 years</td>
<td>19.8%</td>
<td>90</td>
</tr>
<tr>
<td>More than 30 years</td>
<td>23.5%</td>
<td>107</td>
</tr>
</tbody>
</table>

Answered Question: 455
Skipped Question: 30
45. Are you engaged in:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private practice as a generalist</td>
<td>38.7%</td>
<td>169</td>
</tr>
<tr>
<td>Private practice as a specialist</td>
<td>30.7%</td>
<td>134</td>
</tr>
<tr>
<td>Government practice as a generalist</td>
<td>11.2%</td>
<td>49</td>
</tr>
<tr>
<td>Government practice as a specialist</td>
<td>16.9%</td>
<td>74</td>
</tr>
<tr>
<td>Public interest as a generalist</td>
<td>1.4%</td>
<td>6</td>
</tr>
<tr>
<td>Public interest as a specialist</td>
<td>1.1%</td>
<td>5</td>
</tr>
<tr>
<td>Other (see below)</td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>437</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>48</td>
</tr>
</tbody>
</table>

Other:

- active license status, but not practicing law a this time.
- I work in a CPA practice
- Remember we can't be "specialized"
- Corporate attorney
- goverment
- Corporate Counsel - Part-Time
- Assistant Wyoming State Public Defender
- Corporate counsel
- In house counsel
- Government administrator
- Contract
- Private practice and federal contracts
- Law Clerk, Wyoming District Court
- Corporate attorney
- Deputy County Attorney
I have mostly quit practicing law, due to stress. corporate personal injury litigation focus corporate attorney retiring tomorrow

46. If you are in private practice, the size of your firm is:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sole practitioner</td>
<td>25.8%</td>
<td>109</td>
</tr>
<tr>
<td>2 – 5 attorneys</td>
<td>26.3%</td>
<td>111</td>
</tr>
<tr>
<td>6 – 10 attorneys</td>
<td>11.6%</td>
<td>49</td>
</tr>
<tr>
<td>More than 10 attorneys</td>
<td>10.2%</td>
<td>43</td>
</tr>
<tr>
<td>I am not in private practice</td>
<td>26.1%</td>
<td>110</td>
</tr>
<tr>
<td>Answered Question</td>
<td>422</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>63</td>
<td></td>
</tr>
</tbody>
</table>

47. My earnings last year from the practice of law were:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $40,000</td>
<td>9.8%</td>
<td>44</td>
</tr>
<tr>
<td>$40,001 - $60,000</td>
<td>15.8%</td>
<td>71</td>
</tr>
<tr>
<td><strong>$60,001 - $80,000</strong></td>
<td><strong>23.2%</strong></td>
<td><strong>104</strong></td>
</tr>
<tr>
<td>$80,001 - $100,000</td>
<td>15.6%</td>
<td>70</td>
</tr>
<tr>
<td>$100,001 - $125,000</td>
<td>12.9%</td>
<td>58</td>
</tr>
<tr>
<td>$125,001 - $150,000</td>
<td>6.9%</td>
<td>31</td>
</tr>
<tr>
<td>$150,001 - $200,000</td>
<td>4.9%</td>
<td>22</td>
</tr>
<tr>
<td>$200,001 or more</td>
<td>10.7%</td>
<td>48</td>
</tr>
<tr>
<td>Answered Question</td>
<td>448</td>
<td></td>
</tr>
<tr>
<td>Skipped Question</td>
<td>37</td>
<td></td>
</tr>
</tbody>
</table>
48. I work approximately the following number of hours each week in my practice:

<table>
<thead>
<tr>
<th>Hours Per Week</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 40 hours per week</td>
<td>17.0%</td>
<td>77</td>
</tr>
<tr>
<td>41 – 50 hours per week</td>
<td>49.1%</td>
<td>223</td>
</tr>
<tr>
<td>51 – 60 hours per week</td>
<td>24.2%</td>
<td>110</td>
</tr>
<tr>
<td>61 – 70 hours per week</td>
<td>8.4%</td>
<td>38</td>
</tr>
<tr>
<td>More than 70 hours per week</td>
<td>1.3%</td>
<td>6</td>
</tr>
</tbody>
</table>

Answered Question 454
Skipped Question 31

49. I handled the following number of pro bono/reduced fee legal cases in the past year:

<table>
<thead>
<tr>
<th>Number of Cases</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>38.2%</td>
<td>172</td>
</tr>
<tr>
<td>1</td>
<td>11.3%</td>
<td>51</td>
</tr>
<tr>
<td>2 - 3</td>
<td>26.4%</td>
<td>119</td>
</tr>
<tr>
<td>4 – 7</td>
<td>13.1%</td>
<td>59</td>
</tr>
<tr>
<td>8 – 11</td>
<td>4.4%</td>
<td>20</td>
</tr>
<tr>
<td>12 - 19</td>
<td>2.7%</td>
<td>12</td>
</tr>
<tr>
<td>More than 20</td>
<td>3.8%</td>
<td>17</td>
</tr>
</tbody>
</table>

Answered Question 450
Skipped Question 35

50. What are issues/activities in which the Wyoming State Bar is involved that you think are unimportant or inappropriate?

- Malpractice insurance
- Ethics. Should be regulated by the state government
- Member’s substance abuse
- The Bar is more focused on discipline then in supporting attorneys.
- Nothing that is unimportant or inappropriate more a matter of prioritizing

Printed UW Law Journal
I can think of no areas that I do not think the bar should be involved.
pro bono mandates
Client security fund
None-the Bar is pretty much on track I think.
NA
dumb surveys
I wouldn't be critical of any of the Bar efforts as I believe them to be positive and productive.
NA
First year CLE not very useful (currently)
Providing CLE
I think the State Bar generally does a good job.
Women's law forum
None
I try not to pay attention to the Wyoming State Bar
none
CLE Training
advocacy by bar staff for more rigorous discipline
Trying to increase CLE hours
Cle
I do not support a mandatory/integrated bar.
oversight of substance abuse
health benefit plan
Health insurance programs
Lobbying
no opinion
partisan political activity
NA
None
Health Insurance
N/A
Casemaker
gender discrimination
IOLTA Accounts (They're a regressive tax on the poor)
Annual seminar
Fee dispute resolution
Bar Counsel should not be a practicing attorney
Unaware of activities of the Bar. Unable to comment.
You cannot teach civility to people, either they learn it as part of their upbringing or they experience a life-changing event that corrects their attitudes toward others.
Too much revision of Prof Conduct Rules
continuing legal education
Lobbying of any kind
Lawyer discipline
malpractice insurance
why develop a health insurance plan that solos can't participate in???? dumb.
Stop lobbying. It is hard to convince people that the Bar stands for professionalism when it acts as a trade lobbying organization.
None
No opinion
None
Pursuing Disciplinary action investigation with out a prima facie showing of a violation
Sending the Bar Commissioners to a meeting in Hawaii.
offering CLE's
requiring mentoring of first year attorneys
Women's Law Forum
Grievances/Complaints
cannot think of anything
promoting liberal agenda
New Attorney Mentoring
Lobbying
CLE - never believed in it and still don't
Lobbying
no response
pathways to professionalism--a joke
paper mailing unnecessary info/materials
pro bono/reduced fee enforcement
pro bono
bar counsel too cozy with his friends
The key to developing a civil bar is not hammering young attorneys on civility, it's focusing on the older members of the bar who are uncivil.
Lobbying
excesses on feel good issues- poverty, gender, race, etc.
NA
top heavy admin costs
NA
First year CLE not very available (geographically)
Providing disciplinary infrastructure
Former Bar Counsel has damaged the reputation of a number of attorneys by disclosing confidential information and persecuting various attorneys while ignoring misconduct by those she likes. She has hurt the entire process and made it far less enjoyable to be a Wyoming Lawyer.
Being the morality police
Ethics
Pro bono push
Social
enforcement of ethical rules
computer software programs
cliquish
NA
Law Day - more effectively managed by local bar associations, instead of pushing a canned program
Sections
pro bono
$500 admin fee (fine) for every imagined rule violation?
continuing legal education
Hawking the Casemaker software
Admissions
pro bono requirements
the annual meeting has been declining in quality and attendance
The bar convention is too expensive for the amount of CLE
No opinion
Promoting a Political Agenda
Not communicating or participating at all with the law school.
promoting females
Attorney Health Benefit Plan
Sucking up to politicians
publish law review only 1 time a year
Designation of surrogate atty for solo practitioners
lobbying
The law school needs to focus on teaching students how to practice law.
NA
NA
Don't know
Publishing Bar directory
Professional Responsibility
Non-political
doesn't encourage broader participation
NA
Wyoming Lawyer magazine would be more beneficial if articles were focused on Wyoming law and issues, rather than national legal topics not really applicable under Wyoming law.
Require CLE reinstatement before resignation from bar?
continuing legal education
CLE
judicial advisory poll has been really weighted recently, and comments are not published, so what good does that do? 
Attorney discipline should be handled by the Wyoming Supreme Court 
   No opinion 
   advancing liberal causes to the exclusion of conservative values 
   n/a 
   Claiming that 'civility' will improve the quality of practice, which is clearly untrue 
pro bono program—how are these funds spent?

51. Name the most important things the Wyoming State Bar could or should do for Wyoming attorneys.

   Ethics enforcement 
   lobby with courts to reduce stress for attorneys by encouraging communication regarding settings. We can't plan ANYTHING - even well in advance - that doesn't get arbitrarily interfered with at the last minute by a judge's random setting. the impression is that judge's set hearings quickly & on holidays to punish attorneys for not settling cases. It's like we aren't human and trying to raise families. It makes us feel insignificant and unrespected, although we work hard to do good respectable work. We can never commit 100% to a family vacation on a certain date, etc. Thank goodness Wyoming attorneys are decent to each other, since we have to work together to beg the courts for continuances and settings that don't negatively impact our relationships with our families. It is the worst part of being an attorney. 
   Provide CLEs 
   Lower the amount of attorney dues. 
   Help fund legal services for the poor 
   CLE 
   licensing lawyers 
   Change the Law School Curriculum to better prepare attorneys for the practice of law 
   CLE 
   hire staff that is more professional (some) 
   Support attorneys by being empathetic to the realities and the stress of practice. 
   more practical training before licensed 
   Mentoring
Keep dues down
Helps the public understand the importance of tort law in providing incentives for safe conduct.
Omit CLE requirement for attorneys over 65 like Colorado
Benefits plan is a terrific idea and probably helps a lot of people
help with managing business side - have many small solo firms
Promote Wyoming Lawyers to out of state companies
CLE
simplify laws and legal process - so lay people (and clients) can better understand
Provide a real program to help them with substance abuse
Increase mentoring programs
Make the legal directory available in electronic form
CLE
Continue Women's Legal Forum
ethics
Health welfare benefits
NA
get good reasonable judges
Health Insurance
When malicious or bad faith claims are filed against attorneys give them a form of recourse against the person who filed the claim
Good affordable CLE
Ethics sensitivity
NA
Lobby to eliminate the requirement that a jury be instructed regarding the impact of comparative fault in civil jury trials
More direct assistance in first years of practice
I think it is about right the way is presently is
Improve the Disciplinary Process. Have real consequences if people involved in that process disclose confidential information.
Succession planning
Discipline
Stay out of our lives!
business practices/ trust acct CLE
Monthly Communications
quality CLE with out-of-state presenters, so we get perspectives besides our own
Mentorship or internship for newly graduated attorneys
Licensing
Good CLE
Agressive investigation of complaints and lawyer discipline
Work on improving ethics and civility in profession
Affordable Health ins
research aid
I do not support a mandatory/integrated bar.
more emphasis on civility and collegiality
assist new lawyers in establishing the business side of practice
Group Health Coverage and some type of mental health/addiction program or services
disciplinary activities
Discipline
Raise the level of respect for attorneys and the profession in the public eye
CLE
Discipline
Increase mandatory CLE requirements annually
Mentoring Program
Be more supportive of WSB Foundation
Continuing education classes
Group insurance for solo practitioners
Encourage young lawyer participation in governance
Promote civility, professionalism
Group Health Insurance at a competitive rate
continuing legal education
CLE opportunities increased
make insurance available to any attorney licensed
health care for individuals in practice alone
bar directory
A bar association should be an information source, handling attorney discipline, and not much more than that. Lawyers are by their job descriptions, training, and usually their natures too, problem solvers. Most of them can solve their own problems without bar assistance or intervention.
Facilitate local continuing legal education
Maintain a mediator referral list
Provide ample CLE opportunities
CLE
providing CLE
Get an active young lawyers division and give them some money to do things. Quit micro managing them.
broaden scope of education opportunities
CLE
Stress related seminars
Standardizing civil discovery to streamline and reduce costs
Facilitate non-mandatory mentoring
Handle ethical complaints
should be more protective of attorneys against B.S. complaints
develop better CLE classes for the more experienced attorney
Attorney Discipline
CLE
don't know
Better CLE where you could actually learn substantive information on a topic. Not just panel of attorneys reading from a script about topics I would look up myself.
Support for state wide legal services for the indigent
Create better CLEs - bring in better "teachers"
Prosecute real (large) rules violations
CLE opportunities
eliminate continuing legal education
Assistance in technology related issues
Increase public awareness of the law-education
More high level CLE
license
Public outreach/education
eliminate 5 hour electronic cle limit
Ethics instruction
The Bar should investigate ethical breaches by prosecutors.
networking
Lawyer discipline
Provide useful current legal updates
health insurance options
Offer assistance (answer questions, advise) to attorneys with questions regarding professional responsibility questions/issues.
Continuing Education
maintain/improve the option for health ins.
The Executive Director could care about the members
Lower the cost of bar membership. Wyoming is more expensive than other states and provides fewer benefits.
Help/Encourage Judges to Enforce Existing Rules
Respond to the Republican/corporate denigration of lawyers
mentoring
Bar Admissions
Fee disputes
Discipline
help raise the image of lawyers in their communities
Mentoring
Take a larger role in the UW college of Law
Assist the law schools to teach law students that effective advocacy does not mean being discourteous or pushing ethical limits
Help organize law day activities
CLE
The third year of law school should be an apprenticeship with licensed attorneys in the state.

- health insurance
- Mentor the new ones
- Improving practical experiences in law school
- create a vehicle by which complaints about judges can be made in an anonymous and productive manner
- improve public awareness and image
- police its attorneys more closely
- Require a CLE each year on civility to other attorneys/clients and support staff - including courts and court reporters
- CLE

Issues with Substance Abuse
- discipline
- Mentoring for young attorneys
- First and second year mentorship
- Be more proactive/aggressive in dealing with complaints against attorneys
- basic training of young attorneys
- Protect us from unsubstantiated charges from angry clients
- Enforce Unauthorized practice of law
- substance abuse intervention
- stay out of politics
- Improve the image of the Wyoming attorney.
- Get reciprocity between Wy, Co. Ut, Az. Nm, Id. Mt.
- Not

Juvenile Justice
- Legal services for indigent
- Provide a panel of trained mediators.
- work to make availability of legal services less expensive to the general public, not just for the poor
- Require business administration (& business ethics) CLE for those in private practice
- UPL - almost no enforcement - also no teeth in law
- Lexis/Nexis for free or highly reduced cost
Support in fielding unwarranted malpractice claims
Insurance
health insurance for solos
improve the civility between attorneys
WY cost of living v. salary analysis
Providing quality CLE
Provide health insurance
Develope comprehensive CLE courses that rival law school
Protect against outsourcing of legal jobs to other countries
Ethics
continuing education
Require a type of training or "residency" requirement that prepares people for the realities of practicing law
Medical coverage
provide meaningful ethics advice by a knowledgeable bar counsel
Requiring more CLEs, pro bono, malpractice insurance only hurts solo attorneys. We do these things voluntarily, if it were required, it would be a burden.
more education and training on civility and ethics
Bar Exam - admission to practice law
Keep salaries reasonable
Limit attorney advertising so that attorneys are not placed in a negative light by their own hand.
Increase awareness of judicial nominating committee
good CLE classes
bench/bar relations
ways and means for attorneys to connect for discussion of best practices
Provide better access to malpractice insurance
Work on increasing courtesy and civility
Encourage judges to apply Rule 11
KEEP DUES FROM RISING
Joint gender forum to address issues involving diversity bench/bar/legislature
civility
stress relief support and strategies
NA
encourage civility
Mandatory malpractice insurance
CLE
NA
Partner with other professional organizations to improve the quality of and lower the cost of medical insurance to professionals
Don't charge for referral service listing
Business-related challenges of running a firm
CLE
Find a cure for megalomania.
Assist new attys to evaluate small town practice
Legal and Health Advise
Admissions and discipline
Discipline
Good Discipline
Mandatory ethics CLE
Curb / restraint political bent of law school
Mentors
practice and ethical advise
Annual bar meeting attendance should be ala carte
continue to improve health care coverage
Mandatory Mentoring Program
CLE
CLE
Raise the level of respect, cooperation and fairplay among attorneys
create opportunities to network
Discipline
Schedule annual bar conventions in other parts of state rather than primarily in SE Wyoming

Health Insurance
Lobby on issues important to the Bar membership
Business and ethic advice and resources
Law office management services
Educate Bar members more about committee activity and what the Bar does
Ethical considerations as discussed herein
On-going training
professional conduct monitoring
Publicity to improve image of profession
offer more stress related information and services
less expensive CLE/more online options to save travel
Figure out a way to make attorneys return calls to other attorneys
Regulate the ethical conduct of attorneys
providing opportunities to gather and communicate, improving civility
Figure out a way to revive the Bar Foundation...don't let it die. This is the most under utilized resource available in the Bar. Most states the Foundation owns the Bar building and finances things a unified bar cannot.
more educational opportunities for prosecutors
Professional Ethics Enforcement
Remove ADVERSARY from family law to greatest extent possible.
More group insurance products
Conduct licensing exam
Improve Attorney Image
ETHICS COMPLAINTS
Cheaper CLEs
Provision of an excellent health care insurance plan
Teach a seminar at the law school on "civility" in the court room.
Ignore small or tentative rules violations
Encourage / maintain professional standards
eliminate continuing legal education
Look into the form providers as unauthorized practice of law
More promotion of wyoming attorneys to the public educate
Continue encouraging & supporting pro bono work
establish a mentoring program
pro bono promotion
disipline
Admissions
Provide access to useful CLE form outside providers
I appreciate that the bar encourages professionalism and courtesy, while still understanding that trying to make attorneys behave professionally or show professional courtesy is impossible. Conduct and comportment are personal decisions and cannot be required from another.
Employment postings on line and each monthly publication
practical application ethics CLE
young lawyers should be acknowledged as professionals, and the future of our organization
Place .mp3 audio files of the Bar Commissioner meetings online
Help the Bar get over the "small town" reticence to report violations of standards
Actually take action against lawyers known to be unethical -- and there are several -- one who has been chastised and sanctioned at both the State and Federal Courts.
public education on the importance of the jury system
Lawyer Discipline and Grievance proceedings
Grievance forum
Improving Image of Attorneys
weed out cranky judges
Regulate the unauthorized Practice of Law
Mentoring/information sharing for ALL attorneys
pro bono opportunities
Provide more training on the business aspect of practicing law.
mentoring
Be more involved in the community
Improving quality of CLEs offered in Wyoming
regulate attorneys licenses
sponsor legal public service announcements
provide a substantial voluntary conduit for community involvement
Discipline
Mentoring Program
unauthorized practice of law
First and second year mentorship
Open the doors for reciprocity
Help educate us on major changes in the law
CLE programs
become neutral and fair
Lobby for strict enforcement of "attorney civility" rules
Sure
Promotion of pro bono work
Be more of a conduit for communications between attorneys and judges. There are several issues the local bar really needs to address with our judges, and I feel we have no effective way to do that.
look to the Wal-mart model to make legal services available, timely, affordable
Require more ethics CLE
Stimulate more planning to improve legislation
Educate firms on the benefit of lower stress employees and of promoting healthier employees
mentoring for new attorneys
better e-filing in state courts
Keeping attys advised of all polictial, legislative, judicial, professional and technical developments
Help Lawyers manage their business
Promote a better view of attorneys by the public through advertisements to that effect
Fee Arbitration
complaints against lawyers
Make law school classes more focused on the realities of practicing law (working with clients, filing papers, drafting, the economics of taking on various cases, etc.)
Professional Liability Insurance pooling
provide a meaningful way to counsel/discipline unprofessional judges
The bar could sponsor (free) CLEs on the practice of law (ie how to do things such as file an adoption etc.)
encourage a higher moral and ethical behavior in society
Ethics violations
Avoid excessive travel and other expenses
Create public forums in which people learn about the importance of lawyers to the functioning of our society as a free society.
help encourage civility and pride
law school liaison
Getting lawyers to set up practice where the people are
Encourage the law school to treat law more as a learned profession
IMPROVE PUBLIC'S IMAGE OF PROFESSION
Address incivility among attorneys
CLE
NA
make judges follow the rules the way we have to
impaired attorney assistance
Maintaining a cohesive community in the Wyoming legal practice
NA
Set up mentoring for EVERY new attorney
Newsletter
Find honest work.
CLE
serve as a communications facilitator within the state
CLE
Casemaker
Better prepare young attorneys
Train legal assistants
gain independance from the State Supreme Court
establish a group malpractice coverage
Provide organized community outreach/volunteer opportunities
Support of the Courts
Health Insurance Pool
professional discipline
Discipline
Lobby the Legislature to Increase funding for pro bono, indigent and legal services clinics so that private attorneys can begin to assist the poor who are in need of representation.
CLE Opportunities
More socializing/activities in addition to annual Bar Meeting
Notifying attorneys with updates in statutes and case law.
Provide educational alternatives to discipline, especially for Rule 11 type violations, which would encourage more lawyers to report them.
Hot line for wyoming lawyers re: alcohol, stress
Practice management focused training
professional communication of bar/state issues
active mentoring program for new attorneys
Compile guidelines for electronic discovery practices
Examinations for admission to the bar
offering a single group health insurance plan (WSB as a whole to reduce premiums)
Mentoring
Enforce Civility among lawyers
Facilitate firms to offer low-fee index-based retirement plans
Alcohol/substance abuse program
BUSINESS EDUCATION
shine the light on low salaries both in the government and private practice.
Assist Judges in compliance with Canons (recusal)
Discipline
eliminate continuing legal education
Solicitation of cases
discipline
CLE including annual meeting
seminars
CLE
Provide practical firm management/business pointers
Advise attorneys of changes in the law or statutes
resources for low income individuals
family courts (NOT just juvenile courts) need to be created
Provide more fiscal and programmatic transparency.
Consider tightening admissions criteria to assure lawyers admitted have integrity and are committed to high quality service
Increase the number of ethics hours required
Ethics
Mentoring
Communications
Licensing
continue with CLE courses around the state on occasion
Advertising
promoting civility and professionalism
Helping lackluster attorneys improve their skills
provide an effective support system for attorneys with substance abuse problems
provide continuing education to the general public regarding civics and the public's role in government
Bar/Bench Relations
admissions
First and second year mentorship
Provide situations that encourage networking
bench/bar relations
discontinue the magazine
Make all professional misconduct information public
reduced dues for Seniors semi-retired
be realistic about the economy and modern life
Create more young lawyer-focused events/CLEs
improving image of lawyers
easier CLE (more online)