Board of Professional Responsibility

44th Annual Discipline Report Fiscal Year July 1, 2024 – June 30, 2025

Board of Professional Responsibility Organization and Composition

The Tennessee Supreme Court regulates and supervises the practice of law in Tennessee pursuant to Tennessee Supreme Court Rule 9. The Court appoints twelve members to the Board of Professional Responsibility (the Board) to effectuate Tenn. Sup. Ct. R. 9 and the Court's disciplinary enforcement.

The Board consists of nine (9) attorneys and three (3) public (non-attorney) members who serve three-year terms and geographically represent the entire state. In 2024-2025, Board members volunteered 959 hours and received no compensation for their service. Members of the Board include:

R. Culver Schmid (Chair)
Jennifer S. Hagerman (Vice-Chair)
Richard Briggs (Lay Member)
Ginger Wilson Buchanan
Jimmy Dunn
Stacey B. Edmonson
Charles K. Grant
Dr. Carol Johnson-Dean (Lay Member)
Jim Maddux (Lay Member)
Barbara Medley
Kirk Moore
Jonathan Steen

The Court appoints a Chief Disciplinary Counsel who reports to the Board. The Board also employs attorneys as Disciplinary Counsel and support staff to assist with attorney registration; consumer assistance; investigation and litigation. A staff directory is attached as Exhibit A.

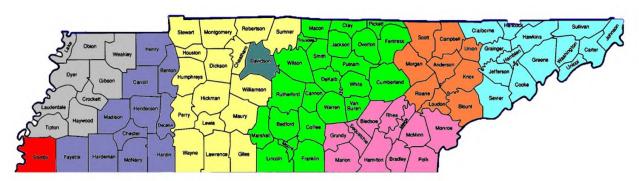
District Committee Members

The Tennessee Supreme Court appoints attorneys to serve as district committee members from each disciplinary district in the state. In 2024-2025, 221 attorneys assisted the Court and the Board as district committee members reviewing Disciplinary Counsel's recommendations on investigative files and sitting on hearing panels conducting formal disciplinary charges. Of the 221 members, 208 reported volunteering 3,239 hours in 2024-2025 for which they received no compensation for their services. A roster of current district committee members is attached as Exhibit B.

Tennessee Attorney Information

The Board of Professional Responsibility provides an easy-to-use online registration system that allows lawyers to fulfill their annual registration requirements. Public registration information is displayed on the Board's website to allow the judiciary, lawyers and the public to access licensing, registration and contact information about lawyers.

Active Attorneys by Disciplinary District: 24,588*



Disciplinary District 1: 1,069 Active TN attorneys Disciplinary District 2: 2,717 Active TN attorneys Disciplinary District 3: 1,637 Active TN attorneys Disciplinary District 4: 1,426 Active TN attorneys Disciplinary District 5: 6,406 Active TN attorneys Disciplinary District 6: 2,662 Active TN attorneys Disciplinary District 7: 504 Active TN attorneys Disciplinary District 8: 281 Active TN attorneys Disciplinary District 9: 3,391 Active TN attorneys *4,495 Out of State Active TN attorneys

Active Attorney Statistics:

•	Years Licensed:	<5 yrs:	17%	•	Age:	21-29 yrs:	5%
		6-15 yrs:	28%			30-39 yrs:	20%
		16-25 yrs:	24%			40-49 yrs:	25%
		26-35 yrs:	15%			50-59 yrs:	22%
		36-45 yrs:	10%			60-69 yrs:	16%
		46+ yrs:	6%			70+ yrs:	12%
	Gender:	Male:	60%	•	In-state A	ttorneys:	82%
		Female:	39%	•	Out-of-sta	ite Attorneys:	18%
		Unreported:	1%				

Inactive Attorneys

Pursuant to Tennessee Supreme Court Rule 9, Section 10.3, inactive attorneys include attorneys serving as justice, judge or magistrate of a court of the United States of America or who serve in any federal office in which the attorney is prohibited by federal law from engaging in the practice of law; retired attorneys; attorneys on temporary duty with the armed forces; faculty members of Tennessee law schools who do not practice law; and attorneys not engaged in the practice of law in Tennessee. In 2024-2025, 6,455 attorneys on inactive status were registered with the Board of Professional Responsibility.

• Non-disciplinary/Administrative Suspensions:

Pursuant to Supreme Court Rules, the Supreme Court suspends attorneys who fail to pay their annual fee (Tenn. Sup. Ct. R. 9 § 10.6); fail to complete annual continuing legal education requirements (Tenn. Sup. Ct. R. 21 § 7); fail to comply with Interest on Lawyers Trust Account requirements (Tenn. Sup. Ct. R. 43 § 15); fail to pay the Tennessee professional privilege tax (Tenn. Sup. Ct. R. 9 § 26); or default on student loans (Tenn. Sup. Ct. R. 9 § 37). No attorney suspended pursuant to these Rules may resume practice until reinstated by Order of the Supreme Court. Attorneys were administratively suspended during fiscal year 2024-2025 as follows:

Non-payment of Annual Fee:	172
Continuing Legal Education non-compliance:	124
Interest on Lawyer's Trust Accounts non-compliance:	105
Professional Privilege Tax non-compliance:	52
Default on a Student Loan:	0
Total:	453

Assistance, Investigation and Prosecution

Trust Account Overdraft Notifications

Pursuant to Tennessee Supreme Court Rule 9, Section 35.1(b), financial institutions report to the Board whenever any properly payable instrument is presented against an attorney trust account containing insufficient funds. After receiving notification of an overdraft, Board Staff request financial information and explanation from the attorney.

Total Notifications	74
Actions Taken	
Referred to Investigations	8
Resolved without Investigation	55
In Progress	11

• Consumer Assistance Program (CAP) and Investigation

Non-frivolous complaints against attorneys submitted by clients, lawyers, judges and the public are referred to the Board's Consumer Assistance Program (CAP) for assistance or opened and assigned to Disciplinary Counsel for investigation. CAP answers questions, provides information, informally mediates disputes, and refers matters to Disciplinary Counsel for investigation.

Disciplinary Counsel investigate complaints against attorneys alleging unethical conduct. After investigation, Disciplinary Counsel recommend dismissal of the complaint if there is insufficient proof of a violation of the Rules of Professional Conduct. If the investigated complaint reflects a violation of the Rules of Professional Conduct, Disciplinary Counsel recommend diversion, private informal admonition, private reprimand, public censure, or the filing of formal disciplinary charges. A district committee member reviews and approves or disapproves Disciplinary Counsel's recommendation for dismissal, diversion, and private informal admonition. The Board of Professional Responsibility reviews and approves or disapproves Disciplinary Counsel's recommendation for private reprimand, public censure, and the filing of formal disciplinary charges.

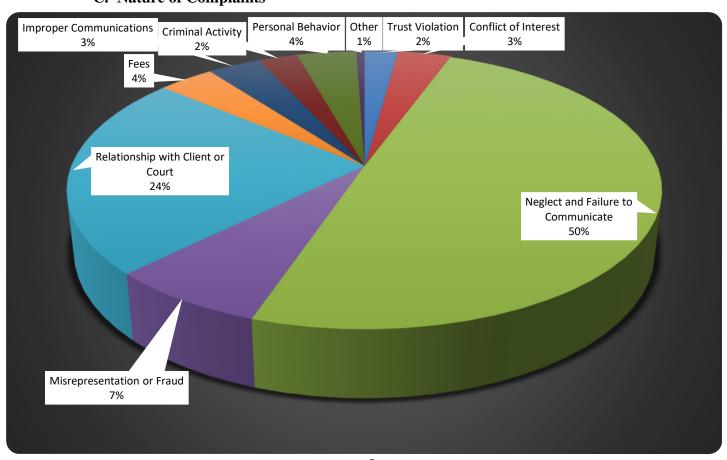
A. Complaints Received/Previously Active

2,007
1,952
3.959

B. Complaints Disposition

Administratively Dismissed	665
Transferred to Investigations	705
Transferred to CAP	2,616
Duplicates/Deceased/Other	6
Total:	3,992

C. Nature of Complaints



D. Investigative Caseload:

Investigations Opened	783
Pending Investigations from previous fiscal year	635
Total:	1.418

E. Investigative Disposition:

Investigative Dismissals	584
Diversion	57
Private Informal Admonition	46
Private Reprimand	24
Informal Public Censure	43
Transferred to Litigation	106
Placed on Retired	30
Other ¹ :	43
Total:	936

• Formal Disciplinary Proceedings:

After the Board of Professional Responsibility authorizes Disciplinary Counsel to file formal disciplinary charges (i.e., a petition for discipline) against an attorney, the matter is assigned to three district committee members who constitute a hearing panel. The Hearing Panel sets the disciplinary proceeding for a hearing which is open to the public unless a protective order has been entered. The Tennessee Rules of Evidence and Rules of Civil Procedure apply unless Tennessee Supreme Court Rule 9 provides otherwise.

The Board of Professional Responsibility must prove an attorney's ethical misconduct by a preponderance of the evidence. Hearing Panels may recommend dismissal, public censure, suspension or disbarment.

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¹ Abated by death; complaint withdrawn; duplicate file.

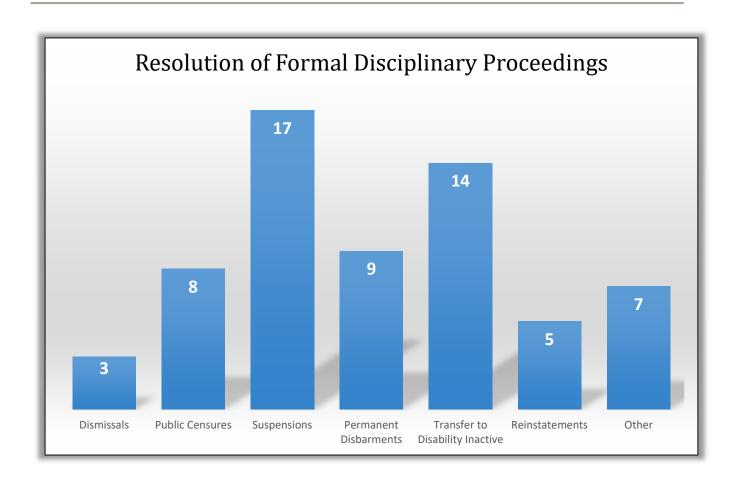
A. Formal Disciplinary Caseload

Formal cases filed during Fiscal Year:	80
Formal cases pending at beginning of Fiscal Year:	92
Total formal proceedings:	172
Public hearings conducted in Fiscal Year:	30
Temporary Suspensions Filed:	11

B. Formal Disciplinary Proceedings Disposition:

Dismissals:	3
Public Censures:	8
Suspensions:	17
Permanent Disbarments:	9
Transfer to Disability Inactive:	14
Reinstatements:	5
Other ² :	7
Total:	63

² Abated by death; voluntary non-suited; denied; withdrawn; nonserious crime.



• Education and Information:

The Board issues Formal Ethics Opinions and staff respond to informal ethics questions by phone and internet. Disciplinary Counsel present continuing legal education seminars and workshops, publish *Board Notes*, a bi-annual newsletter, and update the Board's website with rule changes, disciplinary decisions and news for attorneys, judges and the public.

A. Ethics Opinions:

i. Informal Opinions

Ethics Counsel and Disciplinary Counsel responded to a total of 1,820 phone and internet inquiries from attorneys seeking ethical guidance.³

ii. Formal Opinions

<u>2025-F-171</u>: It is improper for an attorney to propose or accept a provision in a settlement agreement that requires the attorney to become a party bound by a non-disparagement clause that prohibits the lawyer from future use of information, learned during the case, which may shed a negative light on the defendants.

B. Continuing Legal Education (CLE) Presentations:

Between July 1, 2024, and June 30, 2025, Disciplinary Counsel presented forty (40) CLE seminars, attended by approximately 3,641 attorneys.

C. Board Notes:

In 2024-2025, the Board emailed both Fall and Spring issues of *Board Notes*, the Board's semi-annual newsletter to all attorneys and judges and published it on the Board's website.

³ Tennessee attorneys may submit ethics inquiries to the Board by calling 615-361-7500, ext. 212, or via the Board's website at www.tbpr.org.

D. Workshops:

- a. The Board of Professional Responsibility hosted its annual Ethics Workshop on November 2, 2024, with 897 attorneys attending both virtually and in person. This year's Ethics Workshop is scheduled for November 21, 2025.
- b. The Board of Professional Responsibility has offered two trust account workshops in 2024/2025, with 589 attorneys attending both virtually and in person. The next trust account workshop will be held Wednesday, December 3, 2025.

E. Tennessee's Proactive Management-Based Regulation (Voluntary Self-Assessment):

Tennessee's Proactive Management-Based Regulation (PMBR) program is an interactive law office management self-assessment course offered at no cost to attorneys. The ten self-assessments are designed to mitigate risk, elevate competence, and enhance the quality of legal services delivered to clients. The goal of the program is to prevent problems within a law firm before they arise, enabling attorneys to spend more time on cases. Attorneys receive 3 Dual CLE Credits after completion of the course. The ten self-assessments are as follows:

- 1. Developing Competent Practices
- 2. Communicating in an Effective, Timely, Professional Manner
- 3. Ensuring That Confidentiality Requirements Are Met
- 4. Avoiding Conflicts of Interest
- 5. Retaining and Managing Secure Files
- 6. Managing the Law Firm/Legal Entity and Staff
- 7. Charging Appropriate Fees and Making Appropriate Disbursements
- 8. Ensuring the Use of Reliable Trust Account Practices
- 9. Access To Justice and Client Development
- 10. Promoting Wellness

Since the implementation of the course in August 2019, 1,615 Tennessee attorneys have completed the self-assessment, with 155 completing the course in 2024-2025.

Access the Tennessee PMBR program by following this link: http://tbpr.prolearn.io.

Board of Professional Responsibility Staff Directory

Name	Title	Extension
Doug Bergeron	Disciplinary Counsel	247
Julie Brown	Administrative Assistant Clerk	215
Jonathan Carrera-Perry	Executive Assistant	201
Laura Chastain	Ethics Counsel	212
Steve Christopher	Deputy Chief Disciplinary Counsel - Investigations	203
Jesús Del Campo	Legal Assistant - Litigation	249
Stephanie Dobis	Executive Secretary	206
Madeline Droessler	Lead Legal Assistant	250
Dana Dunn	Assistant Director	209
Eric Fuller	Disciplinary Counsel	243
Sandy Garrett	Chief Disciplinary Counsel	211
Reynold Gaulden, Jr.	Registration Assistant II	244
Elizabeth Gray	Administrative Assistant-Registration/ Scanning	202
Kelly Heflin	Legal Assistant - Investigations	242
McKenzie Hollars	CAP Legal Assistant	255
Maureen Hughes	Disciplinary Counsel	234
Molly Leins	Registration Manager	220
Carol Marsh	Receptionist	200
Jim W. Milam	Disciplinary Counsel	245
Heather Piper	Disciplinary Counsel	246
Nicholas Price	CAP Legal Assistant (Intake)	257
Tony Pros	Network Administrator	205
Liz Radford	Legal Assistant - Investigations and Litigation	238
Beverly Rooks	Lead Legal Assistant – Investigations	233
Beverly Sharpe	Director of Consumer Assistance Program	226
Pennye Sisk	Paralegal	248
Eileen Burkhalter Smith	Disciplinary Counsel	210
Candis Stigall	Case Manager	229
Tiffany Tant-Shafer	Disciplinary Counsel	235
Logan Thornton	Support Technician	207
Suzie Thurber	Administrative Assistant Clerk	241
Cheri Weaver	CAP Paralegal	208
Lani White	Registration Assistant II	227
Russ Willis	Deputy Chief Disciplinary Counsel - Litigation	236

Exhibit A

District	First Name	Last Name	Address	PO Box	City	ZIP	Office Phone	E-mail
District 1	Dec 5	Armelinea	404 Austin Chront Cuite 2	100000	Creanwille	27745	400 707 4450	described and the description of
1	Dan E.	Armstrong	124 Austin Street, Suite 3		Greeneville	37745	423-787-1450	dearmstrong@tndagc.org
1	Emily	Burnett	124 Austin St., Suite 3	_	Greeneville	37745	865.258.9021	epburnett@tndagc.org
1	Jeffrey A.	Cobble	1315 E. Andrew Johnson Hwy, Ste. 5	_	Greeneville	37745	423-639-6684	jeff@cobblelawfirm.com
1	Colby A.		407 West 5th North Street, Suite B	_	Morristown	37814	423.300.8401 423-764-1313	colby@collinslawtn.com
1	Erwin (Lynn)	Dougherty Farmer	131 8th Street 103 Commerce Street		Bristol	37620 37862	865-428-6737	dougherty@eldlaw.com
1	Andrew E. Jeffery S.		321 East Broadway		Sevierville	37821	423-623-7271	andrew@andrewfarmerlaw.com
1		Greene Hardin		_	Newport	37862	865.366.1030	igreene@greenelaw.net
1	Jadyn D. William B.	Marsh	110 Bruce Street, Suite 201 728 Kiefer Lane		Sevierville	37804	423-623-1285	jaclyn.hardinjoneslaw@gmail.com wbmarsh@tndagc.org
1	Joseph O.	McAfee	127 South Main Street		Maryville Greeneville	37743	423-623-1263	oseph@mcafeeattomeys.com
1	Nikki C.	Pierce	219 West Depot Street, Suite 2		Greeneville	37743	423-636-1301	Nikki pierce@fd.org
1	William O.	Shults				37821	423-030-1301	
		Staubus	545 Ison Lane	P.O. Box 526	Newport	37617	423-246-6443	shultsb@charter.net bpstaubus@tndagc.org
1	Barry Danies C				Blountville			
1	Denise S.	Terry Thornton	355 East Broadway	P.O. Box 724	Morristown	37815	423-586-5800 615.604.8422	denise@terry-lawfirm.com
1 District 0	Tonya	Inomion	333 East Broadway		Newport	37821	010.004.0422	tdthornton@tndagc.org
District 2	Robyn J.	Askew	900 S. Gay Street, Suite 300	P.O. Box 2425	Knoxville	37902	865-546-4646	raskew@lewisthomason.com
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2	Shannon (Ms.)	Egle		_	Knoxville	37929	865-525-5134	segle@kramer-rayson.com
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2	Steve		810 W. Clinch Avenue, 7th Floor	_	Knoxville	37902	865-562-2600	steve@scruffycitylawpllc.com
2	Matthew A. Andrew M.	Grossman Hale	550 West Main Street, Suite 500		Knoxville	37902	865-546-9321 865.525.5134	mgrossman@fmsllp.com
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2	Rachel	Hurt	607 Market Street, Suite 1100 800 South Gay Street, Suite 2300		Knoxville Knoxville	37902	865.323.3550	rachel@arnettbaker.com
	Howard B.	Jackson	8400 Cambridge Woods Lane		Knoxville	37923	615-574-6702	hjackson@fordharrison.com
2	Michael S	Kelley				37923	865-546-7311	mkelley@kmfpc.com
2	Michael J.	King	550 Main Street, 4th Floor 900 South Gay Street, Suite 2200		Knoxville Knoxville	37902	865-525-0880	mking@painebickers.com
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2	P. Edward Wayne A.	Pratt Ritchie, II	265 Brookview Centre Way, Suite 600 606 W. Main Street, Ste. 300	_	Knoxville Knoxville	37919 37902	865-549-7208 865-234-2100	epratt@bakerdonelson.com
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3	Timothy L.	Mickel	735 Broad Street, Suite 600		Chattanooga	37402	423.648.7858	tmickel@ehhlaw.com
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3	Carmen (Ms.)	Ware	200 W. Martin Luther King Blvd, Suite 1000		Chattanooga	37402	423-208-9790	cyware@thewarelawfirm.com
3	Ronald D.	Wells	633 Chestnut Street, Ste. 700		Chattanooga	37450	423-756-5051	rwells@rswlaw.com
3	Elizabeth L	Williams	720 Cherry Street		Chattanooga	37402	423-209-6771	elizaw@hamiltontn.gov
District 4						1000		
4	W. Andrew	Bobo	111 North Spring Street, Suite 202	P.O. Box 169	Shelbyville	37162	931,684,4611	abobo@bobohuntandwhite.com
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4	Blake J.	Fitzpatrick	204 N. Washington Avenue		Cookeville	38501	931-372-7515	blakefitzpatrick@cookeville-attorneys.com
4	Michael R.	Giaimo	310 E. Broad Street, Ste. A		Cookeville	38501	931-528-3330	mrgiaimo@yahoo.com
4	Theodore W.	Goodman	805 South Church Street, Suite 21		Murfreesboro	37130	615-895-7000	tgoodman@murfreegoodman.com
4	Mary Beth	Hagan	625 South Church Street, Suite A		Murfreesboro	37130	615-546-4070	marybeth@haganlg.com
4	Moody Wesley	Hall, IV	407 Marshall County Courthouse		Lewisburg	37180	615-372-9071	mwhall@tndagc.org
4	Trisha L.	Henegar	923 North Main Street		Shelbyville	37160	931-492-4288	trisha@henegarlaw.com
4	W. Garrett	Honea	108 East College Street	P.O. Box 1005	Fayetteville	37334	931-433-0023	garrett@lincolncountylawyer.com
4	Joey	Johnson	101 South College Street		Winchester	37398	931.313.5232	joey@joeyjohnsonlaw.com
4	David J.	McKenzie	205 West Commerce Street		Lewisburg	37091	931.359.7305	david@davidmckenzielaw.com
4	Rachel M.	Moses	9 South Jefferson Avenue, Suite 102		Cookeville	38501	931-771-9184	rmoses@las.org
4	Heather	Parker		P.O. Box 398	Murfreesboro	37133	615.896.4154	heatherparker@bfhelaw.com
4	Daniel	Rader, IV	46 North Jefferson Avenue		Cookeville	38501	931-526-3311	danny@moorerader.com
4	Ginger Bobo	Shofner		P.O. Box 169	Shelbyville	37162	931-684-4611	gshofner@bobohuntandwhite.com
4	Donna S.	Simpson	51 East First Street	PO Box 2327	Cookeville	38502	931-526-2933	donna@dsimpsonlaw.com
4	Cecilia W.	Spivy	201 Marshall County Courthouse		Lewisburg	37091	931-359-2181	cecilia.west.spivy@tncourts.gov
4	Megan K.	Trott	,	P.O. Box 129	Shelbyville	37162	931-684-6213	megan@ramboandtrott.com
4	Willie F.	Wallace, III	3232 Uvalde Lane NW		Huntsville AL	35810	904-514-5726	wfw32256@gmail.com
District 5							-	
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5	Taylor J.	Askew	511 Union Street, Suite 2700		Nashville	37219	615-850-8113	taylor.askew@hklaw.com
5	Kevin E.	Baltz	1600 West End Avenue, Suite 2000		Nashville	37203	615-726-5566	kbaltz@bakerdonelson.com
5	Adam	Barber	1935 21st Avenue South, Ste. 100		Nashville	37212	615-800-8513	abarber@mhpslaw.com
5	Robert E.	Boston	511 Union Street, Ste. 2700		Nashville	37219	615-850-8953	bob.boston@hklaw.com
5	Jeff H.	Gibson	150 Third Avenue South, Suite 2800		Nashville	37201	615-742-7749	jeff.gibson@otterlearning.com
5	Jesse	Harbison		P.O. Box 68251	Nashville	37206	629.201.7284	jesse@jesseharbisonlaw.com
5	Keeda	Haynes	2013 25th Avenue N		Nashville	37208	615.578.5279	khaynes629@yahoo.com
5	William J.	Haynes	511 Union Street, Ste. 1000		Nashville	37219	615-238-6300	whaynes@spencerfane.com
5	Adam	Hill	1504 17th Avenue South		Nashville	37212	615-345-0280	hill.law@gmail.com
5	Lucas	Jerkins	2001 Campbell Station Pkwy., Suite A3		Spring Hill	37174	615-701-7177	luke@jerkinslawpllc.com
5	John D.	Kitch	211 Athens Way, Suite 200		Nashville	37228	615-244-1440	idkitch@cclawtn.com
5	Raymond	Leathers	5807 Vine Ridge Drive		Nashville	37205	615-390-1998	rsleathers@aol.com
5	Shundra Crumpton	Manning	501 Commerce Street, Suite 1300		Nashville	37203	615.259.1535	scmanning@polsinelli.com
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