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LAW

NEWSLETTER

# Celebrating 50 years

*Looking back, and forward, as Tiffany & Bosco commemorates its golden anniversary*

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# 50 YEARS

1967-2017

# The Golden YEARS

**F**ifty years ago, on August 7, 1967, Michael E. Tiffany and James E. Cunningham shook hands and agreed to start a law firm that has since become Tiffany & Bosco. Mike and Jim both attended high school at St. Mary's in Phoenix. Although Jim was three years ahead of Mike, they knew each other and, most importantly, trusted each other. Trust remains one of the hallmarks of Tiffany & Bosco today and surfaces frequently when discussing the history of the firm.

A lot of things were different 50 years ago. The firm started off as Cunningham & Tiffany, a two-attorney firm with one secretary. The firm's office was at the old Luhrs Building. Both Mike and Jim did anything and everything for their clients. After a few years, they agreed Jim would handle the litigation cases and Mike would handle the transactional work and everything else.

As the firm grew in size, attorneys concentrating their practices in particular areas of the law became important. The client gets the attorney with the knowledge and experience for the client's issue. If an issue involves multiple practice areas, work is shared so the client's needs are met by the attorney best suited to address them.

But attorney concentration in specific areas of law does not work without the proper financial model. Mike's idea, implemented at the firm's inception and still in use today, remains the foundation of Tiffany & Bosco's sustained success. The firm accounts objectively down to the practice area

departments using a tried-and-true formula for allocating income and expenses to calculate profits. The department heads determine compensation for the attorneys in their departments, including bonuses, which are based on subjective or objective criteria, or a mix of them. Attorneys are incentivized to share clients and direct them to other attorneys more competent in the particular areas through client origination credits. With only a few minor changes, this financial policy, which discourages economic interference, has allowed the firm to grow.

And the firm certainly has grown. Mike and Jim initially hired a law school graduate every year until they reached 22 attorneys. They then saw the importance of bringing in experienced attorneys with established business to fill gaps in practice areas and achieve balance. The firm grew, changed names, and moved offices, but remained true to its core values of honesty, camaraderie, and mutual respect. The trust and camaraderie at the firm means clients are provided the highest quality legal services, by the most qualified attorneys, within the desired time, and at a fair fee.

Today, Tiffany & Bosco has about 160 employees, including close to 60 attorneys, in four offices spanning three states. Celebrating the firm's 50 years, and many more to come, this newsletter has been enjoyable to compile, and we hope will be a pleasure to read. We have included pictures, interviews, timelines, and summaries of things that have happened over the last 50 years.

As we celebrate our 50<sup>th</sup> anniversary as a firm, we want to thank our clients most of all. The trust that you always have placed in us to handle your matters is greatly appreciated.

## MILESTONES IN TIFFANY & BOSCO HISTORY

1967 ~

St. Mary's High School alumni Michael E. Tiffany and James P. Cunningham formed the law firm of Cunningham & Tiffany. The firm's first office was in the Luhrs Building in downtown Phoenix. At the outset, the firm consisted of two attorneys sharing one legal assistant. Michael E. Tiffany's hourly rate was \$25, and the only way to duplicate documents was by using carbon paper.



1969 ~

The firm's name changed to Cunningham, Tiffany, Hurley & Scott, P.A.

1970 ~

The firm's name changed to Cunningham, Goodson, Tiffany & Weltsch, Ltd. The firm acquired its first copy machine.

1967

1970s

# Changes in Practice

During the last 50 years, the practice of law has changed dramatically based upon the tools available to the lawyer. Gone are the days when countless hours were spent in the law library researching the statute or “Shepardizing” the case law on your issue. Instead, through electronic databases and computerized research tools, relevant cases and the current law from any jurisdiction are now at your fingertips and only clicks away. Here’s a look at some other important legal changes in the last half century:

- » Always looking toward (and prepared for) the future, Mike Tiffany started the law firm the same year that Congress enacted the Age Discrimination in Employment Act of 1967, 29 U.S.C.A. § 621, *et seq.*
- » In 1972, the Uniform Residential Landlord and Tenant Act was introduced to eliminate some of the frustration and uncertainty surrounding residential leases at that time in history.
- » In 1973, Arizona adopted its version, the Arizona Residential Landlord and Tenant Act (ARLTA) found at A.R.S. § 33-1301, *et seq.* The ARLTA is meant to favor neither landlords nor tenants but to detail the specific rights and obligations of each under a residential lease. In 2015, for the first time in over 40 years, the National Conference of Commissioners of Uniform State Laws approved and recommended a revised Act. The revised Act updates many provisions of the original and further clarifies the rights, duties, and remedies of both landlords and tenants.

» Since 1967, Arizona’s corporate statutes have been completely re-written twice—the first re-write became effective on July 1, 1976, and the second re-write became effective on January 1, 1996. Tiffany & Bosco attorneys Robert A. Royal and James P. O’Sullivan actively participated in the Committee responsible for the second re-write.

- » Prior to 1976, the maximum lifespan of an Arizona corporation was 25 years. Now, an Arizona corporation automatically has perpetual duration.
- » Limited liability companies (LLCs) did not exist in 1967. Tiffany & Bosco attorney James W. Reynolds was instrumental in the drafting of the Arizona Limited Liability Company Act, which was adopted in 1992. As of June 30, 2016, there were 700,154 active LLCs compared to 190,630 active corporations.
- » Litigation changed dramatically on July 1, 1992, with the introduction of sweeping disclosure requirements. Previously, the parties could conduct trial by ambush. Parties were forced to engage in significant discovery to determine what their opponents might have in their possession and what might be presented at trial. Even then, surprises were bound to happen. The “Zlaket Rules” sought to avoid the unexpected and related discovery headaches. Now, litigants must affirmatively show their cards. If you do not disclose it, you cannot use it.
- » On September 5, 2013, in *Sitton v. Deutsche Bank Nat’l Trust Co.*, the Arizona Court of Appeals sided with Tiffany & Bosco’s Kevin P. Nelson,



clarifying that for the purpose of determining liability under A.R.S. § 33-420(A), which imposes damages for material misrepresentations in recorded documents, a misrepresentation in a recorded document is only material to a person if that person could reasonably have relied on it. In other words, *Sitton* clarified that a misrepresentation in a recorded document is only material if it actually could have had an effect on a person’s choice of actions, thus eliminating a potential area of ambiguity under A.R.S. § 33-420(A).

» In July 2015, amendments to Arizona’s Purchaser Dwelling Act (PDA), ARS § 12-361, *et seq.*, went into effect, dramatically altering the landscape of construction defect litigation. Among the most significant changes is that the revised PDA created a builder’s affirmative right to repair alleged construction defects and changed the provisions for an award of attorneys’ fees.

1972 ~

The firm’s name changed to Cunningham, Goodson & Tiffany, Ltd.

1977 ~

The firm moved its office to the Arizona Bank Building.



1978 ~

At this time, the firm’s attorneys began to concentrate in specific practice areas. The firm also began sponsoring the Phoenix Open. The firm’s sponsorship of the Waste Management Phoenix Open continues to this day.

1981 ~

The firm’s name changed to Cunningham, Goodson, Tiffany & Weltsch Ltd.

1980s

# Staff Members Share Success

A large part of Tiffany & Bosco's success over the last 50 years has resulted from the hard work, support, and dedication of its staff members. As mentioned elsewhere, when Mike Tiffany and James Cunningham joined together in 1967, they shared one secretary. Since then, the firm's staff has played an important role in Tiffany & Bosco's longevity, with some of its current staff members having worked here for 10, 15, and even 20+ years. Today, Tiffany & Bosco boasts about 100 staff employees including paralegals, legal assistants, land planners, financial services professionals, and administrative personnel.

Tiffany & Bosco staff members not only know how to work hard; they play hard as well. Over the years, the firm's Staff Committee has planned social events for all of the firm employees and their families. These events have provided an opportunity for everyone at Tiffany & Bosco to enjoy time outside of work together.

This tradition began with the firm's annual employee picnics, where co-workers and their families would eat together and take part in games. As the firm grew, the picnic morphed into planned events such as outings to the Phoenix Zoo, Diamondbacks games, concerts at the Botanical Gardens, trips

to the Wildlife World Zoo, plays at Gammage Auditorium, bowling, visits to the Arizona Science Center, and more. Tiffany & Bosco's annual staff holiday party, at which the entire firm gathers together to honor staff members for all of their hard work, remains one of the highlights of each year.

The Tiffany & Bosco Staff Committee has an active role not only inside the firm, but also organizes numerous events that benefit worthy charities and the local Arizona community. Some of the philanthropic activities have included collecting gifts for less fortunate families during the holiday season through the Holiday Angel Tree,

collecting backpacks and school supplies for the Salvation Army's Pack to School Drive, collecting canned food to support St. Mary's Food Bank, collecting and decorating bags for children in foster care with Together We Rise Sweet Cases, collecting blankets and hygiene products to benefit the Salvation Army, and Casual for a Cause days to support the Alzheimer's Association.

Tiffany & Bosco would not have been able to sustain such a prosperous law firm for 50 years without the support of its exceptional staff.



## 1982 ~

The firm's name changed to Cunningham, Tiffany & Goodson, P.C.

## 1985 ~

The firm's name changed to Cunningham, Tiffany & Hoffmann, P.A. During this year, the firm held its first annual meeting. Initially, the firm's annual meeting heavily focused on matters of firm business. Today, the annual meeting fills the first afternoon and the remainder is a weekend retreat that emphasizes bonding among attorneys, spouses, and significant others.



## 1987 ~

The firm moved its office to the First Interstate Tower. The firm's name changed to Tiffany & Hoffmann, P.A.

1980s

# Thoughts From a Long-Time Shareholder



**T**rust. That is what shareholder Glenn Ostlund states was the backbone of Tiffany & Bosco back when it started and remains a guiding principle today. Trust your fellow attorneys to be honest in their dealings with you, their clients, and other attorneys. And Glenn should know—he was the fourth attorney to join the firm in 1972 and stayed for 43 years until retiring in 2015.

Glenn observed the firm's emphasis on trust from the beginning. He met then Cunningham & Tiffany attorney John Goodson crossing the street on the way to the courthouse where he worked as a county prosecutor. John recognized Glenn and wondered whether he was interested in moving into private practice because the firm needed a civil litigator. They shook hands, and a couple of months later Glenn left his prosecutor job and was hired by the firm. At the time, the firm was small enough that even the law clerk participated in the interview process since the founding partners trusted his opinion.

Trusting in each other breeds camaraderie. The camaraderie and friendship at Tiffany & Bosco stands out to Glenn. When attorneys all know and like each other, it is much easier for them to reach consensus on decisions that guide the firm. Each shareholder in the firm is just as important to the firm as any other shareholder—there is no first among equals. Everyone is respectful not only of

each other but also of each other's staff.

As Glenn happily recites, Tiffany & Bosco is “a family of disparate lawyers and citizens of this community who diligently, dignifiedly, competently, honestly, and ethically represent the best interests of their clients, who treat all they come in contact with professionally, compassionately, and fairly, and give back to their

community with their time and their talents, and try to be the best people they can be.”

Even though the remaining attorneys at Tiffany & Bosco miss their trusted colleague, they find comfort in knowing Glenn is enjoying his time with wife Ann Marie and his family, participating in activities in both Arizona and Utah.

## *More Thoughts From Another Long-Time Shareholder*

Shareholder Bill Finnegan has been with the firm since 1979. Thinking back to his early days in the firm, Bill remembers when secretaries had only typewriters and non-collating copy machines. What Bill appreciates most about his practice is that he acts as a counselor, helping solve his clients' problems. He takes pride in his reputation for technical competence in difficult areas of law, such as tax, and for being personable and caring with his clients—some of whom have been with him for nearly all of his 39 years of practice. In part, Bill attributes his success and longevity in the legal profession to Tiffany & Bosco's promotion of work-life balance.

In Bill's view, the development of knowledge and experience in specific areas and the requirement that shareholders reach consensus on any significant decision have also been integral to the firm's prosperity. He credits the firm's unique financial model with making it an attractive destination for experienced attorneys. Bill also recognizes the importance of the firm's leadership acting for the good of the whole. He is especially proud that Tiffany & Bosco has been able



to weather economic downturns that have torn other firms apart. According to Bill, the firm's sustained success is due in no small part to its attorneys' embrace of Mike Tiffany's enduring goal of providing quality work, for a fair fee, on a timely basis.

Over the years, Bill has played a large role in developing the firm's annual meeting. Initially, the meeting was only business-focused. Now, however, the meeting includes a weekend retreat that emphasizes bonding among attorneys, spouses, and significant others. Among other activities, attorneys take part in a spirited bocce ball tournament. After many years of heartbreak, Bill finally won last year's tournament—he proudly displays his trophy in his office. Ultimately, Bill believes that the annual meeting is a signpost of how the firm's attorneys foster and protect the rare camaraderie and culture that set Tiffany & Bosco apart from other firms.



**1993 ~** The firm moved its office to the Dial Tower (aka Viad Corporate Center now BMO Tower).



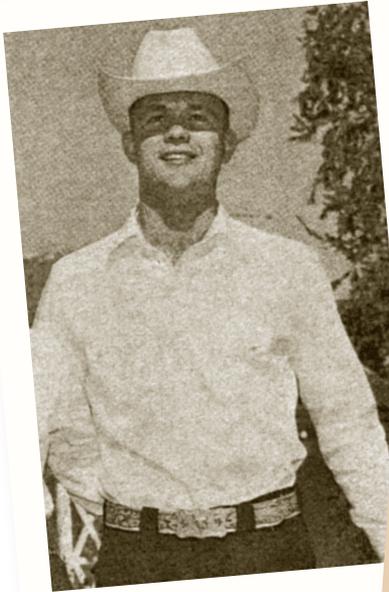
**1996 ~**

By the time Mark S. Bosco and Michael A. Bosco, Jr. joined the firm in 1996, early members had parted ways, reducing the size from nine attorneys. But with the addition of Bosco & Bosco, the combined, new firm, Tiffany & Bosco, P.A., soon reached 12 attorneys. The firm also added a part-time IT administrator to its staff and brought its first website online during this year.

**1998 ~**

The firm initiated its first summer associate program. The inaugural summer associate committee was chaired by William H. Finnegan and Robert A. Royal.

1990s



# Through the YEARS

*An interview  
with firm  
founder Mike  
Tiffany*

**S**hareholder Mike Tiffany is the founding partner of Tiffany & Bosco. Throughout the firm's 50 years, particularly while serving as the managing partner through 2015, Mike has overseen the firm's growth, navigated the firm through recessions, and molded the firm into what it is today. In the following interview, Mike discusses the firm and its history in his own words.

**Q. When did you form the firm?**  
While I was in a one-year clerkship at the Court of Appeals for Judge Henry S. Stevens, James P. Cunningham and I agreed on a handshake to start the law firm called Cunningham & Tiffany on August 7, 1967. Over the years, our firm had several name changes (as growing law firms often do) until our firm became a brand when Mark and Mike Bosco became a part of our firm.



**2000 ~**  
The firm's summer associate committee conducted its first set of on-campus interviews at Arizona State University.



**2002 ~**  
In *Baptist Foundation of Arizona v. Arthur Andersen LLP, et al.*, Richard G. Himelrick prevailed on behalf of a class of 11,000 investors who invested over \$500 million with the Baptist Foundation of Arizona and its subsidiaries. During the sixth day of trial against the Foundation's auditor, Arthur Andersen LLP, the case settled for \$217 million.

**2003 ~**  
The firm moved its office to the Camelback Esplanade, where it remains today. The firm also added a full-time IT administrator to its staff.

2000s



**Q. Who were the first members?**

Jim Cunningham and I were the first two members and we shared one secretary.

**Q. Why did you form the firm?**

I did not want to work for another law firm and Jim had just finished a partnership with Bob Corbin, who became the Maricopa County Attorney. Jim was three years ahead of me at St. Mary's High School so we knew and trusted each other. It was a good decision since we never had an argument and were together for 20 years. Jim left to start a boutique personal injury practice and we remain good friends.

**Q. What policies and procedures still exist after 50 years that were integral in the early years of the firm?**

The most important policies were that our attorneys get along, be honest with each other, and treat our staff with respect. The most important procedure was our financial model. I implemented it when Jim and I started the firm, and it has been in place ever since. Mark Bosco recommended some adjustments to the model when he became part of the firm in 1996, and there have not been any revisions since then.

**Q. What are the significant milestones of the firm in the past 50 years?**

When I started practicing law, most attorneys were generalists. I did anything and everything. After about four years, Jim and I agreed that he would handle the litigation cases and I would do everything else. As the firm grew, the attorneys began concentrating in specific areas until my area became real estate and problem solving. The firm's administrative needs seemed to change each time we added about 12 attorneys. We hired a non-attorney administrator at the twelfth attorney, and have added to our administrative staff as the firm has grown—including a Chief Operating Officer.

**Q. What are you most proud of about the firm?**

I am proud for many reasons, but the most important one is the quality of our attorneys and staff. They are the best, and they perform at the highest level at all times. Also, many of our attorneys have received recognition as attorneys and for their contributions to our community through the use of their time and money. They are good citizens.

**Q. Could you give us a timeline of significant events that occurred in the firm's history?**

Although it was somewhat up and down in the early years, we have grown at a steady rate. Initially, Jim and I hired a law school graduate every year until we reached 22

attorneys. We then realized we needed to have more rainmakers, so we reduced the number of associates over time and began bringing in experienced attorneys with a book of business, until we achieved a balance. We moved into new office buildings as the firm grew, starting in downtown Phoenix and moving north until we landed at the Esplanade at 24th Street and Camelback Road, where we have two full floors and are continuing to grow with our clients' needs.

**Q. What is the legacy of this firm?**

Our goal, and I believe our legacy, is to provide quality legal services on time and for a fair fee.

**Q. What are the significant achievements in management that occurred while you were managing partner?**

I became the managing attorney of Cunningham & Tiffany shortly after Jim Cunningham and I formed the firm in 1967, and I held that position until Mark Bosco became the managing attorney in 2015. It was time to make room for the next generation, and Mark has done a great job. Although I am still involved with the Board of Directors, it was easy for me to transition into being a full-time attorney with the firm.

**Q. What do you see as the future of the firm?**

The future of the firm is very positive. We will continue to have a controlled growth and provide quality services to our clients and community while staying true to our firm's culture and values.



**2004 ~**

Leonard J. McDonald and James F. Murphy won the inaugural bocce ball tournament at the firm's retreat following the annual meeting. The bocce ball tournament has since become a fixture at the annual meeting, as well as the subject of bragging rights among the firm's attorneys.

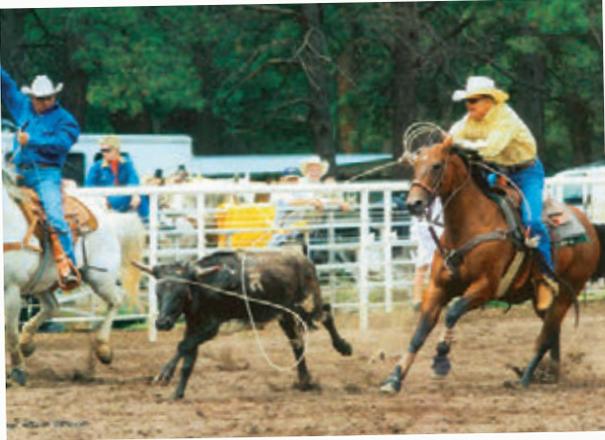
**2011 ~**

The firm extended the reach of its Financial Services/Default Servicing Department by opening an office in Las Vegas, Nevada. Also, Michael A. Bosco, Jr. celebrated 50 years in practice as a member of the Arizona State Bar Association and received a "Special Award of Honor."

**2012 ~**

In *Facciola v. Greenberg Traurig LLP*, Richard G. Himelrick prevailed on behalf of a certified class of investors who bought mortgage-backed note investments issued by two insolvent companies. The case settled with the issuer's management and securities counsel for \$89 million.





**Q. How did you develop the successful management policy of building consensus?**

First, we have good camaraderie among our attorneys. In addition, I learned early on that it is easier to build a consensus among our attorneys than to force decisions with a bare majority and have dissension among them. It also helps to have fair-minded attorneys.

**Q. How did the firm stay successful through recessionary cycles, particularly the recession of 2008?**

We do not have any debt, we maintain a large cash reserve at all times, we pay our accounts payable on a daily basis, and we do not include accounts receivable in our calculation of cash for distribution. We also constantly monitor our revenue and expense, and all of that has served us well during downturns. Most of our clients have made it through the difficult times, and our commitment to give prompt quality services has helped us to keep the clients we have and to bring in new ones. We are also fortunate to have several down-market practice areas.



**Q. What message would you like to send to the young lawyers in the firm? All lawyers in the firm?**

Keep doing what you are doing, stay true to our firm's culture and values, and treat our clients the same way you would want to be treated.

**Q. What advice would you like to give lawyers regarding the practice of law?**

Never stop learning, do what you are qualified to do and do it well, enjoy what you are doing, and never compromise your principles.

**Q. In your 50 years of practicing law, what are the biggest changes you've seen? In law firms? In lawyers and the way they practice law?**

Attorneys have gone from generalists to concentrating in specific areas. Technology has taken over and has caused us to move at a faster pace. We have become more productive because of emails, texting, and conference calls, but we have lost much of the interaction we previously had with our clients. I can now complete a major business transaction without ever meeting my client in person.

**Q. Give me three rules of thumb for successfully managing a law firm.**

Clearly communicate, be honest and fair, and don't let your ego get in the way.

**Q. What achievements of the firm are you most proud of over 50 years?**

I am proud of where we are today and optimistic and excited about where we are going. Little did I know that the two attorney and one secretary law firm would grow to almost 60 attorneys with over 160 employees. It gives me great pleasure to see what everyone involved has accomplished over the years. We have become a prominent law firm with an excellent reputation.

**Q. What achievements are you most proud of in your own practice over the past 50 years?**

I have enjoyed serving our clients over the past 50 years and watching many of them grow from one person to hundreds of employees with enormous success. It is very satisfying to see the happiness in our clients' eyes when their objectives are achieved with our assistance. Most importantly, I treasure the friendships I have made with our clients and the attorneys and employees of Tiffany & Bosco.



2014 ~

The firm opened its San Diego, California office, which focuses on providing Nationwide Default Services. The firm also added a Chief Operating Officer. At this time, the firm had reached a size of 43 attorneys.

2016 ~

The State Bar of Arizona recognized Michael E. Tiffany and Leonard J. Mark for 50 years of practicing law. During this year, Robert D. Mitchell and Sarah K. Deutsch obtained a \$38.3 million Internet defamation verdict in favor of a Los Angeles investment professional.

2017 ~

In its 50th year, the firm now has offices in three states, with nearly 60 attorneys practicing in at least 40 different areas of the law.

# The Road Ahead

*What the future holds for Tiffany & Bosco, P.A.*

BY MARK S. BOSCO

**A**s the Managing Attorney for Tiffany & Bosco, I could not be more optimistic about the future of our firm. With over 40 practice areas and offices in Phoenix, Las Vegas, and San Diego, our firm's nearly 60 attorneys have amassed one of the most impressive client rosters in the Southwest. Soon, we expect to expand our Phoenix office even more by leasing another floor in the Esplanade.

In 1996, my father Michael A. Bosco, Jr. and I merged our firm with Mike Tiffany's firm. At the time, I was looking for an alternative to the traditional law firm economic structure. I found that Mike already had that at his firm. Mike developed a basic economic model in 1967 based on transparency and objectivity. When my father and I merged with Mike in 1996, I refined that model further to its current form.

Our economic model differs from that of most law firms largely because we do not have a compensation committee. Indeed, our firm does not need a compensation committee because our unique, objective compensation structure focuses strictly on mathematics. Under our economic model, profits are measured in each department within the firm. And in that sense, our system mirrors corporate America. We consistently monitor our own bottom line by



Mark S. Bosco

looking at every department based on efficiency and profitability. That, in turn, translates into substantial cost savings for our clients because our system encourages each department to carefully monitor its overhead and expenses. This approach has allowed the firm to expand consistently, add new practice areas, and never reduce staff levels, even during economic downturns. In fact, when many other law firms were shrinking in the wake of the 2008 financial crisis, Tiffany & Bosco grew substantially due to the resilience of its economic model.

We pride ourselves on our transparency because it allows us to function as a full-service firm in a congenial and democratic environment. For both seasoned and junior attorneys alike, there is unlimited potential for success at Tiffany & Bosco. For experienced attorneys with a strong client base and solid work ethic, there are unmatched financial opportunities due to our unique economic model. For younger attorneys, their chances to succeed are virtually guaranteed if they are willing to make the proper commitment to diligent work and client development. They are given a roadmap for success from day one, and there is no guesswork.

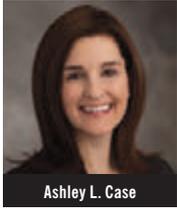
Today's clients are smarter, and are more sophisticated and diverse than ever. They have the right to expect the equivalent or better from their attorneys, and they have the prerogative to take their business elsewhere when their needs are not met. We meet our clients' local, state, national, and global needs through core principles that drive superior results, and we achieve these outcomes because we understand that there is absolutely no substitute for hard work.

The past 50 years have been nothing short of remarkable for Tiffany & Bosco. I am confident that the next 50 years will see our firm continue to grow and maintain its proven track record of delivering positive results for our clients.



# ANNOUNCEMENTS

## PROFESSIONAL AND PERSONAL ACHIEVEMENT



Ashley L. Case

**ASHLEY L. CASE** is currently pursuing her LL.M. in Taxation through Boston University's Graduate Tax Program. The program consistently

ranks in the top ten in the nation, and offers a comprehensive curricula for advanced tax and estate planning studies. Ashley is continuing her estate planning and probate practice while obtaining her degree, and is expected to complete her LL.M. in December of 2019.



Darren T. Case

**ASHLEY L. CASE** and **DARREN T. CASE** presented a CLE for the Maricopa County Bar Association on Feb. 22, 2017 entitled, *Trust & Estate Tax*

*Bootcamp Series: Tax Aspects of Ordinary Estate Planning Transactions.*



Alisa J. Gray

**DARREN T. CASE** and **ALISA J. GRAY** were recognized by *AZ Business Magazine* for their "Vision, Influence, and Power" in the estate planning and probate fields for the *AZ Business Leaders 2017* edition.

**DARREN T. CASE'S** article, "Death, Wealth, and the Psychological Anatomy of a Family Dispute," was published by PsychCentral.com and added to its *Mental Health Library* on Dec. 12, 2016. The article discusses the impact

that deep-seated childhood issues among siblings may have upon the administration of an estate or trust, and how an interdisciplinary approach of involving psychology professionals in the estate planning process can be beneficial.



Richard Himelrick

*Arizona Summit Law Review* has accepted **RICHARD HIMELRICK'S** article "Arizona Securities Law: How Relevant is Federal Securities

Law?" for publication in *Summit's* summer 2017 issue.



Aaron T. Lloyd

**AARON T. LLOYD** and his wife, Megan, founded The Jack Lloyd Foundation. The foundation's mission is to provide financial support to

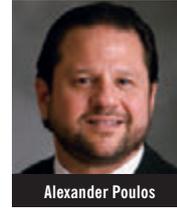
Arizona childhood cancer patients and their families.



May Lu

**MAY LU** was appointed as the co-chair of the Arizona State Bar's 2017 Convention Committee. She co-presented a CLE for the National Business

Institute on Nov. 19, 2016, *Use of LLCs in Asset Protection and Estate Planning*. She also presented *Winter is Coming: Preparing a Business for Sale & Legal Issues in an M&A Transaction* to the Phoenix chapter of the Accounting & Financial Women's Alliance on Oct. 20, 2016.



Alexander Poulos

**MAY LU, JAMES P. O'SULLIVAN,** and **ALEXANDER POULOS** recently joined the Global Chamber, which is a thriving community of

professionals, mentors, and innovative companies working to capture global business opportunities and grow cross-border trade and investment.



Amy Sells

**AMY SELLS** was appointed to a three-year term with the *Arizona Attorney* Editorial Board committee. As a committee member, Amy will provide editorial assistance with articles appearing in the *Arizona Attorney Magazine*, a publication of the State Bar of Arizona.



James P. O'Sullivan

**JAMES P. O'SULLIVAN** received the 2016 Champions Award from the M&A Source, one of the nation's leading mergers and acquisitions trade asso-

ciations. The award recognizes Jim's "substantial contributions" to the organization's continuing education programs and his leadership in M&A Source committees and task forces. He also presented *Owner Agreements: The Ties that Bind?* at Lovitt & Touché's In Touch Interactive Seminars on Oct. 19, 2016, and he will be a panel member at the Arizona chapter of the Exit Planning Institute's *Panel of Attorneys – Buy-Sell Agreement* in April 2017.

## RECOGNITION

### Shareholders Recognized As 'Best Lawyers'

The *Best Lawyers in America*® is a listing of outstanding attorneys who have attained a high degree of peer recognition and professional achievement. The 2017 listing has recognized: **Michael A. Bosco, Jr.**, Real Estate Law; **Mark S. Bosco**, Litigation – Banking & Finance and Mortgage Banking Foreclosure Law; **David L. Case**, Trusts and Estates, Tax

Law and Litigation – Trusts & Estates; **James A. Fassold**, Litigation – Trusts and Estates; **Alisa J. Gray**, Litigation – Trusts and Estates; **Richard G. Himelrick**, Litigation – Securities; **Christopher R. Kaup**, Litigation – Bankruptcy and Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law; **Leonard J. Mark**, Family Law; **Robert D. Mitchell**, Commercial Litigation; **James P. O'Sullivan**, Closely Held Companies, Family Business Law; **Robert A. Royal**, Business Organizations

(including LLCs and Partnerships); **Michael E. Tiffany**, Real Estate Law.

*Best Lawyers* also recognized Tiffany & Bosco as a firm for Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law, Closely Held Companies and Family Business Law, Family Law, Litigation – Banking & Finance, Litigation – Bankruptcy, Litigation – Securities, Litigation – Trusts & Estates, Mortgage Banking Foreclosure Law, Real Estate Law, and Trusts and Estates.

# ANNOUNCEMENTS

## NEW FACES

### Firm Welcomes New Shareholders, Associates



Suzette S. Doody

**SUZETTE S. DOODY** joined the firm in September 2016 as a shareholder. Suzette's practice focuses on civil and commercial litigation, including construction law, insurance law, general liability and tort defense, and professional malpractice. She graduated from the University of Wisconsin-Madison with a Bachelor's degree in Psychology, Behavioral Science and Law, and Criminal Justice, and

earned her Juris Doctor from Chicago-Kent College of Law. In her spare time, Suzette can often be caught reading a good book, traveling, spending time with her family and friends, and making every day a new adventure.



Kelly L. Mendoza

**KELLY L. MENDOZA** joined the firm in December 2016 as a shareholder. Kelly practices primarily in family law including divorce, paternity actions, child custody, legal decision making, parenting time, the valuation and division of assets and debts, spousal support, and child support, as well as matters involving domestic violence, orders of protection, and other issues related to domestic relations. Kelly has been an acting Judge Pro Tempore with the Superior Court of Maricopa County since 2013 covering judicial calendars and conducting settlement conferences in the Family Court division. Kelly also represents civil litigants in a variety of matters ranging from contract disputes to excessive force claims. During her time off, Kelly enjoys reading, spending time with family, and playing with her two Boxer dogs.



Christopher J. Waznik

**CHRISTOPHER J. WAZNIK** joined the firm in October 2016 as an associate. Hailing from the heartland, Chris earned his B.S.B.A., *cum laude*, in Finance and Accounting from Drake University in 2012 and his Juris Doctor, *cum laude*, from the Sandra Day O'Connor College of Law at Arizona State University in 2015. During law school, Chris was a member of the *Arizona State Law Journal* and had his Comment discussing measures to prevent

algal blooms in Arizona published in the *Journal's* winter 2015 edition. Upon graduation from law school, Chris earned the second-highest score out of 650 applicants on the July 2015 Arizona Bar Exam. Prior to joining the firm, Chris served as a law clerk for the Honorable James A. Teilborg of the United States District Court, District of Arizona. In his free time, Chris is either backpacking with his wife and new puppy or repairing the trail of household destruction caused by the new puppy.



Jingyuan "Joey" Zhou

**JINGYUAN "JOEY" ZHOU** became an associate with the firm in September 2016. Joey received both her Juris Doctor and LL.M. in International Economy and Policy Law from the University of Arizona James E. Rogers College of Law. She graduated *summa cum laude* and is a member of the Order of Coif. During law school, Joey was a member of the *Arizona Law Review*, and was a national finalist of the 43rd AIPLA Giles Sutherland Rich

Moot Court, with awards for the Best Brief for Appellee and Regional Best Oralist. Joey is a native of Chongqing, China and is fluent in Mandarin Chinese. Before attending law school in the U.S., Joey graduated first in her class with an LL.M. in Intellectual Property Law from the China University of Political Science and Law. Joey passed the Chinese Bar Exam in 2009, and the Arizona Bar Exam in 2016.

## RECOGNITION

### Leading Attorneys and 'Rising Stars' Recognized by Super Lawyers

*Super Lawyers*®, a listing of outstanding attorneys who have attained a high degree of peer recognition and professional achievement, selected the following shareholders for 2017: **David L. Case**, Estate Planning & Probate, Estate & Trust Litigation; **Alisa J. Gray**, Estate & Trust Litigation; **Richard G. Himelrick**, Securities Litigation, Business Litigation; **Christopher A. LaVoy**, Business Litigation, Professional Liability, Intellectual Property Litigation; **Leonard J. Mark**, Family Law, Personal Injury - General, Personal Injury - Medical Malpractice; **Robert D. Mitchell**, Securities Litigation, Business Litigation, Real Estate; **Robert A. Royal**, Business Litigation, Closely Held Business.

*Super Lawyers'* "Rising Stars" list consists of attorneys who are 40 years old or younger or have practiced 10 or fewer years. For 2017, the following shareholders and associates were recognized: **Lance R. Broberg**, Business Litigation, Civil Litigation, Business/Corporate, Appellate; **Darren T. Case**, Estate Planning & Probate; **Sarah K. Deutsch**, Securities Litigation, Business Litigation; **Nora L. Jones**, Estate & Trust Litigation; **Aaron T. Lloyd**, Business Litigation; **May Lu**, Mergers & Acquisitions, Closely Held Business, Business/Corporate.

### Shareholders Recognized as 'Best In Arizona' by Chambers and Partners

**David L. Case**, **William E. Lally**, and **Michael E. Tiffany** were recognized in *Chambers USA* as among the best in their respective fields. David was recognized for Private Wealth Law, William was recognized for Real Estate: Zoning/Land Use, and Michael for Real Estate Law.

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