



Michigan Pledge to Achieve Diversity and Inclusion

SIGNATORY ACKNOWLEDGMENTS

MARCH 2019



DIVERSITY AND INCLUSION
ADVISORY COMMITTEE

CONTENTS

INTRODUCTION	4
STATE BAR OF MICHIGAN DIVERSITY AND INCLUSION PLEDGE	5
SIGNATORIES INFOGRAPHIC	6
ENTITY SIGNATORIES BY CATEGORY	7
ASSOCIATIONS.....	7
CORPORATIONS	7
LAW FIRMS.....	7
LAW RELATED ENTITIES.....	8
LAW SCHOOLS	8
LEGAL AID PROVIDERS	8
STATE BAR OF MICHIGAN SECTIONS & COMMITTEES	8
INDIVIDUAL SIGNATORIES	9

INTRODUCTION

The State Bar of Michigan's diversity and inclusion pledge is now 10 years old. There have been thousands of signatories to the pledge. There have been tens of thousands of volunteer hours by scores of volunteers. Thanks to strong, consistent leadership from every State Bar president and the leaders of sections and committees, respect for the importance of diversity and inclusion has been woven into the very fabric of the Bar.

But the work is not over. The pledge itself acknowledges that efforts must be ongoing: "we pledge to continue working with others...". As our second decade begins we must remember that this work is not a sprint. It is not even a marathon: there is no finish line. Instead, we must keep putting runners in the field who will hand the baton to the next set of leaders working to develop new strategies to ensure our profession and our service to the public reflect the core values of diversity and inclusion.

Gregory P. Conyers
Director of Diversity

State Bar of Michigan
306 Townsend Street
Lansing, MI 48933-2083
P: 517-346-6358
gconyers@michbar.org

Diversity creates greater trust and confidence in the administration of justice and the rule of law, and enables us to better serve our clients and society.



MICHIGAN PLEDGE TO ACHIEVE DIVERSITY AND INCLUSION

WE believe that diversity and inclusion are core values of the legal profession, and that these values require a sustained commitment to strategies of inclusion.

Diversity is inclusive. It encompasses, among other things, race, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, language, age, disability, marital and parental status, geographic origin, and socioeconomic background.

Diversity creates greater trust and confidence in the administration of justice and the rule of law, and enables us to better serve our clients and society. It makes us more effective and creative by bringing different perspectives, experiences, backgrounds, talents, and interests to the practice of law.

We believe that law schools, law firms, corporate counsel, solo and small firm lawyers, judges, government agencies, and bar associations must cooperatively work together to achieve diversity and inclusion, and that strategies designed to achieve diversity and inclusion will benefit from appropriate assessment and recognition.

Therefore, we pledge to continue working with others to achieve diversity and inclusion in the education, hiring, retention, and promotion of Michigan's attorneys and in the elevation of attorneys to leadership positions within our organizations, the judiciary, and the profession.



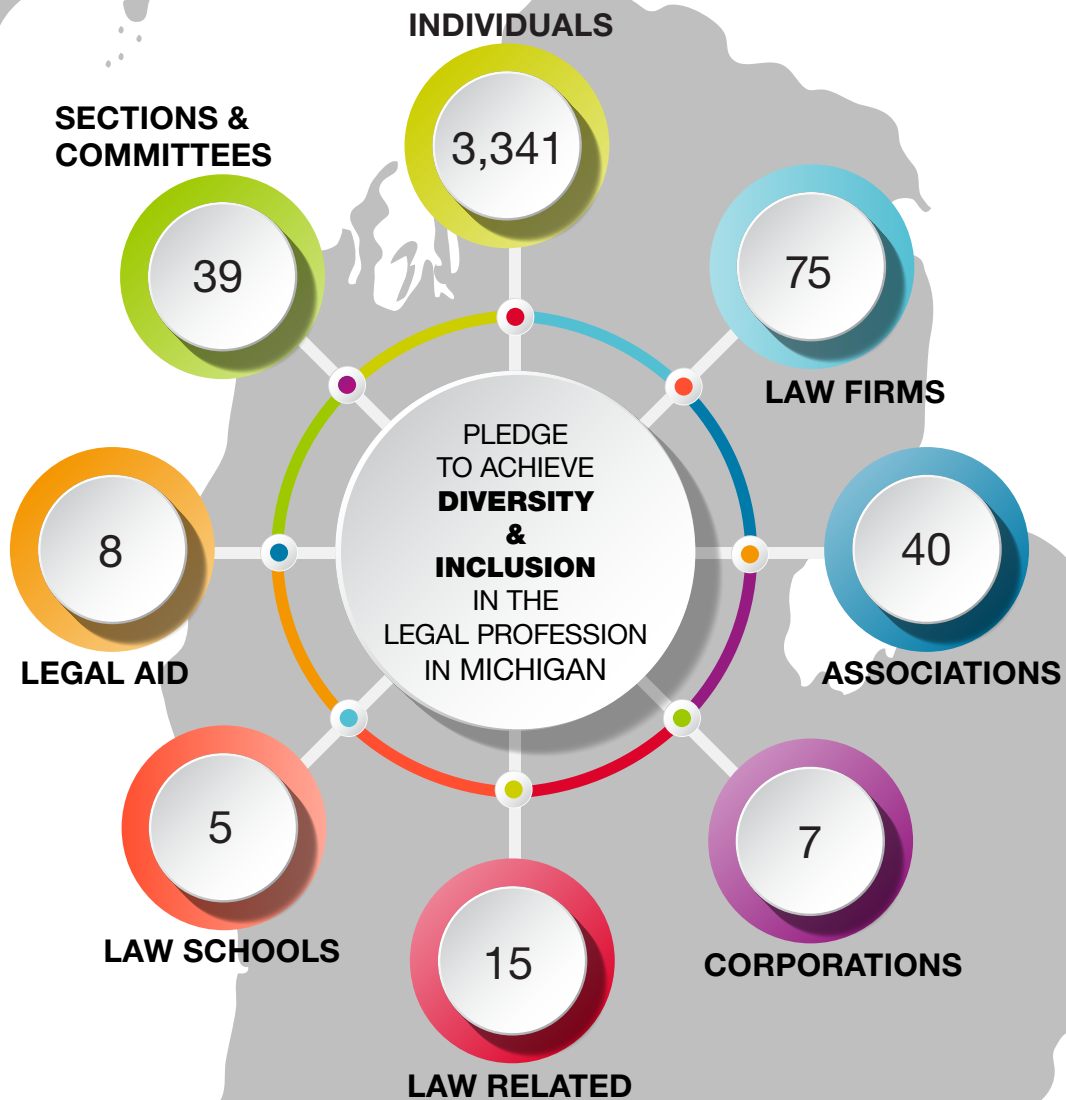
Have you signed the Pledge?

To sign the pledge online visit:
www.michbar.org/diversity/pledge

HAVE YOU SIGNED THE PLEDGE?

SIGN THE PLEDGE HERE ► [MICHBAR.ORG/DIVERSITY/PLEDGE](https://michbar.org/diversity/pledge)

Find your name, law firm or organization in the pages that follow.



DIVERSITY AND INCLUSION ADVISORY COMMITTEE

DIVERSITY AND INCLUSION PLEDGE ENTITY SIGNATORIES BY CATEGORY AS OF MARCH 2019

ASSOCIATIONS

Albanian American Bar Association of Michigan
 Armenian American Bar Association
 Barry County Bar Association
 Black Women Lawyers Association of Michigan
 Chaldean American Bar Association
 D. Augustus Straker Bar Association
 Detroit Metropolitan Bar Association
 Federal Bar Association, Western District of Michigan Chapter
 Genesee County Bar Association
 Gogebic-Ontonagon Bar Association
 Grand Rapids Bar Association
 Hispanic Bar Association of Michigan
 Incorporated Society of Irish/American Lawyers
 Ingham County Bar Association
 Ionia/Montcalm Bar Association
 Kalamazoo County Bar Association
 Lansing Black Lawyers Association
 Macomb County Bar Association
 Michigan Asian Pacific American Bar Association
 Michigan Association for Justice
 Michigan Association of Bar Executives
 Michigan Defense Trial Counsel
 Michigan Employment Lawyers Association
 Oakland County Bar Association
 Ottawa County Bar Association
 Referees Association of Michigan
 Rochester Bar Association
 Saginaw County Bar Association
 South Asian Bar Association
 Stonewall Bar Association of Michigan
 Vanzetti Hamilton Bar Association
 Washtenaw County Bar Association
 Wayne County Criminal Defense Bar Association
 Wolverine Bar Association
 Women Lawyers Association of Michigan
 Women Lawyers Association of Michigan, Macomb Region
 Women Lawyers Association of Michigan, Mid-Michigan Region
 Women Lawyers Association of Michigan, Oakland County Region
 Women Lawyers Association of Michigan - Washtenaw Region
 Women Lawyers Association of Michigan - Western Region

CORPORATIONS

Behr America, Inc.
 Compuware Corporation
 General Motors
 Global Bridgebuilders
 Inteva Products, LLC
 Singh Development, LLC
 Spectrum Health System

LAW FIRMS

Aardema Whitelaw PLLC
 Barnes & Thornburg LLP
 Barris Sott Denn & Driker PLLC*
 Berry & Berry PLC
 Berry Moorman PC
 Bodman PLC*
 Bos & Glazier PLC
 Bowman and Brooke LLP
 Buchanan & Buchanan PLC
 Butzel Long PC*
 Chartier & Nyamfukudza PLC
 Clark Hill PLC*
 Collins Einhorn Farrell PC*
 Dickinson Wright PLLC*
 Drew Cooper & Anding
 Duff Chadwick & Associates PC
 Dykema Gossett PLLC*
 Fahey Schultz Burzych Rhodes PLC
 Foley & Lardner LLP
 Foster Swift Collins & Smith PC*
 Fraser Trebilcock Davis & Dunlap PC
 Gafkay Law, PLC
 Galbraith Delie & James PC
 Hall Render Killian Heath & Lyman PLLC*
 Harness Dickey & Pierce PLC*
 Harvey Kruse PC*
 Honigman LLP*
 Immigration Advocates, PLLC
 Jackson Lewis PC
 Jaffe Raitt Heuer & Weiss PC*
 Jay F. Trucks & Associates PC
 Johnson Rosati Schultz & Joppich PC
 Kilpatrick & Associates PC
 Kitch Drutchas Wagner Valitutti & Sherbrook*
 Kluczynski Girtz Vogelzang
 Lakeshore Resolution
 Lamson Humphreys PLC
 Law Office of Francine Cullari
 Law Weathers
 Lewis & Munday PC
 Mantese Honigman PC
 McShane & Bowie PLC
 Mika Meyers PLC
 Miller Canfield Paddock & Stone PLC*
 Miller Johnson
 Moblo Fleming & Watt PC
 Myers & Myers PLLC
 Myers Nelson Dillon & Shierk PLLC
 Myers Shierk & LaBelle PLLC
 Ogletree Deakins

Olsman MacKenzie & Wallace
 Parker Harvey PLC
 Pepper Hamilton LLP*
 Plunkett Cooney*
 Potestivo & Associates PC
 Quinn IP Law*
 Rappel Health Law Group, P.L.
 Ravid & Associates PC
 Rebeck & Allen
 Rhoades McKee PC
 Rosati Schultz Joppich & Amtsbuechler PC*
 Sachs Waldman PC
 Saurbier Law Firm PC
 Scholten Fant
 Shea Aiello PLLC
 Siegel Gross & Tou PC
 Sinas Dramis Brake Boughton & McIntyre PC
 Smith Haughey Rice & Roegge PC
 Sommers Schwartz PC*
 Sullivan Ward Asher & Patton PC
 The Miller Law Firm PC
 Varnum LLP*
 Warner Norcross & Judd LLP*

LAW RELATED ENTITIES

Attorney Discipline Board
 Center for Civil Justice
 County of Kent
 Detroit Metropolitan Bar Association Foundation
 Diversified Legal Staffing, LLC
 Eyewitness Task Force
 Federal Public Defender, Western District of Michigan
 Mackinac County Prosecuting Attorney
 Michigan Appellate Defender Commission
 Michigan Department of Civil Rights
 Michigan State Bar Foundation
 Michigan State University College of Law Diversity & Equity Services Office
 St. Clair County Prosecutor's Office
 State Appellate Defender Office
 The Michigan Appellate Assigned Counsel System

LAW SCHOOLS

Michigan State University College of Law
 University of Detroit Mercy School of Law
 University of Michigan Law School
 Wayne State University Law School
 Western Michigan University Thomas M. Cooley Law School

LEGAL AID PROVIDERS

Lakeshore Legal Aid, Port Huron Office
 Legal Aid of Western Michigan, Grand Rapids
 Legal Aid of Western Michigan, Kalamazoo
 Legal Aid of Western Michigan, Muskegon
 Legal Services of South Central Michigan, Washtenaw County
 Farmworker Legal Services
 Michigan Immigrant Rights Center
 Student Advocacy Center of Michigan

STATE BAR OF MICHIGAN SECTIONS & COMMITTEES

Administrative & Regulatory Law Section
 Alternative Dispute Resolution Section
 American Indian Law
 American Indian Law Section
 Appellate Practice Section
 Awards
 Bar Leadership Liaison Advisory
 Business Law Section
 Character and Fitness
 Civil Procedure and Courts
 Client Protection Fund
 Consumer Law Section
 Criminal Jurisprudence & Practice
 Criminal Law Section
 Diversity and Inclusion Advisory
 Domestic Violence
 Environmental Law Section
 Family Law Section
 Government Law Section
 Health Care Law Section
 International Law Section
 Judicial Ethics
 Judicial Qualifications
 Jury Instructions, Standard Criminal
 Justice Initiatives
 Labor & Employment Law Section
 Latin American Bar Activities Section
 Law Practice Management & Legal Administrators Section
 Law Related Education & Public Outreach
 Libraries, Legal Research, and Legal Publications
 Litigation Section
 Master Lawyers Section
 Practice Management Resource Center Advisory
 Publications and Website Advisory
 Real Property Law Section
 Solo & Small Firm Section
 Taxation Section
 Unauthorized Practice of the Law
 Young Lawyers Section

*An asterisk denotes a law firm as one of Crain's Detroit Business Top 50 Firms in Michigan (published March 2, 2019) according to the number of attorneys employed.

DIVERSITY AND INCLUSION PLEDGE INDIVIDUAL SIGNATORIES AS OF MARCH 2019

2019 total individual signatories 3,341

A

Richard J. Aaron
 Nathaniel Abbate, Jr.
 Paul Abbo
 James A. Abbott
 Elizabeth Kamm Abdnour
 Cy M. Abdo
 Julie D. Abear
 Gregory M. Abler
 Heather Renee Abraham
 Dana L. Abrahams
 Lawrence R. Abramczyk
 Mark C. Abramson
 Christina Rita Abro
 Fabienne Patricia Acket
 Joanne E. Adamczyk
 Creighton V. Adams
 Daryl Adams
 Janis L. Adams
 Lynne B. Adams
 Michael D. Adams
 Rebecca L. Adams
 Stephen M. Adams
 Zachery Allen Adams
 Anlyn Addis
 Mary Addison
 Stephanie J. Addison
 Barry D. Adler
 Patricia M. Adler
 Florence A. Affatato
 William F. Ager, III
 Amanda Aghos
 Richard A. Agree
 Zachary D. Aho
 Robert D. Aicher
 Carla Dorsey Aikens
 Syed H. Akbar
 Shereef H. Akeel
 Cagdas Akinci
 Olusegun A. Akindele
 Richard Anthony Alaziz
 Mikhail Albuseiri
 Lawrence D. Alcantar
 Ayanna Alcendor
 Diane D. Hug Alcenius
 Steven F. Alexsy
 Diane M. Alfafara
 Maria G. Alfaro-Lopez
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 David Robert Allen
 Genelle M. Allen
 Hon. Janet M. Allen
 John W. Allen
 Margaret E. Allen
 Virginia Peterson Allen
 John D. Alli

Carol S. Allis
 Megan Howard Allison
 Melissa A. Allstead
 Gail A. Altenburg
 Keith Altman
 Carlos H. Alvarado-Jorquera
 Caterina Amaro-Luedtke
 Jeffrey S. Ammon
 Lydia Deddeh Ammori
 Ted T. Amsden
 David C. Andersen
 Bryan J. Anderson
 Danielle Mason Anderson
 Kathryn Elizabeth Anderson
 Peter John Anderson
 Robert C. Anderson
 Louisa M. Andress
 David C. Andrew
 Clark A. Andrews
 Donald John Andrews, II
 Robin K. Andrews
 Reginald E. Andrieux
 Loren M. Andrulis
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 Terry B. Angle
 Ryan Cecil Anklam
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 George N. Anthony, Jr.
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 Beth Egnater Applebaum
 Joel D. Applebaum
 Carmen Araujo
 Marcia Nussbaum Arbulu
 Amanda Jane Archer
 Ashley Arment
 Ashley Arment
 Rachel Olivia Arment
 Christin G. M. Armstrong
 Kristin D. Arnett
 Elizabeth Sugar Arnkoff
 Ginger C. Arnold
 Steven A. Arnosky
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 Tammy Brown Asher
 Rebekah M. Ashley
 Paul P. Asker
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 Robert E. Attmore
 Cheryl J. Auger
 Lana Khalidi Augspurger
 Anna K. Augustyn
 Robert H. Avery
 Darlene Haas Awada
 Harry H. Awdey
 Alexander A. Ayar

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Justin Robert Babbitt
 Jill J. Babcock
 Lisa L. Babcock
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 Ryan Bailey
 Suzanne Lank Bailey
 Susan G. Bailo
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 James Christian Baker
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 Tiffany Suzanne Baker
 Vernon G. Baker, II
 Barbara Bakeromerod
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 Elizabeth F. Balck-Monsma
 Beverly V. Baligad
 Ashley Renee Ball
 Leonard Ballard
 Kerry D. Banghart
 Linus Richard Banghart-Linn
 Terry R. Bankert
 Eric D. Banks
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 Charles R. Bappert
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 Salvatore Anthony Barbatano
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 Kiana Woods Barfield
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 Patricia S. Barone
 Osleen K. Barrington
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 Michelle S. Barry
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 Michael W. Bartnik
 Denise C. Barton
 Gary John Bartz

Kelly Anne Barum
 Marjory G. Basile
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 Shontasia Bass
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 Thomas A. Bassett
 Ronald D. Bassey
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 Arti Batra
 Patricia J. Battersby
 Arthur J. Battle
 Alethia Jean Battles
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 Michael J. Baughman, Jr.
 David H. Baum
 Martin S. Baum
 John E. Bauman, III
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 Annelise Bawol
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 Anthony Bayford
 Dewnya A. Bazzi
 Mohamad Issa Bazzi
 Susan J. Beadle
 Thomas L. Beadle
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 Caitlin E. Bearer
 Scott T. Beatty
 Robert Russell Beaupre
 Garth Thomas Beavon
 Elizabeth L. Beck
 Julie A. Beck
 Monica Beck
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Visishta Boeringa	Kyle Hampton Bredell	John W. Bryant	Andrew L. Cameron	Vivian Josephine Chang
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Sasha Larie Boersma	Carol F. Breitmeyer	Warren A. Buckler, Jr.	Ian Michael Cameron	Roger B. Chard
Kathleen L. Bogas	Kimberly A. Breitmeyer	Tiffany A. Buckley-Norwood	Mary K. Cameron	Lawrence S. Charfoos
Timothy L. Bogle	Daniel D. Bremer	Barbara D. Budros	John Andrew Camp	Allan M. Charlton
Matthew Edward Bolcer	James Patrick Brennan	John A. Buford	Christopher J. Campa	Analisa M. Charlton
Elizabeth Victoria Bolden	Megan Maher Brennan	Crystal P. Bui	Andrew Skarstad Campbell	John P. Charters, Jr.
Paige Bolen	Susanna C. Brennan	Lori A. Buiteweg	Christine M. Campbell	Mary Chartier-Mittendorf
Jenna Marie Bommarito	Thomas M. Brennan	Terrie J. Hartman Bullinger	David L. Campbell	Ellen Neering Chase
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Angela M. Booker	Laurie Denny Brewis	Steven T. Bulquicchio	Michelle Allison Campbell	Roger Newby Cheek
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Paul D. Borja	J. Helen Brish	Celena Renee Burkhart	Michael Hugh Carlin	Danielle Chirdon
Susan D. Borman	Kyle J. Bristow	Richard F. Burns, Jr.	Elaine R. Carlis	Debra A. Chmielewski
Cynthia L. Bostwick	Katie Brochu	Charles E. Burpee	Kirsten Matoy Carlson	Hon. John M. Chmura
Sarah Evans Bouck	Felicia Duncan Brock	James Booth Burr, Jr.	Daynor Maria Carman	Daniel Raymond Chojnowski
Colleen Healy Boufides	Steven D. Brock	Aaron Vaughn Burrell	Sarah E. Carmody	Rajesh Narayan Choudhary
Lashonda S. Bourgeois-Lewis	Dennis A. Brodsky	Monika Nickol Burrell	James A. Carolan	Kristin L. Christ
Bonnie L. Bovee	Cynthia I. Brody	John J. Bursch	Michael P. Carr	Christine C. Christian
Kenneth T. Bovee	Amy J. Broman	Jeffrey Walter Burtka	Brian A. Carrier	Robert J. Christians
Beverley B. Bovill	Dorothea Allen Broman	Cynthia Louise Burton	Joseph P. Carrier	Ellen Christie
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Diane Y. Bower	Sean Matthew Brookman	Elizabeth Busdicker	David H. Carson	Nick Ciaramitaro
Ross K. Bower, II	Bejeir Delayne Brooks	Heather M. Bush	Matthew S. Carstens	Sharon T. Ciaramitaro
Larry K. Bowerman	Lee W. Brooks	Wendy K. B. Buskop	Brandon Boyd Carter	Alena Marie Clark
Tanya R. Bowers	Scott A. Brooks	Thomas L. Butch	Brenda F. Carter	Beverly J. Clark
Erin Kay Bowles	Mary Ray Brophy	Erika Lorraine Butler	Kathleen M. Carter	Brent D. Clark
Kevin J. Bowling	Ronald L. Broquet	Evelyn Nadine Butler	Vincent G. Carter	David B. Clark
Marcia G. Bennett Boyce	Kristen Bros	John Wm Butler, Jr.	Yvonne Uchechukwu Carver	Donald J. Clark
Samantha Nicole Boyd	Kristine Mabel Brost	Ramandeep Kaur Buttar	Mario Alonso Cascante	Elizabeth Therese Clark

Kristen M. Clark
Kyle Aaron Clark
Rebecca M. Clark
Alan W. Clarke
Jacqueline Elena Clarke
Jeffrey M. Clarke
Allen Cornelius Clarkson
David Ray Cleveland
Haley Ellen Clough
Lauren Rebecca Coatney
Suann Desaele Cochran
Andrew M. Coden
Ina C. Cohen
Justin S. Cohen
Matthew Charles Cohn
Nezihe Banu Colak
Paula L. Cole
Jennifer Herrick Coles
Melissa N. Collar
Byron S. Collier
James W. Collier
David A. Collins
Harold W. Collins
Jeffrey G. Collins
Lois T. Collins
Christian P. Collis
Neil M. Colman
Scott E. Combs
Vincent Patrick Condon
Scott M. Confer
Kathleen L. Conklin
Cynthia A. Conlon
Richard D. Connors
John B. Conrad
Sharon A. Conran
Dana Michele Constand
Karen A. Constantine
Sue O. Conway
Raechel Tyler Xara Conyers
Brian J. Cook
Karen Gullberg Cook
Kathleen F. Cook
Steven A. Cook
Mark A. Cooley
Maxwell Graham Coolidge
D. Jay Cooney
J. Mark Cooney
Dustyn Kyle Coontz
Ann M. Cooper
Candace D. Cooper
Dennis R. Cooper
Edward H. Cooper
Louis G. Corey
Richard D. Cornell, Jr.
Tonya L. Corrado
Margaret A. Costello
Thomas M. Costello, Jr.
Jennifer Wanty Cote'
Megan S. Cottingham
J. Kingsley Cotton, III
Steven Mark Couch
Renee Sophia Coulter
Bruce A. Courtade

James A. Courter
Jeffrey R. Coval
Greta Elaine Gerberding Cowart
Hon. Kevin J. Cox
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Wade Benjamin Coye
Brian Jeffrey Craig
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Kimberly M. Cramer
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D

Lynn M. Dadamio
Karl S. Dahlquist
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Joseph R. Daiek
Marvin C. Daitch
Julia Ann Dale
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Julia Donovan Darlow
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Jennifer Andrea Darnell
James D. Darnley, Jr.
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Georgette E. David

Mark H. Davidson
Catherine E. Davis
Clark S. Davis
Corbin R. Davis
Joseph H. Davis
Hon. Kahlilia Yvette Davis
Kevin L. Davis
Margaret Erdeen Davis
Paul D. Davis
Stephen Paul Davis
Robert A. Dawid
Dennis R. Dawson
Darin Alan Day
David A. De Muro
Charity Renee Dean
Gregory G. Dean
Virginia Daugvydas Dean
Beth I. Debaptiste
David J. Debold
Nancy Kay Decker
Anthony James Declercq
Susan K. Declercq
Lisa Dedden Cooper
Sandra J. Defebaugh
Adrienne A. Deford
Lynne E. Deitch
Matthew Scott Delange
Cristina Raquel Delgado
Cameron S. Delong
John D. Delong
Brian W. Delvecchio
Angela M. Delvero
Michelle L. Demarco
Nancy Vayda Dembinski
Mitchell S. Dembo
Kari K. Deming
Rachel Ellen Deming
Bernard S. Dempsey
Christopher Lloyd Dennie
Teri L. Dennings
Mark A. Densmore
Anthony A. Derezinski
Nichole Jongsma Derks
Peter J. Derose
Mary E. Derwin
Shawn Lowe Desai
Gary R. Dettloff
Michael Hayes Dettmer
Sherrie L. Detzler
Timothy A. Devine
Thomas E. Dew
Shannon Kathleen Dewall
Michelle Lynn Dewey
Kennan M. Dewitt
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