

Ms. Shana Pavithran
WSBA #41326
Active Attorney
Congressional District: 8

Applied Committee: Limited Practice Board

Application Reason: I have experience working in various areas of the law, corporate law, business law, bankruptcy law, real estate law, and family law for over 15 years in Washington State, I have also been a dedicated volunteer with the King County Bar Association for most of this time. Therefore, I believe I bring a lot of knowledge and practical experience of both the law and interactions with people of varied background and in various courts across this region.

I am a very dedicated volunteer when I have committed myself to the task. I have won the KCBA Volunteer of the Year award as a Housing Justice Project volunteer in 2006. I am a very dedicated volunteer when I have committed myself to the task. I have won the KCBA Volunteer of the Year award as a Housing Justice Project volunteer in 2006. I have also been Secretary of the Parent Teacher Association for the school year 2020-2021, at Sunset Elementary, Issaquah School District. I have volunteered with various Domestic violence shelters and also with the Domestic Violence Impact Project and the Neighborhood Legal Clinic. I believe it is my range of experience that truly speaks to my ability to contribute to the discussions of this committee.

Employer: Truce Law

Number of Lawyers: 6-10 Lawyers in Firm

Areas of Practice: Family<br /

Years of Practice: 16 years

Years of Membership: 16

Learned of Service From: Email from WSBA

Shana Pavithran

Pavithran, PLLC.

Issaquah, WA 98027

Professional Summary

An experienced family law attorney, who has extensive litigation experience in King, Snohomish and Pierce Counties, who would be an asset to any law firm, because of the breadth of her experience.

Authorized to work in the US for any employer

Work Experience

Attorney-at-Law

Pavithran, PLLC.-Issaquah, WA

September 2009 to . 2020

- An experienced legal and business professional, with 18 years of experience in family law.

Solo Practitioner, Attorney-at-Law Sep. 2009 -Present

- Represented clients in cases involving domestic violence, dissolution, parenting plans, child support, child custody, international child abduction, guardianship, prenuptial agreements and property division issues.
- Advised clients in matters pertaining to residential real estate involving issues pertaining to foreclosures, mortgages, zoning, boundary disputes, interceding with city on behalf of homeowners, advised buyers about their rights for omissions or misstatements in the contract of sale.
- Advised condominium owners on their legal rights against their tenants and how to pursue collection; Challenged the state valuation of the property and reviewed property management contracts, and contracts related to purchase and sale of homes.
- Advised businesses regarding international telecommunications mergers. Advised clients about derivative lawsuits against a corporation. Advised businesses regarding franchising, software licensing and capital and stock agreements. Reviewed Mergers and Acquisition agreements for Software Companies and non-compete agreements.

Associate Attorney

Gravis Law PLLC-Seattle, WA

November 2023 to April 2024

Family Law and Real Estate and Business Transactional Attorney

Co-Counsel Marble PC

Pavithran, PLLC.-Issaquah, WA

March 2023 to November 2023

I have represented family law clients referred to me by Marble PC, as their co-counsel, since March 2023.

Managing Partner

KCC and ACI

2000 to 2008

- Managed large businesses in the food processing industry and supervised their operations.

Sole Practitioner, Attorney-at-Law

Law Offices of Shana Pavithran-Portland, OR

December 1995 to November 1999

- Represented small businesses and high tech companies in matters pertaining to business law, employment law, and contract issues. Litigated, negotiated and reviewed a broad range of contracts, including employment agreements, consulting agreements, independent contractor agreements, confidentiality agreements, equipment lease agreements, contracts related to real estate transactions, product licensing agreements, franchising agreements, delivery of goods and payment agreements, financing and mortgage agreements. Served as corporate counsel for small businesses. Advised businesses regarding employee hiring, firing, employment agreements, sexual harassment cases. Defended lawsuits against unhappy customers. Drafted and reviewed the blueprint for the creation of a mortgage loan bank, non-compete agreements, purchase and sale agreements for the businesses, partnership agreements, setting up a business entity, stock-incentive agreements.
- Represented clients in commercial and residential real estate transactions and litigation. Real estate experience includes experience with transactions, financing, litigation, negotiations and drafting contracts.
- Represented individuals and businesses in Chapter 7 Bankruptcy cases including appeal.
- Represented clients in family law cases involving dissolution, property distribution, visitation, custody, guardianship, third party custody and prenuptial agreement.
- Represented victims of personal injury, such as car accidents, injury from hair dressers and victims of sexual harassment.
- Appeared in State, Federal and Appellate courts in Oregon and the Ninth Circuit.

Education

J.D.

Northwestern School of Law of Lewis and Clark College-Portland, OR

B.S. in Economics

Portland State University-Portland, OR

Skills

- Legal research
- General counsel
- Legal counsel
- Research
- Litigation
- Legal drafting
- Lexis-Nexis
- Westlaw

Additional Information

PROFESSIONAL MEMBERSHIPS AND COMMUNITY ACTIVITIES

- Committee Member, Solo and Small Practice Section of the Washington State Bar Association 2014-Present.
- Member, Family Law Section of the Washington State Bar Association.
- Member, Probate, Trusts and Real Estate Section of the Washington State Bar Association.
- Committee Member, Pro-Bono Committee of the King County Bar Association 2009-2011.
- Volunteer, Divorce Impact Project, King County Bar Association 2009-Current.
- Volunteer, Housing Justice Project, King County Bar Association 2006-2015.
- Volunteer, Neighborhood Legal Clinic, King County Bar Association 2008-2016.
- Volunteer, Washington Home Foreclosure Prevention Project 2008-2011.
- Member, Washington State Bar 2009-Current.

HONORS AND ACHIEVEMENTS

- Awarded the 'Volunteer of the year 2006' by King County Bar Association.
- Awarded the 'Bourse de la Connaissance' by the French Government for French language skills.
- Lawyer Monthly, Women in Law 2018 Award for outstanding legal expertise and contribution within the practice area of Real Property.
- Nominated for Lawyers of Distinction Award 2018.

Mr. Robert Walton Sargeant
WSBA #12816
Active Attorney
Congressional District: 5

Applied Committee: Limited Practice Board

Application Reason: Please see July 31, 2025 letter submitted with application.

Employer: Sargeant Legal P.S.

Number of Lawyers: Solo

Areas of Practice: Real Property/ Land Use<br /

Years of Practice: 43

Years of Membership: 42

Learned of Service From: Email from WSBA



Post Office Box 1246
412 Coyote Ridge Drive
Walla Walla, Washington 99362

July 31, 2025

Delivered via email

Thomas F. Peterson, Chair
Washington State Bar Association
Limited Practice Board
c/o Socius Law Group PLLC
600 University Street, Suite 2510
Seattle, Washington 98101
tpeterson@sociuslaw.com

Re: Application for WSBA LPB Position

Dear Tom:

This letter is intended to be an application to serve on the Washington State Bar Association's Limited Practice Board. I understand from a notice recently received that a position is open or may be coming open in the near future. I understand further you are the current Board Chair. I am interested in joining you and the others. Please forward this information to the powers that be for my qualifications to be considered for the position.

I have not prepared a resume in decades and doubt that I would be all that proficient if I tried. Permit me to submit for the Board's consideration the information below together with my law firm's website: www.sargeantlegal.com. I am optimistic, if it would be useful, you might consider recommending me for the position based on our long-standing professional and personal relationships.

I was admitted to practice and sworn in by the Washington State Supreme Court in 1982. I have been an active member of the WSBA in good standing since. I am also admitted to practice in Alaska and Oregon. My office is located in Walla Walla; my law practice covers all of Washington, as well as Oregon and Alaska. I focus my time professionally on real estate matters, both transactions and litigation, representing parties to transactions, lenders, licensed brokers, title companies (agents and underwriters) in both escrow and title insurance aspects of the industry.

Thomas F. Peterson, Chair
Limited Practice Board
July 31, 2025
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I recently served as the President of the American College of Mortgage Attorneys, having previously been elected as Secretary, Treasurer and President-elect; I contributed multiple terms and many years as committee chairs in several capacities. Through my active participation in the College, I have relationships that generate referrals for local counsel services representing mortgage lenders and borrowers in commercial transactions.

I am currently a member of the Board for the CCIM Washington Chapter, of which I have been a member for several decades. I am often engaged to represent licensed brokers and their brokerages in both claims and regulatory litigation. I often receive referrals for legal services in representing the parties to mostly commercial and some residential transaction work, occasionally litigation and dispute resolution too.

I have other experience on industry boards as well, more significantly serving on the Commercial Brokers Association. Should the Board need further recommendation, you might want to ride the elevator to ask Chris Osborne for his input on my proposed candidacy.

As you know well from your experience, I am through my law firm an associate member of the Washington Land Title Association and have been for quite some time. You may recall soon after the Admission to Practice Rules were adopted by the Washington State Supreme Court, I was hired to represent the WLTA in its advocacy involving the IOLTA rules that were then being created. I have appeared in appellate litigation as an *amicus curae* for the Association. Together with you I have, off and on, performed work on and with the Judiciary Committee. I was active in the initial development of the Admission to Practice Rules. You and I also worked together with a few key others on the state statute defining abstractor liability. I am pretty sure I have served on other committees and in other capacities over the years, although I cannot recall off hand which of them; and, during my tenure in the title industry I recall serving on the Association's board.

Probably the best example of my investment in the escrow and title industries is employment by Stewart Title Guaranty Company as an officer of the Company, director of the National Title Services office in Seattle, as well as an underwriter with significant policy issuing authority. I was involved in closing and underwriting title nationally. My work at Stewart included recruiting, hiring, supervising and supporting escrow closers, all of whom were limited practice officers. I was daily involved in their selection, preparation and completion of legal documents in the course of closing commercial real estate transactions using LPB forms. To represent that I am familiar with the forms would be an understatement. I am comfortable submitting to the LPB that I have knowledge of and regularly use in one way or another many of the forms. If not on a daily basis, then regularly on a weekly basis, I work directly with LPOs in their application of the Board's approved forms. I have been providing legal services in this area for quite some time.

Based on my education, training and experience, I am regularly engaged by lawyers throughout the Pacific Northwest region to consult on the standard of care for a reasonable and prudent closer in the capacity of a closing agent and in the limited practice of law. I have experience testifying

to opinions on these topics. Expert reviews, consultation and testimony is a growing part of my practice and keeps me sharp for my daily communications with and engagements to represent closers.

You may recall during my partnership at Williams Kastner as a member of the firm's real estate practice group, Mark Schedler was my partner and good friend. Mark and I have known each other for longer than I can remember, dating back to his employment with Jerry Long when my clients and I often hired Jerry as an expert consultant in the many escrow liability cases I defended beginning in the 1980s. Back then my clients in escrow liability cases were not limited to the large title underwriters and their agents, but included a number of independent companies closing residential and commercial transactions, Lucinda Vergason comes to mind, and law firms such as Edgar Rombauer and Revelle Reese & Hawkins. I have not asked him, but I expect Mr. Schedler, though retired from active practice, might be willing to serve as a reference for this application for a Board position. It occurs to me that I was the firm mentor to an associate and later partner, Marshall Ferguson, now King County Superior Court Judge Ferguson, who should be able to make a recommendation for my qualification for the open board position. Mark Schedler often encouraged me to become involved with the LPB, but it always seemed at the time I was too busy. I do not want to let another opportunity slip away to serve on the Board. I am guardedly optimistic that I could make a contribution to the good of the Order and would appreciate a chance to try.

I have been a speaker on a number of panels for escrow and legal professional continuing education courses. I have been a panelist with Paul Hammann, Dwight Bickel, Mark Schedler, Bill Reetz and many others (probably with you too, if I think hard enough). I doubt the Limited Practice Board will need their input, but I expect the usual suspects would be willing and able to comment on my application to serve on the LPB. This extensive experience in continuing education may apply to consideration by the LPB of disciplinary matters.

Since resigning as a member at Williams Kastner in 2020, I have pursued solo practice. My law firm's business is described on the website, which I would like to offer for the Board's consideration of my application for service. I closed my Seattle office in One Union Square (which is probably the explanation for the two of us not seeing each other as often these days), and represent clients in Eastern Washington much more than when I was primarily a Seattle lawyer. It has expanded my perspective. One of several examples is my experience in representing locally Land Title of Walla Walla County. The company officer is Phil Wasser who you may know from your participation in the WLTA; Phil is the son of a retired officer and company owner of the same name. I am the company's go-to legal counsel, weekly if not daily responding to questions and problems encountered by Eastern Washington LPOs, as well as answering title underwriting and real estate legal questions on short notice. As the state's escrow industry has grown through its experience with RON and as the practice has evolved in its services to parties, brokers, lenders and others, I have learned daily what the LPOs need to know and handle. I trust I could be a resource on the Board as well as an ambassador for its work and reputation. If it would be helpful in the Board's decision-making process, I suspect I could round up a few of the usual WLTA

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suspects active and recently retired from the Association and the state industry to vouch for my experience and knowledge about escrow practice, and especially with regard to the standards, forms and workings of the limited practice of law around Washington.

My legal services for and with LPOs and escrow professionals dates back decades to the mid-1980s. Over the years I hope I have learned a few key aspects of the business and I would like to be able to contribute to the Board's important work for the WSBA and the Washington State Supreme Court. Should the Board and the Bar need more information or input, please coach me on what that may be. If the above information is sufficient to describe what I would bring to the LPB, please consider this application and advise me of the decision.

Thank you for your assistance and consideration.

Very truly yours,
SARGEANT LEGAL P.S.

A handwritten signature in black ink, reading "Robert W. Sargeant", followed by a horizontal line.

By: Robert W. Sargeant

Destinee Sanders

WSBA #

INDIVIDUAL

Congressional District: Not Available

Applied Committee: Limited Practice Board

Application Reason: As a licensed real estate agent and former Real Estate Analyst, I've spent years working closely with title companies, surveyors, and government agencies on complex acquisitions, permitting, and lease agreements. I'm deeply invested in the real estate industry and aspire to become a real estate attorney. Volunteering for the Limited Practice Board is a meaningful step on that path. I want to contribute to the standards and integrity of the LPO license, help shape policy, and support the professionals who rely on these licenses to serve the public. My background in contract management, title review, and real estate documentation provides a strong foundation for understanding the practical needs of both license holders and the communities they serve.

Employer: No response

Number of Lawyers: No response

Areas of Practice: No response

Years of Practice: No response

Years of Membership: 0

Learned of Service From: WSBA Website

Volunteer Engagement Team

Washington State Bar Association
Seattle, WA

Dear Volunteer Engagement Team,

I'm writing to express my interest in serving as a volunteer with the Washington State Bar Association. After reviewing the Limited Practice Board, Judicial Recommendation Committee, and Member Engagement Council roles, I see a meaningful opportunity to contribute my skills while deepening my involvement in the legal profession.

With hands-on experience in real estate transactions, title and survey review, and legal administrative coordination, I've worked closely with attorneys, title companies, and government agencies to support lease and acquisition processes. As a licensed real estate agent and former Real Estate Analyst, I've managed complex documentation and negotiations—work that aligns closely with the Limited Practice Board's focus.

My background also includes interviewing candidates, conducting reference checks, and navigating sensitive matters with professionalism—skills that support the mission of the Judicial Recommendation Committee. I've always enjoyed public-facing roles and would bring the same spirit of collaboration and integrity to the Member Engagement Council as well.

I aspire to become a real estate attorney, and I view this opportunity as a step along that path—one that allows me to give back to the legal community, learn from seasoned professionals, and support WSBA's important work. I'm excited about the possibility of contributing to any of the committees and committed to carrying out the responsibilities with care and professionalism.

Thank you for your time and consideration.

Warm regards,
Destinee Sanders

Destinee Sanders

Education

Master of Arts in Liberal Arts and Sciences | Southern Methodist University, Dallas TX | August 2020

Bachelor of Arts Liberal Studies | Arizona State University, Tempe AZ | December 2016

Associates in Science Engineering | Richland College, Dallas TX | August 2013

Skills

Real Estate Contract Management ♦ Title Products & Surveys ♦ Teamwork ♦ Land Acquisition & Permitting ♦ Critical Thinking ♦ Scratch ♦ Presentation Skills ♦ Analytical Skills ♦ Real Estate Documentation ♦ Google Workspace ♦ Python ♦ HTML/ CSS ♦ Java ♦ Javascript ♦ Microsoft Office ♦ C++ ♦ Visual Studio Code ♦ Customer Service ♦ Communication ♦ Creative Problem Solving ♦ Creative Thinking ♦ Relationship Building ♦ Git/Github ♦

Experience

Real Estate Analyst | Martek Global Services, Inc. | Seattle WA/Hybrid | 09/2023 - 7/2025

- Perform technical and administrative contract support for real estate acquisitions
- Work with the Real Estate Contracting Officer to develop strategies and plans for negotiating and counter-offers for a win-win strategy.
- Provide extensive customer service experience working with the public, use established Real Estate practices and methods in negotiating terms, consideration, and successful closings of unique and complex transactions such as Leases, New Construction, Investment Property, Zoning Issues, title commitments, Residential, and Farm & Ranch
- Conduct market surveys utilizing the internet, county websites, and other various sites, tools, and references to analyze and research ownership, surveys, and other data as needed as other real estate products to find comparable properties, analyze and determine accurate market value ranges for conducting fair negotiations with Lessors
- Provide Real Estate Market analysis to Real Estate Contracting Officers (RECOs) to discuss the latest trends in Real Estate, current market research, local comparables, pricing information, and non-real estate-related analysis including economic trends, employment data, interest rates, and other pertinent information
- Use Microsoft Office Suite, and Word, to draft leases, permits, acquisitions, and supplemental agreements which are then submitted to Quality Assurance and sent to Lessors, Grantors, or other appropriate parties as official documents

Real Estate Agent | EXP Realty LLC | Seattle WA/Remote | 12/2022 - 11/2024

- Providing guidance and assisting sellers and buyers in marketing and purchasing property for the right price under the best terms
- Determining clients' needs and financial abilities to propose solutions that suit them
- Performing comparative market analysis to estimate properties' value

Admissions Coordinator | Code Fellows | Seattle WA | 12/2022 - 06/2023

- Conduct a high volume of outgoing calls to warm leads
- Assist candidates with scheduling phone interviews with an Admissions Advisor
- Use Salesforce to reassign leads, record notes on new leads, enter new lead information, and conduct follow-up tasks as required
- Answer inbound phone calls to the Code Fellows direct line

Recruiting Coordinator | Amazon- Aston Carter- Contract | Seattle WA | 08/2022 - 10/2022

- Scheduled interviews and phone screens working directly with candidates and hiring managers, in some cases arranging travel for visiting candidates
- Tracked recruiting activities and provided candidate status in a weekly report
- Coordinated the post-interview debrief meetings and provided debrief materials
- Identified opportunities for improving the candidate experience and scheduling efficiency
- Assisted in the coordination of other recruiting activities as needed

Instructor Coding With Kids | Seattle WA Remote | 06/2021 - 10/2022

- Taught small groups of students ages 5-18
- Led groups through concept lessons and projects in Scratch, Python, Minecraft, Roblox, Javascript/HTML/CSS, 3D Game Design

Real Estate Agent Licensed Listing Coordinator | Redfin | Seattle WA/Hybrid | 12/2020 - 06/2022

- Gathered property details and input the information into the local MLS
- Coordinated appointments for sellers, such as photography, 3D scanning, open houses, and other vendors
- Created flyers and other marketing materials
- Show homes, counsel clients, and uphold Realtor Ethics

Fulfillment and Operations Analyst | 7-Eleven/7Now | Irving TX Remote/Contract | 04/2020 - 06 2020

- Coordination of order fulfillment working with store associates and delivery partner staff nationwide, and processing customer cancellations and refunds.
- Provided customers and stores with application support, responded to system-generated order alerts, proactively pushed delayed orders to completion, and monitored fraudulent activity

Erica Subramaniam

WSBA #

INDIVIDUAL

Congressional District: Not Available

Applied Committee: Limited Practice Board

Application Reason: I am honored to serve on the Limited Practice Board to be a part of this specialized board to oversee and regulate the LPO licensees and the limited Real Estate transactions, protect the public interests. I have previous curriculum development experience and understand how important it is to ensure that the licensees are trained properly and adhere to Washington State Laws and passing adequate examinations.

Employer: No response

Number of Lawyers: No response

Areas of Practice: No response

Years of Practice: No response

Years of Membership: 0

Learned of Service From: BarNews, NWSidebar (WSBA blog), WSBA Website

Objective: To find a position as an Arbitrator, Mediator, or Administrative Assistant. Possess supervisory experience, computer literate, utilize various software, customer service, and English/Spanish bilingual.

Mediation and Arbitration Experience:

2007 – Present – U.S. Federal Bankruptcy Court of California – Mediator

2004 – 2010 - California State Bar Association – Arbitrator

Los Angeles County Bar Association - Arbitrator

Beverly Hills Bar Association – Mediator & Arbitrator

Equal Employment Opportunity Commission - Mediator

Los Angeles City Attorney's Dispute Resolution Program – Volunteer
Mediator

Mediation and Arbitration Education / Credentials:

California State Bar Association – Arbitration - The State Bar's Mandatory Fee Arbitration Program is an informal, confidential and lower cost forum for resolving fee disputes between lawyers and their clients.

Beverly Hills Bar Association – Mediation & Arbitration - The Beverly Hills Bar Association provides Mandatory Fee Arbitration (MFA) services to resolve fee disputes between lawyers and their clients. This confidential forum is approved by the State Bar of California and is an informal, low-cost option to resolving fee disputes without using the court system. Unlike other programs, our fee arbitration program is service-oriented, efficient, and fast. With a dedicated administrative staff and decades of arbitration management experience, we can expedite this complex process without compromising neutrality or quality.

Los Angeles City Attorney's Dispute Resolution Program – Mediation is a confidential, voluntary process in which a neutral third party facilitates communication between people (community issues) to resolve their disputes.

Enrichment of Volunteer Service on the the WSBA Boards and Committees

As a non-attorney, I am eager to understand the intricacies of legal regulation while contributing a viewpoint rooted in the community; and to gain insight into the legal profession; while knowing the critical importance of public participation in maintaining its integrity.

One of the most rewarding aspects of serving on the boards will be to bridge the gap between the legal community and the general public, through learning how the legal system protects, provide, and regulate within the state and federal laws.

As a public member, my role would be to bring this "outside" perspective to the table. For instance, when discussing proposed rule changes, I ask myself : "How will this affect a layperson navigating the legal system?" or "Is this language clear and accessible to someone without legal training?" These questions lead to deeper meaning that ultimately enhanced the clarity of fairness, and public-facing efficacy of the WSBA's initiatives.

As a Public Member to serve shows genuine dedication to accountability, and a commitment to serving the public interest. The unique insights and perspectives brought by public members are essential for ensuring that the legal profession remains responsive to the needs of fostering public confidence, and displaying the high standards expected of those who serve the cause of justice. I am proud to contribute to this important work and remain a staunch advocate for public engagement in a professional regulatory organization.

Limited Practice Board Calendar FY 2026

Date	Event
October 14, 2025	Virtual Board Meeting 9:00 a.m. – 12:00 p.m.
January 13, 2026	Virtual Board Meeting 9:00 a.m. – 12:00 p.m.
LPO Exam: Monday, February 23, 2026	
March 10, 2026	In-Person Board Meeting 9:00 a.m. – 12:00 p.m.
May 12, 2026	Virtual Board Meeting 9:00 a.m. – 12:00 p.m.
June 9, 2026	Virtual Board Meeting 9:00 a.m. – 12:00 p.m.
LPO Exam: Monday, July 27, 2026	
August 11, 2026	In-Person Board Meeting 9:00 a.m. – 12:00 p.m.

