

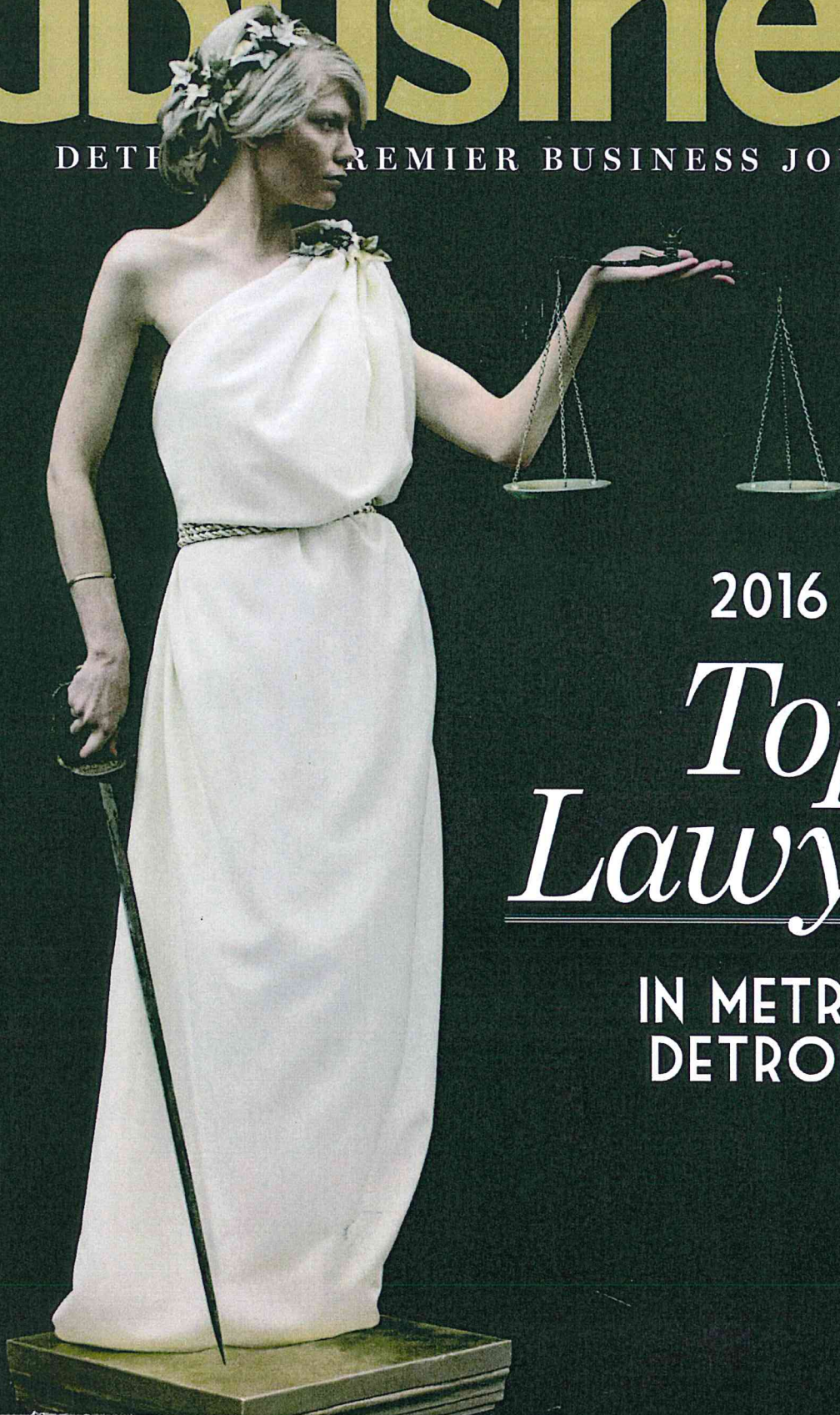
2016 MICHIGAN  
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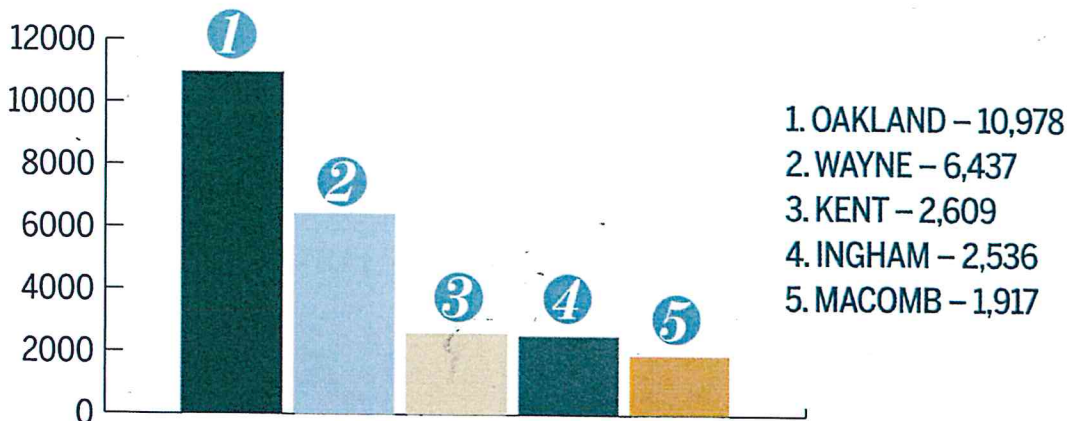
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Sources: State Bar of Michigan, American Bar Association.