



Tom Bowman

I heard about serving process and was in need of a second job, so in April of 1965, I served my first paper and began working for a local company owned by Jay Casados. In 1973, I decided to take the really big plunge and opened my own business, T&B Legal Service, now known as Sterling Madison Company. In 1975, I joined CAPPs. Over the years, I would estimate I have served on the Board of Directors for about 30 years. (After 20 or so terms, it becomes hard to keep track!) I have served as the President, Vice President, Treasurer, Legislative Chair and on a variety of other committees and special projects over the years. I am one of the founding members of the NAPPs, serving as the Association's first Legislative Chairman for eight years. I am honored to have received both the Rosenthal and MacDonald Awards.

Wendy and I have been married for twenty-three years and have two children, Willem and Katherine. The big list of my wonderful kids also includes Nora, Thomas, George, Shawn, Rachelle, Monica and Ashley! Process serving and being a member of the legal support profession has been a grand part of my life and my livelihood for 52 years. I am grateful to be a member of CALSPro and understand full well that the Association has kept me in business and gainfully employed. I am pleased to be on the Board again, and looking forward to a productive year.



Andy Estin

As a new member of the Board of Directors this year I was asked to write a brief bio to introduce myself to the members. (Really!)

I have been a member of CALSPro since 1970. I have been your President, Treasurer, Legislative Chairman, and Continuing Education Chairperson among other positions.

I have previously served on the Board of Directors for about 30 years but have not been on the Board for many years.

I was the Founding President of NAPPS in 1982.

I was Registered Process Server #1 in Los Angeles County.

I have been honored as a recipient of both the CALSPro Bert Rosenthal Award and the NAPPS Donald C. MacDonald Award.

Thank you for allowing me to serve you again on the Board of Directors.

If you have any questions about any CALSPro issues please feel free to contact me at estin@ca.rr.com or call me at (818) 317-6650.



Paul Janney

As a third generation board member of CALSPro, I have had the unique and valuable privilege of witnessing firsthand the hard work and dedication that this Association was built on. I was born in Whittier, California on November 12th 1987. From a very young age I knew I wanted to follow in both my father and grandfather's path with a career in legal support services. I have a passion for the constantly evolving and intensely competitive industry we are in. This began with observing my Dad and his respect for all aspects of legal support, especially the importance of due process in our judicial system.

I started working for Janney & Janney in 2006, while I also attended college. I started by working in the field as a court runner, a process server, and working specials. I have come up learning all aspects of the business with hands on experience. In 2012 I began heading up our collection efforts at Janney & Janney and now manage the Accounts Receivable department. I am also a registered process server and an active member of CALSPro, including my recent appointment to the Board of Directors.