

2008

YEAR IN REVIEW

DIVERSITY @ PERKINS COIE

ANCHORAGE · BEIJING · BELLEVUE · BOISE · CHICAGO · DENVER
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DIVERSITY AT PERKINS COIE

Diversity is both a strategic goal and a core value of Perkins Coie LLP. It is an integral component of our firm's culture. We are committed to supporting the growth and development of a workplace that reflects the diversity of the communities in which we live and work as well as that of the clients we serve. Our ultimate goal is to create a vibrant, diverse community within our firm and the legal profession at large.

We develop our strategies and priorities by consulting with firm leaders, local offices and affinity groups. Firm diversity strategy is developed through the Strategic Diversity Committee, which consists of partners and associates from across the firm, including the firmwide Managing Partner as well as a designated representative from the firm's Management Committee.

Local diversity committees in each office are responsible for developing and implementing their own initiatives and have autonomy to focus on local priorities and determine community support and involvement. This enables each office to express its local culture and uniqueness as well as address its specific challenges.

We seek input on firm policy from our affinity groups for women attorneys, attorneys of color, gay, lesbian, bisexual or transgender (GLBT) attorneys and attorneys who are parents. We encourage and support ideas that are developed in those groups.

In October 2007, we established a diversity department headed by Theresa Cropper, Director of Diversity and Professional Development. Theresa Cropper is a well-known leader in the area of diversity in the legal profession. She joined the firm after leading the national diversity efforts at DLA Piper US LLP and serving as Dean of Students at Northwestern University School of Law. The diversity department is responsible for helping to form and implement our diversity policies and initiatives. The establishment of the department has enabled the firm to centralize its diversity initiatives, which results in a greater success rate for our program.

Our commitment, goals and strategy include supporting a pipeline for diversity; developing recruitment programs and strategies for students and laterals; developing retention programs that include best practices for skill development and coaching for business development; and assessing and monitoring promotions, committee memberships and firm leadership. We set annual goals and review them with local and national firm leadership.

Diversity is not a standalone concept. It cuts across many issues, both large and small, that the firm addresses every day. We believe that all the firm's personnel can play a part in making Perkins Coie an even more diverse workplace. At Perkins Coie, we want our attorneys and other staff members, particularly those from underrepresented groups, to feel valued and included. Our intent is to create an inclusive community where everyone feels comfortable, supported and encouraged to give his or her best.

RECOGNITION

The firm has been recognized in many forums for its workplace efforts. For seven consecutive years, the firm has been named to Fortune magazine's list of "100 Best Companies to Work For," and in 2008, Crain's Chicago Business named Perkins Coie one of the "Best Places to Work." The firm has also garnered recognition for being one of the best law firms for women, for its treatment of lesbian, gay, bisexual and transgender employees, for being a family-friendly firm and for supporting people with disabilities.

Best Law Firms for Women

Perkins Coie was recognized by Working Mother magazine and Flex Time Lawyers LLC for being among the Best Law Firms for Women, an honor bestowed on a select group of 50 U.S. law firms that are actively developing and implementing women-friendly policies and women-focused mentoring, leadership and networking programs. "The firm has adopted and implemented policies that help women manage the very difficult task of having a career and being a mom," explains Judy Weiss, co-chair of the Perkins Coie Women's Forum. "A firm that demonstrates its commitment to its women is a firm that supports and values all its people," adds Mary Rose Hughes, co-chair of the Perkins Coie Women's Forum.

Corporate Equality Index

Perkins Coie earned the top rating – 100 percent – in the 2009 Corporate Equality Index (CEI), an annual survey administered by the Human Rights Campaign Foundation. The firm joined

the ranks of 259 other major U.S. businesses that also received top marks for their treatment of lesbian, gay, bisexual and transgender (LGBT) employees and consumers. The CEI rated 583 businesses in total, evaluating LGBT-related policies and practices, including nondiscrimination policies, transgender health benefits and domestic partner benefits. Perkins Coie's efforts in ensuring LGBT equality in each of the survey's main criteria earned it the prestigious 100 percent ranking.



Chair of Perkins Coie's Executive Committee, Laura Whitaker, accepts the Best Law Firms for Women Award on September 15 in New York City.

2008 Top Ten Family Friendly Firms

Perkins Coie was named one of the 2008 Top Ten Family Friendly Firms by Yale Law Women. The list was created to celebrate firms that are the leaders in facilitating work-life balance for attorneys. Yale Law Women, a student organization devoted to promoting the interests of women in law school and the legal profession, collected information to assess family friendly practices among the law firms on the 2007 Vault Top 100 Law Firms list.

Corporate Partnership Award for Supporting People with Disabilities

Perkins Coie was given the Corporate Partnership Award by PROVAIL in recognition of what it has done to support people with disabilities. With more than 65 years of experience, PROVAIL is one of Washington State's largest private, multi-service agencies dedicated to meeting the needs of people with all types of disabilities. The firm's Bellevue office has hired PROVAIL clients to help as staff in the office.

Jared Hager serves on PROVAIL's board of directors.

DEMOGRAPHICS

African-American

06	4 Partners	6 Associates	2 Of Counsel
07	5 Partners	7 Associates	2 Of Counsel
08	5 Partners	12 Associates	2 Of Counsel

Asian

06	9 Partners	38 Associates	3 Of Counsel
07	12 Partners	47 Associates	2 Of Counsel
08	10 Partners	54 Associates	3 Of Counsel

Hispanic / Latino

06	2 Partners	10 Associates	0 Of Counsel
07	3 Partners	8 Associates	0 Of Counsel
08	4 Partners	14 Associates	1 Of Counsel

Native American

06	1 Partners	1 Associates	0 Of Counsel
07	1 Partners	1 Associates	1 Of Counsel
08	0 Partners	1 Associates	1 Of Counsel

Two or more Races

06	n/a Partners	n/a Associates	n/a Of Counsel
07	0 Partners	1 Associates	0 Of Counsel
08	0 Partners	3 Associates	1 Of Counsel

Women

06	50 Partners	137 Associates	22 Of Counsel
07	60 Partners	155 Associates	20 Of Counsel
08	59 Partners	167 Associates	18 Of Counsel

GLBT

06	2 Partners	9 Associates	0 Of Counsel
07	3 Partners	12 Associates	0 Of Counsel
08	3 Partners	11 Associates	3 Of Counsel

Disabled

06	0 Partners	2 Associates	0 Of Counsel
07	0 Partners	2 Associates	0 Of Counsel
08	0 Partners	2 Associates	0 Of Counsel

Fall Associates

07 | Ethnic Diversity 25%
Women 48%
GLBT 4%
Disability 0%

08 | Ethnic Diversity 40%
Women 57%
GLBT 0%
Disability 2%

Summer Associates

07 | Ethnic Diversity 47%
Women 53%
GLBT 7%
Disability 3%

08 | Ethnic Diversity 36%
Women 49%
GLBT 6%
Disability 2%

Diversity Fellows

07 | Ethnic Diversity 90%
Women 80%
GLBT 0%
Disability 10%

08 | Ethnic Diversity 92%
Women 83%
GLBT 8%
Disability 8%

THE STRATEGIC DIVERSITY COMMITTEE

The Strategic Diversity Committee develops, promotes and implements firmwide diversity strategies to recruit, retain and promote diverse attorneys.

A Message from the Chair

True and lasting diversity in the legal profession starts with us. At Perkins Coie, this simple statement sums up our dedication and long-standing commitment to promoting diversity and inclusion within our firm and beyond. In order for the roots of diversity to take hold and grow strong in our profession, the seeds of inclusion must be sown and nurtured from the ground up, at the grassroots level, law firm to law firm. This type of commitment requires more than just lip service; it demands our focused, sincere and ongoing investment of time, energy and resources. The value that we place on diversity not only dictates what we do and how we do it, but, more importantly, it defines who we are.

At Perkins Coie, diversity is more than just an aspirational goal. It is one of our guiding principles and informs our efforts to recruit the best and the brightest diverse attorneys, retain those attorneys and, ultimately, promote those attorneys into leadership roles within the firm and the outside legal community. Our goal is to cultivate a workplace environment that is not only diverse based on race, ethnicity, gender, sexual preference and disability but also diverse in expertise, ideas, competence and awareness, particularly with regard to the concerns of a growing diverse population.

We strive to ensure that this culture of inclusion is infused in every aspect of firm life at Perkins Coie. We understand the importance of reaching back in order to move forward; that is why we actively support several programs that encourage young people to consider law as a career and seek to increase the number of academically prepared students in the pipeline to law school and the legal profession.

In order to attract and retain diverse attorneys, we must provide a work environment that is comfortable, supportive, culturally sensitive and professionally challenging, yet nurturing. This is the impetus behind the development of our strategic and local diversity committees and mentoring, partner coaching and lateral hiring programs; affinity groups for women attorneys, attorneys of color, GLBT attorneys and attorneys who are parents; and our work/life balance policy that offers attorneys options for family leave and part-time work without jeopardizing partnership prospects.

We are proud to have diverse attorneys in numerous key leadership roles in our firm. As we continue to build on and refine our current diversity initiatives, diverse attorneys will have increased opportunities for success and promotion within our firm structure.

The firm has adopted a Leadership Development Plan that is implemented by a new Nominating and Leadership Committee. The goal of the Plan is to develop a diverse pool of capable firm leaders and to take steps to prepare them to effectively manage the firm in an increasingly fluid and challenging legal marketplace. To that end, the Nominating and Leadership Committee has been charged with recommending potential members of key firm committees for selection by the firm's Executive Committee and with developing programs and procedures to both identify and nurture leadership talent throughout the firm.

As a signatory to two Calls to Action dedicated to increasing the number of women and attorneys of color in the legal profession, Perkins Coie's commitment to increased diversity has already begun to bear fruit. We are inspired and encouraged by the forward movement that we have seen in our own firm and throughout the profession; therefore, we plan to continue our support of policies, programming, events and organizations that promote inclusion.

Creative and devoted leadership is necessary if we are to continue to successfully make the case for diversity in our profession. Perkins Coie is proud to be an agent of change in this worthwhile movement.



Allison Kendrick

Allison Kendrick, Chair
Strategic Diversity Committee

LOCAL DIVERSITY COMMITTEES

Our local diversity committees carry out Perkins Coie's firmwide diversity initiatives on a local level. Associates, of counsel and partners make up the local committees. Each committee has a chair who liaises monthly with the chair of the Strategic Diversity Committee and the Director of Diversity and Professional Development. In 2007, Diversity Committee members spent over 2,000 hours working toward the accomplishment of the firm's diversity goals.

The local committees are responsible for developing and implementing programs to improve recruitment and retention of diverse attorneys in each of the firm's U.S. offices. A goal for each committee is to sponsor a signature event in its office that is designed to increase the firm's visibility to and connection with the communities in which we work.

2008 Local Committee Diversity Events

Anchorage | *Anchorage Women's Event*

On October 3, the Anchorage diversity committee sponsored its first annual Women's Event – a wine and chocolate tasting in the office. The event was an opportunity for more than 35 women attorneys, clients and businesswomen from the community to network. The office also introduced its newest Of Counsel, Lane Tucker.

Chicago | *B4 OCI*

On August 6, the Chicago diversity committee, along with the firm's hiring committee, shared tips and practical advice with over 70 law students preparing for the on-campus interviewing season. The panelists included John Christian, Cynthia Peterson and Ted Chung. The panel discussion was followed by a question and answer session and a reception with Perkins Coie attorneys.

1L Diversity Fellowship Celebration

On January 10, diverse 1Ls from Chicago's law schools gathered at the W Chicago Lakeshore Hotel to celebrate the end of the first semester. During the event, attendees learned about the success of the firm's 1L diversity fellowship program. This event is designed as a networking event for local area diverse law students as well as an introduction to our 1L Fellowship.

Phoenix | *Women in Law Reception*

On November 11, the Phoenix diversity committee held its first annual Women in Law Reception featuring as guest speaker the Section Chief Counsel of the Arizona Attorney General's Office, Nicole Davis. Ms. Davis discussed career paths and choices, the differences

between private and government practice, and finding and maintaining work-life balance. The event was attended by more than 35 women law students from Arizona State University and women attorneys from Perkins Coie. The focus of the event was to recognize and celebrate the importance of women in the legal profession.

Portland | *Women's Event*

On February 28, the Portland diversity committee hosted the seventh annual Women's Event, during which women clients, executives and attorneys connected with each other and raised more than \$5,000 for the Columbia River Council Girl Scouts Beyond Bars Program. Girl Scouts Beyond Bars provides girls an opportunity to visit their incarcerated mothers and other female relatives on a bimonthly basis and to take part in mother/daughter troop meetings and activities while doing so. In previous years, the Women's Event has raised funds for the YWCA Domestic Violence Shelter, Raphael House, Shepherd's Door, Bradley-Angle House and CASA for Children.

Quarterly Diversity Roundtable Meetings

The Portland diversity committee held quarterly diversity roundtable lunches for all attorneys and staff. Roundtable topics have included generational diversity in the workplace, religious and cultural customs, GLBT issues in the workplace and behavioral diversity. Initiated in 2007, the meetings continue to generate broad participation from attorneys and staff and have sparked many interesting conversations and interactions.

Denver | *Luncheon*

The Denver diversity committee sponsored a luncheon in June to welcome two new women associates, Megan Wesley and Kathrin Weston Walsh. The committee also supported a fundraising luncheon for the Women's Foundation of Colorado, a nonprofit that supports programs to encourage women in Colorado to achieve economic self-sufficiency through education and job training. The committee also sponsored women attorneys and clients at a table during the Denver Business Journal's luncheon to honor Outstanding Women in Business. Finally, a representative from the Denver diversity committee attended the annual diversity conference sponsored by the Colorado Campaign for Inclusive Excellence.

2008 STRATEGIC DIVERSITY COMMITTEE

Allison R. Kendrick | Seattle
Partner, Chair

Linda D. Walton | Seattle
Of Counsel, Vice-Chair

Susan D. Fahringer | Seattle
Partner, Management
Committee liaison to
Diversity Committee

Ramsey M. Al-Salam | Seattle
Partner (ex officio)

Alvaro M. Alvarez | Seattle
Associate

Amanda J. Beane | Seattle
Associate

William T. Cahill | Chicago
Partner

Sheree S. Carson | Bellevue
Partner

Craig E. Courter | Seattle
Chief Operating Officer

Theresa D. Cropper | Chicago
Director of Diversity and
Professional Development

Carl T. Crow | Seattle
Partner

Darrin L. Emerick | Seattle
Chief Personnel Officer

Jessica L. Everett-Garcia | Phoenix
Partner

Robert E. Giles | Seattle
Firmwide Managing Partner

Michael R. Gotham | San Francisco
Director of Recruiting
and Retention

Kevin J. Hamilton | Seattle
Partner

Julia E. Markley | Portland
Of Counsel

Kevin D. McMurdo | Seattle
Chief Marketing Officer

Audra M. Mori | Los Angeles
Partner

Richard R. Rohde | Seattle
Partner

Kirk Soderquist | Seattle
Partner (ex officio)

Los Angeles | JABA

The Los Angeles diversity committee sponsored the Japanese American Bar Association's (JABA) Installation Dinner and Gala on April 4. There were special tributes to Mitsuye Endo, Gordon Hirabayashi, Fred Korematsu and Minoru Yasui, all of whom courageously pressed significant legal challenges to the mass internment of Japanese Americans during World War II. The keynote speaker was Dale Minami, who led the legal team on Fred Korematsu's behalf in *Korematsu v. United States*, which in 1984 overturned a 40-year-old conviction for Mr. Korematsu's refusal to obey exclusion orders targeting Japanese Americans during World War II. There were approximately 500 guests at the 2008 Gala, including a full table of attorneys and guests of the firm. Steve Hwang, Steve Gonzalez, and Audra Mori attended. Audra is the Vice President of the Japanese American Bar Association.

KABA

The firm also sponsored the Korean American Bar Association's (KABA) Installation and Scholarship Awards Dinner, which took place on March 13. The keynote speaker was Vernon Jordan, Jr., the past executive director of the United Negro College Fund and past president of the National Urban League. Jordan, a friend and adviser to former President Bill Clinton, served as part of Clinton's transition team in 1992–1993, shortly after he was elected President. Scholarships provided by KABA and corporate sponsors were also awarded at the dinner to various law students. Guests at the dinner included judges, elected officials, private and public sector attorneys and corporate executives. There were approximately 500 guests at the 2008 Dinner, including a full table of attorneys and guests of the firm. Steve Hwang is on the Board of Governors of KABA.

San Francisco/Menlo Park | Summer Associate Wine and Cheese Reception

On July 24, the San Francisco diversity committee held a wine and cheese reception to introduce local up-and-coming and diverse 2Ls to our attorneys. The event was held in the San Francisco office and was attended by more than 30 students. We invited our 2008 1L diversity fellowship finalists and Bay Area 2008 summer associates and also opened the event to their fellow students who had clerked locally for the summer. During the event, attendees learned about the success of the firm's 1L diversity fellowship program and our 2L summer associate program.



San Francisco Wine and Cheese Reception

Seattle/Bellevue | Starbucks Reception

The Seattle office co-hosted a reception with Starbucks in May as the kick-off event for the Washington Minority Bar Associations' Collaboration Project Statewide Diversity Conference. The reception honored the State of Washington's diverse judges. The event was well attended by more than 100 guests, including Perkins Coie lawyers and summer associates, attendees from the conference, minority bar leadership, state and local bar leadership, diverse judges and other members of the legal community. Firmwide Managing Partner Bob Giles welcomed the group, and then introduced the Collaboration Project leaders for opening remarks.

Washington, D.C. | An Insightful Evening with Bob Bauer

On November 18, the Washington, D.C. diversity committee hosted "An Insightful Evening with Bob Bauer" at Busboys & Poets Restaurant. Special guest Bob Bauer, Perkins Coie Political Law Partner and General Counsel for Obama for America, Inc., recounted lessons learned on the campaign trail and how the Voter Protection Program fared on Election Day.

What Every 1L Should Know

On November 19, the Washington, D.C. diversity committee hosted the Georgetown University Law Center Black Law Student Association at a presentation featuring Nidhi Thakar, Karl Sandstrom and Hartmann Young – an associate, of counsel and partner, respectively, from the firm's D.C. office. A question and answer session followed the discussion.

AFFINITY GROUPS

The firm has created affinity groups for women, ethnic minorities, gay, lesbian, bisexual or transgender (GLBT) attorneys and attorneys who are parents. These affinity groups help foster informal mentoring relationships, institute outreach efforts to new diverse attorneys and provide additional networking and professional development programs.

Women's Forum

In 2006, the firm established the Women's Forum to attract, promote and retain women in part by providing leadership on issues impacting women attorneys at the firm. The Women's Forum is divided into four subgroups: Leadership, Marketing, Mentoring and Retention and Work/Life Balance. The Women's Forum has sponsored two retreats – the first was open to women partners and the second was open to all women attorneys. The Forum also hosts an internal Web site, authors a newsletter, plans quarterly networking and development events in various offices across the firm and serves as a formal resource for input on firm policies.

Chairs: Mary Rose Hughes and Judy Weiss

Subcommittee Chairs:

- Leadership: Katie O'Sullivan
- Marketing and Business Development: Sarah Crooks
- Mentoring and Retention: Jessica Everett-Garcia
- Work/Life Balance: Deborah Phillips

Leadership: Sloane Wildman (Washington, D.C.) served as interim chair for a period.

Lawyers of Color (LOC)

In 2007 lawyers of color from throughout the firm came together to form an affinity group that would serve as an "umbrella" network for all attorneys of color within the firm. With a focus on recruitment and retention of attorneys of color, the LOC fosters informal mentoring relationships among the firm's attorneys of color, promotes business development activities, encourages and supports

participation in ethnic bar associations on a local and national level and supports the networking activities of ethnic sub-groups within the larger group.

Chair: Linda Walton

GLBT

The GLBT affinity group includes attorneys who self-identify as gay, lesbian, bisexual or transgender. The group seeks to create a firmwide connection among GLBT lawyers and to provide a forum for discussion of relevant GLBT issues. The GLBT affinity group supports recruiting, retention and promotion efforts in the firm for GLBT personnel and hosts various social networking events throughout the year. The group also supports community organizations whose goals include increasing diversity and tolerance in our communities.

Chair: Kelly Moser

Parents

The goal of the Parents affinity group is to provide networking opportunities and a supportive environment where attorneys get together to share resources, business opportunities, advice and experience as they balance a career and family. The group also provides input to firm management related to policies affecting attorneys with children. The group, which includes male and female attorneys across the firm, hosts a monthly meeting for all its members.

Chair: Chelsea Petersen

DIVERSE ATTORNEY PROMOTIONS AND HIRES

| Promotions as of January 1, 2008



Tawn Pritchette | Phoenix
*Commercial Litigation
(Environmental Litigation) – Partner*

Tawn focuses on commercial litigation, environmental liability litigation, product liability, employment litigation and on counseling clients on reductions in force, employment policies and agreements, employee relations and wage and hour issues. She has represented clients in cases involving CERCLA actions, commercial contracts, business torts, construction defects, class actions, insurance coverage disputes, antitrust, labor and employment and media and constitutional rights. She also devotes a significant part of her practice to providing counseling to employers and executive employees in a variety of contexts.

Education: New England School of Law, J.D., 1999;
University of Utah, B.S., 1995



Mindy Sherman | Chicago
Real Estate & Land Use – Partner

Mindy has more than 20 years of experience representing retail, commercial, office and hotel properties in the areas of real estate leasing, acquisitions and dispositions, development and redevelopment and real estate aspects of mergers and acquisitions. She represents clients in the development, purchase, sale, leasing and financing of shopping centers, vacant land, office buildings, hotels and portfolios of properties. Her work includes advising consortiums with the redevelopment and redeployment of their real estate assets. Mindy is the former general counsel of Urban Retail Properties Co., a major shopping center developer and manager.

Education: Northwestern University School of Law, J.D., 1984;
University of Illinois, B.S., 1981



Danielle Benderly | Portland
Business (Corporate Governance & Transactions) – Partner

Danielle assists public companies with their corporate governance and securities regulation, reporting and compliance needs, including insider trading issues. Danielle also advises public and emerging growth companies, as well as individual executives, with respect to stock-based executive compensation design and interpretation issues, including securities offerings, M&A transactions, ongoing securities compliance and disclosure obligations. Danielle is a frequent author and speaker on these issues.

Education: University of California, Berkeley, School of Law, J.D., 1996; Wellesley College, B.A., 1991

| Promotions as of January 1, 2009



Karin Scherner Aldama | Phoenix
Commercial Litigation (E-Discovery) – Partner

Karin focuses her practice on commercial and appellate litigation, with particular emphasis on complex commercial cases and issues relating to privilege law, choice-of-law and e-discovery. She represents Fortune 500, large and mid-size companies across a wide range of industries including aerospace, software, search engine, semiconductor, pharmaceutical and nutraceutical. In addition to extensive experience representing clients in state and federal court, Karin also provides representation in alternative dispute resolution. She is an officer in the Federal Bar Association's Phoenix Chapter and is active in various legal community and diversity organizations.

Education: Georgetown University Law Center, J.D., 2000;
National-Louis University, B.A., 1992



Shannon Bloodworth | Washington, D.C.
*Commercial Litigation
(Patent Litigation) – Partner*

Shannon handles on complex patent litigation with an emphasis on biotechnology

and pharmaceutical cases under the Hatch-Waxman Act. She has extensive experience representing clients on various Hatch-Waxman related legislative efforts and regulatory matters. Shannon has prepared, tried and argued large-scale litigation relating to biotechnology patents. She is also experienced in counseling pharmaceutical and other life sciences companies with respect to FDA regulatory matters.

Education: University of Maryland School of Law, J.D., 2000; Loyola College in Maryland, B.A., 1995



Kha Q. Dang | Seattle
Business (Emerging Company) – Partner

Kha represents startup and emerging growth technology companies in the areas of corporate finance and securities, public and private offerings, venture capital financing, mergers and acquisitions and corporate governance. He also has experience representing private equity and venture capital funds, including West River Capital, Maveron, Madrona, Ignition and Northwest Venture Associates.

Education: Seattle University School of Law, J.D., 1999; University of Washington, B.A., 1996



Danielle Wolfrom Githens | Seattle
Business (Financial Transactions & Restructuring) – Partner

Danielle counsels financial institutions in all aspects of commercial and real estate financing transactions. She has extensive experience advising lenders and borrowers with respect to secured and unsecured credit facilities, revolving and term loan facilities, letters of credit and real estate loans for the acquisition, development, construction and term financing of all types of properties.

Education: University of Washington School of Law, J.D., 1999; Haverford College, B.A., 1994



Stacey Ravetta – | Seattle
Business (Licensing & Technology) Partner

Stacey focuses her practice on general business and commercial transactions,

licensing and technology transactions, business reorganizations and distressed asset acquisitions.

Education: Golden Gate University School of Law, J.D., 2001; University of Montana, B.S., 1992



Lauren Sliger | Los Angeles
Intellectual Property (Patent) – Partner
Lauren focuses her practice on intellectual property, including patent procurement, trademarks and copyrights, patent litigation and trademark litigation. She has represented

a biotech client in two appeals from decisions of the Board of Patent Appeals and Interferences under 35 U.S.C. § 146 (Section 146 actions). In addition, she has worked on matters relating to franchise litigation and labor and employment litigation.

Education: University of Arizona, James E. Rogers College of Law, J.D., 2000; University of Arizona, M.B.A., 2000; University of Arizona, B.A., 1997; University of Arizona, B.S., 1997



Julia E. Markley | Portland
Commercial Litigation (Appellate) – Of Counsel

Julia practices in the areas of complex business litigation, arbitration and federal and state appellate work. Her clients include companies in the communications, technology, construction and forest product industries.

Education: University of Washington School of Law, J.D., 1999; Stanford University, B.A., 1995



Cynthia Peterson | Chicago
Labor – Of Counsel

Cynthia handles employment litigation and counseling. Cynthia has extensive experience representing employers in a broad range of employment matters, including discrimination, harassment, medical leave and wage and hour cases, before both federal and state courts and administrative agencies. Cynthia routinely advises employers on a full spectrum of employment issues, including employee discipline, criminal background investigations and affirmative action compliance. She also provides counseling and training to employers regarding the

requirements of various employment laws and regulations, including Title VII, ADA, WARN, FMLA, FLSA and their state and local counterparts. Finally, Cynthia has significant experience in conducting prompt, efficient and cost-effective investigations into potential workplace misconduct.

Education: Northwestern University School of Law, J.D., 1998; University of Maryland, B.A., 1995



Christine M. Salmi | Boise
*Commercial Litigation
(Construction Litigation) – Of Counsel*

Christine Salmi focuses her practice on general commercial litigation, appellate litigation, employment law and construction law. Christine has represented clients in complex real estate litigation matters, employment disputes involving wage claims and claims of wrongful termination, first amendment cases involving claims of defamation, and general collection matters, some of which required representation in related bankruptcy matters. Christine joined the firm in 2001 after clerking for four years for the Idaho Supreme Court and the U.S. District Court for the District of Idaho, where she acquired intimate knowledge concerning the practices and procedures of Idaho's state appellate and federal courts. She has written numerous employment articles addressing recent changes in Idaho's employment law and devotes a fair amount of her time to representing, pro bono, the guardians ad litem who are appointed to represent minor children in child protection cases.

Education: University of Idaho College of Law, J.D., 1997; Illinois State University, B.S., 1990

| 2008 New Diverse Lateral Partners & Of Counsel



Susan L. Lyon | Seattle
*Commercial Litigation
(Privacy & Security) – Of Counsel*

Susan provides practical advice to a broad range of multinational companies on privacy, data security, online safety and Internet laws. Her practice also includes regulatory compliance counseling, litigation and legislative policy. Prior to joining Perkins Coie, Susan gained significant, practical experience as former in-house counsel representing recognized corporate leaders in the area of

privacy. As privacy counsel for Microsoft Corporation, Susan provided privacy and data security counsel to groups such as Xbox, Office, MSN, MSNBC and others on a wide range of U.S. and international issues. Susan also represented Microsoft as U.S. legislative policy counsel in lobbying efforts relating to online safety and privacy and data security breach legislation. Additionally, as former lead privacy counsel for Dell Inc., Susan helped the corporation achieve the honored recognition as one of the top ten Most Trusted Companies for Privacy two years in a row. While at Dell, Susan provided counsel on a wide range of privacy and data security issues, including payment card industry data security rules and marketing privacy. Susan has been quoted extensively on privacy in leading publications, including Inside Counsel and Inside 1 to 1 Privacy.

Education: University of Texas School of Law, J.D., 1998; University of Texas at Austin, B.A., 1995



Marta M. Palacios | San Francisco
Commercial Litigation (Antitrust) – Of Counsel

Marta focuses her practice on antitrust counseling and litigation, specializing in international competition and merger-reporting regimes. She has represented clients on a variety of antitrust and commercial litigation matters, including antitrust litigation and counseling as well as merger clearance matters, in front of the Department of Justice and the Federal Trade Commission. She has also participated in antitrust appeals before the Eleventh Circuit and the U.S. Supreme Court. In addition, Marta has represented plaintiffs and defendants in contract and business tort cases in state and federal courts and private arbitration proceedings.

Education: Stanford Law School, J.D., 1999; Columbia University, B.A., 1991



S. Lane Tucker | Anchorage
*Commercial Litigation
(Investigations & White Collar Defense)
Of Counsel*

Lane has over 20 years of experience in federal government contracts, construction litigation and white collar litigation. Lane's practice focuses on all aspects of government contracting, including Contract Disputes Act, False Claims Act and bid protest litigation, dispute resolution, audit and compliance issues and internal investigations. She has handled, through resolution, hundreds of contract claims, bid

protests and fraud investigations on a wide variety of matters and has extensive expertise in construction disputes. Prior to joining Perkins Coie, Lane was an Assistant U.S. Attorney and the Civil Chief for the U.S. Attorney's Office in Anchorage. In that capacity she supervised the Civil Division and personally handled all of the office's civil fraud, qui tam and criminal health care fraud cases. Prior to joining the U.S. Attorney's Office, Lane was with the U.S. Department of Justice, Civil Division, in Washington, D.C., where she defended agencies of the United States in Contract Disputes Act, False Claims Act and bid protest cases before the U.S. Court of Federal Claims and the U.S. Court of Appeals for the Federal Circuit.

Education: University of Utah, S.J. Quinney College of Law, J.D., 1987; Mary Baldwin College, B.A., 1983; Oxford University, 1981



John E. Peterson, Ph.D. | Los Angeles
Commercial Litigation (Patent Litigation)
Of Counsel

John has experience representing biotechnology, pharmaceutical, medical device, manufacturing, e-commerce and semiconductor clients. John has also conducted all aspects of high-stakes patent litigation, prosecuted key-technology patent interferences and counseled clients in a variety of technical fields on how to protect intellectual property assets.

Education: The George Washington University Law School, J.D., 1998; University of Virginia, Ph.D., 1995; Pennsylvania State University, B.S., 1988



Joren Bass | San Francisco
Commercial Litigation (Antitrust) – Of Counsel

Joren focuses on commercial litigation and has broad experience litigating matters in state and federal trial and appellate courts. He has a special emphasis on consumer class action litigation as well as extensive experience litigating unfair competition, antitrust and intellectual property matters. Joren is also active in pro bono litigation, including the litigation securing equal marital rights for gays and lesbians in California. After graduating from law school, Joren clerked for Judge James K. Singleton, Jr. of the U.S. District Court for the District of Alaska.

Education: University of California, Hastings College of the Law, J.D., 1998; Yale University, B.A., 1992



Philip A. Leider | San Francisco
Commercial Litigation (Antitrust) – Of Counsel

Philip has broad experience litigating matters in state and federal courts. After graduating from law school, he clerked for Judge Charles Legge of the U.S. District Court for the District of Northern California and Chief Judge Mary Schroeder of the U.S. Court of Appeals for the Ninth Circuit. He has represented clients in trial court litigation and appeals, with a special emphasis on consumer class actions. Philip spent a year working on the trial team of the San Francisco City Attorney, where, among other things, he was privileged to play a role in the groundbreaking litigation securing equal marital rights for gays and lesbians in California.

Education: University of California, Berkeley, School of Law, J.D., 2000; University of California, Irvine, Graduate School of Humanities, M.A., 1991 Yale University, B.A., 1988



Joseph Q. McCoy | Chicago
Real Estate & Land Use – Partner

Joseph represents institutional lenders in all types of complex lending transactions from construction financing and mortgage lending to mezzanine financing, participant loan transactions and syndicated loan transactions. He also represents clients in land acquisitions and developments, as well as the disposition of various types of properties, such as universities, grocery stores, office buildings, apartment buildings and shopping centers. In addition, he represents both landlords and tenants in commercial leasing transactions. Joseph also serves as a consultant and advisor to sports and entertainment clients in all aspects of their business. He is a Certified Contract Advisor for players in the National Basketball Players Association (NBPA) and the National Football League Players Association (NFLPA). Joseph is an active alumnus of Northwestern University School of Law, serving as a member of the Law Board and as an Admissions Interviewer for the Law School Alumni Interviewing Program.

Education: Northwestern University, J.D., 1998; University of Chicago, A.M., 1994; University of Chicago, A.B., 1994

| 2008 New Diverse Associates

Rose K. Alappat | Portland
Business/Licensing & Technology

Stephanie J. Boehl | Seattle
Business/State & Local Tax

Karen R. Brunton | Seattle
Commercial Litigation/IP Litigation

Kanika Chander | Seattle
Business/Corporate Governance & Transactions

Sonia D. Cook | Seattle
Labor

Maggie L. Croteau | Washington, D.C.
Government Contracts

Miriam D. D'Jaen | Seattle
Business/Licensing & Technology

Lara J. Dueppen | Los Angeles
Intellectual Property/Patent

Kathryn C. (Kate) Gehret | Seattle
Environment & Natural Resources

Katherine A. (Katie) Gustafson | Seattle
Commercial Litigation/Environmental Litigation

Priscilla E. (Polly) Hampton | Portland
Environment & Natural Resources

Nadia A. Kiyani | Chicago
Business/ Federal Tax

Ashley A. Locke | Seattle
Product Liability

Jenny Y. Oh | Menlo Park
Commercial Litigation / IP Litigation

Monica Ortiz-Sanchez | Los Angeles
Commercial Litigation/Antitrust

Liling Poh | Menlo Park
Commercial Litigation/IP Litigation

Kirupa Pushparaj | Menlo Park
Intellectual Property/Patent

Reema G. Radwan | Los Angeles
Commercial Litigation/IP Litigation

Abiman Rajadurai | Phoenix
Commercial Litigation/Securities Litigation

Andrea M. Sander | Seattle
Intellectual Property/Trademark & Copyright

Naomi A. Sheffield | Seattle
Business/Emerging Companies

Harmony A. Simmons | Phoenix
Environment & Natural Resources

Anastasia I. (Ana) Sohrakoff | Menlo Park
Business/Emerging Companies

Kathleen A. (Kate) Stetsko | Chicago
Commercial Litigation/IP Litigation

Nidhi J. Thakar | Washington, D.C.
Environment & Natural Resources

Euphemia N. (Phemie) Thomopoulos | San Francisco
Commercial Litigation/Antitrust

Siddharth V. (Sid) Velamoor | Seattle
Product Liability

Yingli Wang | Los Angeles
Intellectual Property/Patent

Kris M. Yoshizawa | Seattle
Business/Emerging Companies

| The Diversity Fellowship

Through our 1L Diversity Student Fellowship, Perkins Coie offers paid summer associate positions and \$7,500 academic scholarships to several diverse law students. This fellowship program began in Seattle in 1991 and has expanded to most of our offices. The success of the Seattle program has influenced other law firms in the Pacific Northwest to establish similar programs. Fellows are selected on the basis of their academic record, interest and capacity that demonstrate promise for success in law school and in the legal profession. The candidate's meaningful contribution to diversity at his or her law school is also considered. In 2008, we awarded 12 fellowships. Seventy-five percent of our fellows receive offers for full-time employment.

| Job/Career Fairs

Our recruiting efforts for 2L and 3L students also reflect our commitment to diversity and have included interviewing at several diversity job fairs, including:

American Bar Association/CLEO Job Fair
Bay Area Diversity Career Fair
Black Law Students Association National and Regional Job Fairs
Chicago Committee on Minorities in Large Law Firms
Cook County Minority Bar Association Job Fair
Hispanic National Bar Association (HNBA) Job Fair
Howard University School of Law
IMPACT – Career Fair for Law Students and Attorneys with Disabilities
Lavender Law Career Fair
National Latina/o Law Student Career Fair
North American South Asian Law Students Association Career Fair
Northwest Minority Job Fair
Oregon Minority Job Fair
Sunbelt Minority Job Fair
Vault/MCCA Legal Diversity Career Fair

MEDIA AND SPEAKING ENGAGEMENTS

Geraldine Alexis was featured in an article appearing on *Competition Law360*. The feature is a Question and Answer piece in which Gerry addresses questions about why she chose to do antitrust work, her most challenging antitrust case, her thoughts about which aspects of antitrust law are in need of reform and why general counsel should hire her.

Geraldine Alexis authored the chapter “Strategies for Achieving a Speedy Clearance of Mergers and a Quick Closing of Civil Antitrust Investigations” for the book *Working with Government Agencies in Antitrust Law*, part of the Inside the Minds series.

In September, the Department of Justice issued a report dealing with single-firm conduct under antitrust laws.

Geraldine Alexis, Troy Sauro and **Mamta Ahluwalia** authored an article published in *Antitrust Magazine* titled “The Department of Justice’s Report on Single Firm Conduct: What Influence Will It Have?” The article discussed possible effects the release of the report could have on the future of antitrust jurisprudence.

Debra Bernard and **Mary Rose Hughes** authored an article published in the *National Law Journal* titled “Much Ado about Text Searching: Two Recent Cases Teach That Methodology Used Must Be Well Defined.”

Debra Bernard authored an article in *Intellectual Property Today* titled “Qualcomm v. Broadcom: How many red flags does it take?”

Danielle Benderly was quoted in a *Compliance Week* article about the increasing number of companies adopting clawback clauses.

Chicago Lawyer magazine profiled Director of Diversity and Professional Development **Theresa Cropper** in an article titled “A ‘Soldier’ Armed with Love.” The article traced Cropper’s 20-year career working to develop diversity in the legal field, including holding positions as the first director of minority affairs at Northwestern University School of Law and

eventually as the school’s associate dean for student affairs and dean of students, as well as national director of diversity at DLA Piper, before joining Perkins Coie.

Theresa Cropper taught a Business Etiquette class to a group of high school students at DePaul University College of Law sponsored by Just the Beginning Foundation.

Theresa Cropper served as a panelist during the Minority Corporate Counsel Association 9th Annual Creating Pathways to Diversity Conference. She participated in a discussion titled “Measuring Progress against Diversity Objectives: A Quantitative Workshop.”

Theresa Cropper participated in a discussion on stereotypes associated with lawyers and law firms during Diversity Week at Northwestern University School of Law. She discussed why diversity is important to law firms and how firms seek to recruit and retain diverse attorneys.

In the *Washington Times*, the firm was featured in an article titled the “Mother of All Incentives.” The piece featured the firm’s commitment to provide incentives and a working environment designed to attract and retain the best female lawyers. The article also referenced the firm’s inclusion in the August/September issue of *Working Mother* magazine and its second annual list of 50 Best Law Firms for Women. **Theresa Cropper, Mary Rose Hughes** and **Guy Martin** were all quoted in the piece.

Theresa Cropper became president emeritus of the Association of Law Firm Diversity Professionals, a group she helped found in 2006. During the ALFDP’s Fall meeting, Theresa served as a panelist in a program about law firm diversity.

Evelyn Cruz Sroufe, Rebecca Hoskins and **Scott Husbands** published an article for LexisNexis relating to the preparation of board minutes.

Janis Cunningham was profiled in *Seattle Business Monthly’s* listing of the top 87 lawyers in the Puget Sound region. She also was a speaker on “Washington Recent Developments” during the Washington State Bar Association 53rd Annual Estate Planning Seminar.

Miriam D’Jaen authored an article in the December 2008 issue of *E-Commerce Law & Policy* titled “Global Initiative to Protect

Net Privacy and Freedoms Launched.” The article discussed the impact of the Global Network Initiative, which was launched by Microsoft, Google and Yahoo! and aims to promote online freedom of expression and privacy by setting forth standards for technology and communications companies operating in Internet-restricting countries.

Javier Garcia authored the article “Fighting Biopiracy: The Legislative Protection of Traditional Knowledge” in the *Berkeley La Raza Law Journal*.

Allison Kendrick authored a chapter titled “MDL Practice and Procedure” in the third edition of the book, *Litigating the Aviation Case: From Pre-Trial to Closing Argument*.

Gwyn McAlpine was the focus of an *AM Law Daily* article titled “Off the Clock: What Floats Her Boat.” The article highlighted her participation on the Oregon Women Lawyer’s dragon boat racing team, the Dragonflies.

Shaal Mehra spoke at Linux World 2008 on the legal implications of open source licenses, such as the General Public License, in joint ventures and outsourcing transactions.

Ken Motolenich-Salas published the article “Trade Secret Misappropriation, Possession of Confidential Information, and Preliminary Injunctions” in the *Journal of Intellectual Property Law & Practice*.

Pravin Rao was quoted in a *Chicago Lawyer* article, “Economic crisis: Law firms weather a changing climate.” He said, “When the economy goes bad and people lose money, not only are companies and certain individuals subject to investigations by the government, but you have institutions and people suing each other, alleging fraud, for money that they lost.”

Pravin Rao commented in the *BusinessWeek* article “Who Crossed the Line on the Street?” that CEOs, directors and other highly paid managers are likely targets because “people want the most visible faces of these companies to pay.”

Pravin Rao was one of four attorneys featured in a *Compliance Week* article, “Case Studies: When the SEC Comes Knocking,” that examined five common mistakes companies make when they are the center of a Securities and Exchange Commission probe.

Pravin Rao was quoted throughout an *Inside Counsel* article titled “Flagrant Fraud.” The article discussed the convictions and sentences of Berkeley Pharmaceutical executives Steven Warshak and Paul Kellogg that stemmed from a long list of misdeeds, including conspiracy, obstruction of justice, mail fraud, bank fraud and money laundering.

Pravin Rao was quoted in the *National Law Journal* article “Subprime Mortgage Lenders Not Popular with Potential Jurors.” The article was based on a survey which found that nearly 90 percent of the jury-eligible respondents believed subprime lenders abandoned sound lending practices.

Pravin Rao was quoted in the *Reuters* article “Lifting the Lid: Wall Street Probes Target Complex Securities.” The article discussed the financial industry meltdown and the string of executive investigations and prosecutions that have followed.

Pravin Rao was a featured guest during a segment on *Canadian TV News* on the crisis in the credit markets and related federal investigations of U.S. financial institutions.

Mindy Sherman was quoted in a *Midwest Real Estate News* article, “Working Through a Cautious Market.”

HONORS AND APPOINTMENTS

Sarah Crooks was acknowledged in the *Girls State Journal* for her facilitation of a mock trial at the Oregon Girls State leadership and training program.

Theresa Cropper was inducted into the National Black Law Students Association Hall of Fame during the organization’s 40th National Convention and Anniversary Celebration held in Detroit.

Jodi Feuerhelm became chair of the Selection Committee for the State Bar of Arizona’s Leadership Institute.

Javier Garcia was appointed to the Board of the Latino Bar Association of Washington as the Vice President of Programs and Membership. He was also appointed Deputy Regional President for the Hispanic National Bar Association.

Three Perkins Coie attorneys were recognized on “Under 40” lists in various business journals for their professional achievements and community service. **Shaalu Mehra** was named in “40 Under 40” by the *Silicon Valley/San Jose Business Journal*; **Melanie Rubocki** was named in “Accomplished Under 40” by the *Idaho Business Review*; and **Sarah Crooks** was named one of the “40 Under 40” by the *Portland Business Journal*.

Ken Motolenich-Salas became a member of the executive board of the American Chemical Society Chemistry and the Law section.

Snehal Patil was appointed as the ABA Section of International Law liaison to the North American South Asian Bar Association; as co-chair of the ABA Affiliation Working Group, North American South Asian Bar Association; and as a steering committee member of both the Asia/Pacific Committee and the International Antitrust Law Committee of the ABA Section of International Law.

Pravin Rao served as board member and treasurer of the Asian American Bar Association of the Greater Chicago Area.

Karen Samuels Jones was named President-Elect 2009 of CREW Denver. CREW is a dynamic organization that provides leadership development and networking opportunities for women to succeed in commercial real estate careers. Founded in 1984, CREW Denver is comprised of nearly 200 of the most influential, affluent, energetic and enterprising professionals in Denver’s commercial real estate arena. In addition to providing its members with networking and professional development opportunities, CREW also supports many philanthropic activities, including its annual golf tournament to raise funds for the Gateway Battered Women’s Shelter in Aurora. Perkins Coie has CREW members located in four of its offices and is a national sponsor of CREW Network, CREW Careers and CREW Foundation. Karen will take her post as president of the organization in 2010. She has been a member of CREW for 13 years and has held several committee positions within the organization prior to this appointment.

Rajiv Sarathy served on the board of directors for the North American South Asian Bar Association.

Meredith Weisshaar received the 2007-2008 Outstanding Pro Bono Service Award from the Lewis and Clark Law School Small Business Legal Clinic.

Laura Whitaker was elected chair of the firm’s Executive Committee. Whitaker succeeded Robert Bauer, current chair of the firm’s Political Law practice.

James Williams received the prestigious President’s Award from the Loren Miller Bar Association during its annual 2008 Philip L. Burton Memorial Scholarship dinner. James was honored for his leadership of the Washington State Bar Association’s (WSBA) Washington Leadership Institute, which recruits Washington attorneys who have been admitted to practice for 10 years or less and trains them for leadership positions in the legal community and in the WSBA. James is chair of the Leadership Institute Advisory Board.

Beijing Partner **James Zhu** was named in Who’s Who in Chinese American Life Sciences by *BusinessWeek*. James’s recognition results from his representation of pharmaceutical companies in his intellectual property legal practice, as well as his role as chair of the Chinese American pharmaceutical networking group BayHelix.

The following diverse attorneys were recognized in *Chambers USA: America’s Leading Lawyers for Business*:

Geraldine Alexis	Melanie Rubocki
Alexandra Cole	Christine Salmi
Shelly Cozacos	Karen Samuels Jones
Evelyn Cruz Sroufe	Judy Weiss
Susan Daley	Nancy Williams
Ellen Dial	
Erika Malmen	
Shaalu Mehra	

2008 COMMITMENTS AND SPONSORSHIPS

| National

Association of Law Firm Diversity Professionals (ALFDP)
Fall Conference

Hispanic National Bar Association (HNBA) Annual Conference

Human Rights Campaign (HRC) Lunch

Human Rights Campaign (HRC) Pacific N.W. Dinner

LAMBDA Legal Annual Conference

Lavender Law Annual Conference and Career Fair

Law Students and Attorneys With Disabilities (IMPACT)
Career Fair

Minority Corporate Counsel Association (MCCA)
Creating Pathways to Diversity Annual Conference

Minority Corporate Counsel Association (MCCA)
Mid-Atlantic Region Diversity Dinner

Minority Corporate Counsel Association (MCCA)
Midwest Region Diversity Dinner

Minority Corporate Counsel Association (MCCA)
Vault Conference and Career Fair

National Asian Pacific American Bar Association (NAPABA) Conference

National Association for Law Placement (NALP)
Diversity Summit

National Association of Women Judges (NAWJ)
30th Annual Conference

National Bar Association (NBA) Convention

National Bar Association (NBA) Seattle Diversity Roundtable

National Black Law Students Association (NBLSA) Convention

National Conference of Women's Bar Associations (NCWBA) Summit

North American South Asian Bar Association (NASABA)
Annual Conference

OPUS Four Kanter/Myer:
"The Future of Race/Ethnicity in Large Law Firms"

Tenth Annual North American South Asian Law Student
Association (NASALSA) Conference

Third Annual Minority Bar Association Collaboration Project –
Statewide Diversity Conference and Reception

Working Mothers Law Firm for Women Awards and Reception

| By City

ANCHORAGE

Anchorage Women's Event – Wine Styles & Chocolates Tasting

Color of Justice Program

CHICAGO

American Bar Association Minority Counsel Program
Fall Meeting

Asian American Bar Association of Greater Chicago Dinner

B4 OCI Event

Charter Signatory to the Chicago Bar Association's "Call to
Action" on Women Leadership in the Legal Profession

Chicago Bar Association's "Call to Action" on Women in
Leadership in Chicago Law Firms

Chicago Committee on Minorities in Large Law Firms
Summer Soiree

Chicago Committee on Minorities in Large Law Firms
Sweet Home Chicago

Chicago Foundation for Women 23rd Annual
Luncheon and Symposium

Chicago Summer Business Institute Program

Chicago Urban League Dinner

Cook County Minority Bar Association Minority Job Fair

Council on Legal Education Opportunity (CLEO) Diversity Event Equality Illinois – Mid-Summer BBQ

Howard Brown Health Center – An Evening at the Aragon

Just the Beginning Foundation Business Etiquette Class and Reception

MCCA Midwest Region Dinner

Member of the Chicago Committee on Minorities in Large Law Firms

North American South Asian Bar Association (NASABA Convention)

Northwestern University School of Law – 19th Annual Citywide Diverse Students Picnic

Northwestern University School of Law Black Law Students Association Potluck Dinner

Northwestern University School of Law Black Law Students Association Black History Month

Northwestern University School of Law Diversity Panel

Urban Prep Charter Academy – Suited Connectors Sponsor

Welcome Back 1L Diversity Fellowship Celebration at W Hotel

Women Employed – Working Luncheon

Women’s Bar Foundation Scholarship Luncheon

Women’s Business Development Center

DENVER

Denver Business Journal Outstanding Women in Business Awards Luncheon

The Women’s Foundation of Colorado Luncheon

LOS ANGELES

Bay Area Latino Lawyers Fund (BALF) Annual Dinner

Japanese American Bar Association (JABA) Dinner

Korean American Bar Association Dinner

LaRaza Law Students Association at UCLA School of Law

National Asian Pacific American Bar Association (NAPABA) Conference

Western Region BLSA Academic Retreat

MENLO PARK/SAN FRANCISCO

Asian American Bar Association (AABA) of the Greater Bay Area

31st Annual Celebration and Installation Dinner

AABA’s 8th Annual Baseball Night

Asian Pacific Islander (API) Legal Outreach 33rd Anniversary Celebration

Asian Law Alliance 31st Anniversary Dinner

Asian Law Caucus Reception and Silent Auction

BARLA Diverse Paths: Discussion on Diversity Issues in Law Firms

Bar Association of San Francisco (BASF) – Diversity Pipeline Program (Law Academy Internship Program)

BASF’s Bay Area Diversity Career Fair

Bay Area Lawyers for Individual Freedom (BALIF) Annual Dinner

Berkeley Journal of African American Law & Policy 10th Annual Publication Reception

Berkeley Law School – Law Students of African Descent “Placement Night”

California Minority Counsel Program Annual Conference

California State Bar Diversity Summit

Charles Houston Bar Association Black Tie Event

Council on Legal Education Opportunity (CLEO) Diversity Event - Equal Rights Advocates Annual Luncheon

National LGBT Bar Association's Lavender Law Career Fair

LAMBDA Legal Annual Conference

LAMBDA Legal Dinner and Gala

San Francisco La Raza Lawyers Association Annual Noche de Gala

Signatory to the Bar Association of San Francisco's 2010 Goals and Timetable and Recommendations for Minority Hiring and Advancement

Vault/MCCA Diversity Career Fair

Western Region BLSA Academic Retreat

PHOENIX

American Bar Association (ABA) Judicial Intern Opportunity Program (JIOP)

Arizona Asian American Bar Association Leadership Institute and Scholarship Award & Installation Banquet

Arizona Black Bar Association Annual Scholarship Banquet

Arizona State University – Sponsorship of diverse student organizations, including Asian Pacific American Law Students Association (WLSA) and others

Arizona State University Diversity Legal Writing Program and associated CLE Program

Annual Women in the Law Reception for Arizona State University Women Law Students

Maricopa County Bar Association Summer Associate Reception

Arizona Women Lawyers Association (AWLA) Sponsorship of events including the annual Summer

Associate reception and the Maricopa County Chapter's Annual Wine and Cheese Reception

Arizona Women's Leadership Forum

University of Arizona – Sponsorship of diverse student organizations, including the Latino Law Students Association (LLSA) and the Native American Law Students Association Golf Tournament

University of Arizona Bridge Program

Annual Women Lawyers Dinner

Monthly Women Lawyers Luncheons

Arizona State Bar – sponsor of the State Bar's Leadership

Institute and of the Minority Bar Convention

PORTLAND

Cascade Aids Project Annual Art Auction

Diversity Basic Rights Annual Dinner

Friends of Opportunities for Law in Oregon

National Conference of Women's Bar Associations (NCWBA) Summit

Oregon Gay and Lesbian Law Association (OGALLA) Annual Dinner and Auction

Oregon Minority Lawyers Association (OMLA) Summer Social and Auction

Oregon State Bar Annual OLIO BOWLIO Event

Oregon Women Lawyers (OWLS) Betty Roberts Autobiography Release CLE and Reception

Oregon Women Lawyers (OWLS) Queen's Bench Holiday Lunch Honoring Women Judges

Oregon Women Lawyers (OWLS) Roberts-Deiz Awards Dinner

Outstanding Women in Business Award Luncheon

Portland Women's Lawyer Annual Dinner

Workplace Leadership Award Discussion

SEATTLE/BELLEVUE

Asian Bar Association of Washington Dog Walk

COSTCO Scholarship and Pipeline Program

GLBT Bar Association of Washington QLAW Annual Banquet

Hispanic National Bar Association and Latino Bar N.W.

Membership Drive at the Triple Door

Human Rights Campaign (HRC) Pacific N.W.
Annual Gala dinner

King County Bar Association Martin Luther King Jr. Luncheon

King County Bar Foundation
"The Future of the Law Institute" (Pipeline Program)

King County Washington Women Lawyers – Judicial

Appreciation and Honors Luncheon

Korean American Bar Association

LAMBDA Legal Annual Garden Party

Latina/o Bar Association of Washington Annual Dinner

Loren Miller Bar Association's Phillip C. Burton Memorial
Scholarship Dinner

Mother Attorneys Mentoring Association of Seattle (MAMAS)
Annual Luncheon

Mother Attorneys Mentoring Association of Seattle (MAMAS)
Networking Event at Kid Quest and summer picnic

Northwest Women's Law Center Gala and Auction

South Asian Bar Association Annual Banquet

Vietnamese American Bar Association of Washington 4th
Annual Banquet

Washington Initiative for Diversity Governing Council

Washington Minority Bar Association Conference (WAMBAC)

Washington Women Lawyers Annual Dinner

Western Region of BLSA Academic Retreat

Y High School Students Summer Program

YWCA Girls First Program

WASHINGTON, D.C.

American University's Black Law Students Association
Open Mic Night

An Insightful Evening with Bob Bauer

Asian American Justice Center's
12th Annual "American Courage Awards" Reception

George Washington University Law School – BLSA 30th
Annual Patricia Harris Awards Banquet

Georgetown Law Student Life – 1st Annual Celebration of
Achievement for the Georgetown Law Brother's forum

University of Washington
"Celebration" Banquet and Fundraiser

Washington College of Law – BLSA Annual High School
Scholarship Fundraiser

Washington Women Lawyers Dinner

What Every IL Should Know

MCCA Mid-Atlantic Region Dinner

| Firm Activities

ACT Theatre/Summer Associate Event (Bellevue/Seattle)

African American Lawyers Breakfast (Bellevue/Seattle)

Annual Celebration of Diversity Dinner (Bellevue/Seattle)

Annual Diverse Attorneys Networking Dinner
(Bellevue/Seattle)

Annual Women Lawyers Dinner (Phoenix)

Annual Women's Luncheon (Denver)

Annual Women's Summit (Bellevue/Seattle)

Asian Attorneys Lunch (Bellevue/Seattle)

Biannual Bagel Bash (Bellevue/Seattle)

Diversity Lunch (Boise)

GLBT Monthly Meeting (Firmwide)

Ice Cream Social with Summer Associates (Chicago)

Lawyers of Color Monthly Meeting (Firmwide)

Local Diversity Committee Meetings (Firmwide)

Mentoring Lunch for Women Associates
and Summer Associates (San Francisco)

Parents' Affinity Group Monthly Meeting (Firmwide)

Parents' Affinity Group
Summer Associate Event (Bellevue/Seattle)

Quarterly Diversity Round Table Discussion (Portland)

Quarterly Women Attorneys' Lunch
(Menlo Park/San Francisco)

Quarterly Women's Breakfast (Menlo Park)

Quarterly Women's Lunch (Portland)

Women and Minority Lawyers Committee
(Menlo Park/San Francisco)

Women and OC Quarterly Lunch (Bellevue/Seattle)

Women Associates' Meeting (Phoenix)

Women Attorneys' Lunch (Phoenix)

Women's Affinity Lunches (Washington, D.C.)

Women's Diversity Lunch (Menlo Park/San Francisco)

Women's Forum Meeting (Firmwide)

2009 LOCAL DIVERSITY COMMITTEE CHAIRS

Anchorage | S. Lane Tucker

Bay Area | Shaalu Mehra

Bellevue | Sheree Carson

Boise | Shelly Cozakos

Chicago | Cynthia Peterson

Denver | Stephanie Dunn

Los Angeles | Audra Mori

Madison | Timothy Burns

Phoenix | Karin Aldama

Portland | Stephanie Hines

Seattle | Kha Dang

Washington, D.C. | Troy Hughes

SNAPSHOT OF 2009

January 9:

Welcome Back 1L Diversity Fellowship Celebration in Chicago

January 14:

Diversity and Inclusion Training Workshop
Firm Management Committee

January 23:

Latina/o Bar Association of Washington (LBAW)
Annual Awards Dinner

February 5-7:

Perkins Coie's All Women Lawyers Retreat – La Quinta, CA

February 20:

Japanese American Bar Association Dinner – Los Angeles, CA

February 27-March 1:

NASALSA Annual Conference
Hosted by the University of Miami School of Law

March 6:

Diversity and Inclusion Training Workshop
Firm Executive Committee

March 12-14:

Perkins Coie's All Diverse Lawyers Retreat – Santa Cruz, CA

March 13:

Oregon Women Lawyers (OWLS) Roberts-Diez Awards Dinner

March 18:

MCCA Midwest Region Diversity Dinner – Chicago, IL

March 18-20:

Out & Equal

March 19-20:

Minority Bar Convention – Phoenix, AZ

March 19-20:

MCCA 8th Annual CLE Expo – Chicago, IL

April 16:

GLBT Bar Association of Washington (QLAW)

May 14:

MCCA Western Region Diversity Dinner – San Francisco, CA

June 16:

MCCA Mid-Atlantic Region Diversity Dinner – Washington, DC

June 25-28:

NASABA Annual Convention – Vancouver, British Columbia

September 2-6:

HNBA Convention – Albuquerque, NM

November 11:

MCCA 10th Annual
Creating Pathways to Diversity Conference – New York, NY

November 18-22:

- NAPABA Annual Convention – Boston, MA
- LAMBDA Legal – National Sponsor (multiple events)
- Human Rights Campaign (HRC) Pacific N.W. Dinner
- Lavender Law Conference and Career Fair

2009 STRATEGIC DIVERSITY COMMITTEE

Linda D. Walton | Seattle - **Chair**

Geraldine M. Alexis | San Francisco

Alvaro M. Alvarez | Seattle

Debra R. Bernard | Chicago

William T. Cahill | Chicago

Allen Cannon | Washington DC

Sheree S. Carson | Bellevue

Craig E. Courter | Seattle

Theresa Cropper | Chicago

Darrin L. Emerick | Seattle

Jessica L. Everett-Garcia | Phoenix

Robert E. Giles | Seattle - **ex officio**

Michael R. Gotham | Seattle

Jared D. Hager | Seattle

Kevin J. Hamilton | Seattle

Allison R. Kendrick | Seattle

Julia E. Markley | Portland

Joseph Q. McCoy | Chicago

Kevin D. McMurdo | Seattle

Shailesh Mehra | Menlo Park

Audra M. Mori | Los Angeles

Deborah J. Phillips | Seattle - **ex officio**

Kirk Soderquist | Seattle - **ex officio**

BEST PRACTICES

Our Internal Best Practices to Support, Encourage and Develop ALL Associates

1 AID IN PROFESSIONAL DEVELOPMENT

- Schedule regular feedback sessions and aim for a minimum of one hour of feedback per quarter.
- Return redlined version of draft written by an associate if unable to meet formally to review.
- If there are problems with work product, address issues in a direct, proactive manner rather than just identifying them in a later evaluation.
- Include associates with partners in training programs targeting leadership and practice skills.
- Conduct periodic meetings with all lawyers in your practice group to discuss new developments in law or the practice, brainstorm on cases and deals.
 - *Monthly practice group lunches*
 - *Ask associates to present on a current legal issue*

2 MONITOR WORK DISTRIBUTION

- Pay attention to work assignments; reach out to and work with a variety of associates.
 - *Are all associates working?*
 - *Who is not?*
- Identify associates' interests and help them build an expertise.
- Involve associates in knowledge management.
 - *Assign the associate responsibility on a project*
- Hold regular workload meetings.
 - *Share work and share stories*
- Give associates big picture background when they start on a case or deal.
- Keep associates involved over the course of a case or deal.
 - *Include associates on routing, e-mails, etc.*

3 SUPPORT BUSINESS DEVELOPMENT

- Help associates create and implement business and practice development plans.
- Extend invitations to associates to meet clients.
- Add associates to the client service team and distribution list.
- Take associates on pitches and to board meetings.
- Have associates sign the group holiday card for a client with whom he or she regularly works.
- Include associates in closing dinners or other case-related celebrations with the client.
- Look for opportunities to market the firm's diversity efforts and accolades.

4 PROVIDE SUPPORT AND ENCOURAGEMENT

- When possible, communicate in person or by phone.
 - *E-mails do not foster communication and can be misunderstood*
- Encourage associates to seek out partners to establish comfortable relationships.
- Encourage partners to take an interest in associates' career development.
- Nominate an associate for an award.
- Create a meaningful mentor/supervising attorney role.
- Celebrate and publicize an associate's good work.
 - *By email, on PCNet, to partners, to clients*

5 INSTILL LEADERSHIP DEVELOPMENT

- Give associates a substantive role in meetings.
- Include associates in presentations to practice groups and clients.
- Encourage memberships on boards.
- Support membership and leadership in bar associations, including diverse and practice specialty bar associations.
- Assign a discrete project to an associate.
 - *Have him or her design plan*
 - *Manage project through completion*
- Introduce associates to
 - *Firm leaders, office leaders and community leaders*

6 ENCOURAGE COMMUNITY & SOCIAL CONNECTIONS

- Talk to associates about their experiences at Perkins Coie.
- Encourage informal communications.
 - *Get to know each other in small group and informal, nonwork related settings*
- Support affinity groups and retreats.
 - *Lawyers of Color, Women, GLBT and Parents*
- Encourage Associates' membership on firm committees.

ANCHORAGE
BEIJING
BELLEVUE
BOISE
CHICAGO
DENVER
LOS ANGELES
MADISON
MENLO PARK
PHOENIX
PORTLAND
SAN FRANCISCO
SEATTLE
SHANGHAI
WASHINGTON, D.C.