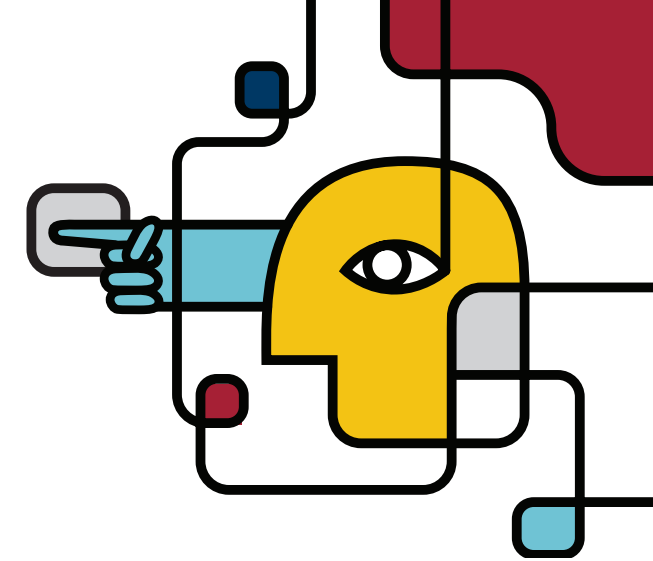

Diversity & Inclusion



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Davis Wright Tremaine LLP is a national, full-service business and litigation law firm representing clients located in the United States.

The firm was founded on a simple guiding principle: to provide clients with high-value legal services customized to their particular needs. Today the firm has grown to include more than 550 attorneys and nine offices, covering a wide range of practice and industry areas.

Dear Clients & Friends,

Diversity and inclusion are important parts of who we are at Davis Wright Tremaine (DWT).

The firm's leaders at all levels—from the chairs of our practice groups to the partners-in-charge of our offices to the members of our executive committee—have embraced this commitment to D&I and are devoted to making DWT a great place to practice law for all attorneys and staff.

This past year, we made great progress in our efforts to attract and retain diverse and women attorneys. Our highly successful, bicoastal diverse attorney retreat and training sessions provided opportunities for our diverse lawyers to improve their substantive skills, make connections across the firm, and build important relationships. Our firmwide training and education initiatives, including trainings at each practice group retreat, also helped us reach every person at the firm with a message of respect and inclusion.

Ensuring DWT is a diverse and inclusive firm requires active involvement from firm leadership. With that in mind, we established a new Diversity Executive Council to develop innovative approaches to becoming a more diverse firm and to better oversee implementation of important diversity and inclusion initiatives. In addition to the two of us, the Diversity Executive Council consists of Portia Moore, the former chair of our D&I Committee; Chip English, the partner-in-charge of our Washington, D.C., office and member of our LGBTQ affinity group; Wendy Kearns, the co-chair of our Technology + Privacy and Security practice group; and Everett Jack Jr., vice chair of our litigation practice group. The Diversity Executive Council is supported by the firm's chief administrative officer, director of lawyer recruiting, and director of professional development.

We also created a D&I Ambassador program. The program involves at least one partner and one associate in each of our offices providing support for our diverse lawyers and serving as diversity and inclusion "champions," working closely with key office leaders, professional development, and attorney recruiting to ensure that effective recruiting and mentoring of our diverse attorneys is taking place at the office level.

We are grateful for the recognition we have received for our diversity efforts and for the robust commitment and high standards that many of our leading clients have established on this issue. Everything we see happening in the world today further underscores the importance of diversity and inclusion as essential to business success and to the creation of a just society. As we review our work of the past year, we look forward to strengthened commitment in the year to come.

Sincerely,

Jeff and Camilo

Right Page: Jeffrey P. Gray, Managing Partner (right) and Camilo Echavarria, Partner (left)
Photo by Rick Dahms.



Leading the Way

Our commitment to diversity and inclusion is shown with our diverse workforce and begins with leadership.

58%

of the executive management committee is diverse*

67%

of the attorney evaluation committee is diverse*

67%

of practice group chairs are diverse*

38%

of our U.S. partners-in-charge are diverse*

*Diverse includes women, minorities, and LGBTQ in the U.S.

Project W Helping Lead the Way to Greater Business Success for Women

“Our vision was to help generate the next generation of powerful women at DWT by helping them build books of business and take on leadership roles within the firm and our communities.”

— Lynn Loacker



The events of the past year have underscored, in a very public way, the need to have more women in positions of power and influence. So we're proud to report that our Project W initiative has been expanding its reach and making further progress in its ongoing effort to help women advance in their careers, launch successful companies, and achieve parity in the workplace.

The project was originally conceived out of frustration with the slow progress of women in the legal profession in particular, says Lynn Loacker, our New York partner-in-charge, who helped spearhead Project W and continues to guide it forward. Her idea was that promoting women's advancement into corporate leadership roles will have wider impact—leading to more women on corporate boards, greater pay equity, and the potential for more work being directed to women lawyers and other professional service providers.

"Our vision was to help generate the next generation of powerful women at DWT by helping them build books of business and take on leadership roles within the firm and our communities," says Loacker.

In the ongoing pursuit of those goals, Project W has expanded its alliances with like-minded groups across the country, sharing contacts, resources, and support. The Project W network has grown to nearly 1,000 woman-founded companies, along with hundreds of other executives, investors, and allies. Project W is seeking to create a tide that will lift all boats—elevating women business leaders and providing our own attorneys with a platform to boost visibility and make important connections.

Here is just some of what Project W has been up to:



WOMEN ENTREPRENEURS BOOT CAMP

The Women Entrepreneurs Boot Camp (WEB) has become an annual Project W flagship initiative. Launched in 2016, it provides a select group of female founders with an immersive day of workshops, lectures, and interactive skill-building at our New York office, designed to help them grow scalable and successful businesses. The 19 founders in WEB's 2018 cohort came from around the country and are disrupting industries from fashion to finance.

"Diverse-led companies do not get the level of funding that other entrepreneurs get," says Lorine Pendleton, an angel investor with Portfolia Funds, who presented at WEB 2018 on a panel titled "Turning the tables: Overcoming bias in VC interviews." Pendleton says "I really want to level the playing field."

Alicia Syrett, CEO of Pantegriion Capital, taught a 2018 session on "Best practices for successful fundraising." But she notes fundraising is only one step. "You really have to know the right people, and you have to get really great advice to help propel your business forward." That's where WEB's focus on community building plays such an important part.

"What we're building is a collective and community of investors and advisors who are focused on underrepresented founders," says Loacker.

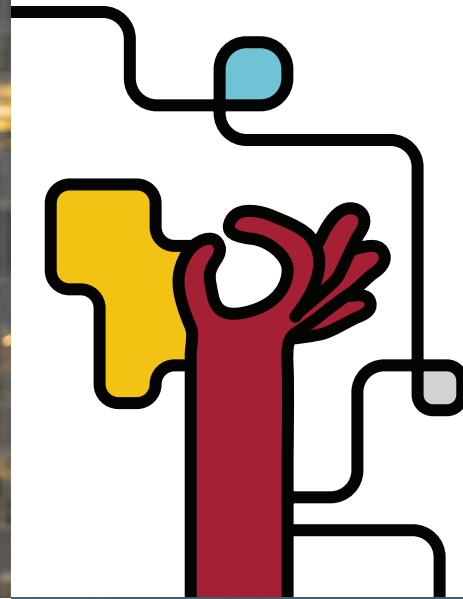
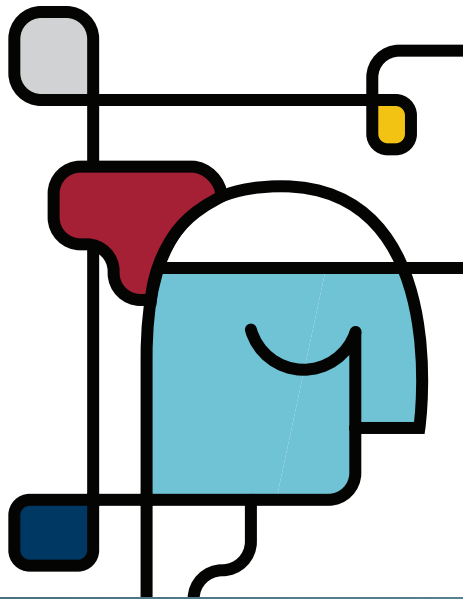
Many of WEB's 65 alumnae have already gone on to success. Rica Elysee, founder of BeautyLynk, for example, was selected to join the second cohort of Morgan Stanley's Multicultural Innovation Lab, a technology accelerator. Kim Gamez recently announced the closing of a seed round for her Ann Arbor, Michigan, company, Mi Padrino. "These companies are getting to the level where they are of real interest to these funds," says Loacker. "Those are our future clients."

SPRINGBOARD ENTERPRISES

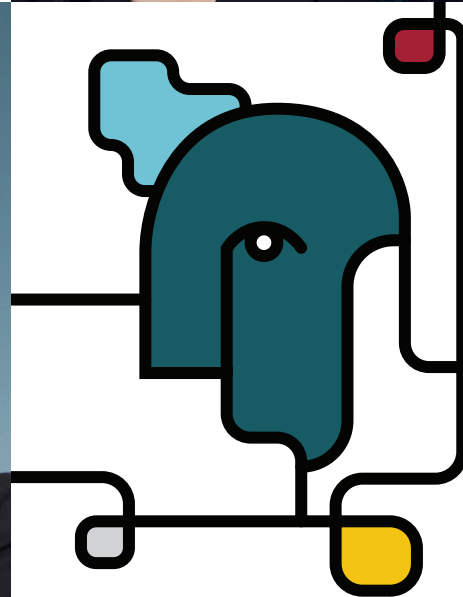
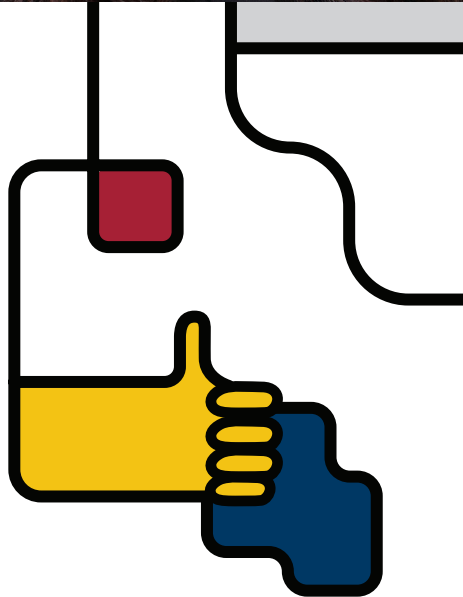
Another major commitment area for Project W in support of female founders has been our work with Springboard Enterprises. There's no shortage of cutthroat pitch sessions available for entrepreneurs, but Springboard has found a different way. They pioneered the Dolphin Tank, which provides a select group of women founders with business, funding, and operational advice from a panel of investors and industry leaders—in a constructive, noncompetitive atmosphere.

Project W first partnered with Springboard in 2016 to produce Dolphin Tank events, and the alliance has continued to grow, with five events just in the past year. In Seattle, for example, we hosted a Dolphin Tank for women founders in the health care, digital health, and medical devices industries. They were invited to give a three-minute pitch, including a





Project W has drawn participation from women lawyers across Davis Wright Tremaine. These lawyers have brought their own areas of focus and expertise to help further the project mission.



Participants in the 2018 Women Entrepreneurs Boot Camp.

specific “ask” addressing a challenge or a unique opportunity. Solutions, connections, and strategies were crowdsourced from the audience, as well as an expert panel that included Sara Ali of Microsoft Ventures, Nicole Bell of Amazon Web Services, Lori Salow Marshall of Accenture, Anna Consani of Springboard, and DWT partner Heather Wight-Axling.

We’ve collaborated with Springboard for similar events in cities around the country tailored to companies in the media-tech and food-tech industries and companies seeking positive social and environmental impact. In December, we will be collaborating with Springboard and IBM on Springboard’s first two-day boot camp for eight to 10 female founders innovating with blockchain technologies. Next March, we’ll be with Springboard at the famous South by Southwest Festival in Austin, Texas.

Project W has joined forces with numerous other influential organizations that are working to bring women entrepreneurs to the next level. For example, we helped sponsor a “Meet the VCs” event of the Seattle-based Female Founders Alliance. With leadership from Wight-Axling and Christina Chan of our Seattle office, we also partnered with the alliance for their Founders Showcase pitch competition. Our New York office has hosted a series of showcases from Syrett’s Point 25 Initiative, which matches the most promising women-led companies with high-value C-level advisors for their advisory boards. We’re working with the Vinetta Project in Washington, D.C.; Woman Led in Portland; and Black Women Talk Tech in New York. We also recently established a community within Alice, a women-founded, Melinda Gates-backed company that is developing an AI-enabled platform to support a more inclusive entrepreneurial community.

“We look for a shared mission and a collaborative approach,” says Loacker, “a willingness to help each other build our organizations.”

Left page clockwise from the top: Lynn Loacker, Jisoo Kim, Lisa Zycherman, and Julia Dempewolf



Project W has drawn participation from women lawyers across Davis Wright Tremaine. These lawyers have brought their own areas of focus and expertise to help further the project mission.

For example, Allison May and Julia Dempewolf in our D.C. office and Jisoo Kim in New York, have taken the lead in promoting the advancement of women in the fintech industry. They have helped host, organize, and lead meetups of FemTech Leaders, an international community of women in the financial services and financial technology sectors. Project W leads the group's New York chapter. Recent meetups have featured expert panels addressing topics such as "Investing in Women: The Imperative, Challenge and Opportunity"; "Empowering Women and Girls through Financial Literacy"; and "The Incubator/Accelerator Experience: How to Get Selected and How to Make the Most of the Experience."

J.J. Leitner, a partner in our highly regarded tax-exempt organizations practice group in New York, has spearheaded the Women in Nonprofit Network (WiN), which provides a forum for women in the nonprofit world to connect, share ideas, and develop relationships. Originating in New York, WiN expanded to D.C. last year with the support of Alison Schary and Lisa Zycherman of our D.C. office. Last October, for example, WiN hosted a conversation with two senior public affairs and publishing executives in D.C., who shared ideas on how a nonprofit organization can most effectively use media and public relations to promote its mission, educate stakeholders, and manage crises. The WiN network has doubled in size since its launch.

Every day brings fresh evidence of the ways gender imbalance in the business world is impeding progress. Project W is proud to be working alongside so many outstanding organizations, women leaders, and male allies, to unlock the entrepreneurial potential of women and create a fairer, more productive, and more rewarding professional life for all.



Firmwide Recognition

“Monthly peer mentoring circles hosted by this firm’s women’s network help attorneys manage their careers and advocate for themselves.”

— Working Mother magazine



A “Meet the VCs” event with the Female Founders Alliance.



DWT NAMED ONE OF THE FIVE BEST FIRMS IN BIGLAW FOR WOMEN AND MINORITY ATTORNEYS

Based on research into more than 300 U.S. law firms, Law360 named DWT one of the country's best firms for women and minority lawyers. The firm was one of just five in BigLaw (those with 300+ lawyers) having "above-average representation of both women and minorities at every level," according to Law360.

"It's the rare law firm that is consistently ahead of the pack on hiring and promoting women and minorities," said the news site. "[These firms are] showing demonstrable results in building a more diverse legal profession."

Law360 called Davis Wright Tremaine a "ceiling smasher," in recognition of the firm's high percentage of women equity partners. The firm was also highly ranked for the percentage of minority lawyers.

DWT AGAIN NAMED ONE OF THE NATION'S BEST PLACES TO WORK FOR LGBT EQUALITY

DWT received a perfect score of 100 on the Human Rights Campaign Foundation's 2018 Corporate Equality Index (CEI), recognizing the firm as one of the country's "Best Places to Work for LGBT Equality" for the fifth consecutive year.

The CEI is recognized as the premiere benchmarking tool for LGBT workplace equality in the U.S. and has incorporated increasingly stringent criteria for achieving a perfect score. According to the Human Rights Campaign Foundation, employers featured in the index "took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices."

The CEI rating criteria have four key elements: nondiscrimination policies across business entities; equitable benefits for LGBTQ workers and their families; internal education and accountability metrics to promote LGBTQ inclusion competency; and public commitment to LGBTQ equality. Davis Wright Tremaine works with and supports numerous organizations that promote LGBT equality.



LGBTQ leaders at DWT: James Corning, Zana Bugaighis, Paul Southwick.

DWT NAMED ONE OF THE COUNTRY'S TOP 50 LAW FIRMS FOR WOMEN

For the fifth straight year, DWT was named to Working Mother magazine's list of the 50 Best Law Firms for Women. The annual list recognizes firms that lead the industry in supporting women's business development and career advancement, as well as offering flexible work arrangements, generous parental leave policies, and other important benefits.

DWT's success in elevating women to positions of leadership was notable, even by the standards of the list. The magazine reported that women make up, on average, 20% of equity partners at firms on the list. At Davis Wright Tremaine, 25% of equity partners are women. At Davis Wright Tremaine, TK% of equity partners are women.

In comments about Davis Wright Tremaine's strengths, the magazine wrote: "Monthly peer mentoring circles hosted by this firm's women's network help attorneys manage their careers and advocate for themselves. The Flexible Schedule Attorney Affinity Group clarifies for everyone the specifics involved in maintaining customized work arrangements."

Among the firm's other successful initiatives are the Women's Summits, held in multiple cities, which connect associates, counsel, and senior women for a full day of networking, Q&A, and discussions related to business/client development, partnership process, and more. Project W, a multifaceted campaign on the part of Davis Wright Tremaine to help professional women advance their careers, launch successful companies, and achieve parity in the workplace, is providing leadership exposure and opportunities for many women lawyers at the firm.

The Best Law Firms for Women were selected from a pool of applicant firms with 50 or more lawyers in the U.S.

DWT RECOGNIZED FOR EXCEPTIONAL SUCCESS IN PROMOTING WOMEN TO POSITIONS OF LEADERSHIP

For the seventh year in a row, DWT achieved 2017 Gold Standard certification from the Women in Law Empowerment Forum (WILEF). WILEF awards Gold Standard status to major firms that meet at least four of the seven benchmarks for representation of women at the firm. DWT was one of only seven firms in the country to meet all seven of the benchmarks.

SOUTH ASIAN BAR ASSOCIATION HONORS DWT FOR DIVERSITY COMMITMENT

The South Asian Bar Association of North America (SABA) named DWT its 2018 Law Firm Diversity Champion. The honor was announced at SABA's national convention in June.

"Davis Wright Tremaine has taken its commitment to diversity beyond hiring practices to pro bono work for the South Asian community and charitable endeavors on the part of its attorneys," said SABA.

Accepting the award on behalf of the firm was Vid Prabhakaran, a partner in our San Francisco office and chair of the firm's energy practice. Prabhakaran has served many years as a board member and board president of SABA's Northern California chapter. In his remarks at the gala award dinner, Prabhakaran said, "the South Asian attorneys at DWT actually take advantage of the opportunities the firm affords them as part of the firm's commitment to diversity. And I believe the firm and the South Asian community have reaped the benefits."

Also attending the national conference on behalf of the firm were Washington, D.C., partners Peter Karanjia and Robin Nunn, San Francisco associates Will David and Tahiya Sultan, and New York associate Amit Aulakh.



Prabhakaran, Sultan, David, and Aulakh at SABA convention.

The firm’s recognition by SABA was in no small part due to the many amicus briefs authored or co-authored by Karanjia in support of the South Asian community and other often-marginalized members of society, including most recently the amicus briefs he co-authored on behalf of more than 130 members of Congress in cases challenging President Trump’s “travel ban” executive orders in Hawaii v. Trump.

BELLEVUE OFFICE NAMED “EMPLOYER OF THE YEAR” BY ATWORK!

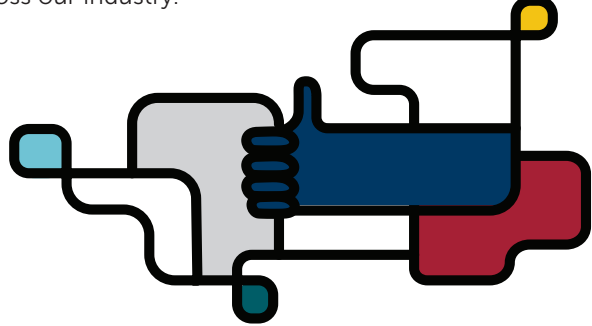
DWT’s Bellevue office has been assisted and enriched by the presence of Paige and Arthur, two employees with developmental disabilities whom the firm brought on through a partnership with AtWork! The organization’s mission is to empower people with disabilities to become productive and integrated members of their communities. Office

administrator Deb Zaha serves on the AtWork! board. Our first AtWork! employee came to us in March 2013, and she quickly became an important DWT team member, delivering office supplies to individual workstations. After working with us for over a year, she needed more hours than we could provide—she had literally outgrown her DWT role. She went on to obtain a full-time food service position at Microsoft. More recently, we’ve been delighted to have Paige and Arthur working in similar roles in our services department, bringing greater efficiency and elevating morale. In April 2017, AtWork! recognized DWT as “Employer of the Year.” DWT was also named 2017 “Business of the Year” by the Alliance of Eastside Agencies, whose members include 40 nonprofit organizations and government agencies, including AtWork!, that serve East King County.

DWT NAMED A FINALIST FOR CITI LAW FIRM DIVERSITY AND INCLUSION CHAMPION AWARD

Our client launched the award in 2017 to recognize excellence among Citi Legal’s law firm partners. The Diversity in the Profession Committee of Citi Global Legal Diversity invited 29 law firms to participate in the evaluation process. Two firms were named winners—Latham & Watkins LLP and Shearman & Sterling LLP—and DWT was among three additional finalists.

The award was presented at a reception held at Citi global headquarters in Manhattan, where representatives from DWT and the other participating law firms met with senior leaders from Citi’s business and legal departments and members of the Global Legal Diversity Council to share ideas and examples of best practices for diversity initiatives across our industry.



Diversity Leadership at DWT

DIVERSITY EXECUTIVE COUNCIL



Jeffrey P. Gray
MANAGING PARTNER |
San Francisco



Camilo Echavarría
PARTNER | Los Angeles
CHAIR



Chip English
PARTNER-IN-CHARGE |
Washington, D.C.



Ken Payson
PARTNER | Seattle



Patrick Curran
ASSOCIATE |
Washington, D.C.



Brian Hurh
PARTNER |
Washington, D.C.



Everett Jack Jr.
PARTNER | Portland



Portia R. Moore
PARTNER | Seattle



Wendy Kearns
PARTNER | Seattle

DIVERSITY AND INCLUSION STAFF



Kelli Kohout
CHIEF
ADMINISTRATIVE
OFFICER | Seattle



Martinelle Cole
DIRECTOR OF
PROFESSIONAL
DEVELOPMENT,
ATTORNEY TRAINING
AND DIVERSITY &
INCLUSION | Seattle



Bahareh Samanian
DIRECTOR OF
ATTORNEY
RECRUITING | Seattle

OFFICE DIVERSITY AMBASSADORS



Anne Marie Tavella
ASSOCIATE | Anchorage



Joseph L. Reece
PARTNER-IN-CHARGE |
Anchorage



Christiane Rousell
COUNSEL | Los Angeles



Kristen Bates
ASSOCIATE | Bellevue



Warren Tock
PARTNER | Bellevue



Jonathan Segal
PARTNER | Los Angeles



L. Danielle Toalton
ASSOCIATE | New York



John Magliery
PARTNER | New York



Kaley Fendall
COUNSEL | Portland



William Miner
PARTNER-IN-CHARGE |
Portland



Tahiya Sultan
ASSOCIATE |
San Francisco



Suzanne K. Toller
PARTNER | San Francisco



James Corning
ASSOCIATE | Seattle



Mimi Gentry
ASSOCIATE | Seattle



Diane Butler
PARTNER | Seattle



Hiroko Peraza
RECRUITING,
DIVERSITY OUTREACH
RECRUITMENT
MANAGER | Portland

AFFINITY GROUP CHAIRS



Jaime Allen
PARTNER,
WOMEN ATTORNEYS |
Seattle



Bonnie MacNaughton
PARTNER,
WOMEN ATTORNEYS
| Seattle



John LeCrone
PARTNER,
LGBTQ |
Los Angeles



Brad Tubbs
ASSOCIATE,
VETERANS | Seattle



Sanjay Nangia
PARTNER,
DIVERSE ATTORNEYS |
San Francisco



Vanessa Norman
ASSOCIATE,
DIVERSE
ATTORNEYS |
Anchorage



Judy Keyes
PARTNER,
SENIOR ATTORNEYS |
San Francisco

Around the Firm

“These are important events where we go shoulder to shoulder with some of our biggest clients to push thinking on diversity issues.”

— Ken Payson

PROMOTING ACCESS AND SOCIAL JUSTICE IN THE COMMUNICATIONS SPACE

DWT is a longtime supporter of the Multicultural Media, Telecom and Internet Council (MMTC), a national nonprofit dedicated to promoting and preserving equal opportunity and civil rights in the mass media, telecommunications, and broadband industries.

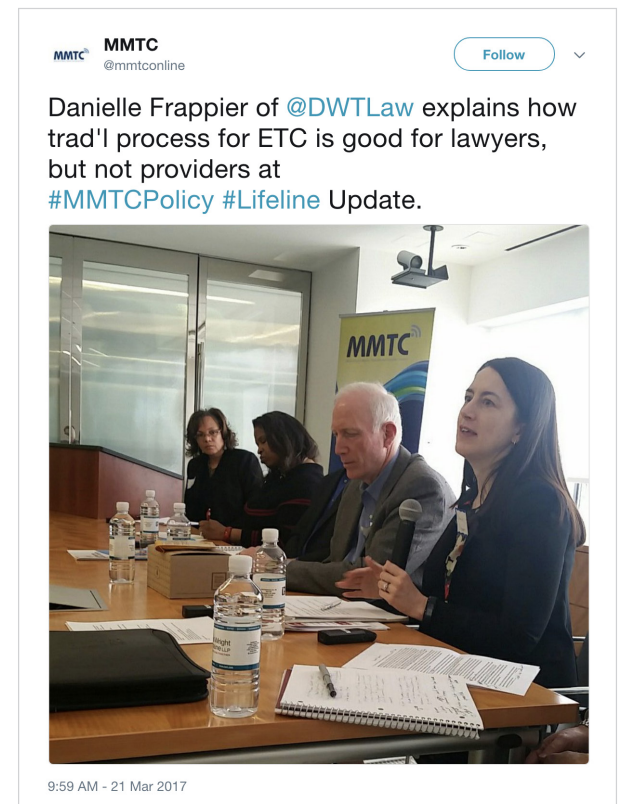
In May 2017, DWT hosted an MMTC lunch seminar featuring then-Federal Communications Commission (FCC) Commissioner Mignon Clyburn and a panel of industry and public interest group experts to discuss the Lifeline program, which provides subsidies to lower the retail rates of telephone services to low-income consumers. DWT’s Danielle Frappier gave a presentation.

DWT regularly participates in MMTC’s annual Broadband & Social Justice Summit. In 2017, the summit had a focus on fintech empowerment. DWT counsel Allison May moderated a panel of fintech innovators from industry and government titled “FinTech Business Models That Promote Access to Opportunity.” In 2018, DWT partner Robin Nunn moderated a panel titled “Solutions in Fintech,” in which she and other leading experts discussed how to encourage underserved consumers to adopt financial technology while ensuring they are proficient concerning the benefits and potential harms of cybersecurity, big data, and artificial intelligence.

At the MMTC’s annual Access to Capital and Telecom Policy Conference in July 2018, the firm was awarded MMTC’s Distinguished Pro Bono Service Award in recognition of our extensive work on behalf of the organization.



Robin Nunn at a 2018 MMTC panel.



9:59 AM - 21 Mar 2017



Participants in the 2018 Washington Institute for Diversity Legal Executives Diversity Summit, hosted by DWT.

SUPPORTING STATEWIDE EFFORTS TO IMPROVE DIVERSITY IN THE LEGAL PROFESSION

DWT is a major supporter of the Washington Initiative for Diversity (WID), which works collaboratively with minority bar associations, specialty bar associations, law firms, corporate in-house counsel, and others in the Washington state legal community to provide tools and resources to increase diversity in the legal profession. DWT partner and Seattle hiring chair Ken Payson is chair of the WID board.

In 2017, DWT hosted a WID networking reception for diversity stakeholders titled “Partnering with the Legal Community: Holding Ourselves Accountable for Diversity and Inclusion.” The keynote speaker was Jason Barnwell, who leads Microsoft’s engagement with outside counsel law firms and who focuses on, among other things, improving the diversity of Microsoft’s outside counsel teams and of the legal profession in general. Washington state Attorney General Bob Ferguson and Chief Justice Barbara Madsen extended invitations to the event, which drew a standing-room-only crowd. Payson and DWT partner Wendy Kearns gave the opening remarks.

In 2018, DWT hosted the WID Legal Executives Diversity Summit, which focused on how to identify and address microaggressions that may be disrupting D&I efforts in the workplace. DWT managing partner Jeff Gray gave opening remarks, followed by Fred Rivera, executive vice president and general counsel of the Seattle Mariners. Payson then led a panel discussion about best practices and challenges on retaining and promoting a diverse legal workforce. Panelists included the chief of the criminal division of the Seattle City Attorney’s Office and a deputy general counsel of Microsoft.

Payson also served on the host committee for the 2017 Symposium on the State of Diversity and Inclusion in the Legal Profession, which was organized by the national Institute for Inclusion in the Legal Profession and hosted at Starbucks’ corporate headquarters in Seattle. He led a roundtable discussion on the question, “Whose Responsibility is D&I in the Legal Profession?” Participants included a law firm CEO, the GC of RealNetworks, a Seattle city councilmember, and a Starbucks assistant GC.

Says Payson: “These are important events where we go shoulder to shoulder with some of our biggest clients to push thinking on diversity issues.”

MARKING INTERNATIONAL WOMEN’S DAY

As part of International Women’s Day, a global day celebrating the social, economic, cultural, and political achievements of women and promoting gender parity, DWT’s San Francisco office held a number of activities in 2017. The first was a lunch featuring Morgan Weibel, executive director of Tahirih Justice Center’s San Francisco Bay Area office. Weibel was introduced by DWT partner Suzanne Toller, who serves on Tahirih’s board of advisors, and presented on how Tahirih has provided life-saving legal services for more than 19,000 women and girls. The lunch featured New Orleans-style food from Brenda’s French Soul Food, a well-known woman-owned restaurant in San Francisco. Following the lunch, DWT Pro Bono Committee member Katie Jorrie followed up with some pro bono opportunities at Tahirih for San Francisco attorneys to take on. The second event was a happy hour at a nearby local woman-owned couture shop called Legion. The events were put together by DWT associates Tahiya Sultan and Emily Sangi, and partner Judy Keyes and grew out of a discussion held at a prior gathering that the women attorneys in San Francisco have been holding every month or so.

The get-togethers began informally five years ago as an occasional lunch or happy hour among three partners—Keyes, Allison Davis, and Kerry Shea—and have evolved into regularly scheduled monthly get-togethers for all of the women lawyers in the office. Sangi is the current organizer. Joe Addiego, then San Francisco partner-in-charge, sent an email encouraging everyone at the office to attend the lunch presentation and to wear red in solidarity.

SUPPORTING LGBTQ LAW STUDENTS

DWT annually partners with the Pride Foundation, an LGBT philanthropic foundation in the Pacific Northwest, to offer scholarship funds to an incoming LGBTQ law student in Oregon to help promote diversity in the Portland legal market. The 2018 recipient was Andie Harrison, who is attending Willamette University Law School. Andie stated “The DWT Pride Foundation Scholarship has allowed me to focus on my studies and my life with my partner, giving me the life balance I need to be both happy and successful.” She is currently most interested in working in a public interest area, preferably one that allows her to focus on the intersectionality issues that further impact marginalized communities.



International Women’s Day at our San Francisco office.

GROWING OUR 1L DIVERSITY SCHOLARS PROGRAM

Our 1L Diversity Scholars program, which first launched in 2002 in Seattle and Portland, offers a \$10,000 scholarship along with a 10-week, paid summer position to diverse first-year law students who have a record of academic achievement and are committed to civic involvement that promotes diversity. In 2017, we offered scholarships in Los Angeles, New York, Portland, Seattle, and Washington, D.C.



“Working at DWT has been one of the most invaluable experiences of my legal career thus far. The weekly trainings and customized feedback after each work product equipped me to do work beyond my 10 weeks as a summer associate.”

— Argemira Florez, Columbia, J.D. 2019

“I walked away from the experience with a new set of skills and confidence and a new batch of friends and mentors that I know will contribute to my success in the future.”

— Jordan Harris, Georgetown, J.D. 2019



HOLDING BLACK HISTORY MONTH NETWORKING EVENT

DWT's Portland office hosted an evening of cocktails and networking with the Urban League of Portland Young Professionals in March 2018 as part of Black History Month. DWT lawyers, as well as representatives from the firm's human resources and information technology departments, joined the gathering.

PROMOTING WOMEN'S NETWORKING IN PORTLAND

DWT held a women's networking event in November 2017 at the private event space, Plaza del Toro. A hundred women, including more than a dozen DWT lawyers, attended to mix and connect and to hear a 30-minute presentation from the founders of Handful, a company that creates bras that are a great fit for all women, including products and discounts specifically designed to help cancer survivors and women who have undergone subsequent breast surgery to look and feel their best.



ADVOCATING FOR WOMEN IN IP

DWT partner Wendy Kearns was a speaker at the Women in Law & IP Summit in Seattle in November 2017. The event explored the career obstacles, risks, and rewards on the path to a fulfilling and productive career for women lawyers, particularly when practicing in intellectual property and technology hubs. Kearns participated in a panel that examined what ingredients have created a diverse IP environment in Seattle and what could be improved. The event was part of Centerforce's national IP Strategy Summit Series.



Wendy Kearns | Partner



From left: Bonnie Richardson, Ulanda Watkins, and Kevin Parks at the Tillicum Gathering.

HOSTING THE ANNUAL MEETUP OF OREGON SPECIALTY BAR LEADERS

Our Portland office played host each of the last three years to the Multnomah Bar Association’s springtime “Tillicum Gathering,” which brings together the state’s leaders of 10 diverse and specialty bar organizations, along with other state and local bar board members. The event provides guests the chance to meet and share ideas about diversity in the profession. In addition, the event recognizes the recipients of LSAT prep-course scholarships offered by the Multnomah Bar and the Oregon State Bar. The scholars are prospective law school applicants who will enhance the diversity of the Oregon legal community. Previous years’ scholars are also invited. DWT partner Duane Bosworth, counsel Paul Southwick, and Diversity Outreach recruiting manager Hiroko Peraza play a key role in the event.

ENJOYING A HISTORIC WALKING TOUR OF SAN FRANCISCO’S CHINATOWN

In the fall of 2017, San Francisco partner Jean Tom organized a diversity and inclusion event for all members of the San Francisco office—a historic walking tour of Chinatown, the neighborhood that borders the DWT office to the north and west. Leading the tour was David Lei, a businessman and community leader, whose encyclopedic knowledge of Chinatown history touched on everything from the fake opium dens that were erected in Chinatown for tourists to gawk at during the turn of the century to the many historic Supreme Court cases litigated by Chinese-Americans. The group also learned about the changing demographics of Chinatown and explored a few of the neighborhood’s 41 alleys, which are privately owned and reflect the traditional Chinese desire to not have doors open to a main street.

SPEAKING OUT ON GENDER EQUITY

Bonnie MacNaughton, a partner in DWT’s litigation practice group and chair of the firm’s women’s affinity group, was quoted in an October 2017 cover story of the ABA Journal on progress in gender diversity at law firms.

MacNaughton told the magazine: “[DWT] is definitely, if not unique, certainly one of the rare law firms that allow people to pursue really interesting careers and a quality of life that is more balanced than most places. It’s really important to women but also important to our male colleagues here.”

Said the magazine: “MacNaughton says her firm provides a multifaceted approach to support women in their career and personal lives, with the goal that they ‘can’t imagine being anywhere else.’”



Bonnie MacNaughton | Partner

“ [DWT] is definitely, if not unique, certainly one of the rare law firms that allow people to pursue really interesting careers and a quality of life that is more balanced than most places.”

— Bonnie MacNaughton



Ken Payson | Partner

SHARING EXPERIENCE AS AN IMMIGRANT

DWT partner Ken Payson was featured in a cover story in Washington Super Lawyers magazine titled “The Journey Home.” The story profiled prominent Washington lawyers who are immigrants. Payson recounted that his mother grew up in post-war Japan in a small mountain village without running water and met his father, a U.S. Marine, after moving to a bigger city. The family moved to Chicago while Payson was still an infant. He described both he and his mother supporting themselves with newspaper routes, getting up at 4 a.m. every day of the year. Payson went on to join the Marines himself and served as a machine gunner during Operation Desert Storm before completing college and entering law school.



HOSTING THE BLACK IVY PRE-LAW SOCIETY

The New York office had a very successful diverse student outreach event with the Black Ivy Pre-Law Society in October 2017. With partner Robin Nunn as moderator, we offered a panel discussion featuring associates Jamie Raghu, Danielle Toalton, and Jack Browning, followed by a meet-and-greet with ice-cream sundaes, to an amazing group of students from Cornell University.

The society provides academic, interpersonal, mentorship, and experiential resources to ensure that its members are receiving well-rounded preparation for law school applications and an ultimate legal career.

GATHERING LEGAL PROFESSIONALS INTERESTED IN MORMONISM AND THE LAW

DWT partner Ross Boundy spent two sabbaticals at the J. Reuben Clark Law School at Brigham Young University, where he assisted in teaching a course about Joseph Smith (founder of the Church of Latter-Day Saints) and the development of American jurisprudence. Over the course of Smith's life, Smith was a party to more than 200 discrete legal proceedings where he appeared as a criminal defendant, civil litigant, witness, and judge. Ross discussed the impact of these experiences at a May 2018 lunch and CLE co-hosted by our Seattle office and the Seattle chapter of the J. Reuben Clark Law Society.

LEADING THE EFFORT TO ALLOW UNDOCUMENTED LAW SCHOOL GRADUATES TO GET LICENSED

For first-year DWT associate Eun Hyung "Thomas" Kim, the personal and the professional are inextricably bound. Last year, while serving as chair of the American Bar Association Law Student Division, Kim helped persuade the ABA House of Delegates to adopt Resolution 108, which calls for changes to federal law that would allow undocumented immigrants who are seeking legal status to obtain admission to the bar and to practice law.

In making the case, Kim was open about his own undocumented status. He says he came to this country lawfully with his Korean family when he was a teenager, but family members were denied green cards due to the actions of an unscrupulous immigration lawyer. That experience, and the desire to provide vulnerable people with the help they need, is what inspired Kim to pursue a legal career.

"Undocumented immigrants have the desire and, increasingly, the education to gain admittance to practice law before this nation's various state bars; they simply need the authorization to do so," Kim argued. The resolution he drafted and lobbied for was passed on a voice vote at the ABA's annual meeting in August 2017. Kim received editing assistance from Portland litigation associate Alicia LeDuc, while Portland partner Duane Bosworth helped him prep for the floor debate at the ABA annual meeting.

“ I realized that there is no better law firm in this country for me to join if I wanted to make a difference that truly empowers not only my clients but also my neighbors.”

— Eun Hyung "Thomas" Kim



Kim has become a high-profile advocate not just for aspiring lawyers but for all immigrants who, like him, are benefiting from the Deferred Action for Childhood Arrivals (DACA) program, which President Trump has threatened to end. Under DACA, individuals who came to this country as children (so-called "Dreamers") can apply for temporary legal status that allows them to attend a postsecondary institution and grants them the right to work.

Kim's inspiring story of trying to make a valuable contribution to this country and his well-spoken advocacy for DACA recipients have been featured by media outlets such as CNN, USA Today, The Associated Press, The National Law Journal, The Arizona Republic, and The Oregonian. "We were moving to America, land of opportunity, for the better future," Kim told The Oregonian. "Not for my parents, my parents were doing well in Korea... They did it for us, for my education, so that I could become someone and make a difference in the world."

Kim graduated as a full-tuition merit scholar from both Pacific Lutheran University in Tacoma, Washington, and the Sandra Day College of Law at Arizona State University, where he was chosen by vote of the class to be the student commencement speaker. Since federal aid and student loans aren't available to the undocumented, he had to work long hours outside of school to afford room, board, and textbooks. He also managed to find time to provide more than 1,300 hours of pro bono work to indigent community members during law school.

Kim came to DWT's Portland office as a 1L Diversity Scholar in 2016 and returned as a summer associate the following year. We are delighted to have him joining us this fall, as Oregon's first DACA-status attorney.

"I realized that there is no better law firm in this country for me to join if I wanted to make a difference that truly empowers not only my clients but also my neighbors," says Kim. "With DWT as my new home, I'm ecstatic to continue making significant, meaningful impact that transforms the culture of our profession."

MENTORING DIVERSE HIGH SCHOOL STUDENTS IN PORTLAND

Each year, our Portland office hosts four students from De La Salle North Catholic High School as interns during the school year. De La Salle North Catholic High School opened in 2001 to provide an affordable, faith-based, college-preparatory high school education to underserved students, and it has been identified as the most diverse private high school in Oregon. Using a work-study model pioneered by a Jesuit high school in Chicago, De La Salle allows students to "earn" a portion of their tuition by interning at local companies. In return for that service, those companies cover half the cost of the students' education.

This past year, DWT was pleased to have four interns, one from each grade level, working one

day a week as part of our Portland office's Support Services team. Their duties included mail delivery, office setup, stocking supplies, file-room assistance, and more.

"So far, all of our students have been minority, and most have been immigrants from places as far apart as Mexico and Ethiopia," says Heather Robertson, former support services supervisor, who helped lead the program. "They brighten up the office with their presence and perspective." Seniors receive a \$500 scholarship check upon successful completion of their internship. Our graduating senior this year was Karen Casas-Gonzalez, who first came to the firm as a freshman.

The students are each assigned mentors, with whom they meet at least once a month for coffee or lunch. Laura Warf, an associate in our food and beverage practice group, says getting to know her intern, Mirely, "has been very enriching and rewarding. She is a very bright and capable person and I think we have both learned a lot from each other. I am proud that our firm provides the opportunity for students to get 'real world' office experience and to gain valuable connections and skills that will likely benefit both the students and DWT for years to come. I look forward to continuing to build the mentoring relationship with Mirely over the next few years and to watch all that she will surely accomplish."



De La Salle's Karen Casas-Gonzales.



Susan Cecil with Heather Robertson.

BENEFITING, AND BENEFITING FROM, A SUPPORTED EMPLOYEE

The successful partnership between our Bellevue office and AtWork! (see p. 13), has led other offices to explore hiring employees who experience a developmental disability. In April 2017, we hired Susan Cecil in our Portland office to work 20 hours per week as a hospitality clerk. She is responsible for stocking the office's seven kitchens on four different floors, as well as making coffee, doing dishes, and ensuring that the break rooms and lunchroom are neat and orderly.

"Attorneys and paralegals have high stress and high expectations," says Heather Robertson, DWT's former supervisor of support services in Portland. "They need to come in and have those creature comforts available when they are working long hours. Susan is a ray of sunshine. She is so happy and easygoing. We have received so many compliments from both staff and clients since she started."

Cecil was hired from a pool of candidates presented

to the firm by Albertina Kerr, an organization in Portland that provides programs and services to children and adults with developmental disabilities and mental health challenges. Cecil had previously spent her days sorting hangers. "I like the variety here," she says of her time at DWT. "There are different tasks every day."

Cecil was featured on the website of the Oregon Department of Human Services as a success story for the department's Employment First initiative, which provided a grant to Albertina Kerr to help place people in community-based employment.

In her free time, Cecil volunteers at a community radio station and participates in Special Olympics. Her DWT co-workers pitched in to buy her new golf balls, a shirt, and a hat for her trip to the Special Olympics.

"Everybody chips in to support one another—that's the environment here at Davis Wright Tremaine," says Portland human resources manager Diane Sotski. "And Susan is part of that family now."

TAKING STEPS TO ADDRESS THE #METOO MOVEMENT AND COMBAT HARASSMENT

Leveraging the many platforms available to us, Davis Wright Tremaine attorneys and staff have worked to combat sexual harassment and support employer and policymaker efforts that can reduce this scourge. Our work has included the following:

- Employment partner Judy Keyes published an op-ed in The Recorder calling for changes to California law in order to make mandated anti-harassment training more effective and to hold employers more accountable.
- Employment lawyers from three of our offices—Chrys Martin (Portland), Judy Keyes (San Francisco), and Janet Grumer (Los Angeles)—joined forces to author an advisory calling for an urgent overhaul of workplace anti-harassment programs and outlining 10 immediate steps employers could take to prevent harassment and properly handle claims when they occur.
- The cross-office team of Chrys Martin (Portland), Judy Keyes (San Francisco), Kaitlyn Fallon (New York), and Mary Sanden (Bellevue) presented a related webinar titled “Top 10 Steps Employers Can Take Today to Prevent and Properly Handle Sexual Harassment Claims.” Nearly 250 people signed on.
- Chrys Martin spoke to the Portland Business Journal for a December 2017 feature story on how businesses can prevent harassment.

“Our team is privileged to have played a role in making sure that at least one victim’s voice is heard.”

— Karen Henry



- Judy Keyes published an article in California's Daily Journal outlining steps employers can take to shake up the status quo with regard to the way harassment claims are handled, prevented, and investigated.
- Laura Sack, Michael Goettig, and Kaitlyn Fallon, lawyers with our New York employment practice, published an advisory and a Law360 Expert Analysis column providing a guide to New York workplace-harassment legislation.
- Our Employment Services Group (ESG) launched a sexual-harassment task force to refine and enhance the quality of our client trainings across the practice group in light of recent events. The team has done scores of training sessions for clients, including line employees and special sessions for managers, and has developed a series of presentations on Respectful Workplaces. Sexual harassment was a focus at the firm's annual employment seminars in New York and Portland and will be a focus at the Anchorage and Seattle seminars later this year.
- The ESG litigation team of John LeCrone, Karen Henry, and Paul Rodriguez successfully defended a young woman who was sued for defamation by an international music star for allegedly accusing him of rape. The Los Angeles

Superior Court judge found that our client's allegedly defamatory statement "was made in connection with an issue of public interest, violence against women" and therefore fell squarely under the protections of the California anti-SLAPP statute.

"This is a very important victory," said Henry, who drafted and argued the anti-SLAPP motion. "Filing defamation claims against victims who speak out about their experience threatens the victims with years of stressful and expensive litigation. In many cases, the victims are forced to relent because they simply cannot afford to defend themselves against their alleged rapists, who generally have more resources and influence. This dynamic forces victims into the shadows and effectively muzzles them. Our team is privileged to have played a role in making sure that at least one victim's voice is heard."

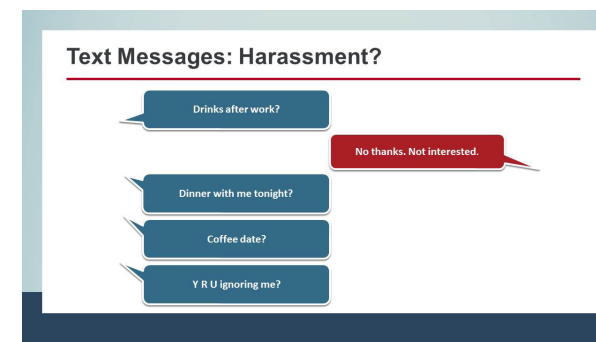
- In February 2018, DWT hosted a CLE organized by the Mother Attorneys Mentoring Association of Seattle (MAMA Seattle) about the #metoo

movement and its impact on lawyers and judges. About 100 women came to hear state Supreme Court Justices Mary Yu and Debra Stephens answer candid questions about how women in the law can continue to find their voices in the legal profession, current themes or trends in the courts, experiences with harassment, and practical solutions for dealing with a broad range of types of harassment. DWT partner Jaime Drozd Allen serves on the MAMA Seattle board and helped coordinate the event.

Inside DWT, we took significant steps to reinforce our anti-harassment culture, including refreshing the firm's policies. The tone was set at the top, as our managing partner Jeff Gray sent out a firmwide email in December 2017 reminding everyone, in strong personal language, about our zero-tolerance policy and the need to avoid and address any potentially offensive or inappropriate conduct or speech. He emphasized that:

- "Harassment in any form is inconsistent with our values."
- "We all must address issues promptly if they occur."
- "We take seriously any complaint we receive."

In addition, the firm conducted mandatory Respectful Workplace training (including what to do and where to go with a complaint or a concern) for all lawyers and staff, including lawyer leaders and staff managers, during 2018. The sessions were interactive and led by DWT employment law attorneys. The firm also provided an investigations training seminar for the firm's human resources managers covering all forms of discrimination. The legal publication Law360 included DWT and its anti-harassment initiatives in an article headlined "How Law Firms Are Adapting to #MeToo Era."



PROMOTING DIVERSITY IN THE SEATTLE LEGAL PROFESSION

DWT is pleased to help underwrite the Gregoire Fellows program at the University of Washington School of Law, which aims to promote and enhance diversity at the school and in the Seattle-area legal community. Nine fellows were named to the entering class in the fall of 2017. Students receive paid summer internships with participating law firms and legal departments after the first year of study and financial assistance for bar-exam preparation at

the end of their studies. Maggie Wykowski worked at DWT during the summer of 2018. "I am sincerely grateful for DWT's investment in the Gregoire program and my legal career," says Wykowski. "I could not have asked for a better summer experience. I've valued the opportunity to meet incredible practitioners, work on interesting, real-world legal problems, and build lasting relationships in the legal profession." The fellows continue to receive ongoing mentorship opportunities with Christine Gregoire, former Washington state governor.



The 2017-2018 Gregoire Fellows, including Wykowski, fourth from left.

“I am sincerely grateful for DWT's investment in the Gregoire program and my legal career, I could not have asked for a better summer experience. I've valued the opportunity to meet incredible practitioners, work on interesting, real-world legal problems, and build lasting relationships in the legal profession.”

— Maggie Wykowski

TAKING ON NEW LEADERSHIP ROLES

Los Angeles partner Camilo Echavarría was named co-chair of the California Minority Counsel Program, which aims to promote diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development.

San Francisco associate Tahiya Sultan [was selected to be part of the Spring 2018 Clean Energy Leadership Institute Fellowship Program, a 14-week training program that provides early-career professionals in the clean-energy industry with interdisciplinary educational training, leadership development, and a supportive professional community.

Los Angeles counsel Karen Henry was elected to the board of trustees of Southwestern Law School. A 2003 grad of the school, she joins a board that includes general counsel, judges, private practice lawyers, and CEOs. Henry is also an adjunct associate professor of law at the school, where she teaches "Communications Skills for New Lawyers."

Kelli Kohout, the firm's chief administrative officer, helped found the Association of Legal Technologists (ALT), which held its inaugural conference in February 2018. ALT aims to help develop its members into technology leaders by providing tools to realize their potential, including regional events where members can get connected to important new contacts, nurture existing ones, and address the ever-changing legal landscape. "ALT styles itself as more of think tank and networking space than a traditional legal technology association," said Legaltech News, in reporting on the organization's launch. ALT held two more conferences in July 2018.

Washington, D.C., partner Robin Nunn became co-vice chair of the Diversity Task Force of the Consumer Financial Services Committee of the American Bar Association.

Sarah Tune, co-chair of the firm's Corporate and Business Transactions practice, was elected chair of the firm's executive committee, which provides long-range planning and policy direction for the firm. Emilio Gonzalez also joined the committee. Seven of ExComm's 11 members are diverse.

Ambika Doran and Sharon Schneier were named co-chairs of the firm's Media and First Amendment practice.

Barbara Simpson Kraft was named chair of the firm's Real Estate practice.

Vidhya Prabhakaran was named chair of the firm's Energy practice.

HELPING SUPPORT AND ORGANIZE CONFERENCE FOR WOMEN LAWYERS

Seattle partner Jaime Drozd Allen co-chaired the National Association of Women Lawyers (NAWL) Seattle Conference, where women lawyers from top law firms, corporations, nonprofits, and government in the Pacific Northwest came together to share tools to succeed. DWT's Portia Moore and Lawton Penn were speakers, and DWT's Becky Francis and Lauren Rainwater chaired subcommittees for the conference. Allen is DWT's representative on the NAWL Challenge Club, an initiative to increase representation of women in equity partnership, top general counsel posts, and tenured law-school positions. Many of our clients are also sponsors and participants in the Challenge Club.

BRINGING DIVERSE DWT LAWYERS TOGETHER

Diverse lawyers can only help support each other's careers when they have an opportunity to get to know each other. With that in mind, we held East Coast and West Coast meetups for our diverse attorneys in June 2018, in our New York and Portland offices, respectively. All members of DWT's Diverse Attorneys Affinity Group and LGBTQ Affinity Group, as well as the members of our Diversity Executive Council and Office Diversity Ambassadors, were invited. Programming included an overview about diversity and inclusion at DWT, conversations about mentoring and sponsorship, and a discussion on minority bar associations and other diversity-related organizations. Our firmwide managing partner, Jeff Gray, attended the Portland event and participated in a Q&A session that included the New York meetup attendees via video-conferencing. Attorneys were given the opportunity to ask him any questions or address any concerns they had regarding diversity at our firm.

Last year, the affinity groups for our Diverse Attorneys, Minority Attorneys, and LGBTQ Attorneys hosted a Diverse Attorney Retreat. The event

included a networking reception and programming addressing issues such as: Life as a Partner, Nuts & Bolts to Being a Successful and Happy Attorney, Business Generation and Understanding Law Firm Financials, and Taking D&I to the Next Level at DWT.

Recognizing that while one-to-one mentoring relationships are very important, young attorneys also need a diverse network of mentors and advisors to help them in the many different aspects of their professional and personal development, our Women's Affinity Group launched a peer-mentoring program. "Each of our peer circles represents attorneys from diverse practice areas, personal circumstances, and backgrounds," says Seattle partner Cindy Caditz, who helped launch the initiative. "My hope is that these peer circles provide our women a support structure in which they can build the self-confidence and skills they need to thrive professionally while maintaining a balanced personal life." More than 70 women attorneys across all practice areas and in various levels of their legal careers are participating in the program. The circles meet monthly in groups of six to 10 to discuss articles related to the success of women attorneys. Topics have included career management, business development, time management, and self-advocacy.



Top Row: Danielle Toalton, Sanjay Nangia, and Brian Hurh. Bottom row: Tim Han, Vanessa Norman, and Maya Yamazaki.



Activists with United We Dream.

WORKING PRO BONO ON BEHALF OF IMMIGRANT COMMUNITIES AND ADVOCATES

The past year and a half has seen extraordinary new challenges to the rights of immigrants in this country. Davis Wright Tremaine lawyers and staff have responded with a commitment of many hours of dedicated pro bono service. The firm's extensive work has included:

- Winning a nationwide injunction against the U.S. Justice Department, halting its efforts to shut down the work of the Northwest Immigrant Rights Project and other advocacy organizations that provide limited legal assistance to people in immigration court, where there is no right to appointed counsel.
- Providing direct, on-the-ground assistance to individuals and families affected by the Trump administration's "travel ban."
- Submitting multiple amicus briefs challenging the "travel ban" in numerous jurisdictions.
- Pursuing Freedom of Information Act litigation to uncover how the "travel ban" was enforced.
- Submitting multiple amicus briefs in defense of the DACA program, which the Trump administration has threatened to end. The work is on behalf of United We Dream, a youth-led advocacy group, many of whose members are DACA beneficiaries.

Individual Recognition

LAWTON PENN NAMED TO THE FASTCASE 50

Lawton Penn, a longtime employment partner at DWT and head of the firm's DWT De Novo legal solutions design team, was named to the Fastcase 50, which recognizes the legal industry's "smartest, most courageous innovators, techies, visionaries, and leaders."

KELLI SAGER & ALONZO WICKERS IN "THE TOP 100 ENTERTAINMENT ATTORNEYS IN AMERICA"

Kelli Sager and Alonzo Wickers were once again named to The Hollywood Reporter's annual list of "the top 100 entertainment attorneys in America." This was Sager's 10th year, and Wickers' seventh, on the magazine's "Power Lawyers" list. The lawyers on the list are "at the very top of their field" and "play a vital role in keeping Hollywood's wheels turning," the magazine said.

ROXANNE ELINGS RECOGNIZED AS A NATIONAL LEADER IN 3 PRACTICE AREAS

In annual rankings from World Trademark Review (the WTR 1000), New York partner Roxanne Elings was the only attorney in the country to be recognized as a national leader in all three of the following practice areas: anti-counterfeiting, enforcement and litigation, and prosecution and strategy.

EMILIO GONZALEZ LISTED IN THE 2018 TOP LABOR & EMPLOYMENT LAWYERS

Emilio Gonzalez, a partner in our Los Angeles office, was named to the 2018 list of Top Labor & Employment Lawyers in California by the Daily Journal.

CAMILO ECHAVARRIA IS ONE OF THE MOST INFLUENTIAL MINORITY ATTORNEYS IN LA

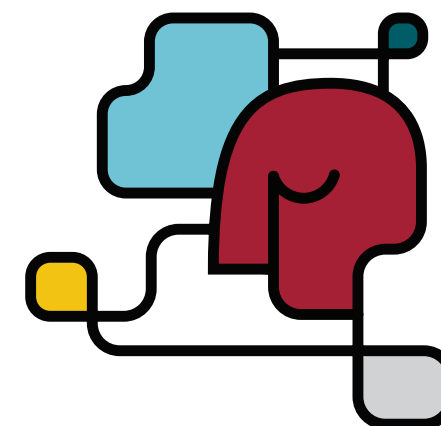
Camilo Echavarria, a partner in our Employment Services Group and co-chair of the firm's diversity committee, was named one of the Most Influential Minority Attorneys in Los Angeles by the Los Angeles Business Journal.

2018 "WOMEN OF INFLUENCE"

Three DWT partners—Elizabeth McNamara, Portia Moore, and Laura Sack—were named to the inaugural list of "Women of Influence" by the Coalition of Women's Initiatives in Law and Best Lawyers. Moore and Sack were recognized as nominees, and McNamara was named one of just 12 award-winners nationwide. The coalition is a nonprofit membership association supporting women's initiatives in law firms and companies of all sizes. Laura helped launch a New York branch of the coalition and serves on its board.

KELLI SAGER IS ONE OF LA'S "500 MOST INFLUENTIAL BUSINESS LEADERS"

Kelli Sager was named one of the "500 Most Influential Business Leaders in Los Angeles" by the Los Angeles Business Journal—a list that included only 35 lawyers.





Camilo Echavarria
PARTNER | Los Angeles



Peter Karanjia
PARTNER | Washington, D.C. New York



Laura Sack
PARTNER | New York



Roxanne Elings
PARTNER | New York



Kevin Kono
PARTNER | Portland



Kelli Sager
PARTNER | Los Angeles



Emilio Gonzalez
PARTNER | Los Angeles



Elizabeth McNamara
PARTNER | New York



Rachel Strom
PARTNER | Los Angeles



Janet Grumer
PARTNER | Los Angeles



Portia Moore
PARTNER | Seattle



Alonzo Wickers
PARTNER | Los Angeles



Chris Helm
PARTNER | Seattle



Lawton Penn
PARTNER | Seattle



Kate Tylee Herz
ASSOCIATE | Bellevue



Robert Homchick
PARTNER | Seattle



Vid Prabhakaran
PARTNER | San Francisco

LAURA SACK ELECTED TO THE COLLEGE OF LABOR AND EMPLOYMENT LAWYERS

Laura Sack of our New York office was elected to the College of Labor and Employment Lawyers as a Fellow. Election as a fellow signifies that she has distinguished herself as an outstanding attorney who has made a sustained contribution to the practice area and meets the college's high standards of integrity, professionalism, and character.

2018 "LAWYER OF THE YEAR"

Five of our diverse partners were named 2018 "Lawyer of the Year" in their respective regions and practice areas by "Best Lawyers." They are: Robert Homchick, Health Care Law, Seattle; Kevin Kono, First Amendment Litigation, Portland; Elizabeth McNamara, Media Law, New York; Kelli Sager, First Amendment Law, Los Angeles; and Alonzo Wickers, First Amendment Litigation, Los Angeles.

VID PRABHAKARAN RECEIVES MENTORSHIP AWARD

The South Asian Bar Association of Northern California honored DWT partner Vid Prabhakaran with its Mentorship Award for his continued support and encouragement of new South Asian attorneys and South Asian law students in the Bay Area.

PETER KARANJIA & KELLI SAGER NAMED "MVPS OF THE YEAR"

Peter Karanjia and Kelli Sager were named "MVPS of the Year" by Law360 in Telecommunications and Media & Entertainment law, respectively. It was the third-straight year that Karanjia has received the recognition. Just five lawyers nationwide were named 2017 MVPs in each of these practice areas.

CHAMBERS USA NAMES KELLI SAGER A "STAR INDIVIDUAL"

Chambers USA named Kelli Sager one of just three "Star Individuals" in the country in the field of media and First Amendment law.

RACHEL STROM NAMED A RISING STAR IN MEDIA & ENTERTAINMENT BY LAW360

Rachel Strom, a partner in our New York office, was named a Rising Star in Media & Entertainment Law by Law360, one of just four lawyers nationwide to receive the honor.

JANET GRUMER & KELLI SAGER TWO OF LA'S MOST INFLUENTIAL WOMEN ATTORNEYS

Janet Grumer, a partner in the Employment Services Group, and Kelli Sager, a partner in the media and First Amendment practice group, were recognized in the Los Angeles Business Journal as two of the city's Most Influential Women Attorneys.

DWT ANNUAL PARTNER AWARDS

Davis Wright Tremaine has four annual awards that recognize excellence among our partners. This year, all four of the awards went to diverse attorneys.

Janet Grumer, an employment lawyer in our Los Angeles office, received the John M. Davis Award, which honors a partner who demonstrates superb knowledge of the law. The recipient must display the utmost awareness of the law within a particular field of practice, as well as a clear understanding of related areas.

Chris Helm, an immigration lawyer in our Seattle office, was honored with the Willard J. Wright Award, which is given to a partner who demonstrates commitment to the community. The recipient must display a continued dedication to his or her involvement in civic activities.

Alonzo Wickers, a media lawyer in our Los Angeles office, received the H. Stewart Tremaine Award, which recognizes a partner who exemplifies the role of a team player within the firm. The recipient must combine a superb ability to collaborate with others with the highest quality of legal representation.

Portia Moore, an employment lawyer in our Seattle office and former chair of our Diversity and Inclusion committee, was honored with the Edward J. Davis Award, given to a partner who has made exceptional efforts to advance diversity and mentorship of all attorneys—including those of different backgrounds—throughout the firm. The recipient must demonstrate outstanding commitment, dedication, hard work, and excellence in working with, championing, and incorporating diverse backgrounds, ideas, and perspectives to provide significant value to the firm and our clients.

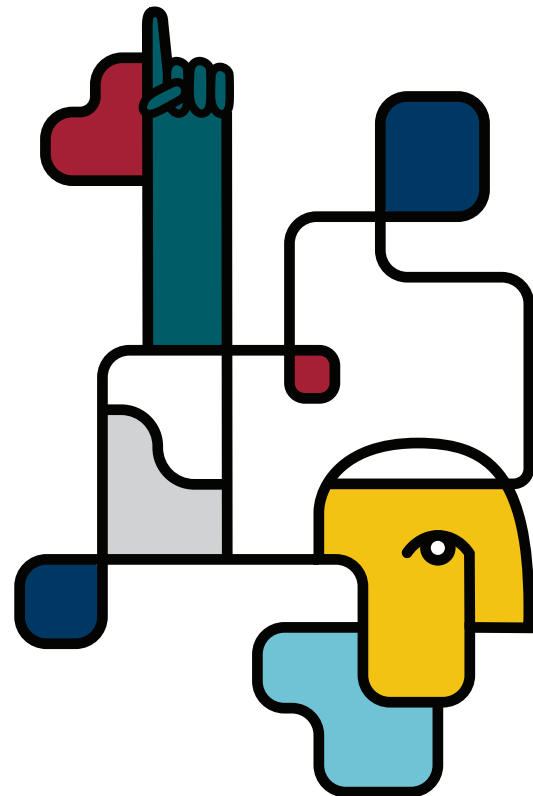
DWT HEART OF JUSTICE AWARD

The Davis Wright Tremaine Heart of Justice Award is presented each year to an associate who has exhibited exceptional pro bono commitment and performance. Nominees are put forward by the partner-in-charge from each of our offices, and the award recipient can direct a \$1,000 donation to the legal services organization of his or her choice. The 2018 winner was Kate Tylee Herz, who has devoted more than 100 hours to representing inmate Eduardo Sandoval, who was sentenced to 75 years in prison at the age of 18, in his personal-restraint petition before the Washington State Supreme Court.

Tylee Herz was also elected this year as a fellow of the American Bar Foundation. Membership is limited to 1 percent of the lawyers licensed to practice in each jurisdiction. The foundation supports research, publications, and programs that advance justice and the understanding of law and its impact on society.

NEWLY PROMOTED DIVERSE PARTNERS

- **Allison May** | Financial Services | WDC
- **Sanjay Nangia** | Litigation | SF



New Diverse Lawyers at DWT



Ashlee M. Aguiar
ASSOCIATE | Portland



Matthew H. Chung
ASSOCIATE | Seattle



Vandana Kapur
ASSOCIATE | Los Angeles



Jamie S. Raghu
ASSOCIATE | New York



Kiren Ahuja
ASSOCIATE | Los Angeles



Katori B. Copeland
ASSOCIATE | Washington, D.C.



Matthew D. Lavigueur
ASSOCIATE | Seattle



Taaj Reaves
ASSOCIATE | New York



Diego A. Atencio
ASSOCIATE | Portland



Lyra G. Correa
ASSOCIATE | Washington, D.C.



Xiang Li
ASSOCIATE | Seattle



Paul Rodriguez
ASSOCIATE | Los Angeles



Maryam Casbarro
ASSOCIATE | Washington, D.C.



Valerie N. Gallo
ASSOCIATE | Los Angeles



Florence Mao
ASSOCIATE | Portland



Mark H. Rogge
ASSOCIATE | San Francisco



Jack Chang
ASSOCIATE | Seattle



Kyle A. Gotchy
ASSOCIATE | Seattle



Shannon L. McNeal
ASSOCIATE | Washington, D.C.



Christiane A. Roussel
COUNSEL | Los Angeles



Cristina C. Chou
PARTNER | Washington, D.C.



Brandon H. Graves
COUNSEL | Washington, D.C.



James H. Moon
ASSOCIATE | Los Angeles



Nicholas J. Warack
ASSOCIATE | Seattle



Jennifer K. Chung
ASSOCIATE | Seattle



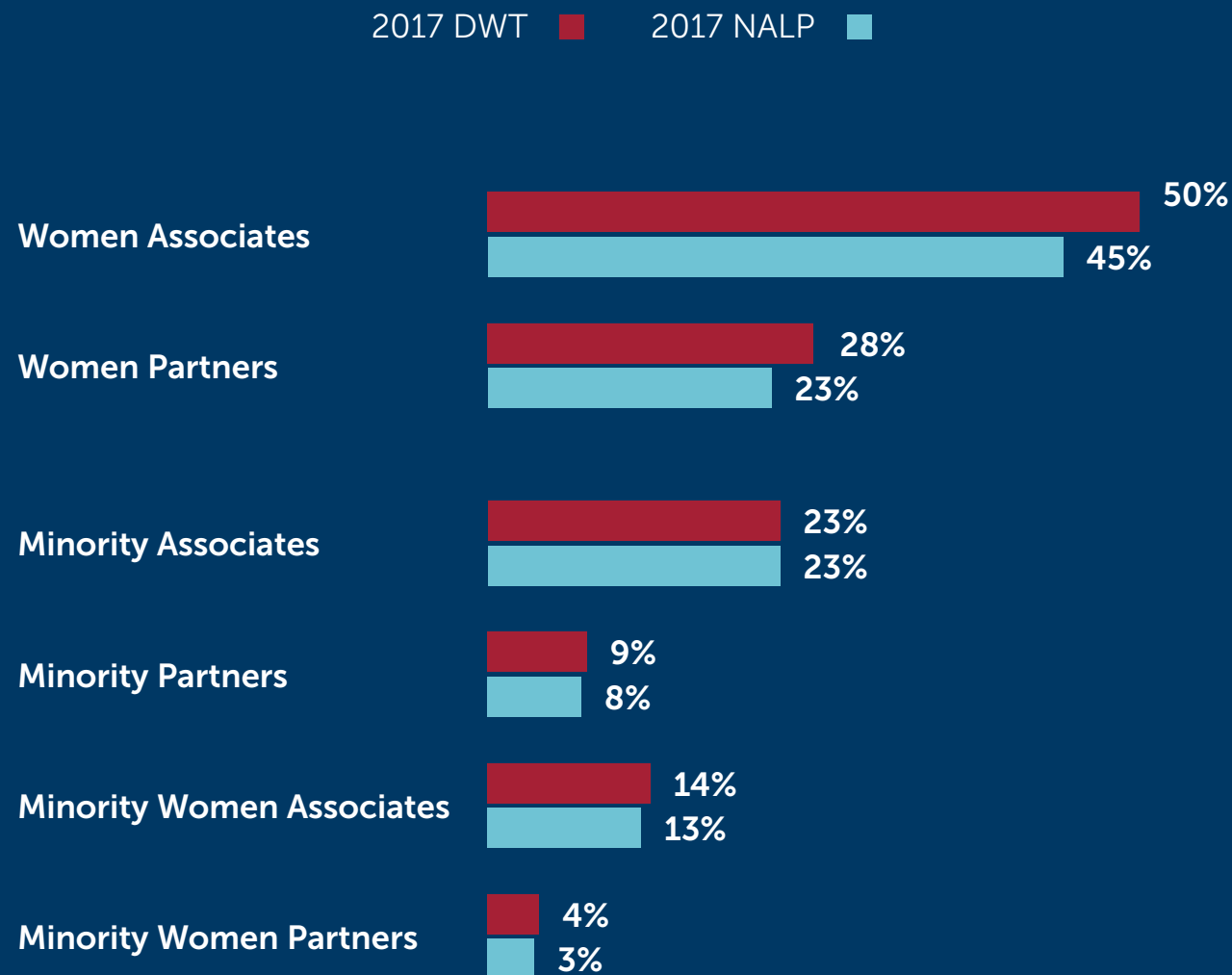
Seann W. Hallisky
COUNSEL | Seattle



Robin Nunn
PARTNER | Washington, D.C.

How We Compare

Our numbers of women and minority attorneys at DWT closely mirror national averages for law firms our size. We are striving to raise the bar and surpass these numbers.



Organizations We Support

- ABA Judicial Intern Opportunity Program
- ACLU of Oregon
- American Bar Association
- Anchorage Association of Women Lawyers
- Arab American Bar Association
- Asian American Bar Association of Greater Bay Area
- Asian American Bar Association of New York
- Asian American Justice Center
- Asian Americans Advancing Justice
- Asian Bar Association of Washington (ABAW)
- Asian Pacific American Bar Association DC
- Asian Pacific American Bar Association of Los Angeles
- Asian Pacific American Bar Association Silicon Valley
- Asian Pacific American Legal Center of Los Angeles
- Association of Black Women Attorneys
- Association of Law Firm Diversity Professionals
- Basic Rights of Oregon
- Bay Area Lawyers for Individual Freedom (LGBTQ)
- Bernard S Jefferson Law Society (LA)
- Black Entertainment and Sports Lawyers Association
- Black Women Lawyers Association of Los Angeles
- Black Women Lawyers Association of Northern CA
- Black Women Talk Tech
- California Black Lawyers Association
- California Minority Bar Associations List
- California Minority Bar Coalition
- California Minority Counsel Program
- Cardozo Society of Washington
- Corporate Counsel Women of Color
- Diversity & Flexibility Alliance
- Filipino American Lawyers Association of New York
- Filipino American Lawyers Association of WDC
- Filipino American Lawyers of Orange County
- Filipino American Lawyers of San Diego
- Filipino Lawyers of Washington (FLOW)
- GWAC Greater Washington Area Chapter (African American Women Attorneys)
- Hispanic Bar Association of DC
- Hispanic National Bar Association
- Indigenous Bar Association of Canada
- Institute for Inclusion in the Legal Profession
- Japanese American Bar Association
- John M Langston Bar Association (LA)
- King County Bar Association of Washington
- Korean American Bar Association
- Latina Lawyers Bar Association
- Latina/Latino Bar Association of Washington
- Leadership Council for Legal Diversity
- LGBT Bar Association of DC
- LGBT Bar Association of Greater New York
- LGBT Bar Association of Washington
- LGBTQ Bar Association of Los Angeles
- Long Island Hispanic Bar Association
- Loren Miller Bar Association
- MAMAS - Mother Attorneys Mentoring Association of Seattle
- Metropolitan Black Bar Association
- Mexican American Bar Foundation
- Middle Eastern Legal Association of Washington
- Minority Corporate Counsel Association
- Multnomah Bar Association Diversity
- National Asian Pacific American Bar Association
- National Asian Pacific American Women's Forum
- National Association of Minority and Women Owned Law Firms
- National Association of Women Lawyers
- National Bar Association of African American Attorneys
- National Black Law Students Association
- National Black Prosecutors Association
- National Conference of Black Lawyers
- National Diversity Council LGBTQ+ Roundtable
- National Filipino American Lawyers Association
- National LGBT Bar Association
- National Native American Bar Association
- National Veterans Services
- New York City Bar Association Diversity
- New York City Bar Fund
- New York Ethnic & Minority Bar Associations List
- New York Women's Bar Association
- Northwest Indian Bar Association
- OAPABA Oregon Asian Pacific Bar Association
- OCLA Oregon Chinese Lawyers Association
- OGALLA The LGBT Bar Association of Oregon
- OHBA Oregon Hispanic Bar Association
- OMLA Oregon Minority Lawyers Association
- Oregon Filipino American Lawyers Association
- Oregon Specialty Bars & Affinity Sections
- Oregon State Bar Diversity
- OWLS Oregon Women Lawyers
- Pierce County Minority Bar Association
- Q-Law of Washington
- San Francisco La Raza Lawyers Association
- San Francisco Lambda Legal
- Slavic Bar Association of Washington
- South Asian Bar Association of North America
- South Asian Bar Association of Northern California
- South Asian Bar Association of Southern California
- South Asian Bar Association of Washington
- Spokane County Bar Association Diversity Section
- The Filipino Bar Association of Northern California
- University of Washington Office of Minority Affairs & Diversity
- Vietnamese American Bar Association of Washington
- Washington Attorneys with Disabilities Association
- Washington Initiative for Diversity
- Washington State Regional Minority Bar Associations List
- Washington State Veterans Bar Association
- Washington Women Lawyers
- WBA The Washington Bar Association (African American Bar)
- WBAC Women's Bar Association of DC
- Working Mother/ Flex-Time Lawyers Best Law Firms



[DWT.COM/DIVERSITY](https://www.dwt.com/diversity)

Anchorage | Bellevue | Los Angeles | New York
Portland | San Francisco | Seattle | Washington, D.C.