



# PRESIDENT’S MESSAGE

BY THERESA LA VOIE

## MOVING FORWARD WITH SACRAMENTO’S NO GLASS CEILING INITIATIVE

In 2002, a group of San Francisco lawyers began signing up 76 law firms and legal departments in its No Glass Ceiling Initiative to encourage local law firms to make work environments more family-friendly and promote more women up the ranks. This project has been successful through the extraordinary efforts of Angela Bradstreet, managing partner of Carroll, Burdick & McDonough LLP.

In 2004, thanks to Grace Bergen, the then president of WLS, a working committee of dedicated women lawyers was formed, including Patricia Sturdevant, Jennifer Kaufman, Tamara Dahn, Megan Lewis, Kristi Beckley, Lori Okun, Barbara O’Hearn, Ruthe Catolico Ashley, and Marty Opich. The committee created a No Glass Ceiling Task Force modeled after its San Francisco counterpart. The Task Force in Sacramento consisted of 15 of Sacramento’s top law partners and business persons. The members of the Task Force worked hard to garner support for the No Glass Ceiling Initiative’s goals aimed at increasing management statistics and the quality of life of women in Sacramento law firms, businesses and state agencies.

The Task Force composed a written commitment, or pledge, for law firms, corporate legal departments, governmental legal offices, and businesses alike to sign. The pledge commits the firm or business to involve women in all aspects of firm management, equalize retention rates between men and women, eliminate gender bias, increase business development opportunities and establish flexible work policies.

A recent survey shows that over 18 Sacramento law firms and businesses are signatories to the No Glass Ceiling pledge. But that number has become static, and a couple of law firms have decided to retract their pledge. In response, WLS is creating the No Glass Ceiling Committee to be chaired by Marcia Augsburger, a partner at McDonough Holland and Allen PC.

The newly formed WLS No Glass Ceiling Committee will continue to encourage law firms and businesses to sign onto the No Glass Ceiling pledge.



Angela Bradstreet said, “This is not a gender issue; it is a business issue. It is simply not profitable for law firms to hire on female associates and lose them due to lack of partnership opportunities.” The American Bar Association Commission on Women in the Profession reported in 2001 that it costs firms approximately 150 percent of the employee’s annual salary to recruit and train a replacement associate. According to American University Washington College of Law’s Program on WorkLife Law, the loss of a single associate can cost a firm as much as \$500,000.

While nearly 50% percent of law school graduates are female, only about 16 percent of partners in Sacramento are female, the same percentage found in a national survey two years ago. But simply calling attention to the lack of women in key managing positions in law firms is not a sufficient catalyst for change. The WLS No Glass Ceiling Committee will be examining the reasons why we face a glass ceiling and developing plans to help firms retain and promote women. We can learn from a number of prominent women who have explored how the glass ceiling can be “shattered.”

Eve B. Burton, in *More Glass Ceilings Than Open Doors: Women as Outsiders in the Legal Profession*, 65 Fordham L. Rev. 565 (1996) argues that for a woman to be successful in the legal profession, particularly in the large firm or corporate environment, she must have at least two of the following: (1) a flexible schedule; (2) support from a spouse or partner; and (3) a firm culture that does not require a choice between success at

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work and family or outside interests. As to flexible scheduling, Ms. Burton sees a flexible schedule as flexible on both the part of the attorney and the employer. Thus, while an attorney might be regularly scheduled to work four days a week, she should be prepared to work more intensively for some periods, which would be followed by "significant" periods of time off. If the attorney works significantly more than contemplated, compensation should be adjusted accordingly. As for support from a spouse or partner, Ms. Burton notes that women who are coupled with men who also work in a profession that expects long and unpredictable hours are at a disadvantage in their ability to balance family and work. She urges male attorneys to spend more time in child rearing and related tasks. As for firm culture, Ms. Burton states that pleasing clients is a powerful way to overcome institutional bias against flexible schedules.

Judith P. Vladeck in *Response to Glass Ceilings and Open Doors: A Modest Proposal for Change*, 65 Fordham L. Rev. 595 (1996) concludes that until the legal profession abandons its resistance to the idea that women, even those who are potential or actual mothers, are capable of commitment to the law and of providing continuing economic returns to the firms that support them, women will get nowhere. The article cites four mechanisms by which law firms perpetuate white male domination and exclusion of women from equal opportunity. Environment: Women are not encouraged to consider partnership as a possibility. In addition, they are discouraged by having to work in an atmosphere that tolerates classical ways of putting a young woman in her place, such as unwelcome sexual advances, harassment, or paternalistic attitudes. Assignments: Women are assigned work that limits their opportunity for partnership while newly hired males are given career advancing assignments with earlier client contact and are provided with partner mentoring. Channeling: Women are directed into fields other than lucrative corporate or commercial practice, and instead are encouraged to choose fields like domestic relations, which are then devalued as less desirable because they are women's fields. Pregnancy Discrimination: Women are faced with the Hobson's choice of forgoing having children (or unnaturally deferring child birth) or giving up partnership. Men do not have to make the choice. This is not equal opportunity.

Deborah L. Rhode, a Stanford Law professor, has written extensively on women in law. In *Myths of Meritocracy*, 65 Fordham L. Rev. 585 (1996) she writes that while women perceive continuing gender bias difficulties in the practice of law, the perception of male attorneys is that barriers have broken down. The contrast between the perceptions of the

men and women can have negative repercussions on the firms in which they jointly participate. Female lawyers consistently report receiving fewer opportunities in mentoring, business development, and desirable assignments than their male colleagues. These inequalities often reflect sex-based stereotypes, such as the assumption that women with children are less committed to their careers than are other attorneys. These preconceptions about women's lesser commitment often distort performance evaluations and eventually become self-fulfilling prophecies. A related problem involves the reluctance some male clients and attorneys still feel in working closely with women, or in including women in informal networks where mentoring and rainmaking occur. Concerns about sexual harassment complaints can heighten that discomfort.

Ms. Rhodes contends that women's career sacrifices are attributable not just to women's choices but to men's choices as well. Thus, another contributing factor to continuing gender bias is the commonly held belief that persistent gender inequalities are attributable to the fact that women have different family priorities from men and that these personal commitments exact a professional price. Male spouses' failure to shoulder equal family responsibilities and male colleagues' failure to support alternative working arrangements are also responsible. Employed women spend about twice as much time on domestic chores as employed men. In addition, the spouses of female lawyers frequently view their own professional obligations as fixed and women's as negotiable.

Some inequality in the work force is inevitable, but over time, with serious commitment to women's advancement, we will all do better. Failure to take action will make the glass ceiling turn into a concrete one. The critical message to convey to law firms is that the glass ceiling is not healthy for anyone.

For more information about the No Glass Ceiling Initiative and how your firm/company can participate, please contact: Marcia Augsburger at [maugsburger@mhalaw.com](mailto:maugsburger@mhalaw.com).

Also look for the WLS website link - "No Glass Ceiling Initiative" - where WLS intends to list the names of the law firms and businesses in Sacramento that have signed the No Glass Ceiling Pledge and the Supporters. You will also find the Pledge to distribute to your own firms, legal departments or businesses for signature. If you obtain a signed Pledge, provide a copy to Marcia Augsburger for inclusion in the list of those who have made the commitment in Sacramento.

# Women Lawyers of Sacramento Hosts a June Luncheon Featuring Sacramento County Bar Association President Ms. Stacy Boulware-Eurie

RSVP with menu choice by June 20th to WLS Member Angela Lai at (916) 442-8888 or [alain@nossaman.com](mailto:alain@nossaman.com).

DATE: June 28, 2007

Join us in welcoming **Stacy Boulware-Eurie**, the Sacramento County Bar Association's ("SCBA") 2007 President. As a leader in our legal community, **Ms. Boulware-Eurie** epitomizes the quintessential Powerful Woman. **Ms. Boulware-Eurie** is the 8th woman President, and only the 4th African-American President, of the SCBA, an organization established back in 1918. Presently leading an 89-year old establishment, **Ms. Boulware-Eurie** makes local history, and shares her vision for Sacramento's legal community.

**Ms. Boulware-Eurie** will share how the SCBA has grown over the years, how Sacramento's demographics have affected the needs of the association, and how the SCBA has responded to those needs. **Ms. Boulware-Eurie** will engage the audience in a candid and dynamic conversation about what the SCBA can do to improve our legal community, allowing YOU a unique opportunity to shape the SCBA's future agenda. So, come with your questions and comments. **Ms. Boulware-Eurie** welcomes them!

A graduate of UC Davis King Hall, Ms. Boulware-Eurie began her legal career at the law offices of Rothschild, Wishek & Sands, practicing criminal and administrative law. Later, she joined the Office of the Attorney General, litigating employment discrimination cases in State and Federal Court. In August of 2006, Ms. Boulware-Eurie was appointed as the Senior Assistant Attorney General for the Government Law Section of the Attorney General's Office, which provides advice and litigation representation to California's constitutional officers.

**WHERE:** Firehouse Restaurant (Old Sacramento)

**TIME:** 12:00-1:15 p.m.

**MENU:** *Chinese Chicken Salad* with mizuna and a honey sesame-soy emulsion, or *Pork Tenderloin* grilled and served on a bed of Granny Smith apples braised with bacon, garnished with roasted shallots and an apple brandy-ivory sauce, or *Grilled Portobello Mushroom Tower*, including portobello mushroom, layered with mozzarella, roasted red peppers and grilled tomatoes, garnished with eggplant and basil pesto sauce.

**COST:** \$20.00 for WLS prepaid members, past presidents of WLS, and judges; \$25.00 for all others, except law students, whose cost is \$15.00. It may not be possible to get a first choice entree unless reservation is made before the deadline.

Please mail your check payable to WLS and menu choice by **June 20, 2007** to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95812. **Please indicate if you are a pre-paid WLS member, past president, or judge on your check.** Since WLS will be charged for cancellations, payments must be received in advance and are non-refundable.

**RSVPs or Questions about the luncheon? Contact WLS Member Amal Abu-Rahma at (916) 322-9726 or [aaburahma@dmhc.ca.gov](mailto:aaburahma@dmhc.ca.gov) or WLS Member Angela Lai at (916) 442-8888 or [alain@nossaman.com](mailto:alain@nossaman.com).**

Seating at the door is subject to availability. Please bring any unused toiletries and women's personal items to the luncheon. These items will be donated to Maryhouse, a non-profit organization that helps homeless women and children.

# IN CELEBRATION OF KAREN PEDERSEN STEVENS

PAST PRESIDENT OF WLS AND FOUNDER OF CALIFORNIA WOMEN LAWYERS

Join us for a special celebration of Karen Pedersen Stevens' leadership of Women Lawyers of Sacramento and founding of California Women Lawyers, as Karen retires from nearly 35 years in practice.



the founding generation of WLS bar leaders with the newest generation, serving as an officer on the Sacramento County Bar board. Karen has been supported in all of these endeavors by her attorney husband Jan Stevens, now retired from the California Department of Justice.

In this year recognizing "Women of Power," it is fitting that WLS recognize a pioneer whose sterling character and unquestioned integrity, coupled with ongoing dedication to the highest standards of the legal profession, paved the way for the accomplishments of so many who were encouraged and inspired by her example.

Karen is a certified family law specialist with a passion for horseback riding inspired by daughter Hilary, herself a Peace Corps and Crisis Corps volunteer. Karen's lifetime of community service continues to inspire, as she meets new challenges in retirement.

A Vassar and McGeorge graduate, Karen served on the State Bar Board of Governors from 1975-77, as WLS President in 1977, on the board of CWL and on the Sacramento County Bar Association board in the 70s. More recently, Karen linked

Karen will be honored for her outstanding achievements at WLS's June 28, 2007 luncheon at the Firehouse Restaurant. Please join us to thank Karen for her leadership and dedication to the legal profession throughout the years.

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## QUESTION OF THE MONTH

HOW CAN WE INCREASE CIVILITY IN THE PRACTICE OF LAW?

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### RESPONSE TO LAST MONTH'S QUESTION OF THE MONTH

"WHAT DO YOU DO TO EFFECTIVELY NETWORK AT BAR AND OTHER LOCAL EVENTS?"

For some, networking comes easily. For others, it is more of a challenge, especially if you are new to an organization, don't know anyone or are shy. You must take the initiative to start conversations: introduce yourself, find out who people are, what they do, why they enjoy their work, their hobbies and interests. I usually ask for a business card and have mine handy to exchange as well. After the event, I find it's helpful to jot down a few things about the person, the area of law she practices, what you talked about, the date and the event

on the back of the card. If someone asks you for a referral or knows of a job opportunity, you'll have a handy reference. The person you meet may be a good resource to learn about an arbitrator or an expert. If you need to call her, you'll have some information to refresh her recollection about who you are and where you met. The more you go to events, the more you will be seen and your name recognized, and you will get to know people in the community. Networking takes some effort, but it is worth it.

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### WOMEN LAWYERS WANTED ON BASKETBALL COURT

Court is now in session for women lawyers who want to play basketball after work in Sacramento. Get In The Game Hoops, a national basketball organization of women lawyers, has just opened a Sacramento chapter

and is looking for more players. The group meets on Wednesdays at 6:30 p.m. at Ashton Park. For more information, contact [kfettig@aol.com](mailto:kfettig@aol.com) or [getinthegame-hoops.org](http://getinthegame-hoops.org).

# FOURTEENTH ANNUAL ARTFEST

WLS is pleased to announce that Women Lawyers of Sacramento's 14th Annual ArtFest will be held on Thursday, October 4, 2007, from 6:00 p.m. to 9:00 p.m. The event will be located at the Vizcaya in Sacramento. This special annual event will include a buffet dinner, wine and other beverages, live music, artwork from local artists, and a silent auction. The talented artists will offer paintings, jewelry, pottery, sculptures, clothing, and other artistic items. We invite all WLS members to sponsor this wonderful event. We will acknowledge our gracious sponsors throughout the planning stages of the event and up and through the event itself.

WLS' 14th Annual ArtFest includes four levels of sponsorship, all of which receive different levels of recognition. The sponsorship opportunities are as follows:

## PLATINUM (\$1,000+)

- Recognition at the event to include brochures and/or advertisement on a special table detailing your business as well as your generous contribution.
- Recognition in all of our pre-event advertising, including on the WLS' website, in the Sacramento Lawyer Magazine, on fliers, and other event advertising.
- Recognition on the greeting board located at the front of the event, in the program at the time of the event, and verbal recognition during the event.
- 10 tickets to ArtFest.

## GOLD (\$500-\$999)

- Recognition in all of our pre-event advertising, including on the WLS' website, in the Sacramento Lawyer Magazine, on fliers, and other event advertising.
- Recognition on the greeting board located at the front of the event, in the program at the time of the event, and verbal recognition during the event.
- 4 tickets to ArtFest.

## SILVER (\$250-\$499)

- Recognition on the greeting board located at the front of the event, in the program at the time of the event, and verbal recognition during the event.
- 2 tickets to ArtFest.

## BRONZE (\$100-\$249)

- Recognition in the program at the event and verbal recognition during the event.
- 1 ticket to ArtFest.

Our sponsorships are a critical component of the success of WLS' ArtFest. ArtFest is our annual fundraiser to support the WLS Foundation. The funds raised from this event allow WLS to award grants to local charities, such as W.E.A.V.E., Wellspring Women's Center, Stanford Home for Children, Linkage to Education, My Sister's House, and Loaves & Fishes, as well as scholarships to needy law school students, both of which improve the community in which we all practice.

If you would like to be a Platinum or Gold Sponsor and included in all of our pre-event advertising, please respond on the attached Sponsor Form by June 19, 2007, otherwise we cannot guarantee the acknowledgment in our pre-event advertising. We will accept all sponsorships up through the time of the event; however, we cannot guarantee published acknowledgment opportunities on the day of the event for donations received after September 25, 2007. We appreciate your support and all of your donations. Should you have any questions regarding this event or any sponsorship questions, please contact Jamie M. Errecart at (916) 444-3900 or Michele Z. Stevenson at (916) 830-7200. For more information on Artfest, including ticket purchase forms, look in future newsletters.



# WLS

## WOMEN LAWYERS OF SACRAMENTO

P. O. Box 936

Sacramento, California 95812

[www.womenlawyers-sacramento.org](http://www.womenlawyers-sacramento.org)

## Fourteenth Annual ArtFest Underwriter Response Form

Please include me/my firm as a donor at the following level:

- \$1,000 Platinum Sponsor, includes 10 tickets
- \$500 Gold Sponsor, includes 4 tickets
- \$250 Silver Sponsor, includes 2 tickets
- \$100 Bronze Sponsor, includes 1 ticket
  
- I/We cannot attend but still wish to support the WLS Foundation as a donor with the enclosed \$ \_\_\_\_\_ contribution to help defray the cost of producing the event.

Name/Firm: \_\_\_\_\_

Contact Person: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

The ArtFest will be held at the Vizcaya in Sacramento on Thursday, October 4, 2007, from 6:00 p.m. to 9:00 p.m. If you would like further information about the event, please contact Jamie M. Errecart at (916) 444-3900 or Michele Z. Stevenson at (916) 830-7200.

**Please return this form and donation  
made payable to "WLS Foundation" to:**

**WLS Foundation  
Attn: Jamie M. Errecart  
McDonough Holland & Allen PC  
555 Capitol Mall 9th Floor  
Sacramento, CA 95814-4692**

\*In compliance with the Internal Revenue Service guidelines, the full amount of your donation above any benefit received is considered a tax-deductible contribution.

\*\*If you would like to be a Platinum or Gold sponsor and included in all of our pre-event advertising, please respond by June 19, 2007, otherwise, we cannot guarantee the acknowledgment in our pre-event advertising. We will accept all sponsorships up through the time of the event; however, we cannot guarantee published acknowledgment opportunities on the day of the event for donations received after September 25, 2007.

# HOW TO STOP PROCRASTINATING

*From Comstock's Magazine -March 2007*

Procrastination is no small matter. Almost everyone puts things off occasionally. Surprisingly, 20% of people identify themselves as “chronic procrastinators.” The good news is procrastination is a learned behavior. Here’s how to unravel your procrastination habit:

- **Ask “What’s getting in my way?”** – Identify the offending obstacle and look it in the eye. Most of what we dread is fabricated in our minds. Ask yourself what’s stopping you and take control of the situation. If lack of information stops you, seek resources through the Internet, books or people who know. If fear is stopping you, identify the fear and overcome it.
- **Make a decision** – It has been said that if you decide not to decide you’ve still made a decision. Very few things are so critical they cannot be undone. Make a decision and act on it – it’s the first step to moving forward.
- **Verbalize your commitment** – The American Society of Training and Development has found when you make a plan and tell someone of your commitment you’re 50-65% more likely to complete the task. If you set a date to report the results back to that person the success rate jumps to 95%. So tell a trusted friend who will hold you accountable. It works.
- **Schedule tasks** – When a project seems daunting, remember it’s just a series of smaller, different steps. You don’t have to complete it all at once. If you schedule and work on tasks a bit at a time, the whole thing will be completed with minimal pain. Don’t forget to acknowledge and celebrate your progress along the way.
- **Set realistic goals** – Of course you’ll be disheartened if you set lofty goals and miss them. What’s the point in that? Set attainable goals for each step of the process. You’ll be more motivated to work on the project each successive day.
- **Say “no”** – If someone requests something that will interfere with the completion of your task don’t use it as an excuse to procrastinate. Saying “no” is always an option. When “no” is not the best option, “yes, but later” often works. Respect your own time, others will respect you for it.
- **Dump perfection** - One leading cause of procrastination is the quest for perfection. A well done job causes no dishonor. Perfection often goes unnoticed. Delivering a well done job on time makes everyone happy.

*Michelle Andres is the president of Pathways Associates an executive coaching and organization development firm. She works with individuals and businesses designing “strategies for business and life.” She can be reached at michelle@pathways-associates.com or at (916) 972-7400*

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## APRIL LUNCHEON

From left to right: Amal Abu-Rahma, Wendy York, Tom Johnson, Deputy District Attorney, Adult Sexual Assault Prosecution Unit, Beth Hassett, Executive Director, WEAVE, Inc., Theresa La Voie, Stephanie M. Bamberger, Managing Attorney, WEAVE, Inc., Angela Lai



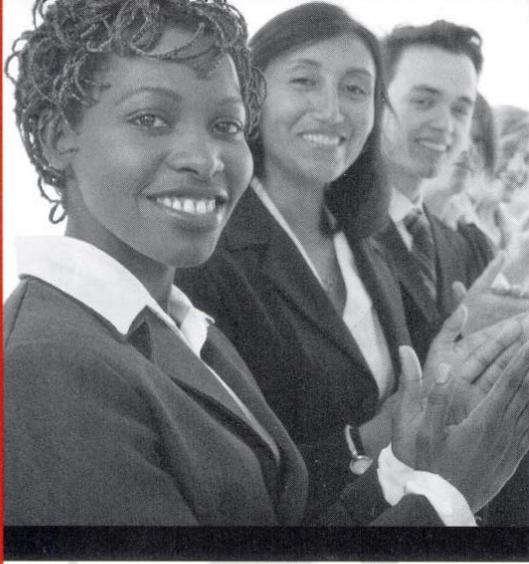
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## EMPLOYMENT OPPORTUNITY

Nationwide Insurance Company has an immediate opening in our San Francisco and Sacramento law offices. A minimum of five to ten years civil litigation experience is required. Interested candidates should apply online at

[www.nationwide.com](http://www.nationwide.com) and e-mail a resume to [goatesk@nationwide.com](mailto:goatesk@nationwide.com) or fax it to the attention of Ken Goates 916-921-9040.



Celebrating  
*Differences*  
and Promoting  
*Talent*

Weintraub Genshlea Chediak invites you and your colleagues to an evening of food and wine to celebrate the diversity programs sponsored by the No Glass Ceiling Task Force of Sacramento and the Sacramento County Bar Association's Diversity Hiring and Retention Committee.

Come and enjoy our inspirational speakers who will share their stories of challenges and successes in the legal profession.

**Thursday, June 28, 2007**  
**5:30 pm – 7:30 pm**

5:30 pm – 6:00 pm  
Pre-event Networking  
6:00 pm  
Welcome  
6:00 pm – 7:30 pm  
Panel Discussion

**Weintraub Genshlea Chediak**  
400 Capitol Mall, 11th Floor, Sacramento

Speakers:

**Honorable Tani Cantil-Sakaue**  
California Appellate Court Justice,  
Third District Court of Appeal

**Stacy Boulware-Eurie**  
Special Assistant Attorney General,  
State of California  
Office of the Attorney General

**Louis A. Gonzalez, Jr.**  
Shareholder,  
Weintraub Genshlea Chediak

Kindly respond by June 22nd to  
Rebecca Hoffman, 916.558.6068  
or rhoffman@weintraub.com



**WOMEN OF INFLUENCE NETWORKING EVENT  
WITH "WINE AFTER WORK™"**

AND OTHER NETWORKING GROUPS

	<p><b>Sacramento Monarchs</b> vs. <b>Detroit Shock</b> Saturday, June 23, 2007 7:00 PM ARCO Arena</p>	
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- Attend the first ever "Monarchs Business Women's Networking Event"!
- Participate in formal structured networking to help build powerful connections.
- Tickets for this event package are only \$25 each!
- Package includes: networking event, appetizers, and ticket to the game.

FOR MORE INFORMATION PLEASE CONTACT GREG FLEISHER AT (916) 928-8135

<b>TO ORDER TICKETS PLEASE RETURN THIS FORM WITH PAYMENT TO: GREG FLEISHER, ONE SPORTS PARKWAY, SACRAMENTO, CA 95834 OR FAX TO (916) 928-6936</b>		
NAME: _____		PHONE: _____
ADDRESS: _____		CITY: _____
STATE: _____	ZIP CODE: _____	EMAIL: _____
PLEASE MAKE CHECK OR MONEY ORDER PAYABLE TO: <b><u>SACRAMENTO MONARCHS</u></b>	# TIX	TICKET PRICE
	_____	LOWER LEVEL SEATS @ \$25.00 ea. \$
		TOTAL ENCLOSURE \$
		_____

Deadline to Order: June 16, 2007

THANK YOU FOR YOUR SUPPORT!



## Women Lawyers of Sacramento

P.O. Box 936  
Sacramento, California 95812

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w) 283-8820 f) 283-8821  
tlavoie@ecplslaw.com

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La Voie, & Steinheimer LLP  
w) 283-8820 f) 283-8821  
jcoleman@ecplslaw.com

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w) 327-7312; f) 323-0438  
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Jamie M. Errecart  
McDonough Holland &  
Allen PC  
w) 444-3900; f) 444-3249  
jerrecart@mhalaw.com

Michele Z. Stevenson  
Littler Mendelson  
w) 561-5300; f) 561-0828  
mzallen@littler.com

Vice Chair Maggy Krell  
California Attorney  
General's Office  
w) 327-1995  
maggykrell@aol.com

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cjacobs@hckjs.com

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w) 565-0300; f) 565-1636  
jrosenquist@mpbf.com

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Tamara Dahn  
Department of Health  
Services  
w) 440-7809; f) 440-7707  
tdahn@dhs.ca.gov  
t.dahn@att.net

Jennifer Rouse  
Drobny Law Offices  
w) 419-2100; f) 419-1222  
jsr@drobnylaw.com

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Andrea Ritigstein  
w) 684-8958  
amakerit@aol.com

Megan Lewis  
Wilke Fleury Hoffelt Gould  
& Birney LLP  
w) 441-2430; f) 442-6664  
mlewis@wilkefleury.com

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w) 440-7738; f) 440-7711  
lstoica@dhs.ca.gov

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m\_dougherty1@pacific.edu

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Kristi Beckley  
Employment Development  
Department  
w) 654-7468 ; f) 654-9069  
kbeckley@edd.ca.gov

Gayle M. Kono  
Law Office of Brian R.  
McClellan  
w) 921-9353; f) 921-9040  
gayle\_kono@yahoo.com

### Programs

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Department of Managed  
Health Care  
w) 323-0435; f) 323-0438  
aaburahma@dmhc.ca.gov

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