

WOMEN LAWYERS OF SACRAMENTO

November 2014 Newsletter

P.O. Box 936 • Sacramento, California 95812
www.womenlawyers-sacramento.org

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Join Us At This Month's Luncheon Featuring

Pat Gillette

Presenting:

Rain Makers: Born or Bred?

November 20, 2014

Lucca Restaurant

(See Page 2)

October Luncheon Highlights

On Line Marketing and Social Media – More Busy Work or More Business?

Speaker: Anne Bothwell

By: Kelly Babineau, Programs Vice-Chair

Ann Bothwell, the founder of Bothwell Marketing and a pioneer in law firm marketing for 20 years, shared her insights on digital marketing in today's economy. Digital law firm marketing has changed greatly in the last 10 years. There was a time when firms merely posted a copy of their brochure on line, believing that was sufficient. However,



L to R: Speaker, Anne Bothwell and WLS President, Maralee Eriksen

that is no longer the case. In today's economy consumers turn to the internet for their information. You must have a digital presence on the internet.

There are many ways to build your law firms presence digitally. Such as: blogs, LinkedIn, Facebook and Twitter. However the single most important

thing a firm must do is have a dynamic and relevant website. You may be the most qualified lawyer in the county, city or state – but if your website does not portray you that way, than your clients will not know.

Your website must be interesting and original. Studies show that potential clients are not necessarily concerned about the size of the firm, but whether or not

the firm has handled situations similar to their own. Your website must provide specific information that conveys to the client that your firm is the right firm for them. Consequently, consider the information you place in your biography. Describe generally the types of cases you have handled and what area you specialize in.

Continued on Page 6



WOMEN LAWYERS OF SACRAMENTO

November Luncheon Featuring Pat Gillette

TITLE: Rain Makers: Born or Bred?



PAT GILLETTE is a partner at Orrick Herrington and Sutcliff. For years firms have been training lawyers on the tactics of rainmaking. But is that all there is to rainmaking? A groundbreaking study suggests there are personal characteristics that distinguish rainmakers from their colleagues. Come hear about the study and what it means to how you might change your approach to business development.

Patricia Gillette is a member of the employment law group. Orrick's Employment Law and Litigation group was recently named *Labor & Employment Department of the Year* in California by *The Recorder*.

WHEN: November 20, 2014

WHERE: Lucca Restaurant and Bar, 1615 J Street, Sacramento, CA

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

MENU: Stuffed sweet peppers, steak salad, grilled chicken breast or spicy penne & sausage. **Each menu item comes with choice of soda or iced tea.**

COST: \$30.00 for current WLS members, past presidents of WLS, and judges; \$35.00 for all others, except law students, whose cost is \$25.00. Without advance reservation, it may not be possible to get the entrée of your choice.

RSVP with menu choice online at www.womenlawyers-sacramento.org (please use the Note function to identify name of attendee and menu choice) or with confirmation of mailed check by November 18 to Kresta Daly at kdaly@barth-daly.com or Wendy Green at wgreen@hansenkohls.com. Please mail your check, payable to WLS, with menu choice for receipt by November 18 to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95814. **Please indicate if you are a current WLS member, past president, or judge on the check.** WLS is charged for cancellations. Payments must be received in advance and are not refundable. Seating at the door is subject to availability.

In addition to our featured speaker this luncheon is also the Annual Member meeting and all attending members will be able to vote on the 2015 WLS Board.

Please bring any unused toiletries and women's personal items to the luncheon for donation to Maryhouse, a non-profit organization that helps homeless women and children.



PRESIDENT'S CORNER

BY: Maralee Eriksen, WLS President

As many of you know, earlier this month, WLS held a reception for the California Supreme Court at the conclusion of the Court's oral argument calendar in Sacramento. Our vice president, Rebecca Dietzen and board member Miranda Dalju planned the event this year. Their efforts made this year's reception a terrific event. After a multi-year hiatus while the Stanley Mosk Library and Courts building was closed for much needed renovation, it has been a pleasure to resume our role in welcoming the Court to Sacramento each fall. If you were unable to attend this year, I hope you will mark your calendar for next November and plan to join us for a collegial evening with members of the bench and bar.

Our Judicial and Other Appointments Committee presented a successful Gubernatorial Appointments Orientation session last month, in an effort to encourage more qualified women applicants. This event was an informative discussion with the Governor's Appointments Secretary and Rachel Michelin, a gubernatorial appointee. Our co-sponsor for the event, California Women Lead, regularly hosts these kinds of events. If you have any interest at all in considering an appointed position as a part of your career path, I encourage you to take a look at the events offered by California Women Lead and their website, www.cawomenlead.org.

Our Judicial and Other Appointments Committee is also working with Wiley M. Manuel Bar Association and La Raza Lawyers Association of Sacramento to present a brown bag luncheon panel this month, featuring local judges who will discuss their career paths and provide insights about choosing and pursuing a judicial position. More information about this event is available on the WLS website.

We are now in membership renewal and recruitment season. Please take a moment to renew your membership today, and encourage a friend or colleague to join WLS. New members who join now receive November and December 2014 membership free with their 2015 membership. If you know someone who should be a member, please take a moment to let them know about this opportunity. New members may sign up and pay dues at our website, www.womenlawyersofsacramento.org or by downloading the membership application, printing it and mailing it in with the dues. Don't forget to check the box to join our affiliate, California Women Lawyers, at a discounted rate. Also, law

student members of WLS: check the box that you also want to be a CWL member—that benefit is free to WLS law student members! Questions about membership should be directed to Shelley Ganaway or Heather Johnston, Membership Committee Co-chairs, whose contact information is at the end of this issue.

Our November luncheon is an excellent opportunity to learn about rainmaking with Pat Gillette, a well-known advocate for the retention of women in the practice of law. This month's luncheon is also a terrific opportunity to bring a friend and showcase what WLS membership has to offer. More information about this month's luncheon is available on the WLS website.

I want to take a moment to thank all of our members of this year's board of directors. WLS is a volunteer-run organization. We have had an amazing year, because we have had fantastic people bring their talents to our board table. Their contributions this year have been outstanding!

From quarterly mixers and professional development brown bags, to golf lessons, ArtFest, the Unity Bar Dinner, and the California Supreme Court Reception, the WLS board has given our members a year full of opportunities to learn, grow, and develop meaningful relationships in a supportive environment. We have kept you abreast of events and opportunities in our Newsletter, our membership emails, and our improved website. The efforts of our volunteers have yielded signed legislation affecting the lives of women and children. WLS volunteers have supported nominations to recognize outstanding attorneys and judges in our area. WLS, through the WLS Foundation, has given back to our community by awarding thousands of dollars in grants to local organizations addressing the unmet needs of women and children and scholarships to deserving and promising law students. Due to the efforts of our volunteers, our membership continues to grow.

It has been my honor to serve this year with such tremendous volunteers, who each have done their part to help our premier organization. This year has been a wonderful experience for me, and I have truly enjoyed getting to know each of the women who participated on our board. While my presidency comes to an end, the friendships I have made during my time on our board will endure. For these blessings I am thankful.

On-Ramp Fellowship: a Law Firm “Returnship” Program Debuts This Year

By: *Maralee Eriksen, WLS President*

We hear much these days about how to retain women lawyers in law firms and studies about the decreasing number of mid- and senior-level associates in law firms. Along this vein, The National Association of Women Lawyers this year has highlighted the debut of a “returnship” program called the On-Ramp Fellowship.

“Returnships,” a term first coined in 2008 by Goldman Sachs, help create a pathway for people seeking to return to work after time away from a career. These short-term, nonbinding arrangements can be a valuable way to reduce the risks, whether real or perceived, of hiring people who’ve chosen to take an extended break. How can a “returnship” be applied in the law firm setting?

Re-entry into law firm life poses its own challenges. As noted by On-Ramp Fellowship founder, Caren Ulrich Stacy, “When a third-year female associate, for example, takes a job hiatus for several years to raise children, there is invariably a question about where she will fit in the law firm’s compensation and advancement structure upon her return. Many practice group leaders have asked me that precise question when I have presented them with similar lateral candidates. The even tougher questions that typically follow include: ‘How can we be certain that she has the skills to step right back in? And do we know for sure that she really wants to come back?’”

In this context, the On-Ramp Fellowship began its pilot program in January 2014. The program provides returning women lawyers with additional experience and skills, while helping replenish law firms’ talent pipeline with diverse, high-performing lawyers who want to return to work, and advance, in a law firm setting. The

On-Ramp Fellowship matches experienced women lawyers returning to work with law firms for a one-year, paid training contract. The firms who participated in the first pilot program this year are: Baker Botts, Cooley, Hogan Lovells, and Sidley Austin LLP. They hired nine women returning to the profession after an extended hiatus.

The On-Ramp Fellowship is catching on. Now fifteen firms participate. In addition to the four firms from the first pilot, the following firms are participating: Akerman, Baker Donelson, Blank Rome, Crowell & Moring, Fenwick & West, Fish & Richardson, Fried Frank, Jenner & Block, K & L Gates, Orrick, and White & Case. In this second pilot, there were more opportunities, too. In total, the participating law firms posted more than 50 Fellowship positions across the country in places like Atlanta, Birmingham, Boston, Charlotte, Chicago, Dallas, Miami, Nashville, New York, Philadelphia, San Francisco, Washington, D.C., and Silicon Valley. Opportunities span more than 15 practice areas, including antitrust, corporate, emerging companies, FDA regulatory, finance, intellectual property, labor and employment, litigation, real estate, securities, and tax. More information about the On-Ramp Fellowship is available at www.onrampfellowship.com.

This kind of program, or something like it, could help Sacramento law firms reach previously untapped pools of talent, diversify their ranks, and lessen the risk of hiring an experienced “returnee.” I look forward to seeing Orrick’s Sacramento office post an On-Ramp Fellowship opening, to other national firms with Sacramento offices joining the On-Ramp Fellowship, and to regional or local firms in this area employing the wisdom of recruiting experienced, talented women who wish to return to a career with a law firm.

DO YOU LEAN IN?

By: *Wendy A. Green, Co-Chair Programs Committee*

This is a continuing series of articles about Sheryl Sandberg's bestselling book, Lean In



Sometimes during WLS Board meetings, particularly early in the year when we have new members, we participate in an icebreaker so that we can learn a little about the other women with whom we are leading this organization. As examples, we have shared our favorite vacation spots, our “guilty pleasure” television show, and my personal favorite, our childhood nicknames. (I will not print my childhood nickname but feel free to ask me about it the next time you see me.) During my first year on the Board, we were asked to share the best piece of business advice we had ever received. I remember nodding my head and agreeing with most everything I heard, but one comment caught my attention and I think about it all the time. One woman said the best advice she had ever received was to remember that sometimes the smartest person in the room is the one who says the least, the one who listens more than she speaks. In a room full of attorneys, it is often hard to find the one who says the least, but in my experience, every room has one and it is usually a woman. Sheryl Sandberg has a theory as to why women tend to talk less in meetings, and it is not because we are the smartest people in the room. Please turn to Chapter 2, “Sit at the Table.”

Ms. Sandberg hosted a meeting that included the Treasury Secretary and four members of his staff, all women. She noticed the four women, who had every right to be in the meeting and to participate in the discussion, took their food after all the men had served themselves and then sat in chairs off to the side of the room. Even after she motioned for them to sit at the table, they stayed off to the side. She thought they seemed like spectators instead of participants. She suggested those women suffered from imposter syndrome.

Many people, especially women, feel fraudulent when they are praised for their accomplishments. Instead of feeling worthy of the recognition, many people feel as if a mistake has been made and that it is only a matter of time until the world discovers they are imposters. Though both genders experience it, women tend to

experience it more intensely and are more limited by it. For women, feeling like a fraud is a symptom of a greater problem. We underestimate ourselves. A study of nearly 1,000 Harvard law students found that in almost every category of skills relevant to practicing law, women gave themselves lower scores than men. Ask a woman to explain her success and she will attribute her success to external factors, such as hard work or help from others. When a woman fails, she is likely to believe it is due to an inherent lack of ability. When a woman receives negative feedback, her self-confidence and self-esteem drop more than a man's drops, if it drops at all.

So what can we do if we are suffering from imposters syndrome? Begin with an attitude adjustment. When experiencing feelings of self-doubt, recognize that they are distorted and learn to rearrange them. When experiencing a crisis in confidence, fake it until you feel it. Take opportunities and make them fit for you, rather than the other way around. Take risks. Keep your hand up when you have something to say. Take a deep breath and sit at the table. Sit up tall and lean in. Let everyone see that when you are listening instead of talking, it is not because you think you are an imposter but because you know that you are, in fact, the smartest person in the room.

Wendy A. Green is Co-Chair of the Programs Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at wgreen@hansenkohls.com.

Thank you to everyone who has talked to me and/or emailed me about this series of articles; it's important to have the conversation!

October Luncheon Highlights (Continued from Page 1)

By: Kelly Babineau, Programs Vice-Chair

Clients do not search for a generalized area, such as real estate law or business litigation. They search for specific issues. So, mention in your biography that you have handled cases that address a specific issue. Adding personalized and specific information to your website will also help website's placement on Google.

The other areas relevant to digital media are LinkedIn, Twitter and Facebook. Google + was designed to be a "Facebook" for businesses. However it never really caught on. LinkedIn, however, has grown tremendously in the last couple of years. It is now where Fortune 500 companies go to find employees. Your profile on LinkedIn is critical to networking. People turn to LinkedIn when trying to find someone who handles a particular issue. Spruce up your LinkedIn page. There are different levels that are available on LinkedIn – from your free profile page to business executive. View these different levels to determine if one is better suited to your needs.

If you are in a consumer driven area of the law, than a Facebook page for your law firm is a good idea. But, you must keep it up-to-date to get more clients. Facebook is a tool that is constantly changing. If you are not adding information to your page, you are not generating interest and will not attract potential clients.

Blogging is a great tool to use to attract new clients. It is a way to convey to new clients how your firm will make a difference to that client. However, if you are going to blog, make sure that it well done. Clients expect small and medium size firms to be as good as the big firms in their blogging. Blogging no longer needs to be a labor intensive project. If you see an article on LinkedIn or elsewhere that you think may be interesting

to your clients – send it to them or blog about it. However, do not send junk. If your content is not relevant, people will stop paying attention to your emails.

Is it better to have your firm listed in the natural or paid search section of Google? The natural search is the results that come up when a person enters their search terms or question. The paid section is on the right side of the screen, in a different box, that occurs when a firm signs up for "pay for click." (The firm only pays when a person clicks on their advertisement.) The amount of money it costs to show up in the side box is driven by consumer demand. However, it may not be worth the investment, as studies show 60% or more of consumers do not trust those links.

Finally, the issue of mobile marketing was addressed. What does your website look like on a mobile device? Most consumers are searching from their mobile devices. If your site is unreadable, it will be ignored. Be sure to have your website accessible on mobile devices.

WLS is grateful to Anne Bothwell for her interesting and insightful talk about marketing in the digital age. For more than 20 years, Anne Bothwell has provided clients with an expansive range of marketing consulting services, from the creation of comprehensive business development plans to the execution of strategic marketing initiatives. Anne is a frequent speaker and author on business development for law firms and has presented programs over the years for many industry and professional organizations, including: Legal Marketing Association: ABA Law Practice Management: ABA Women Rainmakers: California Bar Association: Multi-law and Globalaw. We appreciate her taking the time to share her insights with us.

Announcements & Other News

Help Educate Future Jurors!

Operation Protect and Defend is a nationally-recognized Sacramento program initiated by former Federal Judge Frank Damrell. Operation Protect and Defend is seeking attorney volunteers to educate urban high school students about their rights and responsibilities under the law. We provide teachers and students with a focused curriculum, followed by a day of classroom dialogue with judges and attorneys and culminating in both essay and arts contests and recognition of winners at the annual Law Day dinner.

This is the second year of our curriculum focus on due process issues related to jury selection, responsibilities of jurors, pre-trial publicity and the right to a fair trial. Time commitments are minimal in relation to the great impact this program has on students, many of whom are receiving recognition for the first time in their school career.

Volunteer opportunities include:

- Coordination with high school government and art teachers;
- Planning for January attorney CLE luncheon
- Participating in "Dialogue on America" classroom visits
- Selecting essay contest winners;
- Coordinating April 2015 art show reception and Law Day dinner.

Please contact Kelly Lincoln, klincoln@boutinjones, or Ann Kanter, akanter@kanterlaw.com and let us know your interest in participating!

WLS Accepts & Publishes Readers' Announcements

If you have an announcement to share with the WLS members, please email the Newsletter Co-Chairs, Ellen Arabian-Lee at ellen@arabian-leelaw.com and Alissa Strong at astrong@hansenkohls.com. We will endeavor to publish your announcement in an upcoming edition of the WLS Newsletter (space permitting). The submission deadline for each issue is the 1st of that month. Please attach any digital photos or art that you would like to accompany your post.

ARE YOU A MEMBER OF WLS? HAVE YOU RENEWED YOUR WLS MEMBERSHIP?

Please remember to return your membership application/renewal form (located at the end of this newsletter) and payment to WLS.

Announcements & Other News



WEAVE & WLS are pleased to offer an MCLE session on November 21, 2014, from 1-4 p.m., at 1900 K Street, Sacramento, CA. The session is titled "Understanding Domestic Violence Trauma & Legal Advocacy" and is aimed at introducing trauma-informed techniques to attorneys, in order to assist victims of domestic violence in the civil legal field. The cost is \$25 for 2.75 hours of Elimination of Bias credits. Please RSVP to Michelle at mmadrigal@weaveinc.org and mail a payment to WEAVE at 1900 K Street, Sacramento, CA, 95811, by November 14, 2014.

Save the Date



2014 WLS Luncheon Schedule

Lucca Restaurant and Bar, 1615 J Street, Sacramento

Lucca
RESTAURANT & BAR

- November 20
- December 11

Award Nominations



The Margaret Brent Award Nominations Are Now Open

Nominations are being accepted by the American Bar Association (ABA) for the Margaret Brent Award. The deadline for nominations is December 1, 2014 and the award will be presented on Sunday, August 2, 2015 in Chicago during the ABA Annual Meeting.

Margaret Brent was the first woman lawyer in America, arriving in the colonies in 1638. She was a master negotiator, an accomplished litigator, and a respected leader. Brent was involved in 124 court cases over eight years and won every one. The Margaret Brent Women Lawyers of Achievement Award, established by the ABA Commission on Women in the Profession in 1991, recognizes and celebrates the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

Information regarding the nomination criteria and application requirements is available on the ABA website at http://www.americanbar.org/groups/women/initiatives_awards/margaret_brent_awards.html

Northern California Super Lawyers Nominations Are Now Open

Northern California Super Lawyers is now accepting nominations. Nominations opened on June 23, 2014 and close on December 12, 2014. To learn more about the nomination process, please visit www.superlawyers.com/california-northern.

Super Lawyers is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. The selection process is multi-phased and includes independent research, peer nominations and peer evaluations.

Super Lawyers Magazine features the list and profiles of selected attorneys and is distributed to attorneys in the state or region and the ABA-accredited law school libraries. Super Lawyers is also published as a special section in leading city and regional magazines across the country.

California Women Lawyers Rose Bird Memorial Award Nominations Are Now Open

The Rose Bird Memorial Award was established in 2000 in honor of the first woman to serve as Chief Justice of the California Supreme Court, Rose Bird. Each year CWL accepts nominees for the Rose Bird Memorial Award who are evaluated for excellence as a jurist and longstanding and/or groundbreaking public service and inspiration to women lawyers in California. Those eligible for consideration are from the northern portion of the State. The nomination deadline is January 9, 2015. For more information please see the CWL website at http://www.cwl.org/events_programs/northern_california_rose_bird_memorial_award.aspx



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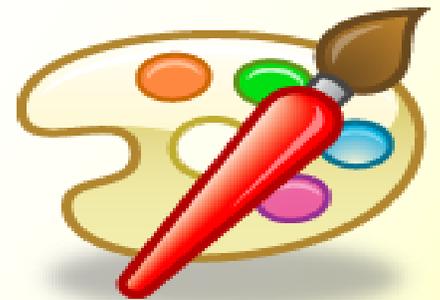
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Wilke Fleury's attorneys actively support WLS through Latika Sharma's continued board service, Megan A. Lewis' previous board service and presidency in 2012, and Bianca S. Watts' continued membership.

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WOMEN LAWYERS OF SACRAMENTO

Mission Statement: Women Lawyers of Sacramento supports and encourages every woman lawyer in her career aspirations and helps promote a society that places no limits on where a woman's skills and talent can take her. Women Lawyers of Sacramento dedicates itself to (1) promoting the full and equal participation of women lawyers and judges in the legal profession, (2) maintaining the integrity of our legal system by advocating principles of fairness and equal access to justice, (3) improving the status of women in our society and (4) advocating for equal rights, reproductive choice, equal opportunity and pay for women, and current social, political, economic, or legal issues of concern to the members of Women Lawyers of Sacramento.

Foundation Mission Statement: Women Lawyers of Sacramento Foundation is the charitable arm of Women Lawyers of Sacramento. This charitable organization seeks to address the unmet needs of women and children and raises funds to support legal educational opportunities and community programs that satisfy these needs.

Principles: Women Lawyers of Sacramento is premised on the belief that women deserve equal rights, respect and opportunities in the workplace and in society at large. Women Lawyers of Sacramento endeavors to support and enhance the participation and representation of women in significant leadership and management positions in the legal profession. Women Lawyers of Sacramento also strives to eliminate all forms of bias, discrimination, and harassment, including all forms of violence against women and children, and supports diversity in the legal profession, in legal education, and in society in general. We work toward these goals through mentoring, legislative and administrative advocacy, community service, networking, educational seminars, and open forums of discussion focused on advancing and supporting women.

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Masters in TRIAL

Masters in Demonstrative Evidence "The Art of Persuasion"

MCLE credit available

Scope and Purpose: Educating lawyers in the art of trial advocacy is a primary goal of the Foundation of the American Board of Trial Advocates. The Sacramento Valley Chapter of the American Board of Trial Advocates is proud to present an outstanding new program, Masters in Demonstrative Evidence. This program features ABOTA's finest trial lawyers and emphasizes their use of Demonstrative Evidence — low tech and high tech — in every aspect of the civil jury trial.

We live in a world where jurors' attention requires more than just words. This program keeps pace with society's thirst for visual presentation. Throughout the day our trial masters will demonstrate trial techniques for working attorneys who may not possess the budget or the high-profile case to justify high-end presentations, but are nevertheless anxious to sharpen their courtroom and presentation skills.

ABOTA's handpicked team will perform opening statements, conduct directs and crosses of lay and expert witnesses and model closing arguments in a personal injury case. The lawyers will weave demonstrative evidence into each aspect of their already masterful trial advocacy.

Come see how the Masters do it!

MCLE: The Foundation of the American Board of Trial Advocates has been approved as a continuing legal education provider by the State of California. This program will qualify for Minimum Continuing Legal Education Credit in the amount of **7.0** hours.

Program Schedule

8:00 a.m.	Registration	1:20 p.m.	Examination of Defendant's Design/Biomedical Expert Direct: Carolee G. Kilduff, Sacramento Cross: John M. O'Brien, Elk Grove Re-Direct: Carolee G. Kilduff, Sacramento
8:30 a.m.	Overview of Trial & Review of Stipulated Facts Jesse M. Rivera, Program Chair Dominique A. Pollara, Chapter President	2:20 p.m.	Break
8:45 a.m.	Opening Statements Plaintiff: John N. Demas, Sacramento Defense: Daniel P. Costa, Gold River	2:35 p.m.	Closing Argument Plaintiff: Letty Litchfield, Marysville Defense: Karen M. Goodman, Sacramento Rebuttal: Letty Litchfield, Marysville
9:25 a.m.	Examination of Plaintiff's Accident Reconstruction Expert Direct: Donald H. Heller, Sacramento Cross: John P. Hallissy, Sacramento Re-Direct: Donald H. Heller, Sacramento	3:35 p.m.	Focus Group The Jury will act as a moderated focus group to discuss Demonstrative Evidence used in the trial and its effectiveness and impact.
10:15 a.m.	Refreshment Break	4:30 p.m.	Panel Discussion on Demonstrative Evidence and Techniques Trial Teams
10:30 a.m.	Examination of Plaintiff's Design/Biomedical Expert Direct: Christopher Wood, Sacramento Cross: Richard P. Bertolino, Sacramento Re-Direct: Christopher Wood, Sacramento	5:00 p.m.	Adjourn
11:30 a.m.	Lunch on your own		
12:30 p.m.	Examination of Defendant's Accident Reconstruction Expert Direct: Daniel V. Kohls, Roseville Cross: Glenn S. Guenard, Elk Grove Re-Direct: Daniel V. Kohls, Roseville		

LOCATION

University of the Pacific
McGeorge School of Law
Lecture Hall
3237 5th Ave.
Sacramento, CA

WHEN

8:00 am - 5:00 pm
Friday, Nov. 21, 2014

REGISTER

Register online at www.abota.org
Online registration closes at 3:00 pm (PST), Nov. 19, 2014.

TUITION

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- \$75: Over 10 years in practice
- \$100 or more: sustaining donor
- \$1500 or more: lifetime membership

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- \$25: Law school graduate not yet admitted to Bar
- \$25: Law school student (Specify year: _____)

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- WLS Mentor/Mentor Circle Leader (Identified in Directory)

Questions? Please contact Membership Committee Co-Chairs

Heather Johnston at hjohnston@trainorfairbrook.com or Shelley Ganaway at Shelley.Ganaway@gmail.com