



WOMEN LAWYERS OF SACRAMENTO

May 2015 Newsletter

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

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April 2015 Luncheon Highlights

By: *Kresta Daly, Programs Co-Chair*

April's speaker was Richard Carlton from the California State Bar. The MCLE section most of us consider "substance abuse" is more accurately titled "Competence" and Mr. Carlton's talk focused on competence issues – in particular, issues affecting our ability as lawyers to do our jobs.

A study by Johns Hopkins University on mood disorders found that lawyers had the highest rate of depression indicators – 3.5 times higher than that found in the population as a whole.

A number of studies have been conducted using law students as subjects. Those studies have found that those in law school, and presumably those of us who passed the bar, are overachievers, perfectionists, have authoritarian tendencies, low interest in feelings and a preference for analytical thought. Put another way, lawyers are competitive, aggressive and argumentative.

Lawyers are generally pessimistic by nature and years in the profession make us more pessimistic. Let's face it, we are paid worriers. We are paid to anticipate problems or resolve them. We are paid to worry about things that have not happened and very well may not happen. Thinking like a lawyer isn't necessarily a life skill. One study showed the

level of pessimism amongst lawyers was greater than that of a group of chronically depressed people.

So . . . What are we to do? Mr. Carlton's advice was to try and keep ourselves in the present. Pay attention to the moment and what is going on around you. There is generally less stress in the present moment. There are a number of websites focusing on mindfulness for lawyers. A few suggestions are below:

https://www.americanbar.org/newsletter/publications/gp_solo_magazine_home/gp_solo_magazine_index/mindfullawyer.html

<http://themindfullawyer.com/>

<http://theanxiouslawyer.com/mindfulness-for-lawyers-workshop/>

Mr. Carlton's parting thoughts were from a man who wrote a memoir about being a POW during WWII. He wrote that his captors could take everything from him but he was always comforted by the thought that no matter what, the one thing he could control was how he chose to respond. Carlton suggested taking control of how we choose to respond to situations.



Speaker, Richard Carlton

Join Us At This Month's Luncheon — A Panel Discussion On Starting Your Own Firm or Going Solo

FEATURING
WLS Past President
KAREN GOODMAN,
WLS Vice-President
Jennifer Hartman-King
and WLS Board Member
Ellen Arabian-Lee

May 28, 2015
Lucca Restaurant
(See Page 2)

May Luncheon

Featuring Karen Goodman, Ellen Arabian-Lee and Jennifer Hartman-King

TOPIC: Thinking About Going Out On Your Own? A Panel Discussion On Starting Your Own Firm or Going Solo.



Karen Goodman

Past WLS President Karen Goodman founded Goodman & Associates. Her practice includes professional liability, real estate, employment and ethics.

Karen's firm has been recognized across the state for excellence.



Ellen Arabian-Lee

Ellen started Arabian-Lee Law Corporation after nearly 20 years of experience. Ellen focuses on civil litigation, employment, corporate and business law and small business litigation.

Ellen is AV rated by Martindale Hubbell and a former partner of one of the state's largest firms.



Jennifer Hartman-King

Jennifer is a founder and managing partner of King Williams & Gleason LLP. She practices environmental law in state and federal.

In 2013, she was honored with the Sacramento Business Journal's Best of the Bar award.

WHEN: May 28, 2015

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

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

MENU: Patchwork salad with Chicken, Penne with Vegetables, Roast Beef Sandwich or Turkey Burger. **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 online at www.womenlawyers-sacramento.org (use the Note function to identify name of attendee and menu choice) **or with confirmation of mailed check by May 26, 2015 to Kelly Babineau at kbabineau@klblawoffice.net.** Mail your check, payable to WLS, with menu choice **for receipt by May 26, 2015 to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95814.** Indicate if you're a current WLS member, past president, or judge on the check. Payments must be received in advance and are not refundable. Seating at the door is subject to availability.

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: *Rebecca Dietzen*

Happy Mother's Day! And in honor of Mother's Day this month, I write in thanks and appreciation to my wonderful mother, grandmother, and to my own motherhood.

My mom, a nurse and lactation consultant has taught me so much about compassion and acceptance. At one point, she had four kids under the age of 6! Not quite sure how she, or we, survived but we did. And in many ways we thrived. She went back to work when my sister started kindergarten but she has always been busy. Even with four little kids at home she was in school to get her master's degree. She is kind, supportive, and pretty much awesome.

Her mother, my Grandma Mona, was nothing short of a spitfire. We recently lost her and she will be missed. Married for over fifty years, 12 kids, 35 grandchildren and 27 great grandchildren (and counting!). She worked hard and lived boldly. What can I say? I come from good stock.

I am the proud mom to Isaac (age 7) and Eleanor (age 6). Oftentimes I am asked how I knew it was the "right time" to have my kids. The truth is I am not sure there is a "right time." That is not to say I did not think and plan and worry and over-analyze the entire process. Let's face it, I am a lawyer and lawyers are really good at over thinking just about everything. Part of my consideration was the impact it

would have on my career and I worried it would negatively impact my career. Conversely, I worried I might wait too long and miss the chance to have children. My over analysis was exhausting . . . just ask my husband and family. Ultimately, I decided that I knew I wanted to be a lawyer and I knew I wanted to be a mom; so why not just be both a mom and a lawyer? Our son was born about three years into my legal career and our (surprise!) daughter was born 17 months later. Things were, and are, a bit crazy but it is also so fulfilling. Motherhood brings me significant personal joy as well as enhanced perspective and appreciation for my work and volunteer activities.

So, when is the right time? Who knows? Now? In a few years? Maybe never? Whatever you decide or whatever happens, you will figure it out. You are, after all, a lawyer.



Coaching Corner

By: Wendy A. Green, Co-Chair Publicity & Community Relations Committee

This is a continuing series of articles about Coaching For Attorneys, a book authored by Cami McLaren and Stephanie Finelli. Ms. Green is not a coach of any kind.



Have you ever looked up the word “commitment”? The Cambridge Dictionary and Merriam-Webster define commitment as a *promise* to do something. The Oxford Dictionary defines it as the state of being *dedicated* to something or someone. Without any context, “commitment” seems like merely a mindset. But commitment is more than a mindset; it is the act of binding yourself, intellectually or emotionally, *to a course of action*. Before you make a commitment, think carefully because a commitment obligates you to *do* something. As French philosopher Jean-Paul Sartre said, “commitment is an act, not a word.” The authors of *Coaching for Attorneys* agree with the Frenchman. Please turn to Chapter 4.

Commitment takes accountability to the next level and asks the hard questions: Why am I not achieving what I say I want? What is it about my habits and perspective that is getting in my way? Our level of commitment shows in our results. When we have strong commitment, we create our results intentionally. We cannot get anywhere by *pretending* to be committed; we have to demonstrate our commitment by our actions.

“Personal obstacles” are internal and habitual ways of approaching situations that prevent us from achieving what we say we want. The authors identify five common personal obstacles: disempowerment (being stuck in an internal feeling state that saps energy and keeps us from moving forward); story-telling (explanations of why circumstances were against us);

the analytic dilemma (never feeling like we have enough information to move forward); wasted energy (engaging in activities, speech, and thoughts that do not move us forward); and other-focus (judging other people and using their behavior as an excuse for our lack of desired results).

The process for identifying your personal obstacles requires some honest reflection. First, identify the obstacle. Ask yourself questions and reflect on your answers until you determine which obstacle or obstacles get in the way. Pick the one obstacle that arises most regularly and focus on it right now. Second, determine where that obstacle shows up in other areas of your life and work. Begin to notice the types of situation in which the obstacle arises. When you look, you will likely see the obstacle everywhere. Third, learn to recognize the obstacle. Observe yourself when the obstacle arises. What do you hear in your head? What are your excuses? Start figuring out when you are under the influence of the obstacle. Fourth, create a strategy for when the obstacle arises. Decide in advance what you will do when the obstacle arises. As examples, if wasted energy or disempowerment is an obstacle, sometimes it can help to simply ban certain words from your vocabulary. [This one makes me think of Yoda: Do or do not, there is no try.] If the analytic dilemma plagues you, give yourself a deadline by which you will take action no matter what information you have. Keep in mind that your strategy should include some *action* to overcome the obstacles.

Continued on Page 5

Coaching Corner (*Continued from Page 4*)

By: **Wendy A. Green**

To implement a strategy, we must access our *internal resources* and our *external resources*. Internal resources are our inherent attributes, i.e., confidence, trust, creativity, etc. External resources are outside of us, like money, people, and books. Recognize and utilize your resources. Resourcefulness is an attitude. It is a belief that there are unlimited external resources available and the game is to find them all and figure out how to use them. When we believe there are possibilities, we look for them. Some suggestions for being resourceful are: do not reinvent the wheel; leverage your network; learn everything you can about how to find information;

and teach resourceful habits to those around you.

How committed are you to your goals? Your results will tell you. If you do not achieve the results you want, take the time to identify your personal obstacles and implement a strategy to overcome them. "There is no reality except in action."

Wendy A. Green is Co-Chair of the Publicity and Community Relations Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at wgreen@hansenkohls.com. If you are interested in purchasing Coaching for Attorneys, visit www.mclarencoaching.com/coaching-for-attorneys.

Congratulations to Ms. Aparna Agnihotri for Being Awarded Women Lawyers Of Sacramento's Virginia S. Mueller Scholarship

On April 23, 2015, at the WLS Luncheon held at Lucca's Restaurant in Sacramento, WLS presented Ms. Aparna Agnihotri with the Virginia S. Mueller Scholarship. An article featuring Ms. Agnihotri was published in WLS's April Newsletter, which is available for download on the WLS website.



Pictured Left to Right:
2015 WLS President,
Rebecca Dietzen, WLS
Past President Megan
Lewis, Awardee
Aparna Agnihotri, and
WLS Past President
Patricia Sturdevant

Since 1997, Women Lawyers of Sacramento has honored founding member Virginia S. Mueller by awarding the Virginia S. Mueller Scholarship to a graduating law student to assist with the expenses associated with preparation for the California Bar Exam. The scholarship recognizes candidates who have worked to expand opportunities for historically disadvantaged persons, including women. This year, WLS congratulates Ms. Agnihotri on her receipt of the 2015 Virginia S. Mueller Scholarship!

We Can Do Anything

By: Miranda C. Dalju, Judicial & Other Appointments Committee Co-Chair

On Monday, April 27, 2015, Loretta Lynch was sworn in as the 83rd Attorney General of the United States. She is the first African American woman to hold the position as our country's chief law enforcement officer. Lynch won confirmation after enduring one of the longest delays in the confirmation process in 30 years. It is undisputed that she is exceptional and exceptionally qualified for the cabinet position, so why the delay? Lynch's confirmation became entangled in yet another Senate partisan war, ironically over an anti-human trafficking bill. The bill provides resources, funds, and support to victims of human trafficking, and increases the tools available to law enforcement to combat and prosecute trafficking. However, vote on Lynch's confirmation was stalled until the Senate compromised on the bill's language governing how funds could be used to provide victims of human trafficking with access to medical care that could include abortions.

Many have called the legislation and ensuing stalemate unrelated to Lynch, however it is poignant that Lynch is reported to have "been the nation's most aggressive and successful prosecutor of sex traffickers." During her tenure as U.S. Attorney for the Eastern District of New York, "her office [] indicted more than 50 traffickers and rescued more than 120 victims, at least 17 of them minors."¹ Given Lynch's background, it is particularly interesting that it was an anti-human trafficking bill that caused the delay of her confirmation. Many agree, from both sides of the political aisle, that the journey to Lynch's confirmation has been disrespectful

and embarrassing. It is unfortunate that such a monumental appointment in our nation's history was even temporarily overshadowed by partisan disagreement. As Lynch takes the helm, let us be inspired by the Attorney General we have to lead us and the promise her leadership holds. As Lynch remarked during her swearing-in ceremony, reflecting on her beginnings in rural North Carolina, "We can do anything." And there is plenty of hard work for us to do as lawyers, as members of our communities, as women lawyers combating human trafficking in our communities, and bringing transparency to the political process should be high on our "to do" list.



Loretta Lynch

¹ Source: <http://www.thedailybeast.com/articles/2015/04/24/new-attorney-general-loretta-lynch-is-sex-traffickers-worst-nightmare.html>. Accessed 4/26/2015.

2015 WLS MEMBER SPOTLIGHT — Featuring

Jennifer MaddenBy: *Meghan Covert Russell, Vice-Chair Newsletter Committee*

Jennifer Randlett Madden is a founding member of Delfino Madden O'Malley Coyle & Koewler, which focuses on corporate, business, employment and family law. Jennifer has 19 years of experience representing employers in litigation and providing preventative employment counseling advice. One year ago, Jennifer and her partners created Delfino Madden O'Malley Coyle & Koewler to collaborate on a closer scale to benefit their clients and the community.

Jennifer works extremely closely with her clients to proactively devise effective and practical strategic employment programs to foster productive workplaces and prevent claims that could result in litigation. Clients from an extensive range of industries seek Jennifer's representation, including universities, retail establishments, national financial institutions, and health care companies.

Jennifer, a Sacramento native, is very active in the local community. She previously served on the Board of Fairytale Town where she spent much time as a child. She is currently in her second year of Board service with California Musical Theater where she works to expand the opportunities for local children to enjoy the performing arts. She is also very involved in her children's school and related extracurricular activities.

**Q and A:****What was it like to establish a new law firm mid-career?**

Starting a new firm was truly a fascinating and invigorating experience. I never anticipated opening my own firm. I was very fortunate in that I started the firm with four amazing partners. Once the concept came together, it was impossible to look back. I have been practicing now for 19 years, but in starting Delfino Madden I feel like I hit the reset button on my career. Coming to work is exciting and new again.

What surprises have you experienced in opening your own law firm that you may not have anticipated?

Previously working in large firms, I didn't anticipate the client support we would have for our smaller platform. Our clients are amazing – and have been with us the whole way this past year. I believe this reflects the strong partnership we have with our clients and the collaborative way we practice. As a result, we are invested more than ever in the success of our clients.

Continued on Page 8

WLS 2015 MEMBER SPOTLIGHT — Jennifer Madden — Continued From Page 7

What is the best thing about owning your own firm?

The best part is that we created a new firm from scratch and literally designed the firm exactly how we wanted it to run. In some cases that means taking the best of what we've learned elsewhere; in others it means eliminating some law firm traditions. For example, we made the conscious decision not to have a managing partner. It's not necessary for a firm our size and we wanted to create a more collaborative environment. We also work hard to regularly have fun as a firm – and get to know each other's families.

Do you have any advice for a woman who may be considering opening her own firm?

As with all big career decisions, there's never a perfect time to "lean in." I recommend making the best decision you can for your clients and your career long term; the rest will work itself out. For me, I usually have a strong gut instinct about the right choice, and I sensed that this move was right for me and my clients. If you are interested in discussing opening your own firm, please feel free to call me!

Why would you encourage other attorneys to join WLS?

I believe women often enjoy supporting other women in business. WLS is one of the best ways to build your network and develop your career.

A great piece of advice you received was . . .

to always produce high quality legal work and stay true to yourself. If you allow clients and potential clients to really get to know you, they are more likely to trust you and send work your way when they can. I used to try not to talk about my family and kids, but oftentimes those are the topics that connect us – especially women in business.

When you're not in the office we can find you . . .

at my kids' baseball game, track meet, or swim meet; watching a Broadway Series or Music Circus show; or taking a run around Land Park.

If you would like to nominate someone to be highlighted in a future WLS Newsletter, please contact Meghan Russell at mrussell@kmtg.com.



Job Announcements & Other News

Job Opening – Attorney Position

Children’s Law Center of Sacramento is seeking an attorney who would be willing to be appointed by the Juvenile Dependency Court to represent one or more minors in foster care. The children suffered injuries due to an auto accident during transport from school. If you are interested in representing these clients, please contact Brenda Dabney, Firm Director, at 916-520-2030 or DabneyB@clcsac.org.

Job Opening – Attorney Position

Women Lawyers of Sacramento is pleased to announce that Plaintiffs' elder abuse firm in downtown Sacramento is seeking a motivated Associate Attorney to assist on nursing home litigation matters. A minimum 5 years' experience in litigation work, including researching legal issues, drafting motions, trial preparation, depositions and appeals is required. Must be an excellent writer and thinker. Being dependable and reliable is crucial. The firm is known for excellent work in the field of fighting for the rights of elders who have been the victim of elder abuse or nursing home neglect. The ideal candidate must be able to work on their own and be computer literate with excellent research skills. The firm needs someone who is a self-starter, creative and has a positive competitive attitude. The firm needs someone who can handle stressful situations, manage their time well, is highly organized and is efficient. Please do not apply if you do not have the required years of experience. Send cover letter and resume to: The Law Office, Edward P. Dudensing, Attorney At Law, Attention: Kari L. Kalista, CCLS, 1414 K Street, Suite 470, Sacramento, CA 95814; Email: kari@dudensinglaw.com; Facsimile No.: 916-448-6401.

SAVE THE DATE

2015 Luncheon Schedule: Lucca Restaurant and Bar, 1615 J Street, Sacramento



- May 28
- June 25
- July 23
- August 27
- September 24
- October 22
- November 19
- December 10



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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2015 WLS Board Liaisons

Judicial Liaison: Justice Andrea Hoch, Third District Court of Appeals

Past-President Liaison: Judith Harper

Women Lawyers of Sacramento Presents the 22nd Annual



Fest

THURSDAY, SEPTEMBER 17, 2015 - 6:00PM-8:30PM

THE CALIFORNIA MUSEUM

1020 O STREET, SACRAMENTO, CA 95814

Join colleagues and friends for an exciting evening including local artists, music, hosted food and wine, and silent auction. Proceeds fund grants to local charitable organizations and scholarships for law students.

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Ticket pricing: \$40 advance purchase; \$45 at the door.

Tickets may also be purchased online at <http://womenlawyers-sacramento.org/events/annual-artfest/>

I would like _____ tickets at \$40/person I cannot attend, but would like to donate: \$ _____

Enclosed is my payment of \$ _____ Check # _____

Name(s): _____

Company: _____

Address/Phone: _____

Email: _____

For information on the event please contact Kim Garner at kkakavas@gmail.com

Return form and check payable to "WLS Foundation" to: Matheny Sears
Attn: Julia Reeves/ArtFest • 3638 American River Drive • Sacramento, CA 95864



Discover the Secrets of Effective Communication

A seminar led by Coach and Author Cami McLaren

Ever feel like other people are “speaking Greek”?

Do other people misunderstand YOU?

What would change if you learned to communicate effectively with different kinds of people? Would that affect your ability to manage well? Bring in new Clients? Communicate better in your family?

Join Cami McLaren in this upcoming seminar that will teach you how!

- ◇ Learn the 4 basic communication styles: Driver, Analytical, Amiable & Expressive
- ◇ Learn and use your own style and how to determine the styles of others
- ◇ Learn the best & most effective ways to communicate with all different styles
- ◇ Learn the strengths and challenges of each style

Choose from two dates:

Class #1: July 14, 2015, Tuesday, 8:30am - 12 noon (Registration at 8am)

Location: Sierra 2, Room 10, 2791 24th St., Sacramento

Class #2: August 1, 2015, Saturday, 9am - 1pm (Registration at 8:30am)

Location: Sierra 2, Garden Room, 2791 24th St., Sacramento

Cost Per Class: \$85/person (\$75 if purchased by June 1, 2015)

Discount: \$5off/person for 2 or more from same company

[Click Here to Register](#)

(Be sure to select the date you can attend)



Join Us for a MAMAS Brown Bag Lunch!

Join us on Monday, May 11 for great conversation with fellow MAMAS and to collaborate on event ideas for 2015. Please feel free to invite other attorney moms (or even non-attorney moms interested in joining the conversation!)

About MAMAS:

MAMAS is a source of support for attorney mothers, a place where they can network, share experiences, learn from each other, problem solve, and talk about issues they face in a supportive environment.

MAMAS aims to enhance the recognition of mother attorneys in the profession and community; promote the advancement of mother attorneys within the profession; facilitate the achievement of work-life balance; provide a forum for informing members and the legal profession about issues of particular concern to mother attorneys; facilitate the transition for attorney mothers who have taken time off and wish to re-enter the profession; support mother attorneys contemplating alternative work schedules or extended leaves of absence; and increase the interaction between mother attorneys of diverse backgrounds and practices.

Please feel free to pass this along to other attorney moms.

RSVP

Please RSVP to
Patti Heath
(pheath@orrick.com).

Date:

May 11, 2015

Time:

12:00 - 1:00 p.m.

Location:



Orrick's Sacramento Office
400 Capitol Mall
Suite 3000
Sacramento, CA ([map](#))



WOMEN LAWYERS
OF
SACRAMENTO

2015 Membership Application

January 1, 2015- December 31, 2015

(If you join on or after October 1, 2014, you will get the remainder of 2014 FREE)

APPLICANT INFORMATION

- Please do not include my information in the membership directory
- New Member (Referred by: _____)
- Renewal

Name _____ CA Bar Number _____ Year Admitted _____

Firm/Office _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____ Email _____

Area(s) of Practice _____

APPLICANT STATUS

Active Member: (Member of the CA/Other State Bar, including retired attorneys and law school faculty)

- \$55: 0-5 years in practice/gross income under \$50,000
- \$65: 6-10 years in practice
- \$75: Over 10 years in practice
- \$100 or more: sustaining donor
- \$1500 or more: lifetime membership

Associate Member:

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

Honorary Member: (Justices, Judges, WLS Past Presidents)

- Dues Waived

Add-ons:

- \$85 : California Women Lawyers dues (40th Anniversary pricing EXTENDED! WLS members receive discount off the \$175 annual dues)
- CWL Law School Student Complimentary
- \$____: Foundation donor (tax deductible) \$____ TOTAL enclosed by check payable to WLS. Please return to **WLS Membership, P.O. Box 936, Sacramento, CA 95814**

COMMITTEE PARTICIPATION

Check those WLS committees in which you are interested in participating or receiving more information:

- Career Advancement & Retention
- Grants & Awards
- Development (WLS Foundation)
- Judicial & Other Appointments
- Legislation & Bar Delegation
- Membership
- Newsletter
- Publicity/Community Relations
- Programs
- 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