



# WOMEN LAWYERS OF SACRAMENTO

## May 2017 Newsletter

P.O. Box 936 • Sacramento, CA 95812  
www.womenlawyers-acramento.org

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## President's Corner

*By: Sonia Fernandes*



Happy Mother's Day! This month, I had the privilege of spending Mother's Day exploring the nature and beauty of Australia with my husband and daughter. While the entire vacation was phenomenal, our time together on Mother's Day was extraordinary and unforgettable, and I am very fortunate to have had the experience with my daughter.

Mother's Day is also a special day to celebrate my own mother. During my teenage years, my father worked sporadically due to several medical conditions, leaving our family struggling financially. While those years were extremely challenging, my mother's strength, commitment, and tenacity nourished our family. During one period she worked two full-time jobs (80 hours per week) paying barely above minimum wage. My mother's strong work ethic, ability to overcome barriers, and sacrifice, play a significant role in my personal and professional life.

Mother's Day also reminds me that many mothers (such as those impacted by pay inequity or domestic violence) may be working hard to support their children and families. By advocating for laws impacting women and children and/or providing resources, WLS has the opportunity to improve their lives.

The WLS Foundation, the charitable arm of WLS, also improves lives by providing grants to nonprofit organizations that provide support and critical services to women and children in the Sacramento region. The WLS Foundation, a 501(c)(3) public benefit corporation, is currently accepting community grant applications. The application deadline is June 1, 2017; more information is available on the WLS website at: <http://womenlawyers-sacramento.org/wls-foundation/>. Please share this information with organizations you believe are aligned with the WLS mission.

*Continued on page 5*

**Save the Date!**

## ArtFest

**September 19, 2017**

**Beatnik Studios**

**723 S Street**

## April 2017 WLS Luncheon Highlights

**By: Kelly Babineau, Co-Chair of the Programs Committee and  
Alexandra Kamel, Vice Chair of the Programs Committee**

WLS was pleased to host Merri A. Baldwin at the April luncheon for a very informative, and timely, discussion on the ethical use of social media. Ms. Baldwin is a shareholder of the San Francisco office of Rogers Joseph O'Donnell, PC where she practices business litigation and attorney liability. Ms. Baldwin is the advisor and past chair of the California State Bar Committee on Professional Responsibility and Conduct and the current President of the Bar Association of San Francisco.

Ms. Baldwin impressed upon us the relevance of social media in our practice and personal lives. Social media is increasingly easy to access and allows users to access many people, including information that they intended to remain private. Lawyers in particular run into ethical issues when using social media because of social media's ability to instantly communicate with large numbers of people, its lasting public record and its casual style of communication. Lawyers may not have a clear sense of the technology involved in its function and they may be careless when using it. That said, even in an evolving technological world, California lawyers have an ethical duty to remain informed of the changes in the law and its practice, including the risks and benefits with relevant technology.

Lawyers largely use LinkedIn, Facebook, Twitter and about 26% of law firms have a blog. They use these platforms for many purposes including advertising, communicating with clients and potential clients, networking, research and education.

We must be cognizant of social media use when we are using it in our personal capacities. Ms. Baldwin explained several eye-opening examples of lawyers' personal use of social media and the impact on their professional lives. For example, lawyers must abide by the professional rules in their LinkedIn accounts so that they avoid using inaccurate statements and abide by attorney advertising rules. Truth is absolutely paramount in using social media.

Lawyers must also abide by the duty of confidentiality when posting information about a client

when they do not explicitly identify the client. Ms. Baldwin reminded us that the duty of confidentiality is very broad and covers all information related to client representation. Again, social media is very accessible and oftentimes it may be easy to overlook ethical duties when posting on a personal account.

Ms. Baldwin left us with several tips for the ethical use of social media including: adopt a social media plan, be truthful and accurate, be cognizant that you are posting in a public forum, use caution in engaging with potential clients online, save copies of social media communications, avoid communicating with represented parties, do not use deceptive means, be cautious and understand the rules for "friending judges" and know the advertising rules.

WLS thanks Merri A. Baldwin for speaking at the April luncheon. We also appreciate her thoughtful and relevant insight on our use of social media in both professional and personal capacities. We wish her the best for 2017 and hope that she will join us again.



**Luncheon presenter Merri A. Baldwin  
and WLS Vice President Kelly Pope**

# A Survey of Governor Brown's Judicial Appointments

*By: Jackie Sueyres, Judicial Appointments Committee*

Since taking office in 2011, Governor Brown has appointed 356 judges, including 45 in 2016, from a pool of more than 2,000 applicants. Over the last six years, nearly 40 percent of Governor Brown's appointees identified themselves as American Indian or Alaska Native; Asian; Black or African-American; Hispanic; Native Hawaiian or Other Pacific Islander; or Other/Unknown. Last year, Hispanic appointees accounted for more than one in five judicial appointments.

From 2011 through 2016, Governor Brown's judicial appointees included a number of notable firsts:

- Yvette Durant, the first woman judge ever appointed to the Sierra County Superior Court
- Richard T. Fields, the first African-American man appointed to the Fourth District Court of Appeal
- Marco D. Nunez, the first openly gay judge ever appointed to the Imperial County Superior Court
- Sonia Cortés, the first Latino judge ever appointed to the Yolo County Superior Court
- Marsha G. Slough, the first openly gay justice in the history of the Fourth District Court of Appeal
- Luis A. Lavin, the first openly gay justice to serve on the Second District Court of Appeal
- Therese M. Stewart, the first openly lesbian justice to serve on the California Court of Appeal
- Ferdinand P. Inumberable, the first Asian-American judge appointed to the Ventura County Superior Court
- M. Bruce Smith, the first African-American judge to serve on the Fifth District Court of Appeal
- Paul Lo, the first Hmong American judge ever appointed in the country
- Sunshine Sykes, the first Native American judge appointed to the Riverside County Superior Court
- Sunil Kulkarni, the first South Asian American judge ever appointed in Northern California
- Rupa Goswami, the first South Asian American woman judge ever appointed in California
- Halim Dhanidina, the first American-Muslim judge ever appointed in California
- Jim Humes, the first openly gay justice ever appointed to the California Court of Appeal
- Miguel Marquez, the first Latino justice ever appointed to the Sixth District Court of Appeal
- Rosendo Peña, the first Latino justice ever appointed to the Fifth District Court of Appeal
- Chris Doehle, the first female judge ever appointed to the Del Norte County Superior Court
- Kimberly Colwell, the first openly lesbian judge appointed to the Alameda County Superior Court;
- Mark Andrew Talamantes, the first Latino judge ever appointed to the Marin County Superior Court
- Kathleen O'Leary, the first female presiding justice appointed to the Fourth District Court of Appeal, Division Three
- Raquel Marquez, the first Latina judge ever appointed to the Riverside County Superior Court

*Source: Governors Press Office*

## *President's Corner, continued from page 1*

Finally, the WLS Foundation could not continue to award community grants and law student scholarships without your support. The WLS Foundation's sole fundraiser, ArtFest, will be held on Tuesday, September 19, 2017 at Beatnik Studios, 723 S Street. Please be sure to communicate your platinum and gold sponsorship commitments to the WLS Development Committee no later than Friday, May 26, 2017 to guarantee recognition in certain pre-event advertising. As always, thank you for your support!



## **Save the Date!**

### **Women Lawyers of Sacramento's 24th Annual ArtFest & Silent Auction**

will take place

**Tuesday, September 19, 2017**

Beatnik Studios – 723 S St, Sacramento, CA 95811

# Announcements & Other News

## County Counsels' Association of California

### Membership Director / Associate Counsel

The County Counsels' Association of California seeks a full time attorney to serve as the Association's Membership Director / Associate Counsel. The Membership Director / Associate Counsel ("Membership Director") is a new position and the person will lead the Association's programs and initiatives designed to provide support and training to the membership. This membership includes the 58 County Counsels and their deputy county counsels throughout California. The Membership Director's initiatives likely will include developing model policies, creating and administering surveys and training on law office management, facilitating response among County Counsel offices on emerging legal issues, developing attorney training on ongoing issues of interest, and coordinating electronic information sharing on issues of concern. The position will also assist the Association's Executive Director with the duties of the CSAC Litigation Coordination Program, including drafting amicus briefs, preparing monthly case law updates, reviewing amicus requests, and coordinating with outside counsel on court filings. The position may also assist with other functions of the Association, such as reviewing legislation impacting counties and updating Association publications. The Membership Director will work under the direction of the Executive Director and will supervise one staff member. The Membership Director is employed "at-will."

#### Qualifications and Requirements

- Membership in the State Bar of California
- Two years relevant experience preferred
  - Knowledge of public law desirable
- Exceptional people skills and high level of proficiency in written and oral communication
- Ability to successfully manage details, organize assignments, and work on multiple tasks
  - Strong legal research and writing skills
- Ability to work independently and to take leadership and initiative on membership support projects required

Salary range is \$78,000-\$85,000 depending on experience. The position offers excellent benefits including health insurance and membership in a public retirement system.

To apply, please email a resume and letter of interest by June 9, 2017 to the attention of Jennifer Henning at: [resumes@counties.org](mailto:resumes@counties.org) and use "CCAC" in the subject line.



# CALIFORNIA WOMEN LAWYERS 4TH ANNUAL



## ELECT TO RUN

### FRIDAY, JUNE 9, 2017

#### LOCATION

**Sedgwick, LLP**  
333 Bush Street  
San Francisco, CA

#### SCHEDULE

12:00 - **Registration**  
12:30pm - **Program**  
5:00pm - **Reception**  
*(snacks/refreshments provided)*

**A program to educate and encourage women to run for public office**, meet other women who have run for office, as well as those who support or train women to run, and to get the information you need to decide whether you want to run.

### FEATURING KEYNOTE SPEAKERS



**Delaine Eastin**

Candidate for Governor of California



**Fiona Ma**

Member of the State Board of Equalization



**Libby Schaaf**

Mayor of Oakland

Find out what it takes to run for office from candidates, elected officials, and representatives from supporting organizations including:

- Malia Cohen, San Francisco Board of Supervisor
- Rebecca Kaplan, Oakland Councilmember at Large
- Hon. Victoria Kolakowski, Superior Court of Alameda County
- Barbara Parker, City Attorney of Oakland

Also hear from candidate resources:

- Close the Gap
- Coro Institute
- Emerge
- NWPC



[www.cwl.org](http://www.cwl.org)

# CALIFORNIA WOMEN LAWYERS 4TH ANNUAL



## ELECT TO RUN

FRIDAY, JUNE 9, 2017

*Reservations Required.*

**REGISTER BY JUNE 5, 2017**

- \$25 - CWL Member**
- \$40 - Non-Member**
- FREE - Law Student**

**Number of Tickets:** \_\_\_\_\_ **If more than one, please provide list of attendee names**

- \$2,000 - Title Sponsor** (Includes priority recognition from the podium and in print and electronic marketing, logo in event program, logo on onsite signage and 10 tickets\* to the event)
- \$1,000 - Platinum Sponsor** (Includes recognition from the podium and in print and electronic marketing, logo in event program, logo on onsite signage and 6 tickets\* to the event)
- \$500 - Gold Sponsor** (Includes recognition from the podium, logo in event program, logo on onsite signage and 3 tickets\* to the event)
- \$250 - Silver Sponsor** (Includes mention in program and on website and 1 ticket to the event)

*\*Please provide a list of attendees and their email addresses.*

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

**Firm/Court/Org:** \_\_\_\_\_

**Phone:** \_\_\_\_\_ **Email:** \_\_\_\_\_

- Check enclosed payable to California Women Lawyers**
- Charge my credit card (Visa, MasterCard, American Express, Discover Card)**

**Credit Card Number:** \_\_\_\_\_

**Name on card:** \_\_\_\_\_

**Billing address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_

**Exp. Date:** \_\_\_\_\_ **Security Code:** \_\_\_\_\_

**Registration and payment can also be made online at: [www.cwl.org](http://www.cwl.org)**

**Return to:**  
**CWL 700 R Street, Suite 200, Sacramento, CA 95811**  
**(916) 930-9020 | [info@cwl.org](mailto:info@cwl.org)**

# Announcements continued...

## Discover the Secrets of Effective Communication

July 25, 2017 (Tuesday) 8:30am - 12 noon

Presented by Cami McClaren

*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

\$109/person

Take \$5.00/person if 2 or more from same company

Register at <https://www.eventbrite.com/o/mclaren-coaching-3074191754>

### 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. Please consider adding the California Women Lawyers membership at a discounted rate in addition to your WLS membership.

## SAVE THE DATE

### 2017 WLS Luncheon Schedule

Location: Lucca Restaurant and Bar  
1615 J Street, Sacramento, California

- May 25
- September 28
- October 26
- November 16
- December 15



Note: The WLS luncheon series \*may\* take a summer break in June, July and August. Check the upcoming WLS Newsletters for further details!

# The Noël Ferris Endowed Scholarship

This endowed scholarship is created to honor Noël M. Ferris, a leading trial lawyer who credits her success to what she learned in the trial advocacy program at McGeorge School of Law. Through that program, she became a regional champion and competed at the national level. This became the framework for her remarkable career as a civil trial lawyer.

Ms. Ferris was a single mother when she began the J.D. program at McGeorge after receiving a B.A. in English from Stanford University. She is a role model for single, head-of-household law students with the goal of being trial lawyers. The endowed scholarship will provide annual assistance to such a law student (preference for a female or non-traditional student).

Ms. Ferris is a member of the four most prestigious trial lawyer associations. She currently serves as president of the International Academy of Trial Lawyers (IATL), whose membership is by invitation and limited to 500 accomplished trial lawyers who practice in the United States or other countries and demonstrate the highest standards of skill, integrity, and ethical advocacy. She was the first Sacramento attorney inducted into the IATL and the second woman to serve as President. She also is a fellow of the International Society of Barristers, as well as a fellow of the American College of Trial Lawyers, and a diplomat of the American Board of Trial Advocates (ABOTA). In 2016, she was honored as Trial Lawyer of the Year by the Sacramento Valley Chapter of ABOTA, and she served on the national ABOTA Board of Directors.

A Regent of the University of the Pacific for six years, Ms. Ferris and her husband, Parker White, established the annual Ferris White Prize of \$10,000 for the outstanding advocate in trial advocacy at McGeorge School of Law.

## The Powell Match and McGeorge School of Law

University of the Pacific was honored to receive an extraordinary gift of \$125 million from the estate of the late Regents Robert C. and Jeannette Powell, which supports the Powell Scholars as well as the Powell Match program that encourages others to donate and build endowments to significantly improve students' access to a superior education at the University. McGeorge School of Law participates in the Powell Match program, and new gifts of \$50,000 or more to an existing or new scholarship are eligible for a 1:1 match. Groups may contribute together to reach this threshold and have up to five years to collect the minimum threshold of \$50,000. The Powell Match commences when the minimum threshold amount is received, and all gifts received after the minimum is received will be matched until the Powell Match funds have been depleted.

## Next Steps

Please join this effort to honor Noël Ferris, an extraordinary member of our legal community, with a gift to help create the endowed scholarship. Gifts may be outright or through a pledge payable over a five-year period. Checks should be made payable to McGeorge School of Law with an indication on the memo line "Noel Ferris Endowed Scholarship". You may also pay by credit card online at [McGeorge.edu](http://McGeorge.edu) or by calling the Development Office.

Mindy Danovaro, Assistant Dean, Development Sally Cebreros, Development Officer 916.340.6096 [mdanovaro@pacific.edu](mailto:mdanovaro@pacific.edu) 916. 739.7391 [scebreros@pacific.edu](mailto:scebreros@pacific.edu)

University of the Pacific, McGeorge School of Law | 3200 Fifth Avenue, Sacramento, CA 95817 | Tax ID: 94-1156266





# WOMEN LAWYERS OF SACRAMENTO

## 24th Annual ArtFest Sponsorship Levels

Women Lawyers of Sacramento is pleased to announce sponsorship opportunities for its 24th Annual ArtFest!

### **PLATINUM (\$1,000+)**

- Your business logo in our pre-event advertising, including the WLS website, *Sacramento Lawyer Magazine*, flyers, and other event advertising.
- Recognition in the ArtFest program, on ArtFest greeting board(s), and verbal recognition during the event.
- A half-page advertisement in the WLS Newsletter, distributed to 200+ members, for 3 months of your choice.
- 8 tickets to ArtFest.

### **GOLD (\$750)**

- Recognition by name in our pre-event advertising, including the WLS website, *Sacramento Lawyer Magazine*, flyers, and other event advertising.
- Recognition in the ArtFest program, on ArtFest greeting board(s), and verbal recognition during the event.
- A half-page advertisement in the WLS Newsletter, distributed to 200+ members, for 1 month of your choice.
- 4 tickets to ArtFest.

### **SILVER (\$500)**

- Recognition in the ArtFest program, on ArtFest greeting board(s), and verbal recognition during the event.
- 3 tickets to ArtFest.

### **BRONZE (\$200)**

- Recognition in the ArtFest program, on ArtFest greeting board(s), and verbal recognition during the event.
- 2 tickets to ArtFest.

### **FRIEND OF WLS (\$100)**

- Recognition in the ArtFest program, on ArtFest greeting board(s), and verbal recognition during the event.
- 1 ticket to ArtFest.

# 24th Annual ArtFest

  

## Underwriter Response Form

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

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

\$1,000 Platinum Sponsor

\$750 Gold Sponsor

\$500 Silver Sponsor

\$200 Bronze Sponsor

\$100 Friend of WLS Sponsor

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: \_\_\_\_\_

Email: \_\_\_\_\_

Artfest will be held on Tuesday, September 19, 2017, from 6:00 p.m. to 8:30 p.m. at Beatnik Studios, 723 S Street, Sacramento, CA 95811.

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

**Tiffany Monroe**

**Delfino Madden O’Malley Coyle Koewler**

**500 Capitol Mall, Suite 1550**

**Sacramento, CA 95814**

\*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 our pre-event advertising, please respond by **May 19, 2017**, 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 **August 11, 2017**.

# Announcements Continued...

## CONTEMPORARY LAW OFFICES & SUITES FOR LEASE 1001 G STREET

### Private Offices & Cubicle Spaces

+/- 80 to 260 Square Feet

\$450 - \$1,000 Per Month



- Redesigned Executive Offices on Two Floors
- Secured Floors
- Reserved Parking Available
- Secured Wi-Fi
- A/V Equipped Conference Rooms
- Paralegal Option Available
- Daily Housekeeping
- Dog Friendly

Managed by:



**Potter-Taylor & Co.**

FOR LEASING INFORMATION, CONTACT:

**TIMOTHY J. TAYLOR**

(916) 614-8875 DIRECT (916) 923-0200 MAIN

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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.

## 2017 WLS BOARD

### PRESIDENT

Sonia Fernandes  
Department of Managed Health Care  
Sonia.Fernandes@dmhc.ca.gov

### VICE PRESIDENT

Kelly Pope  
Downey Brand  
kpope@downeybrand.com

### SECRETARY

Kim Garner  
Cornerstone Estate Law Corporation  
kkakavas@gmail.com

### TREASURER

Elizabeth Dietzen Olsen  
Senate Office of Research  
Elizabeth.dietzenolsen@sen.ca.gov

### CAREER ADVANCEMENT AND RETENTION

Kim Buchholz  
Law Offices of Kimberly Buchholz  
kim@kbestatelaw.com

Melissa Borrelli  
Western Health Advantage  
borrellimelissa@gmail.com

Monica Espejo  
Wolfe & Wyman  
mmespejo@wolfewyman.com

Allison Callaghan Walsh  
Nossaman LLP  
acallaghan@nossaman.com

### DEVELOPMENT

Katherine Underwood  
Sacramento City Attorney  
keunderwood235@gmail.com

Stephanie Ogren  
Gov's Office of Emergency Services  
stephanieogren4@gmail.com

Corrie Manning  
California League of Cities  
cmanning@cacities.org

Lauren Jones  
Gallagher Jones LLP  
lauren@gjlaw.org

Tiffany Monroe  
Delfino Madden  
tmonroe@delfinomadden.com

Wendy Green  
Hansen Kohls Sommer & Jacob  
wgreen@hansenkohls.com

Nicole Egan  
McGeorge Community Legal Services  
negan@pacific.edu

### GRANTS & AWARDS

Tara Rojas  
Rojas Family Law  
tara@rojasfamilylaw.com

Latika Sharma  
Department of Managed Health Care  
Latika.Sharma@dmhc.ca.gov

Amy Halloran  
Sutter Health  
HallorAH@sutterhealth.org

Vanessa Hunter  
Pollara Law Group  
vh@pollara-law.com

### JUDICIAL & OTHER APPOINTMENTS

Kristin Blocher  
Law Office of Kristin Blocher  
kablocher@gmail.com

Jackie Limbo Sueyres  
Tiza Serrano Thompson & Associates  
jackie.sueyres.tr9t@statefarm.com

### LEGISLATION & BAR DELEGATION

Lauren Foust Sorokolit  
Molina HealthCare  
Lauren.Foust@MolinaHealthCare.com

Julia Blair  
CA Commission on State Mandates  
julia.blair@csm.ca.gov

Roxanne Strohmeier  
Student, UC Davis School of Law  
rstrohmeier@ucdavis.edu

### MEMBERSHIP

Amy O'Neill  
Boutin Jones, Inc.  
aoniell@boutinjones.com

Alanna Lungren  
King Williams LLP  
alungren@kingwilliamslaw.com

Heather Johnston  
Trainor Fairbrook  
hjohnston@trainorfairbrook.com

Kresta Daly  
Barth Daly LLP  
kdaly@btdlegal.com

### NEWSLETTER

Meghan Covert Russell  
Parker & Covert LLP  
mrussell@parkercovert.com

Aminah Famili  
King Williams LLP  
AFamili@KingWilliamsLaw.com

Carmen-Nicole Cox  
Dept. of Corrections and Rehabilitation  
carmen-nicole.cox@cdcr.ca.gov

Suzanne Alves  
Alves Radcliffe LLP  
salves@alvesradcliffe.com

### PROGRAMS

Kelly Babineau  
The Law Office of Kelly Babineau  
kbabineau@klblawoffice.net

Kristine Scribner  
Lewis, Brisbois, Bisgaard & Smith, LLP  
kmscribner@hotmail.com

Jessica Graves  
Wing & Parisi Law  
Jessica@wingparisilaw.com

Britney Dicksa Torres  
Littler Mendelson  
btorres@littler.com

### PUBLICITY & COMMUNITY RELATIONS

Christina Cortino  
Cortino Law Office  
christina@cortinolaw.com

Katie Konz  
Downey Brand  
kkonz@DowneyBrand.com

Sara Abrate  
Yolo County District Attorney  
Sara.abrate@yolocounty.org

Aparna Agnihotri  
Aparnaagnihotri1@gmail.com

Kathleen Gallagher  
Gallagher Jones LLP  
kat@gjlaw.org

### 2017 WLS Board Liaisons

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

**Past-President Liaison:** Megan Rowe,  
Daponde, Szabo Rowe PC  
mrowe@dsrhealthlaw.com



WOMEN LAWYERS  
OF  
SACRAMENTO

## 2017 Membership Application

January 1, 2017- December 31, 2017

(If you join on or after October 1, 2016, you will get the remainder of 2016 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
- \$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
- FREE Law school student (Specify year: \_\_\_\_\_)

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

Dues Waived

**Add-ons:**

- \$85 : California Women Lawyers dues (WLS Affiliate price )
- 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 95812**

### COMMITTEE PARTICIPATION

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

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Career Advancement & Retention | <input type="checkbox"/> Legislation & Bar Delegation | <input type="checkbox"/> Publicity/Community Relations |
| <input type="checkbox"/> Grants & Awards                | <input type="checkbox"/> Membership                   | <input type="checkbox"/> Programs                      |
| <input type="checkbox"/> Development (WLS Foundation)   | <input type="checkbox"/> Newsletter                   | <input type="checkbox"/> Judicial & Other Appointments |

Questions? Please contact Membership Committee Co-Chairs

Alanna Lungren at [alungren@kingwilliamslaw.com](mailto:alungren@kingwilliamslaw.com) or Amy O'Neill at [aoneill@boutinjones.com](mailto:aoneill@boutinjones.com)