



WOMEN LAWYERS OF SACRAMENTO

June 2017 Newsletter

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

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President's Corner

By: *Sonia Fernandes*



It's hard to believe we are at the midpoint of 2017! Did you set any professional or personal goals for yourself at the beginning of the year? Are you on target to meet those goals? What is your action plan for success?

Developing my leadership skills is one of my goals this year, and I am currently learning about **The Five Practices of Exemplary Leadership®** model, discussed in the book, *The Leadership Challenge*, by Jim Kouzes and Barry Posner. There are 30 behaviors/actions most commonly linked to the following five practices:

Model the way

Leaders establish principles concerning the way people (constituents, peers, colleagues, and customers alike) should be treated and the way goals should be pursued. They create standards of excellence and then set an example for others to follow. Because the prospect of complex change can overwhelm people and stifle action, they set interim goals so that people can achieve small wins as they work toward larger objectives. They unravel bureaucracy when it impedes action; they put up signposts when people are unsure of where to go or how to get there; and

they create opportunities for victory.

Inspire a shared vision

Leaders passionately believe that they can make a difference. They envision the future, creating an ideal and unique image of what the organization can become. Through their magnetism and quiet persuasion, leaders enlist others in their dreams. They breathe life into their visions and get people to see exciting possibilities for the future.

Challenge the process

Leaders search for opportunities to change the status quo. They look for innovative ways to improve the organization. In doing so, they experiment and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as learning opportunities.

Enable others to act

Leaders foster collaboration and build spirited teams. They actively involve others. Leaders understand that mutual respect is what sustains extraordinary efforts; they strive to create an atmosphere of trust and human dignity. They strengthen others, making each person feel capable and powerful.

(continued on page 4)

Member Spotlight:

The Honorable Shama Hakim Mesiwala

By: Carmen-Nicole Cox

On February 6, 2017, Shama Hakim Mesiwala was sworn in as a Sacramento Superior Court Commissioner. A resident of the greater Sacramento Community for over two decades, Commissioner Mesiwala has been a friendly and familiar face in our legal community. She recently sat down with WLS to share her perspective on the realities and utility of mentoring.

What is a mentor?

Many say that the term “mentor” derives from Homer’s *The Odyssey*. In the poem, Odysseus King of Ithaca, went to fight in the Trojan War, and entrusted his son, Telemachus, to his friend and adviser, Mentor. Mentor was tasked with not only advising Telemachus, but also with serving as guardian to Odysseus’ kingdom.

Mesiwala did not harken back to this 8th Century epic poem when asked to define the term. Rather, she emphatically stated that a mentor is an “example setter.” Mentors are the people who invest time and energy to serve as challengers and encouragers. As Mesiwala aptly explained, although you may often “need cheerleader mentors who know you best and can help you pull yourself up, mentors may also be your harshest critics.” She noted her appreciation for mentors who are “direct and honest and straight-up” because it is important to get “the advice you need to hear, not just what you want to hear.” Mentors are people who work hard, have integrity, ethics, and make themselves available to others.

How does the mentor-mentee relationship form?

Existing professional relationships often result in some degree of mentoring. Mesiwala referenced mentors whom she learned from simply by observing their temperament and conduct. One of her greatest mentors is Associate Justice Ron Robie of the Third Appellate District Court of Appeal, although she never explicitly asked him to serve as a mentor. Rather, Justice Robie provided opportunities for, and seemingly welcomed, Mesiwala to watch closely his approach to complex issues and the way he comported himself, both professionally and personally. Similarly, of Ric Schickle, with whom she



teaches Appellate Advocacy at UC Davis School of Law, she said “he would probably not think he was my mentor, but from him I’ve learned effective teaching, creativity, and how to think outside the box.” In a 2013 interview published in the *Sacramento Lawyer*, Mesiwala listed friends and family members whom she considered mentors because “each of these individuals has displayed an exemplary record of work ethic, public service, decency and kindness which has served as an inspiration to me.”

While some relationships arise out of proximity and circumstance, others require affirmative action. Mesiwala acknowledged that on occasion, when you are “looking for purposeful mentorship” you must do more than observe. “I have gone to people when I’ve reached a fork in the road to receive concrete advice on direction to take and how to make personal improvements.” Before doing so, however, Mesiwala advises, “select people who have value.” In this sense, value refers to respect in the community, demonstrated professionalism, accomplishments and success in areas that are relevant to your own goals, and importantly, insight into the challenges you may face. In short, be proactive to identify people that you find yourself comfortable talking with and whom you admire, then, listen with an open mind.

(continued on next page)

Member Spotlight, continued from page 2

Should mentees be expected to serve as mentors?

Mesiwala told us that she has “benefited from outstanding mentorship,” and further, that she “absolutely” still needs mentoring and “seeks it out every day.” At the time of our interview, she was just three months into a juvenile dependency assignment at the William Ridgeway Family Relations Courthouse. She spoke fondly of colleagues who currently provide her with support and direction. “The judicial officers in Family Relations make themselves accessible 24/7, even while on vacation,” she said. Mesiwala refers to the knowledge, advice, and guidance that she continues to receive as “gifts.”

Not surprisingly, she believes it is her privilege and duty to share her gifts with the next generation of lawyers.

According to Mesiwala, the Sacramento legal community, made up of smart and ethical professionals, is “tightknit and very supportive.” “We must mentor if we want to perpetuate the highest standards and have a say in the quality of the profession.” About her current role as the head of mentorship for the Schwartz/Levi Inn of Court’s Mentorship Committee, she remarked, “there is a joy that comes from seeing young lawyers realize their potential.”

Mesiwala is also passionate about the need for women and people of color to serve as mentors. “I think it is more incumbent upon us to mentor because there are so few of us [in the profession].” But Mesiwala does more than talk about the obligation to mentor. In 2008, she cofounded the South Asian Bar Association of Sacramento (SABA), which seeks to promote the professional advancement of attorneys and law students of South Asian descent, and to help serve the legal needs of the South Asian community in the greater Sacramento region. She served as president from 2009 through 2011, and for the past nine years has graciously made her backyard the venue for SABA’s Annual Diversity Law Student Reception.

The duty that falls upon minority members of the profession “is in part about relatability,” she stated. According to the American Bar Association’s Lawyer Demographics for Year 2016, just 36% of the country’s 1.3M lawyers are female. In 2010, 88% of lawyers were White while 5% and 3% were Black, and Asian Pacific American, respectively. She explained that absent mentoring from women and people of color, “cultural and societal constraints can clash and hinder some young people from realizing their full potential.” According to Mesiwala, mentoring is not just about showing appreciation for past gifts; mentoring is also about paying it forward.

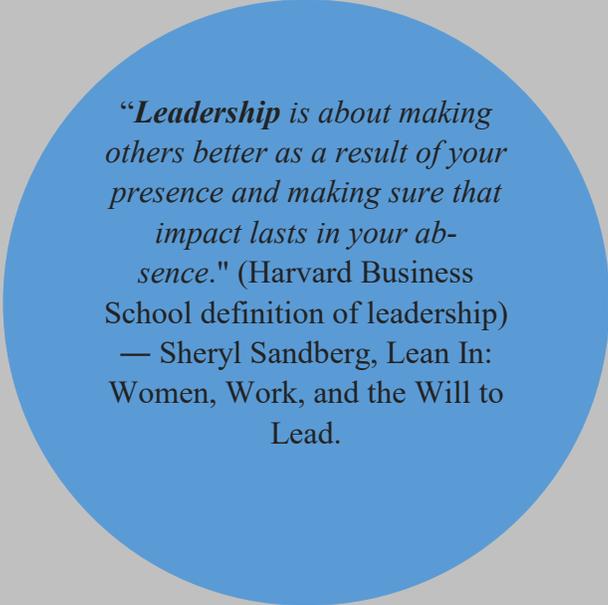
Mesiwala’s Perspective: To whom much is given, much is required

To truly appreciate Mesiwala’s perspective, it is important to know a bit about her background. Mesiwala’s uncle was the first of her family to come to the U.S. from India in the 1950s; he studied at Harvard University on an academic scholarship. In 1969, her father emigrated from India to study electrical engineering at Stanford University. She was raised by her parents in the Bay Area where she attended public school. She has previously stated, “I lived in neighborhoods with people from a variety of backgrounds and I was inspired by the diversity of our state and the coming together of our shared values.” Mesiwala graduated magna cum laude from UC San Diego in just three years. At age 20, she began law school; she is alumni of UC Davis School of Law. Before her appointment to the court, she worked for 13 years as a judicial research attorney at the Third District Court of Appeal. She is the state’s first female Muslim judicial officer.

President's Corner, continued from page 1

Encourage the heart

Accomplishing extraordinary things in organizations is hard work. To keep hope and determination alive, leaders recognize contributions that individuals make. In every winning team, the members need to share in the rewards of their efforts, so leaders celebrate accomplishments. They make people feel like heroes.



“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.” (Harvard Business School definition of leadership)
— Sheryl Sandberg, *Lean In: Women, Work, and the Will to Lead*.

On the topic of exemplary leaders, WLS members and friends are invited to attend a very special panel presentation on the impact of the 14th Amendment on women in the legal profession. **Law Day 2017 – The 14th Amendment: Transforming American Democracy** will take place at 12:00 p.m. on Thursday, **June 22, 2017** at the Historic City Hall Hearing Room located at 915 I Street. For more information, please see the enclosed flyer.

Finally, in line with other local bar associations, WLS will not be offering luncheon programs this summer (June through August); however, WLS will continue to plan or co-sponsor other relevant events of interest to our members, such as Law Day 2017, mentioned above. The luncheon programs will resume in September, with Sabrina Thomas, President of the Sacramento County Bar Association (another exemplary leader!) as our speaker.

I look forward to seeing you this summer!!

Announcements & Other News

JOB OPPORTUNITIES

The logo for Fisher Phillips, featuring the company name in white text on a red, stylized banner.

Senior Employment Litigation Associate

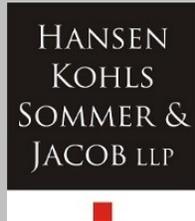
The Sacramento office of Fisher Phillips a senior associate with 7+ years of experience for its Sacramento office. Candidate must be a case handling attorney. Ideal candidate will have significant employment litigation experience. Must be admitted to practice in California. To apply, please submit a cover letter and resume to recruiting@fisherphillips.com.

Of Counsel/Partner

The Sacramento office of Fisher Phillips seeks an Of Counsel or Partner level candidate who specializes in employment litigation for its Sacramento office. Candidate needs to step right in and assist with on-going litigation. A partner candidate should have some portable business. Must be admitted to practice in California. To apply, please submit a cover letter and resume to recruiting@fisherphillips.com.

Position: Associate Attorney

Firm: Hansen, Kohls, Sommer & Jacob, LLP
1520 Eureka Road, Suite 100
Roseville, CA 95661

The logo for Hansen, Kohls, Sommer & Jacob LLP, featuring the firm name in white text on a black background with a red square at the bottom.

Hansen, Kohls, Sommer & Jacob, LLP is a boutique 8-attorney law firm looking to immediately add another litigation associate attorney to our office in Roseville, CA.

Our largest practice areas are professional malpractice defense, insurance bad faith and business litigation. This position requires a person with excellent verbal and written communication skills, confidence, poise and the ability to think creatively. A minimum of two to five years' civil litigation experience is required. Our salaries are very competitive and we offer a great working environment. Contact Jennifer Durda, Administrator, via email at jdurda@hansenkohls.com.

Please include a current résumé and writing sample in your reply. (To learn more about our firm, visit our website at www.hansenkohls.com.)

Announcements continued...

JOB OPPORTUNITIES CONTINUED ...

The County of Monterey invites your interest for the position of:



DEPUTY COUNTY COUNSEL III
\$7,821-\$10,632/Monthly

Final Filing Date: July 11, 2017
Priority Screening Date: June 27, 2017
Exam #17/39B22/06IE

The County Counsel's Office renders professional, practical and trustworthy legal services to the County of Monterey, including the Board of Supervisors and all County offices, departments, boards, and commissions. In addition, the Office provides legal services to various other public entities, including the Water Resources Agency of Monterey County, the Local Agency Formation Commission, the Transportation Agency for Monterey County, and special districts. The guiding principles of the office are to enable its clients to realize their goals within the bounds of the law, to be zealous advocates for clients and to act in a courteous, ethical and honorable manner. Assignments increase in complexity as the employee gains experience, knowledge and advances in the office. The office is looking for an experienced attorney with a primary focus on land use law. Assignments may include transactional, advisory and litigation, as well as matter from the non-land use divisions.

DEPUTY COUNTY COUNSEL IV
\$9,764-\$13,293/Monthly

Final Filing Date: July 11, 2017
Priority Screening Date: June 27, 2017
Exam #17/39B23/06IE

The County Counsel's Office renders professional, practical and trustworthy legal services to the County of Monterey, including the Board of Supervisors and all County offices, departments, boards, and commissions. In addition, the Office provides legal services to various other public entities, including the Water Resources Agency of Monterey County, the Local Agency Formation Commission, the Transportation Agency for Monterey County, and special districts. The guiding principles of the office are to enable its clients to realize their goals within the bounds of the law, to be zealous advocates for clients and to act in a courteous, ethical and honorable manner. Assignments increase in complexity as the employee gains experience, knowledge and advances in the office. The office is looking for an experienced attorney with a primary focus on land use law. Assignments may include transactional, advisory and litigation, as well as matter from the non-land use divisions.

For a complete job descriptions of these two positions, visit: <http://www.co.monterey.ca.us/personnel/specifications.asp>.

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

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



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 or by calling the Development Office.

Mindy Danovaro, Assistant Dean, Development Sally Cebreros, Development Officer 916.340.6096 mdanovaro@pacific.edu 916. 739.7391 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

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

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\$450 - \$1,000 Per Month



- Redesigned Executive Offices on Two Floors
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- Paralegal Option Available
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FOR LEASING INFORMATION, CONTACT:

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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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2017 WLS Board Liaisons

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

Past-President Liaison: Megan Rowe,
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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 or Amy O'Neill at aoneill@boutinjones.com