

WASHINGTON STATE BAR ASSOCIATION

DIVERSITY COMMITTEE MEETING AGENDA

NOTICE IS HEREBY GIVEN by the Washington State Bar Association, pursuant to RCW 42.30.080, that the Diversity Committee meeting will be held on:

November 7, 2020 – 9:00 AM to 1:00 PM

(the meeting could end earlier depending how long the deliberation takes)

Link to access the Zoom meeting:

<https://wsba.zoom.us/j/97680432754?pwd=Y2FzUmk3SGF1dDdZRjRqbE5nK3NVdz09>

Zoom Conference Call Lines: **LOCAL OPTION:** (253) 215-8782 || **TOLL-FREE OPTION:** (888) 788-0099

Meeting ID: 976 8043 2754 || Passcode: 511418

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities, which highlight the numerous societal benefits of a diverse law profession.

The purpose of the meeting is for the Committee to discuss, deliberate, and take potential final action regarding the following agenda items:

5 min	Call to Order and Welcome	Sunitha Anjilvel and Andrea Jarmon, Co-Chairs		
25 min	At Large Governor Interview Preparation	Sunitha Anjilvel and Andrea Jarmon, Co-Chairs	Discussion	<i>pg 2-4</i>
15 min	SaNNi M-K Lemonidis (9:30 am)	All		<i>pg 5-11</i>
15 min	Kim Sandher (9:50 am)	All		<i>pg 12-20</i>
15 min	Kristen Price (10:10 am)	All		<i>pg 21-26</i>
10 min	Break	All		
15 min	Laura E. Sierra (10:35 am)	All		<i>pg 27-34</i>
15 min	Ailene Limric (10:55 am)	All		<i>pg 35-57</i>
15 min	Alec Stephens (11:15 am)	All		<i>pg 58-72</i>
15 min	Break			
60 min	Deliberation and Candidate Selections	All	Discussion and Action	

Reasonable accommodations for people with disabilities will be provided upon request. Please email Tyler Washington at TylerW@wsba.org.



WASHINGTON STATE BAR ASSOCIATION

AT-LARGE BOG POSITION – SPECIAL ELECTION 2020

Interview Question and Criteria

PROCESS: Interviews will take place on Saturday, November 7th via Zoom. Every applicant will be interviewed by the WSBA Diversity Committee. Interviews will be approximately 15 minutes each.

INTERVIEW QUESTIONS:

1. What is your understanding of the purpose of the At Large role and how do you intend to fulfill the obligation of the role? (Ask after reading and/or giving them the By-Law description for the position.)
2. Can you describe how the issues of diversity, equity and inclusion have impacted your personal and professional life with at least one specific example?
3. Please share an example of how you've demonstrated your commitment to diversity, equity and inclusion.
4. General Rule 12.2 provides that the WSBA should strive to promote diversity and equality in the legal profession and courts. How can the legal profession be more inclusive to underrepresented members? How do you think the Board of Governors should carry out this responsibility under 12.2? (Ask after reading and/or giving them the text of GR 12.2)
5. The Board of Governors recently supported the requirement that one of the mandatory ethics credits must be in equity, inclusion, and the mitigation of bias in the legal profession. What are your thoughts about this requirement or if you were tasked with explaining this requirement, what would you say in support of it and its purpose?
6. Diversity, equity, and inclusion means different things to different people. People also have different and sometimes competing ideas about how the goals around these issues can be accomplished. As a member of the BOG, when you are advancing an idea or goal around one of these issues, how would you respond to a situation where other BOG members did not appear to be supportive of such? Please share an example of when you had to present your perspective on diversity, equity and inclusion to people who had an opposing or different viewpoint.
7. On June 4, 2020, our Washington Supreme Court issued a letter in response to the growing public outcry for social justice and called upon the legal profession take individual and collective action towards address issuing of racism in our legal system. Can you share your reflections on this letter and whether it has had any personal impact upon you?
8. What do you think about the mission statement and the prioritization of serving the public?
9. Do you have any questions for us?

SELECTION CRITERIA:

The ideal candidate:

- Has lived experienced as a member from an underrepresented community
- Demonstrates an understanding of the racial injustices in the legal profession and system and wants to heed the Supreme Court's call to action about racial justice
- Demonstrates a commitment to diversity, equity and inclusion in the legal profession

- Demonstrates initiative, leadership, and responsibility
- Has an ability to advocate for diversity, equity and inclusion in an environment where there are opposing views
- Demonstrates a clear understanding of the WSBA Mission and the role of the Bar

**At-Large BOG Position
Applicant Interview Schedule**

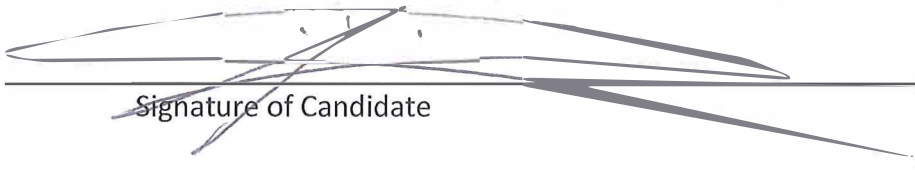
9 – 9:30 A.M.	Committee Business and Interview Preparation
9:30 A.M.	SaNni M-K Lemonidis
9:50 A.M.	Kim Sandher
10:10 A.M.	Kristen Price
10:25 A.M.	10 Min Break
10:35 A.M.	Laura E. Sierra
10:55 A.M.	Ailene Limric
11:15 A.M.	AlecStephens
11:30 A.M.	15 Min Break
11:45 A.M. – 1:00 P.M.	Deliberation and Candidate Selection

WASHINGTON STATE BAR ASSOCIATION

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

Sanni M-K Lemonidis 39749
Name of candidate (please print) WSBA Bar # Phone Number*


Signature of Candidate

Signature of Nominator (if relevant) WSBA Bar #

Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

This form must be filed in the Office of the Executive Director of the WSBA no later than 5 p.m. PST on October 30, 2020. Filing may be accomplished by emailing all requisite documents to barleaders@wsba.org.



LEMONIDIS CONSULTING & LAW GROUP, PLLC

2211 Elliott Avenue, Suite 200, Seattle, WA 98121 | (206) 926-6700 | www.lemonidislaw.com

October 30, 2020

Washington State Bar Association
1325 4th Ave suite 600
Seattle, WA 98101

SENT VIA EMAIL TO: barleaders@wsba.org

**RE: Board of Governors Member At-Large Governor Position
Letter of Interest**

To whom it may concern:

My name is SaNni Lemonidis and I am interested in serving on the Washington State Bar Association At-Large Governor position. I see this position as a wonderful opportunity to serve the WSBA community and contribute to important issues that directly impact my fellow bar members. I believe that my unique background, legal experience and passion for diversity, equity and inclusion education give me a valuable and distinct perspective that will serve the Board well during these tumultuous times.

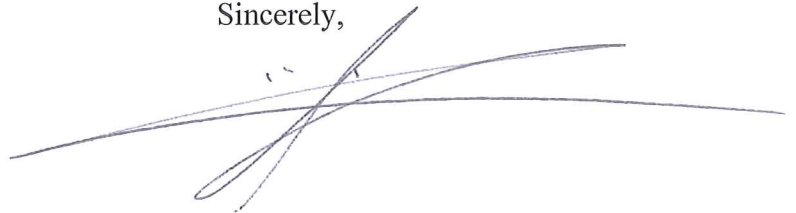
As a bi-racial woman who passes for white, I occupy a unique space in our society that I am still learning to navigate. My mother immigrated to the states from Norway when she was a young adult, and my father was a black man who was raised in the south during the time of segregation. From a very young age, I have been taught to be keenly aware of the privilege that my light complexion affords me. And over the course of my lifetime, I have learned to harness that privilege and be a voice for marginalized people of color.

For the past 13 years it has been my honor to practice union-side labor law in Seattle. Throughout my legal career, I have represented a variety of labor organizations all with distinct industry practices. The one overarching issue that each of my client organizations face is being able to meet the challenge of creating a diverse and inclusive working or learning environment. Diversity awareness matters not only because homogeneity harms traditionally marginalized people, but also because it harms our community as a whole. I am fervent about promoting racial and ethnic equity in our society and I bring that passion into every aspect of my personal and professional life. For example, I have developed a series of training programs that help my clients combat racial bias in their organizations and build cultural competence in their leadership. My training programs help create a more inclusive and equitable working environment for my where everyone can have an opportunity to succeed.

WSBA
October 30, 2020
Page Two

I want to bring this same passion and commitment to the WSBA Board of Governors where I will dedicate myself to supporting and carrying out the WSBA's Diversity and Inclusion Plan by building collaborative partnerships with the various Minority Bar Associations across Washington State. I am mindful of the Washington Supreme Court's Call to Action in the wake of George Floyd's passing and I support that call. Please accept this letter, along with my resume, professional bio, candidate statement and the Board of Governors Application Form as my application for the At-Large Position. I would be honored to use my unique skills and experience to serve on the WSBA Board of Governors. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in blue ink, consisting of a long horizontal stroke with a loop and a crossbar, followed by a vertical stroke and a small flourish.

SaNni M-L Lemonidis

Enc. (4)

BIOGRAPHICAL STATEMENT

SaNni M-K Lemonidis is the founder and Managing Principal of Lemonidis Consulting & Law Group, PLLC. She has devoted her entire legal career to advancing the interests of the working class. In addition to her traditional labor law practice, SaNni leads the firm's training and consulting practice. She is a seasoned educator who has developed training modules to help organizations educate their constituents on promoting and sustaining a discrimination and harassment free environment. SaNni earned her J.D. from Northeastern University School of Law in Boston, MA and earned her B.A. in English Literature from the University of Washington.

CANDIDATE STATEMENT

I am asking for your vote to serve on the Washington State Bar Association Board of Governors in the Member At-Large Governor Position. I am the founder and Managing Principal of Lemonidis Consulting & Law Group, PLLC. For over thirteen years, I have devoted my entire legal career to advancing the interests of the working class here in Washington. In addition to my traditional labor law practice, I lead the firm's training and consulting practice. I am a seasoned educator that has developed a series of training programs to help clients combat racial bias in their organizations and build cultural competence in their leadership. I am fervent about promoting racial and ethnic equity in our society and I bring that passion into every aspect of my personal and professional life.

As a bi-racial woman who passes for white, I occupy a unique space in our society that I am still learning to navigate. My mother immigrated to the states from Norway when she was a young adult, and my father was a black man who was raised in the south during the time of segregation. From a very young age, I have been taught to be keenly aware of the privilege that my light complexion affords me. And over the course of my lifetime, I have learned to harness that privilege and be a voice for marginalized people of color. I believe that my unique background, legal experience and passion for diversity, equity and inclusion education give me a valuable and distinct perspective that will serve the Board well during these tumultuous times.

If elected, I promise to be an amplified voice for our many members that have historically been omitted or overlooked in the governance of our profession. I will also dedicate myself to advancing diversity and inclusion within the legal profession and forging collaborative relationships with and among the numerous Minority Bar Associations across Washington State. I also promise to faithfully represent all the members of the Washington State Bar Association. I will be receptive and truly listen to members about what they feel are the most important issues related to the practice of law in our state. I want all our members to feel connected to WSBA and I promise that I will work hard to make that happen.

I live in Magnolia with my three amazing children. If you would like to learn more about me, please visit my firm's website at www.lemonidislaw.com.

SaNNi M-K Lemonidis

sanni@lemonidislaw.com

LEGAL EXPERIENCE

Lemonidis Consulting & Law Group, PLLC, Seattle, WA

May 2020-Present

Founder and Managing Principal: Provide quality legal representation, labor consulting and training services to labor organizations throughout the Pacific Northwest. The firm's clients include joint apprenticeship programs, Taft-Hartley trust funds, labor organizations representing public and private sector workers, as well as public safety employees.

Robblee Detwiler & Black, PLLP, Seattle, WA

April 2008-April 2020

Partner: Led the firm's education and training practice; developed a wide range of training modules to help organizations of all sizes educate their officers, staff, shop stewards, business agents, apprentices and instructors on how to promote and sustain a working and learning environment free from discrimination and harassment. Represented union clients and its members at arbitrations, unpaid wage claims in state court, and NLRB and PERC proceedings; provided advice concerning a variety of labor matters including issues of contract interpretation; pensions and benefits, compliance with state and federal leave laws, discipline, discharge, seniority, discrimination and harassment.

EDUCATION

Northeastern University School of Law, Boston, MA

Juris Doctor, May 2007

Advanced Coursework: First Amendment, Employment Law: Job Rights and Security, Labor Arbitration Workshop, Labor Law I, and Negotiations.

Legal Internships: **Barnard Iglitzin & Lavitt, LLP**, Seattle, WA Spring 2007, **Shelter Legal Services Foundation, Inc.**, Boston, MA, March 2006-February 2007, **Seyfarth Shaw, LLP**, Boston, MA, Fall 2006, **Massachusetts Teachers Association**, Boston, MA, Spring 2006, **Judge Robert B. Collings, U.S. District Court (D. Mass.)**, Boston, MA, Fall 2005.

University of Washington, Seattle, WA

Bachelor of Arts in English Literature, June 2004

Honors: Dean's List

BAR ADMISSION

Admitted to the Washington Bar (2007).

PROFESSIONAL MEMBERSHIPS & ASSOCIATIONS

Memberships: AFL-CIO Lawyers Coordinating Committee and American Bar Association.

Associations: Mother Attorneys Mentoring Association and Board of Directors for Roanoke House Counseling Services.

LANGUAGE SKILLS

Norwegian: Ten years formal classroom training; proficient in reading and writing the language.

Spanish: Four years formal classroom training; proficient in reading and writing the language.

PROFESSIONAL REFERENCES

Bradley L. Medlin, Partner
Robblee Detwiler, PLLP

Terry C. Jensen, Staff Attorney
IAM Local 160

Richard A. Mullane, Staff Attorney,
Massachusetts Teachers Association
(617) 878-8143

WASHINGTON STATE BAR ASSOCIATION

Board of Governors Application Form Member At-Large Governor Position

This position represents licensed legal professionals whose membership has historically been underrepresented in governance. All Active WSBA members are eligible to apply.

INSTRUCTIONS


1. Complete this application form. If you are nominating someone else, ask them to sign it below and submit it along with the required attachments.
 2. Attach the following:
 - Brief (100-word maximum) biographical statement including current occupation, relevant experience, and education
 - Letter of interest
 - Resume
 - Candidate Statement*
 - Photo*
 - Letter(s) of Support (optional)
- *these items will be placed on the ballot only if you are put forth by the WSBA Diversity Committee.
3. Email the signed form and attachments to barleaders@wsba.org. **Applications must be received by 5:00 p.m. PST on Friday, October 30, 2020.**
 4. Letters of support can be included with the application or sent separately to barleaders@wsba.org by October 30.
 5. Applications will be included in the WSBA Diversity Committee November meeting materials and posted on the WSBA website.
 6. Questions? Contact Volunteer Engagement Advisor, Paris Eriksen at parise@wsba.org.
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Continued...

WASHINGTON STATE BAR ASSOCIATION

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

Kim Sandher	42630	
Name of candidate (please print)	WSBA Bar #	Phone Number*
		
Signature of Candidate		

Signature of Nominator (if relevant)	WSBA Bar #
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Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

This form must be filed in the Office of the Executive Director of the WSBA no later than 5 p.m. PST on October 30, 2020. Filing may be accomplished by emailing all requisite documents to barleaders@wsba.org.



Kim Sandher
Attorney at Law
ksandher@pivotallawgroup.com
Direct:

September 30, 2020

Diversity Committee
Washington State Bar Association
600 University Street, Suite 2200
Seattle, WA 98101

Re: At-Large Board of Governors Position

Dear WSBA Diversity Committee,

It is with great enthusiasm, I submit this application for the At-Large Governor position. I am confident my leadership experience with various bar associations to help serve the needs of historically underrepresented members in governance, along with my diverse background is a great asset for this role.

As Immediate Past Chair of the Washington Young Lawyers Committee, I had the pleasure of working closely with Washington State Bar Association members and staff. Over the past several years I have become very familiar with the Washington State Bar Association bylaws, mission, and guiding principles. I am passionate about advancing its goals for the lawyer community, as well as the public.

One of my goals as Chair of the WA Young Lawyers Committee was having more input and connection with local and minority bar associations. For this reason we had diversity speakers and discussions on this from our very first meeting. During my Chair-Elect year, I worked with the South Asian Bar Association to plan a Welcome Reception for the American Bar Association Midyear Meeting in Vancouver. The WA Young Lawyers Committee helped promote this.

I have been involved with countless diversity initiatives through the American Bar Association. For example, one of my biggest accomplishments, I am proud of, is arguing to a delegation of more than two hundred about why the South Asian Bar Association should have a seat at the table. The resolution passed unanimously and the South Asian Bar Association now has a vote at every Young Lawyer Division assembly, alongside other minority groups.

I also believe in rigorously volunteering legal services to the underserved, even more importantly now with everything happening in the world. I place enormous importance on access to justice and have been volunteering to assist the underserved since before I even became licensed to practice law. I volunteer to help individuals through legal clinics and volunteer on my own time. Outside of volunteering to help the public, I place great importance on getting more diverse attorneys into our profession and thus have worked on numerous pipeline projects through the American Bar Association, typically working with high school and undergraduate students all over the country.

Being an under-forty South Asian woman, born and raised on a mushroom farm across the border in Canada, I bring a diverse perspective to the Board, with a focus on helping advance the future of our profession with utmost integrity.

Minority groups need to have a voice on the Board, whether they are from a large county or small and whether wealthy or underprivileged. The Board needs to be a reflection of our state. Promoting diversity and equality is extremely important to me and is one of the Washington State Bar Association's Guiding principles. I want to help the historically underrepresented have a voice at the table. For this reason, among others, I am a member of the newly formed WSBA Equity and Disparity Workgroup.

I look forward to hearing back from you to discuss more about how I can help advance the Washington State Bar Association's mission and guiding principles.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kim Sandher", with a stylized flourish at the end.

Kim Sandher

Kim Sandher is a former Chair of the Washington Young Lawyers Committee and an attorney with Pivotal Law Group, in Seattle, Washington. Her primary practice is commercial real estate and business. She has a Bachelor's degree in Political Science and Economics from the University of British Columbia and a Juris Doctor from Seattle University. She was born and raised in Canada. Kim is passionate about helping people and improving diversity issues. She volunteers consistently, is a scholar with the American College of Real Estate Lawyers, and has held numerous leadership positions with various bar associations, including WSBA.

Candidate Statement

Helping the underserved and underrepresented is one of my biggest passions. I am running for At-Large Governor because I want to promote change and bring a diverse perspective to the Board. I have been an attorney for a little over ten years and have made it a priority to volunteer my time at numerous legal clinics to serve the public, as well as taken on leadership roles in various bar associations to help both the legal community and the public. Being born and raised on a mushroom farm in Canada, to immigrant parents, I bring a unique perspective to the Board. I have a strong background in leadership due to my involvement with the Washington State Bar Association, American Bar Association, and King County Bar Association, where I've been involved with countless diversity initiatives including pipeline projects – my most recent as Chair of the Washington Young Lawyers Committee – through which I've helped reach more people than ever before. Leadership takes teamwork and I ask for your support and your vote so I can keep working to serve our profession and the people who rely so heavily on it.

PROFESSIONAL AFFILIATIONS

ABA Real Property, Trust and Estate Law Section – <i>Multi Family Vice Chair</i>	September 2020 to Present
ABA Real Property, Trust and Estate Law Section – <i>Diversity Committee</i>	September 2014 to Present
WSBA Young Lawyer Committee – <i>Immediate Past Chair</i>	October 2019 to 2020
ABA RPTE Single Family Residential Committee – <i>Chair</i>	August 2018 to 2020
WSBA Young Lawyer Committee – <i>Chair</i>	October 2018 to 2019
WSBA Young Lawyer Committee – <i>Chair Elect</i>	October 2017 to 2018
ABA Real Property, Trust and Estate Law Section – <i>Council</i>	September 2014 to 2018
ABA Real Property, Trust and Estate Law Section – <i>YLD Liaison</i>	September 2014 to 2018
KCBA Bankruptcy Section – <i>Chair</i>	July 2016 to July 2017
WSBA Young Lawyer Committee – <i>King County Representative</i>	October 2015 to 2017
WSBA Young Lawyer Committee – <i>Debt Subcommittee Chair</i>	October 2015 to 2016
KCBA Bankruptcy Section – <i>Vice Chair</i>	July 2015 to June 2016
KCBA Bankruptcy Section – <i>Treasurer</i>	July 2014 to June 2015
ABA YLD Bankruptcy Committee – <i>Vice Chair</i>	September 2014 to 2015
ABA YLD Real Property, Trust and Estate Committee – <i>Chair</i>	September 2012 to 2014
WSBA Real Property, Probate, and Trust Newsletter – <i>Editorial Board</i>	September 2011 to 2013
WSBA Real Property, Probate, and Trust Section – <i>WYLD Liaison</i>	September 2011 to 2012

CIVIC INVOLVEMENT

King County Bar Association Neighborhood Legal Clinic – *Volunteer Attorney*
King County Bar Association Debt Clinic – *Volunteer Attorney*
East Side Legal Assistance Program – *Volunteer Attorney*
The Leukemia & Lymphoma Society – *Volunteer*
WSBA and Northwest Justice Project Home Foreclosure Legal Aid Project – *Volunteer Attorney*
WSBA Moderate Means Program – *Volunteer Attorney*

SPEAKING AND AWARDS

2020 Panel Speaker for “*Late Cycle Construction Deals: Financing Considerations*”
2020 Superlawyers Rising Star Real Estate
2019 Superlawyers Rising Star Real Estate
2018 Chaired ABA RPTE’s “*First Time Attendee Orientation*”
2017 Chaired ABA RPTE’s “*First Time Attendee Orientation*”
2016 Awarded American College of Real Estate Lawyers Scholarship
2016 Co-chaired WSBA’s NLE “*Student Loan Debt and Financial Management*”
2015 Panel Speaker for “*Bankruptcy & Marijuana: Don’t get Lost in the Fog*”
2014 Awarded American Bar Association’s Real Property Fellowship
2012 Co-chaired WSBA’s “*Insurance Essentials for Real Property and Land Use*”
2011 Awarded American Bar Association’s Young Lawyer Scholarship
2011 Co-chaired WSBA’s “*Building a Framework – Important Checklists in Real Estate Practices*”

EMPLOYMENT EXPERIENCE

Pivotal Law Group, PLLC – *Associate Attorney* **October 2017 to Present**
Litigation and transactional work related to business and real estate, including setting up businesses, negotiating complex real estate and business documents, structuring business transactions, reorganizations, succession planning, purchase, sale, and financing of businesses, acquisition, leasing, and sale of commercial and residential real estate developments and properties, subdivisions, development of condominium projects, sale and leasing of condominium units, as well as advising with respect to ongoing business operations.

Rao & Pierce, PLLC –Associate Attorney**March 2013 to September 2017**

Senior associate attorney managing staff and junior associates; conduct real estate transactional work, including drafting agreements and overseeing closings. Handle all phases of real estate, bankruptcy and family law litigation, including case strategy, discovery, motion practice, settlement negotiation, mediation, arbitration, trial, and appeal.

Jacoby & Meyers, Bankruptcy – Associate Attorney**October 2011 to March 2013**

Worked at largest national, high volume bankruptcy firm. Ranked as top performer for new client retention. Drafted motions and petitions; filed complex consumer bankruptcy cases for individuals and business owners; negotiated lien removal and settlements with opposing counsel and creditors; represented clients at hearings throughout Washington State.

Mercado & Hartung, PLLC – Associate Attorney**February 2011 to October 2011**

Drafted purchase and sale agreements and lease agreements; worked with clients to prevent foreclosure through loan modifications, short sales, and bankruptcy; negotiated with lenders; estate planning; drafted demand letters; drafted acquisition, leasing, financing, and development documents for real estate clients; represented clients in court for traffic matters.

Northwest Justice Project – Legal Intern**August 2010 to April 2011**

Restrained/postponed foreclosures, pursued predatory lending/breach of contracts; drafted letters and verbally negotiated with lenders, servicers and trustees; analyzed loan and real estate documents; researched tax, insurance, property value and mortgage charges; researched and drafted position papers on foreclosure issues; drafted briefs and legal memoranda for State court cases

Northwest Immigration Rights Project – Pro Bono Attorney**August 2010 to April 2012**

Researched country conditions, drafted legal briefs, and attended hearings for asylum seekers.

Millar & Smith, PLLC – Legal Intern**January 2010 to June 2010**

Cross border law firm; worked in both Canada and the United States; researched country conditions; drafted briefs and opinion memorandum; interviewed clients to determine immigration eligibility, drafted letters, and prepared clients for interviews.

Seattle Mayor's Office – Legal Extern**January 2009 to May 2009**

Researched, proposed, promoted and drafted legal memoranda on local issues including a potential plastic bag tax, replacement of Alaskan Way Viaduct, public gun control laws, salt/snow removal policies and public disclosure laws; researched local ordinances, zoning codes, municipal, state and foreign laws, and cases regarding above topics for Counsel to the Mayor

BAR ADMISSION

State: Washington State Bar Association

2010

Federal: U.S. District Court for the Western District of Washington

2011**EDUCATION**

Seattle University School of Law, Juris Doctor

May 2009

University of British Columbia, Bachelor of Arts in Political Science and Economics

May 2004

October 30, 2020

Board of Governors
Washington State Bar Association
1325 Fourth Avenue, Suite 600
Seattle, WA 98101

Re: Recommendation of Kim Sandher for Appointment to At-Large Governor Position

Dear WSBA President Sciuchetti and WSBA Governors:

I am writing to recommend the appointment of my colleague and friend Kim Sandher to the vacant At-Large Governor position. Ms. Sandher has nearly a decade of service to national, state, and local bar associations, demonstrating her strong work ethic, her commitment to bar service, and a desire to improve the profession. She would be an excellent addition to the Board of Governors and a wonderful ambassador for the WSBA.

In 2011 Kim took the initiative to search for leadership positions in the Washington Young Lawyers Division ("WYLD"). I appointed her to serve as young lawyer liaison to the WSBA Real Property, Probate and Trust Section ("RPPT"). Kim was a model liaison, communicating regularly with WYLD leadership with updates on RPPT activities and programs. She also provided thoughtful input about the liaison program, demonstrating a desire to understand WSBA's mission and vision and her role as a volunteer leader. Kim continued to be a regular presence in WYLD and RPPT even after her formal liaison term ended, and her participation directly fostered the interest of numerous other young lawyers in section programs and activities.

I further witnessed Kim's work ethic and leadership potential when I was serving as a senior leader in the American Bar Association Young Lawyers Division ("ABA YLD"). Kim was selected as a 2011-2012 Division Scholar, requiring her to attend all four (4) ABA and YLD meetings and participating in a variety of YLD programs. The following year, as 2012-2013 chair of the YLD Real Property, Probate & Trust Committee, she successfully planned and executed programs and events for over 500 young lawyers, including regular committee meetings and gatherings at YLD conferences.

Kim has continued to be a rising star, holding several leadership positions in WSBA, and in ABA YLD and RPTE, as well as in King County Bar Association. Her recent service as Chair of the Washington Young Lawyers Committee means she has significant exposure to the work of the BOG and to the various decisions that the BOG is tasked with making each year.

In conclusion, I strongly recommend Kim's appointment. Please do not hesitate to contact me with any questions.

Very truly yours,



Dainen N. Penta

WASHINGTON STATE BAR ASSOCIATION

Board of Governors Application Form Member At-Large Governor Position

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INSTRUCTIONS

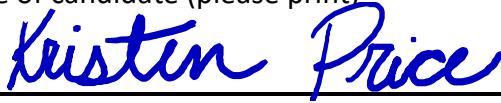
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 2. Attach the following:
 - Brief (100-word maximum) biographical statement including current occupation, relevant experience, and education
 - Letter of interest
 - Resume
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 6. Questions? Contact Volunteer Engagement Advisor, Paris Eriksen at parise@wsba.org.
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Continued...

WASHINGTON STATE BAR ASSOCIATION

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

Kristen Price	42508	
Name of candidate (please print)	WSBA Bar #	Phone Number*
		
Signature of Candidate		

Signature of Nominator (if relevant)	WSBA Bar #
--------------------------------------	------------

Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

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30 October 2020

WSBA Diversity Committee

barleaders@wsba.org

Bar Leaders,

Submitted for your consideration is my candidate information in a bid to serve the needs of those WSBA members who have been and are currently underrepresented in governance.

My path through law school and into practice has been very unique and non-traditional. I attended evening classes at Seattle University while continuing to advance my full-time business-focused career at Boeing leveraging my Bachelor's in Business Administration earned through the University of Washington. After law school and the BAR exam, my first legal position was inside the Supply Chain organization at Boeing advising personnel on negotiations with suppliers while working to ensure compliance with Government requirements. I leveraged my law school education tremendously during that time and began to recognize just how many trained attorneys exist among our workforces.

There are two distinct underrepresented areas I would especially focus on uplifting and highlighting if offered the opportunity to serve as the Board of Governors in the At-Large position; professionally underrepresented and socio-demographically underrepresented.

Professionally Underrepresented

My transition into a legal-focused role at Boeing, but outside the Office of the General Counsel, allowed me insight to the number of individuals who may not operate specifically as "counsel," but provide tremendous benefit to their organizations. This population of employees in corporate roles, not precisely knighted as legal counsel, but whom leverage their legal education and WSBA membership in their professions (privacy managers, contract administrators, supply chain and procurement representatives, human resources personnel), as well as in-house counsel is currently underrepresented on the Board of Governors.

Socio-demographically Underrepresented

Promoting and lifting underrepresented voices is a responsibly I am fortunate to be able to experience on an intensely personal level. My husband immigrated from The Gambia, West Africa as a young man and built a life for himself in the United States. The richness I've experienced from that personal relationship, learning about his experiences as an immigrant, black male in this world constantly challenges my perspectives. Raising our two school-aged, mixed race children also provides me with a constant need to have discussions regarding race and systemic oppression that impacts our family personally and to teach empathy for the impacts that xenophobic and non-anti-racist activities have on the world and within our community.

In closing, I appreciate your consideration of my submittal. Thank you for your service to the Washington State Bar Association. I look forward to working alongside each one of you in this profession and seek to be of service to each and every one of you in the role of At-Large-Governor Position.

Thank you,
Kristen Price

Biographical Statement (100-word maximum)

Kristen currently serves as Senior Legal Counsel at Blue Origin (Blue) in Kent, Washington supporting the Engines business unit as Lead Counsel. Kristen is responsible for providing counsel in the areas of Contracts, Employment Law, and Government Compliance, ensuring effective relationships between Blue and its employees, suppliers, the Government, and other industry players. Prior to Blue, Kristen lead research and defense efforts at Boeing, balancing both government and commercial practices. Kristen attended law school at Seattle University culminating in final semester in collaboration with Wits University's Mandela Institute in South Africa. She subsequently completed her Master of Laws in Taxation at the University of Washington.

Candidate Statement (200-word maximum)

Kristen is currently Senior Legal Counsel at Blue Origin (Blue) in Kent, Washington supporting the Engines business unit. Kristen is leading the legal strategy as Blue develops and produces BE-4 rocket engines to secure US National security space access. Kristen's in-house counsel focus areas of practice include contracts, employment, and Government compliance. Prior to Blue, Kristen led research and defense efforts at Boeing balancing government and commercial practices. Kristen earned her J.D. from Seattle University's evening program and subsequently earned her L.L.M. in Taxation from the University of Washington, both while continuing full-time at Boeing.

As spouse to a dedicated Boeing union worker and proud immigrant turned Gambian-American, the importance of improving our legal systems to support and advocate for minority, immigrant, and other marginalized communities is a responsibility Kristen takes personally. As the mother of two school-aged daughters of color, Kristen seeks to promote further gender equity and inclusion within our profession – particularly in science and technology.

Kristen seeks to empower and encourage the voices of traditionally less represented WSBA members, including those working as corporate counsel or in non-traditional legal roles. These member's legal training ultimately helps them immensely professionally to best serve their organizations and communities.

Kristen Price (Price-Joof)

EDUCATION

University of Washington School of Law, LLM (Master of Laws - Post-JD), Taxation Seattle

University School of Law, Juris Doctor

Mandela Institute - Global Justice Advocacy - Johannesburg, South Africa

University of Washington, B.A. Business Administration

EMPLOYMENT HISTORY BLUE ORIGIN

03/2017-Present

Sr. Legal Counsel – Engines Lead Counsel

- Advises leadership team on all legal matters involving engines including recruiting and employment, customer contracting, supply chain, construction of a new production facility and restoration of historic engines test stand
- Exercises influence to promote effective management and mitigation of risk throughout engineering, finance, human resources, and procurement teams
- Provides leadership coordinating legal aspects of common engine certification through the Federal Aviation Administration (FAA) and Air Force
- Integral in establishing working relationship with NASA regarding Human Lander System Engine development agreements
- Key leader providing practical legal knowledge and experience in the application of federal statutes, rules and acquisition regulations; developed compliance system requirements
- Responsible for selection and effective use of outside counsel appropriate for Engines business unit initiatives
- Primary counsel responsible for significant United Launch Alliance engines contracts and \$500M Launch Services Agreement Other Transaction Agreement with the US Air Force
- Developed and refined policies and guidelines including ethics, human resources, supply chain management and customer contracting

THE BOEING COMPANY

09/2004-03/2017

Attorney/Advisor – Compliance and Audit – Supplier Management Operations

06/2010-03/2017

- Audits all procurement activity based on risk profile associated with individual transactions including compliance for counterfeit parts avoidance requirements, intellectual property provisions, risk management and government requirements
- Analyzes applicable Federal and State regulations including FAR, DFARS and Tax Code provisions
- Demonstrates knowledge and understanding necessary to evaluate various systems and data for consistency, validity and compliance
- Interpersonal skills that demand professional trust and respect across functions and leadership given immediate and consistently demonstrated individual personal accountability
- Process driven to ensure high-quality cost-effective research and test solutions are delivered to Boeing Commercial Airplane and Boeing Defense System customers
- Strong interpersonal skills and the innate ability to remain calm, professional and thrive under pressure and adverse circumstances
- Demonstrates an acute business acumen with the ability to prioritize appropriately with a holistic understanding for the organization's objectives for processes and policies that ensure compliance with requirements

Previous Roles at The Boeing Company include:

Subcontracts Manager – Procurement

8/2008-6/2010

Contracts Manager – Airborne Early Warning and Control System

10/2006-8/2008

Business Development – P-8A Poseidon Aircraft

9/2004-10/2006

WASHINGTON STATE BAR ASSOCIATION

Board of Governors Application Form Member At-Large Governor Position

This position represents licensed legal professionals whose membership has historically been underrepresented in governance. All Active WSBA members are eligible to apply.

INSTRUCTIONS

1. Complete this application form. If you are nominating someone else, ask them to sign it below and submit it along with the required attachments.
2. Attach the following:
 - Brief (100-word maximum) biographical statement including current occupation, relevant experience, and education
 - Letter of interest
 - Resume
 - Candidate Statement*
 - Photo*
 - Letter(s) of Support(optional)

*these items will be placed on the ballot only if you are put forth by the WSBA Diversity Committee.

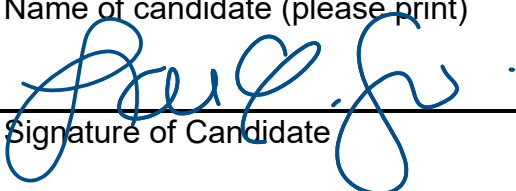
3. Email the signed form and attachments to barleaders@wsba.org. **Applications must be received by 5:00 p.m. PST on Friday, October 30, 2020.**
4. Letters of support can be included with the application or sent separately to barleaders@wsba.org by October 30.
5. Applications will be included in the WSBA Diversity Committee November meeting materials and posted on the WSBA website.
6. Questions? Contact Volunteer Engagement Advisor, Paris Eriksen at parise@wsba.org.

Continued...

WASHINGTON STATE BAR ASSOCIATION

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

Laura E. Sierra	53401	202-341-9339
Name of candidate (please print)	WSBA Bar #	Phone Number*
		
Signature of Candidate		

Signature of Nominator (if relevant)	WSBA Bar #
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Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

This form must be filed in the Office of the Executive Director of the WSBA no later than 5 p.m. PST on October 30, 2020. Filing may be accomplished by emailing all requisite documents to barleaders@wsba.org.

Laura E. Sierra

438 24th Avenue E • Seattle, WA 98112 • (202) 341-9339

Office of the Executive Director
Washington State Bar Association
1325 Fourth Ave., Suite 600
Seattle, WA 98101-2539

Dear Bar Leadership,

By way of this letter, I would like state my interest in running for the open At-Large position with the Washington State Bar Association. I currently serve as the Chair Elect for WSBA's Civil Rights Law Section and am an At-Large delegate for WSBA's Equity and Disparity Work Group. As further explained below and in my CV, I have a demonstrated commitment to advancing diversity initiatives both in and outside of the legal community. Such commitment is critical for a position aimed at advancing the needs of historically underrepresented members of this bar.

I am currently an in-house attorney at a large technology company where I also serve as the Diversity & Inclusion lead for a team of nearly 100 lawyers. In that capacity, I have organized and facilitated successful bi-weekly, department-wide discussions on the issues of race and allyship. This work has been productive because I bring a high level of emotional intelligence, organization, thought and enthusiasm to each session, which in turn creates a psychologically safe space to learn and grow. I am always willing to meet people wherever they are in their journey to understand and incorporate diversity, equity and inclusion-focused learnings and behavior into their personal and professional lives. I likewise strive to center these discussions on the lived experiences and realities of diverse communities.

In my current work I routinely build consensus across different groups and leaders to land difficult messages. From advising senior leaders on messaging to diverse audiences to supporting individuals in crisis, I bring the same level of care, attention and measured guidance to all my work. I am certain that these skills will be useful to the Board of Governors and to WSBA's members.

Lastly, I would add that my passion for D&I issues is not accidental nor is my view of it fixed. As one of the 2% of Latina lawyers nationwide, I understand what it means to be a member of an underrepresented community, what it means to be an "only" or an "other." I have also learned that representation is key and that when diverse teams share a goal, we find that we can rise together. More often than not, there is more that binds us than divides us. I look forward to the opportunity to serving the diverse and proud legal community of the State of Washington. Thank you for your consideration.

Sincerely,

Laura E. Sierra

Biographical Statement

I am currently an attorney in Microsoft's Office of Legal Compliance where I conduct internal investigations. I have been a practicing attorney for over 12 years having started my career as a litigator at a law firm in Washington, D.C. I am originally from Texas, though I have degrees from Texas, South Korea and, most recently Washington, D.C. Throughout my career, I have held leadership positions and served as a mentor to students and young attorneys. I believe in giving back to the community and being a living example of the opportunities and privileges a legal career provides.

Candidate Statement

Representation matters. I am running for the At-Large Governor position because I am committed to raising the concerns and needs of historically underrepresented members of this bar. At a Latina attorney with in-house and private practice experience, I am very familiar with common and nuanced challenges and barriers to success diverse attorneys face in the workplace. Throughout my career I have worked to advance results-driven diversity initiatives with measurable goals. I have stood up initiatives that ask participants to be introspective, self-aware, and courageous. I have gained the trust of my colleagues in having difficult conversations by acknowledging that each of us walks a different path at a different speed. By focusing on growth and understanding we become better attorneys and individuals.

I am strong candidate for this position because I understand what it means to be a member of an underrepresented community, what it means to be an “only” or an “other” and because I believe that when diverse teams share a goal, we rise together. There is room for all of us at the table. If elected I commit that I will use my seat to raise the issues of most concern to historically underrepresented bar members.

LAURA E. SIERRA

438 24th Ave. E
Seattle, WA 98112
(202) 341-9339
lauraesierra@gmail.com

SUMMARY

Strategic and proactive attorney with 12+ years of experience in private practice and as in-house counsel. Steadfastly committed to earning my clients' trust by consistently delivering high-quality and timely legal advice.

HIGHLIGHTS

❖ ADA Compliance	❖ Contract Review	❖ Government Investigations
❖ Anti-corruption and Bribery	❖ Diversity & Inclusion	❖ Internal Investigations
❖ Antitrust	❖ Due Diligence	❖ International Trade
❖ Commercial Disputes & Litigation	❖ Foreign Corrupt Practices Act	❖ Mediation & Negotiations
❖ Compliance & Ethics	❖ FOIA	❖ Trade Remedies

EXPERIENCE

MICROSOFT CORPORATION, OFFICE OF LEGAL COMPLIANCE – INVESTIGATIONS

Redmond, WA

ATTORNEY, *February 2017 - Present*

- Serve as the primary compliance advisor for the Company's marketing business unit and its EVP and CVPs.
- Lead and participate in regular compliance meetings identifying current compliance state of play, themes in investigations and remediation.
- Manage and supervise internal investigations with internal compliance and external legal implications.
- Oversee and manage all global physical security investigations with compliance implications including those requiring law enforcement outreach.
- Provide in-culture and in-language counsel to LATAM legal and compliance counterparts.
- Identify and develop programmatic efficiencies to best support the business while mitigating risk.
- Manage outside counsel in global investigations.

ALSTON & BIRD LLP

Washington, D.C.

SENIOR ASSOCIATE - LITIGATION & TRIAL PRACTICE GROUP, *January 2013 – January 2017*

ASSOCIATE - LITIGATION & TRIAL PRACTICE GROUP, *September 2008 - December 2012*

SUMMER ASSOCIATE, *May 2007 - August 2007*

- Assisted clients in all phases of internal investigations and suits initiated by federal agencies.
- Represented clients in all phases of litigation before federal and state courts.
- Advised clients on diverse regulatory compliance matters including: anti-corruption and bribery regulations; federal and state disability rights statutes; healthcare manufacturing statutes; federal, state and local public disclosure obligations; trade compliance statutes; and federal and state consumer protection statutes.
- Reviewed corporate standard operating procedures, policies and training programs to ensure compliance with federal regulatory requirements.
- Provided Spanish language counsel to clients in Latin America and U.S. clients doing business there.
- Monitored regional developments that impact international business operations in Latin America.
- Negotiated settlements with the federal government and private litigants on behalf of clients.
- Represented clients in mediations at the federal and state level.
- Managed e-discovery in federal suits, including Spanish language discovery in Latin America.

PUBLIC DEFENDER SERVICES FOR THE DISTRICT OF COLUMBIA

LAW CLERK - APPELLATE DIVISION, *May 2006 - August 2006*

Washington, D.C.

- Drafted and presented legal memoranda regarding evidentiary and constitutional issues.
- Aided in case investigations and case support.
- Informed community residents about the expungement process for prior arrests.

INTERLEX ADVERTISING

San Antonio, TX

DIRECTOR OF BUSINESS AND STRATEGIC DEVELOPMENT, *December 2002 - July 2005*

- Spearheaded all new business efforts, increasing revenues by over 60 percent.
- Developed strategic alliances with organizations in the UK, Germany, Japan and Mexico.
- Key accounts secured: United States Department of Homeland Security's US-VISIT Program and Texas Department of State Health Services' Bioterrorism Preparedness and Response Campaign.

CITY OF SAN ANTONIO, OFFICE OF BUDGET AND PERFORMANCE ASSESSMENT**San Antonio, TX**BUDGET ANALYST - INTERN, *August 2002 - December 2002*ORGANIZATIONAL REVIEW ANALYST - INTERN, *August 1999 - May 2000*

- Planned and analyzed budget records for municipal agencies using Hotel/Motel Tax Fund.
- Monitored expenditures to ensure compliance with approved appropriations and pertinent regulations.
- Compiled and analyzed data for an economic impact analysis study of the city's tourism industry.

EDUCATION**AMERICAN UNIVERSITY WASHINGTON COLLEGE OF LAW****Washington, D.C.**JURIS DOCTOR, *May 2008*

ABA National Appellate Advocacy Team - Moot Court Honor Society, March 2006 - 2007

Executive Board Member, International Law Review, April 2006 - May 2008

Executive Board Member, Hispanic Law Students Association, August 2005 - May 2006

YONSEI UNIVERSITY**Seoul, South Korea**MASTER OF ARTS IN INTERNATIONAL STUDIES, MINOR IN INTERNATIONAL BUSINESS MANAGEMENT, *August 2002*

Thesis: "Regulation of the Domain Name System: Implications to Global Governance"

Vice-President, Yonsei University - Graduate Student Association, July 2001 - December 2001

ST. MARY'S UNIVERSITY**San Antonio, TX**BACHELOR OF ARTS IN ECONOMICS, *May 2000*

Senior Project: "Economic Impact of the San Antonio Convention Center"

Member, Omicron Delta Epsilon - The International Economics Honor Society, April 2000

PUBLICATIONS & SPEAKING ENGAGEMENTS

- Presenter, Microsoft Americas FastStart 2019, "Compliance Scenarios", San Diego, CA – July 24, 2019.
- Presenter, Microsoft Americas FastStart 2018, "What Happens When the Advisor Needs Advice?", Toronto, Canada – July 12, 2018, highest rated presentation.
- Panelist, White Collar & Internal Investigations Practice Area Committee, National Association of Minority and Women Owned Law Firms, "Navigating Internal Investigations in 2018", Mar. 27, 2018.
- Panelist, American Bar Association, Section of International Law, "The Impact of TPP on NAFTA," Sept. 14, 2016.
- Panelist, Hispanic National Bar Association Corporate Counsel Conference "Can You Afford It? Health and Life Science Product Development and Prescription Drug Pricing," Mar.18, 2016.
- Co-author, *Are Deferred Prosecution Agreements in Jeopardy?*, published Mar. 31, 2015 by Alston & Bird LLP's White Collar & Government Investigations Blog.
- Co-author, *How to Comply with cGMPs*, a primer on standards for Current Good Manufacturing Practices (cGMP) compliance, published May 1, 2013 in coordination with the Food and Drug Law Institute (FDLI).
- Co-author, *Misdemeanor Prosecutions under Park: The Stakes Just Got Higher*, published December 2012 by Alston & Bird LLP's FDA Monitor.
- Moderator, "Plotting your Career Trajectory: Tips for Early Success," a D.C. Bar Corporation, Finance and Securities Law Section - Young Lawyers Committee-sponsored panel, Mar. 13, 2013.
- Co-instructor, "Introduction to Drug Law and Regulation," a program hosted by the FDLI and FDA Center for Drug Evaluation and Research (CDER), Dec. 15, 2011.
- Panelist, No Child Left Behind Hearing, Public Education Network, Sept. 28, 2004.

CIVIC INVOLVEMENT

- Microsoft, Diversity & Inclusion Champion – Race & Allyship Discussion Group Founder
- Microsoft, Dilley Pro Bono Team Member/Lead – Pro Bono Award
- Microsoft, Pro-Bono Steering Committee Member
- Member, Bar of Washington, Bar of Maryland, Bar of District of Columbia (inactive)
- WSBA, Chair-Elect, Civil Rights Law Section; Equity & Disparity Workgroup, At-large Delegate
- Secretary, The Floridian Condominium Association Board of Directors, April 2012 - June 2015
- Member, Alston & Bird LLP Diversity Committee and Good Health Committee

AWARDS

- ❖ Microsoft, Pro Bono Award
- ❖ Alston & Bird LLP, Pro Bono Award
- ❖ Super Lawyers Rising Star 2014, 2015, 2016 - White Collar Criminal Defense

LANGUAGES

- Fluent in written and spoken Spanish

Chalia Stallings-Ala'ilima
800 Fifth Ave., Ste. 2000
Seattle, WA 98104
Chalia.SA@atg.wa.gov

October 30, 2020

VIA EMAIL

Office of the Executive Director
Washington State Bar Association
1325 Fourth Ave., Ste. 600
Seattle, WA 98101
barleaders@wsba.org

RE: Laura E. Sierra Application to WSBA Board of Governors

Dear Director Nevitt and Members of the Diversity Committee:

I write in support of Laura E. Sierra's candidacy to fill the vacant At-Large Position on the WSBA Board of Governors. I serve on the Executive Committee of the WSBA Civil Rights Law Section with Laura. Since Laura joined the Executive Committee, I have observed her to be dialed-in to the myriad of issues that have come our way and willing to roll up her sleeves to work on resolutions. She has demonstrated an adept intuition of the needs of the WSBA and its members to confront the systemic and overt bias and inequity existing in our midst—particularly where it comes to racial equity and justice. I am a former member of the WSBA Committee For Diversity, a Past President of the Loren Miller Bar Association, and I led the Washington State Attorney General's Office Diversity Advisory Committee for five years. My service has equipped me with identifying effective advocates for equity, diversity, and inclusion. I am confident that Laura is one such individual and the BOG will be stronger with her as a member.

Sincerely,



Chalia Stallings-Ala'ilima
Assistant Attorney General
Wing Luke Civil Rights Division
Office of the Attorney General
800 Fifth Avenue, Suite 2000
Seattle, WA 98104

Chalia.SA@atg.wa.gov

WASHINGTON STATE B A R A S S O C I A T I O N

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

AILENE LIMRIC

Name of candidate (please print)

42687

WSBA Bar #

Phone Number*



Signature of Candidate

Signature of Nominator (if relevant)

WSBA Bar #

Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

This form must be filed in the Office of the Executive Director of the WSBA no later than 5 p.m. PST on October 30, 2020. Filing may be accomplished by emailing all requisite documents to barleaders@wsba.org.

AILENE LIMRIC

BIOGRAPHICAL STATEMENT (100-word maximum)

I am In-House Senior Counsel at McKinstry in Seattle, and I live in Puyallup, Washington. I served as Co-Chair of WSBA's Diversity Committee, I am Past President of the Filipino Lawyers of Washington (FLOW), I am a Washington Leadership Institute (WLI) Fellow, and I am active at the national level with the National Asian Bar Association (NAPABA) and the National Filipino American Lawyers Association (NFALA). I participate in Washington's Minority Bar Association meetings and initiatives. I earned my BA in Business from the University of Washington, an MBA from Seattle University, and my JD from Seattle University School of Law.

October 29, 2020

Mr. Kyle Sciuchetti
President, Washington State Bar Association
WSBA Diversity Committee
Seattle, WA 92101

Dear President Sciuchetti and WSBA Diversity Committee,

Please accept my Letter of Interest for the open Washington State Bar Association At-Large Governor position. I am committed to supporting WSBA's mission, to serve the public and the members of the Bar, ensure the integrity of the legal profession, and to champion justice. I am passionately dedicated to increasing diversity, equity, and inclusion; supporting and carrying out WSBA's Diversity and Inclusion Plan; and building collaborative relationships with the numerous Minority Bar Associations (MBAs) across Washington State. I am guided by the goal of ensuring equity and access to justice for all. I understand that there are numerous societal benefits of an inclusive and diversified bar membership. The Diversity At-Large Governor must work towards achieving these goals. My personal and professional experience uniquely qualifies me to successfully fulfill this role.

Barriers to entering the legal profession can seem unsurmountable. It doesn't have to be that way. As a young girl I dreamed of becoming a lawyer or a judge, but I never thought it would be possible. My parents were immigrants; my mother was a seamstress and my father served in the U.S. Coast Guard. We didn't personally know any lawyers or judges. My family didn't have a lot of money and law school is expensive. Naturally, I assumed becoming a lawyer would always be just a dream. In high school when I shared my dream of becoming a lawyer I was discouraged by a teacher and some friends. They recommended I pursue engineering or accounting instead. I graduated from the University of Washington with a BA in Business Administration. I had a ten-year career administering 401(k) retirement plans and I worked eleven years with Boeing. I hadn't revisited my dream of becoming a lawyer because it still seemed out of reach. I eventually realized I might still be able to go to law school if I could find a way to pay for it. I learned I could earn my law degree and have my employer pay my tuition so long as I continued to work full-time and enrolled in evening classes. I knew it would be challenging so I simply took one step at a time; I studied and sat for the LSAT, applied to Seattle University Law School, and was astonished and delighted when I was offered admission. Surviving law school was difficult. I kept focused on receiving my Juris Doctor achieving my dream of "becoming a lawyer".

The next barrier to overcome in order to truly realize my dream involved becoming a *practicing* lawyer. I graduated from law school in 2009, during a time when finding a job as a newly minted attorney was daunting. I was fortunate to find professional and emotional support through a Minority Bar Association (MBA), the Filipino Lawyers of Washington (FLOW). It was through my involvement with FLOW that I gained confidence, leadership skills, and developed invaluable professional connections and life-long friendships that helped me advance my legal career. I learned crucial skills and tactics of working with other legal professionals in a safe and supportive setting by serving on various FLOW committees,

volunteering at community events, and eventually stepping up to become an officer on the FLOW Executive Committee. I can personally attest to the importance of having strong professional bar organizations like FLOW to support attorneys and law students.

In addition to being a Past-President of FLOW, I served on the WSBA Diversity Committee for two consecutive terms, and as a Co-Chair, along with Governor Alec Stephens during my last two years. I have remained an active representative and participant in Joint MBA activities, and I have genuinely enjoyed working with leaders of the multiple MBAs in Washington State. I am most proud of the work I did while serving as FLOW President and Co-Chair on the WSBA Diversity Committee when I helped publish statements in support of Oregon Specialty Bar leaders that received intimidating emails threatening physical harm and disbarment after the leaders signed a joint statement condemning white nationalism and the normalization of violence in Oregon. The Oregon Specialty Bar leaders were alarmed and shaken by the caustic backlash. Some bar leaders that received the menacing threats felt compelled to resign. As lawyers it is our obligation to challenge discrimination, denounce violence and speak for those who are unable to do so for themselves. Publishing the joint statement issued by our Washington MBAs and the supportive statement by the WSBA Diversity Committee was one way to try to fulfill that obligation. I also actively advocate for issues important to minority communities at the national level. I attend the annual Lobby Day Events with National Asian Bar Association (NAPABA) in Washington DC to advocate for legislation to support communities of color. I also serve as the Regional Governor for the National Filipino American Lawyers Association (NFALA). My participation with these groups has taught me that progress can be slow in large, formally structured organizations. Professional bar organizations like these exist for the members and communities that they serve. Their decisions and actions must be thoughtful and deliberate because they are impactful and of great import. I've also learned the critical importance of being present at the table in the room where it happens. I want to be a voice for our many members that have historically been omitted or overlooked in the governance of our profession.

Beyond earning a license to practice law, I also had to learn how to professionally grow and thrive in my work environment. Being invited to the party is no fun if you can't enjoy it and you don't feel like you belong there. I understand the importance of having WSBA programs that directly support attorneys from underrepresented communities. I was fortunate to participate in the Washington Leadership Institute (WLI). The program's mission is to recruit, train and develop traditionally underrepresented attorneys for future leadership positions in the Washington State Bar Association and legal community. The skills I gained by participation in this program helped me attain my current responsibilities as In-House Senior Counsel at McKinstry, a commercial construction, engineering, and consulting firm, where I advise business leaders on risk and legal issues, oversee litigation, and manage insurance claims for twenty-six offices and over 2,000 employees cross the country. These experiences as Co-Chair of the WSBA Diversity Committee, working as Senior Counsel at McKinstry, status as a WLI alumna, and serving as Past-President of FLOW have taught me the importance of networking, building relationships, and finding an influential champion to advocate for your interests. Having an advocate on the Board can help ensure continued funding for WLI and similar leadership programming for underrepresented attorneys.

Geographic location can also feel like a barrier when it impacts access to resources. While I currently work in Seattle, I also know what it is like to work and live in smaller communities. I live with my husband and two children in Puyallup. My husband and I previously lived in Yakima for about four

years. As a Washington State Assistant Attorney General, my daily commute was between Puyallup and Tumwater and my litigation case load required that I drive to cities all over the state to places like Longview, Kelso, Vancouver, Goldendale, Yakima, Prosser, Ellensburg, Tri-Cities, Wenatchee and Spokane. I have a genuine appreciation for comments suggesting that WSBA is overly Seattle-centric and the sentiment that some legal communities feel regionally underrepresented. However, the bar is addressing this concern and WSBA's visibility and presence in the outer-lying regions has improved. As Co-Chair of the WSBA Diversity Committee, I sought to ensure we had members from beyond King County. We also hosted community networking events with MBAs in different regions of the state. The practice (pre-COVID19) of having the WSBA Board of Governors travel to the different locations across the state for its board meetings is an excellent opportunity to demonstrate support and initiate engagement with the various legal communities. I've heard positive feedback due to these practices, and I would strongly support a return to the traveling board meetings and community networking events once it is deemed safe to do so.

All those aspiring to enter the legal profession must deal with barriers in one form or another. And yet, for some the path to becoming a lawyer may be riddled with hazards due to uncontrollable circumstances. Some people start the journey without the advantages more commonly available to traditional students. Or it could be that person is bearing a greater load than others starting out. My path to becoming an attorney was non-traditional in that I began my legal career somewhat later in life than most of my peers and with a great deal of responsibilities. When I started law school in 2006, my husband and I were raising two young children, ages five and three, and I was also working full-time at Boeing. My days started with commuting from Puyallup to Renton, working a full day as a Business Operations Analyst at Boeing, then driving to Seattle University Law School to attend classes in the evening program. After classes ended, I would then drive back to my home in Puyallup in time to kiss my sleeping children good night and organize and plan for my school and work requirements for the next day. I was extremely grateful to have the assistance of Seattle University School of Law's Academic Resource Center (ARC). The ARC program is committed to providing access to the legal profession to underrepresented groups by supporting diverse and non-traditional law students. Many things about college classes had changed since I graduated, for example, taking notes on laptops instead of ruled paper. I had no references or resources of my own to learn how to study and succeed in law school. The ARC program offered me the extra help, time, and tools that I needed to adapt and succeed. I understand that non-traditional law students and attorneys can come from a variety of backgrounds; people of color, LGBTQ, living with disabilities, poverty, over age-40, transitioning careers, to name a few. Intersectionality of these and other non-traditional characteristics compounds the challenges to be faced. To this day, I volunteer to talk and meet with Seattle University 1L ARC students during the annual WSBA ARC reception. I hope that by sharing my experience I can assure these non-traditional law students that help is available, that they should never doubt that they earned their place in law school, and that they are on the path to joining the legal profession.

The existence of the Diversity At-Large Governor position has resulted in successful advocacy for our members from underrepresented communities. It is vitally important that our next At-Large Governor can capably represent the interests of our MBAs and marginalized communities and continue the excellent work and progress that has been achieved so far. I want to help hold WSBA's Board of Governors accountable to its commitment to develop a more diverse and representative body. I will work to help the BOG recognize the group's need for improved diversity awareness and implicit bias training. The WSBA recently held a joint MBA and BOG meeting where MBA leaders and other legal

AILENE LIMRIC

professionals and academics expressed shock and outrage as a result of offensive and divisive comments made by a Governor at the June 20, 2020 board meeting. Bar members are seeking a response from WSBA that includes a plan for action. The joint meeting was a good first step, and much more work and dialogue is required. As At-Large Governor, I will urge the use of that incident as a learning opportunity for the BOG, and for my own professional guidance, and remember to always approach colleagues with respect, an open mind, and a genuine desire to learn from each other.

I am a non-traditional attorney—a woman of color that graduated from an evening law school program while raising a family and working full time and landed her first job as an attorney after having been in the general work force for twenty years from 1991 through 2011—and I have committed my time volunteering for committees, professional organizations, leadership programs, community clinics, student outreach programs, and other initiatives, in an effort to help other people also from underrepresented groups feel welcome and succeed in the legal profession. I have personal experience with the needs of such members. I hope to use my experience to contribute to civil, balanced discussions and deliberations of our professional governing board. Thank you for considering my application.

Respectfully,

Ailene Limric
WSBA #42687

Ailene M. Limric, JD, MBA

KEY SKILLS & QUALIFICATIONS

- **Admitted to Washington State Bar June 30, 2010**
- **Juris Doctor, Seattle University School of Law**
- **MBA, Seattle University Albers School of Business**
- **Litigate before administrative agencies & state courts**
- **Conduct discovery, depositions, witness interviews**
- **Prevailed in 5 of 5 superior court jury trials**
- **Proficient legal research & concise legal writing**
- **Mediations, prehearing motions & conferences**
- **Timely & effective client communication**
- **Effective case management skills**
- **ERISA & Pension Administration experience**
- **Familiar with Administrative Procedures Act and Rules of Appellate Procedure**

EMPLOYMENT HISTORY

In-House Senior Claims Counsel | McKinstry, Co., LLC Seattle, WA: 05/14 – current

Hired to take over and manage all workers comp and general liability insurance issues for mid-sized construction and engineering company with nearly 2,000 employees nationally. Responsible for managing claims with goals of avoiding risk, minimizing liability, and controlling claim costs while remaining compliant with applicable law.

- Subject matter expert for all issues involving workers comp and general liability insurance.
- Responsible for managing claim process in all states, primarily Washington and Oregon.
- Handle suits on litigated claims, including collaborating with and overseeing outside counsel.
- Counsel management on employment issues that impact claims and insurance costs.
- Manage claims process from initial incident report to claim closure.
- Participate in negotiations, mediations, arbitrations, settlements and litigation.
- Oversee workers comp claim administration of Third Party Administrator, Eberle Vivian.
- Maintain professional working relations with insurance broker, HUB International, LLC.
- Work with outside counsel and provide settlement authority when defending McKinstry in litigation involving workers comp, general liability, and motor vehicle accidents.
- Confer with management, Human Resources and Labor Relations to resolve claim issues.
- Develop standard processes for managing workers comp and property damage/loss claims.
- Work closely with Safety Department to investigate/document reported incidents.
- Develop insurance trainings and deliver to management and employees.
- Maintain knowledge of coverage, legislative and industry-related initiatives and judicial trends.

Assistant Attorney General | WA State Attorney General's Office Tumwater, WA: 09/11 – 05/14

Assigned to serve the Department of Labor and Industries (Department) and the citizens of the state by providing quality legal advice and strategic representation. Represented the Department in litigation of industrial insurance involving workers compensation and building trades cases.

- Litigated industrial insurance appeals before the Board of Industrial Insurance Appeals (BIIA).
- Represented the Department in appeals of BIIA decisions to superior court.
- Evaluated for possible settlement opportunities and negotiated agreeable settlement terms.
- Performed all aspects of discovery, including depositions, preparation of interrogatories, requests for production, requests for admissions, and answering discovery requests.
- Prepared pre-hearing and post-hearing briefs, pre-trial and post-trial briefs and motions.
- Conducted perpetuation depositions of medical experts, vocational experts, and lay witnesses.
- Represented the Department before the Office of Administrative Hearings (OAH).
- Litigated appeals involving Contractors Registration Act, and compliance with state electrical laws, elevator laws, plumber certification law, and Factory Assembled Structures laws.
- Effectively managed case load of 35 – 45 cases at differing stages of litigation.

Business Operations Specialist | The Boeing Company Renton, WA: 05/05 – 09/11

Lead cross-functional teams to complete planning studies and program directives for the introduction of new products and services. Managed team activities by defining metrics and managing project schedules. Assessed project costs and summarized results and recommendations by making presentations before executive management.

Senior Pension Administrator | Spectrum Pension Consultants Tacoma, WA: 08/03 – 04/05

Senior Pension Consultant | Kibble & Prentice, Inc. Seattle, WA: 10/00 – 06/03

Pension Consultant | Moss Adams LLP Tacoma, WA: 12/98 – 10/00

Pension Consultant | Moss Adams LLP Yakima, WA: 11/95 – 12/98

Provided plan consultation regarding relevant tax laws, regulations, and corrective action. Prepared discrimination testing and Form 5500 tax returns. Performed trust accounting, earnings and forfeiture allocations, annual employer contribution calculations, processed distributions and loans.

Industrial Engineering Methods Analyst | The Boeing Company Renton, WA: 08/91 – 10/95

Prepared schedules to manage the daily work load for mechanics building the 757 wing stub (fuel cell). Performed time and motion studies to improve the build process and minimize risk of job injuries. Drafted factory layouts and led cross functional teams / Lean projects to improve flow of product and minimize waste.

Financial Planner | AMEV Financial Group Bellevue, WA: 04/91 – 07/91

Held series 6 and series 63 licenses to sell mutual funds and variable universal life insurance. Made group presentations and assisted clients to develop savings plans to achieve their goals.

COMMUNITY INVOLVEMENT & RECOGNITION

- Washington Leadership Institute Fellow (2016)
- Board of Directors Filipino Lawyers of Washington (FLOW), Past President (current member)
- Washington State Bar Association Diversity Committee (2015 – 2019)
- Active Member of National Asian Pacific American Bar Association (2017 – current)
- NW Regional Governor, National Filipino American Lawyers Association (2019 – current)
- Previously served on Board of Seattle University's Filipino Alumni Chapter
- Volunteer law clerk for King County Bar Assoc. First Responders Wills Clinic (2009 - current)
- National Citizenship Day volunteer for American Immigration Lawyers Assoc. (2013 - current)
- Previously served on Washington Attorney General's Office Diversity Advisory Committee
- Former Member of the Honorable Robert J. Bryan American Inn of Court
- Named to Lawyers of Color's 2013 Hot List (Western Region)

EDUCATION

Juris Doctor, Seattle University, School of Law, December 2009

MBA, Seattle University, Albers School of Business, June 1995

* Academic Honors: Dean's List Fall Qtr. 1994 and Summer Qtr. 1995

B.A. in Business Administration, University of Washington, March 1991

* Focus: Human Resources / Organizational Environment

REFERENCES FOR AILENE LIMRIC

Marc Ramme

Deputy Counsel, McKinstry

MarcR@mckinstry.com

(206) 763-4823

Justice Mary Yu

Washington Supreme Court

(360) 357-2034

Mary.Yu@courts.wa.gov

James Williams

Seattle Managing Partner, Perkins Coie

JWilliams@perkinscoie.com

AILENE LIMRIC

CANDIDATE STATEMENT (200-word maximum)

I have over a decade of volunteer experience serving marginalized and underrepresented communities.

As President of the Filipino Lawyers of Washington, I helped unite the Washington MBAs to publish a [joint statement in support](#) of neighboring Oregon Specialty Bar organizations after their leaders received intimidating and threatening emails for publishing a joint statement condemning white nationalism and the normalization of violence in Oregon. The severity of the backlash was such that it was reported in Southern Poverty Law Center's "Hatewatch Headlines".

As Co-Chair of the WSBA Diversity Committee, I raised this issue and we drafted a [WSBA Diversity Committee Statement of Solidarity with Oregon Specialty Bar Associations Statement Against White Nationalism and Normalization of Violence](#) (see pgs. 191-192, WSBA BOG Public Session materials, 03/07/2019). This statement was approved by WSBA Governors during the 03/07/2019 meeting and was [shared with bar members](#). A [press release](#) was also issued 03/13/19 announcing WSBA's Board of Governors had adopted the joint statement issued by the Washington MBAs.

I continually search for ways to advocate for the needs of underrepresented members and communities. I hope to contribute to the continued growth and efficiency of the bar by bringing the perspective of our diverse membership.



King County

Department of Public Defense

The Defender Association Division

710 2nd Ave, Suite 700

Seattle, WA 98104

(206) 477-8701 | Fax (207) 744-7775

October 28, 2020

To Whom It May Concern:

It is with great pleasure that I recommend Ms. Ailene Limric for the WSBA At-Large Governor position as she is uniquely qualified to represent WSBA members on diversity issues. Ms. Limric is one of the most outstanding individuals I have had the pleasure of working with on both a professional and personal level.

I met Ms. Limric at the Washington Leadership Institute (WLI) in 2016 where I got to see firsthand her intelligence, patience, and passion for justice within our community. Ms. Limric's reputation within our community is one of great admiration and respect. The 2016 WLI fellows saw in Ms. Limric what the rest of the community has seen every single day – Ms. Limric's innate sense of leadership, the ability to listen and hear each member of a group, to understand their concerns, to bring everyone together with a sense of fulfillment and unity, and to recognize that our differences are truly what make for a cohesive group. I have never met another individual who has demonstrated such an incredible grasp of what it means to be a leader, a beacon of hope, and a source of never-ending support and faith.

Her humility and selflessness add to Ms. Limric's extraordinary personality – she will never make anyone feel less than but rather understands that treating others with respect and fairness will yield far greater results than the alternative. I had the pleasure of attending the Filipino Barrio Fiesta last year where Ms. Limric was awarded the President's Award in recognition of her service and dedication to the organization and to the community. During the award ceremony, the presenter began by describing this incredible individual and I knew from the first two sentences that Ms. Limric was the awardee. The presenter announced what we have all experienced in knowing Ms. Limric and what we all need in our community leader: a woman whose caliber, leadership experience, authenticity, dedication to community, and diversity to help shape our future generations are unsurpassed.

I have the highest professional and personal regard for Ms. Limric. She is a distinguished advocate and one letter cannot accurately convey what type of quality individual Ms. Limric is and what an asset she will be to the Board of Governors. Her intellect, patience, and compassion will prove invaluable as she serves our community as an At-Large Governor and in turn, will continue to be a role model and inspiration for all.

Sincerely,

Dua Abudiab



October 28, 2020

Washington State Bar Association
1325 4th Ave. Ste. 600
Seattle, WA 98101
barleaders@wsba.org

Re: WSBA At-Large Governor Election
Letter of Recommendation for Candidate Ailene Limric

Dear WSBA Board of Governors:

I write to provide my highest recommendation for Ailene Limric for the position of WSBA At-Large Governor. I am a civil litigator with Stokes Lawrence, P.S., Board Member of the Filipino Lawyers of Washington (“FLOW”), and Board Member and President-Elect of the Asian Bar Association of Washington (“ABAW”). I have known Ailene for many years and have witnessed first-hand her exceptional work ethic, dedication, and leadership.

I first got to know Ailene while serving on the Board of Directors for FLOW. In 2017, I served as FLOW President, and that year Ailene served as FLOW President-Elect. In these roles, we worked together closely. Ailene is an incredible and valued team member. While serving together on FLOW’s Executive Committee, I observed that Ailene was always willing to volunteer to do the most difficult and most important assignments.

For example, Ailene decided she wanted to improve FLOW’s membership, both in terms of the number of dues paying members, but more importantly, in increasing value to members through various programs and other benefits. Ailene worked tirelessly and increased FLOW’s membership roster and helped to implement many programs to improve member benefits. When Ailene took over as FLOW President in 2018, she continued this progress, in addition to building out and improving numerous other aspects of FLOW’s organization. Even at present, as a FLOW Board Member, Ailene continues to work to improve FLOW’s membership program, serving as Membership Committee Chair.

I have worked on several volunteer board positions over the course of many years. This includes FLOW, ABAW, the National Filipino American Bar Association (“NFALA”), the Joint Asian Judicial Evaluation Committee (past Chair), among others. When it comes to a volunteer

WSBA Diversity At-Large Governor Election
Letter of Recommendation for Candidate Ailene Limric
October 28, 2020
Page 2

bar position, there is no one I would rather work with than Ailene. With Ailene, you will have someone who is dependable, timely, passionate, intelligent, hardworking, and an incredible leader.

Under WSBA's Bylaws, the purpose of the At-Large board position is to increase diversity and representation on the board, and the position is to be filled by a WSBA member who has "the experience and knowledge of the needs of those lawyers whose membership is or may be historically under-represented in governance, or who represents some of the diverse elements of the public of the State of Washington." I cannot think of a candidate who more aptly embodies the criteria set forth for this position. For that reason, I am proud to provide my highest recommendation to Ailene for the position of WSBA At-Large Governor.

Very truly yours,

STOKES LAWRENCE, P.S.

A handwritten signature in black ink, appearing to read 'John Fetters', with a stylized, sweeping flourish at the end.

John Fetters

Ailene Limric

Subject: FW: at-large position recommendation/ Ailene Limric

From: Pedersen, Sen. Jamie <Jamie.Pedersen@leg.wa.gov>

Sent: Friday, April 17, 2020 8:56 AM

To: 'barleaders@wsba.org' <barleaders@wsba.org>

Cc: 'Sanjay Walvekar' <Sanjayw@wsba.org>; 'terran@wsba.org' <terran@wsba.org>

Subject: at-large position recommendation/ Ailene Limric

CAUTION: External Sender.

Dear WSBA leaders –

I write to recommend your appointment of Ailene Limric to an open at-large position on the WSBA Board of Governors. She would be a tremendous addition to the Board.

I have known and worked with Ailene for over five years at McKinstry, where I serve as general counsel. McKinstry is a construction and engineering firm with over 2,000 employees in over 20 states. Ailene leads our claims work, managing the team that processes our workers compensation claims (we are self-insured) and all of our property and casualty insurance claims. She is calm, thorough, thoughtful, and strategic and has been an outstanding colleague. She has also helped lead efforts for diversity and inclusion at McKinstry, including serving on our Diversity Advisory Committee.

Outside of McKinstry, Ailene has been involved in a wide range of activities that prepare her for Bar leadership. She was a 2016 fellow in the Washington Leadership Institute; served as president of the Filipino Lawyers of Washington; and is an active member of the National Asian Pacific American Bar Association and the National Filipino American Lawyers Association.

Ailene and I also share a Puyallup connection: I grew up there and she and her family live there.

I believe she would contribute strongly to the work of the Board. Please feel free to contact me with any other questions that you may have about her application.

Best wishes, Jamie

Senator Jamie Pedersen
43rd Legislative District
jamie.pedersen@leg.wa.gov
pronouns: he, him, his

Olympia Office
JAC 235
P.O. Box 40443
Olympia, WA 98504-0443
(360) 786-7628

District Office
1200 12th Ave. S., Ste. 801
Seattle, WA 98144
(206) 729-3206

Legislative Assistant
Sam Hendrickson
sam.hendrickson@leg.wa.gov

To subscribe to my online newsletter, please [e-mail me](#). To send any comments, or to learn more please visit [my website](#).

Cheryl Farrish <cfarrish@certalaw.com> Wed 10/28/2020 3:59 PM
Cheryl Farrish cfarrish@certalaw.com
Support of Ailene Limric for Diversity At-Large Position

To Bar Leaders BarLeaders@wsba.org
Cc Cheryl Farrish <cfarrish@certalaw.com>

Dear Bar Leaders,

I am writing in support of Ailene Limric's candidacy for the Diversity At-Large position. I have served with Ailene on the Board of the Filipino Lawyers of Washington (FLOW) for years. She is a strong and competent leader, an advocate for diverse voices and perspectives, and is skilled at navigating difficult issues with dexterity and grace. As a minority member of the Bar, I fully support her candidacy and believe she would be a great asset to the WSBA.

Best,

Cheryl J. Farrish
Attorney



320 Dayton Street, Suite 260
Edmonds, WA 98020

Office: (206) 838-2500
Facsimile: (206) 838-2502

Email: cfarrish@certalaw.com

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October 30, 2020

Washington State Bar Association
1325 Fourth Avenue, Suite 600
Seattle, WA 98101-2539

Re: STATEMENT IN SUPPORT OF AILENE LIMRIC'S CANDIDACY FOR WSBA'S DIVERSITY AT-LARGE GOVERNOR POSITION

Dear Washington State Bar Association's Board of Governors:

On behalf of the Filipino Lawyers of Washington (FLOW), I am writing to support Ailene Limric's candidacy for the Washington State Bar Association's (WSBA) Diversity At-Large Governor position. I have known Ailene for almost ten years through our mutual service on FLOW's board of directors, including the year in which Ailene served as FLOW's president. Based on this history, I can say, unequivocally, that Ailene's leadership skills, coupled with her passion for diversity and inclusion make her uniquely qualified for this position.

As a FLOW board member, Ailene is known for her initiative and follow-through. She consistently takes on big issues that impact our entire organization. For example, she currently chairs our Membership Committee, which is responsible for programs and benefits that support our members. As a minority bar association, the greatest value FLOW brings to its members is a support system for Filipino-Americans – a group that is, and has historically been, under-represented in the legal profession. Ailene's empathy and determination enable her to understand the needs of our members and the best ways to support them.

As a past president of FLOW, Ailene was a servant-leader, motivated by her desire to empower our members and uplift our community. Under her leadership, FLOW enhanced its membership engagement efforts, including better targeted outreach to potential members. Ailene also encouraged collaboration with other minority bar associations, extending her spirit of giving back and empowering others well beyond the Filipino community.

In addition, Ailene participates in national efforts to increase diversity and inclusion in the legal profession. Ailene is active in the National Asian Pacific American Bar Association (NAPABA), including as a participant in numerous NAPABA lobby days. She also currently serves as the Northwest Regional Governor for the National Filipino American Lawyers Association. These experiences provide valuable insight to how other organizations increase diversity and representation of diverse communities.



Moreover, Ailene has a long history of engagement as a member of WSBA, and particularly with respect to WSBA's diversity efforts. As you may be aware, Ailene was a co-chair of WSBA's Diversity Committee, co-led publication of WSBA's Diversity Committee Statement of Solidarity with the Oregon Specialty Bar Associations Statement Against White Nationalism and Normalization of Violence, and is an appointee to the WSBA Equity and Disparity Workgroup. FLOW relies on Ailene to keep us apprised of WSBA events and activities, and as a minority bar association, we are thankful to have her voice speak on behalf of communities of color.

I am confident that Ailene possesses the qualities and experience necessary for this position, and I believe that the under-represented members of our profession deserve a relentless advocate like Ailene. If you have any questions, please do not hesitate to reach out.

Sincerely,

Gail R. Manuguid
FLOW President

Cc: Ailene Limric

Fri 10/30/2020 9:47 AM

Francis Eugenio (CELA) feugenio@microsoft.com

Ailene Limric

To: Bar Leaders BarLeaders@wsba.org

To Whom it May Concern-

I would like to pledge my support for Ailene in her nomination for WSBA diversity at large governor. Her past and current experience has shown nothing but YEARS of complete dedication to moving the needle forward for diversity and inclusion. This is not a new passion; she has shown leadership in the Filipino Lawyers of WA and throughout the minority bar associations. In these times of social unrest, we should rely on leaders with experience and passion for the issues. Please strongly consider Ailene.

Thank you.

Francis

Fri 10/30/2020 8:56 AM

Laney, John S. john.laney@stoel.com

Email of Support for Ailene Limric re Diversity At-Large Governor

To: Bar Leaders BarLeaders@wsba.org

Ladies and Gentlemen:

I would like to send this email of support for Ailene Limric's candidacy for the open WSBA Diversity At-Large Governor position.

I've known Ailene for almost 15 years. We met while in the evening program at Seattle University School of Law and have worked closely on issues that affect diverse members of our bar. Through the years Ailene has developed into a very active member of the bar while balancing an challenging practice at McKinstry and raising a family. You likely have many letters of support that talk about Ailene's diversity bar/minority bar association experiences, and I can assure you that she has been fantastic in all of her work on those issues. Importantly, Ailene has taken a key role as the past Co-Chair of the WSBA Diversity Committee, and following that service she has remained an informal liaison for the Filipino Lawyers of Washington on WSBA activities and updates.

In addition, I want the WSBA to also understand that Ailene has prior experiences in the business world, particularly in the HR department of an extremely large employer. Given some of the issues that the WSBA has gone through recently, it would probably be worthwhile to have a governor that can offer legal and business perspectives on HR issues. These perspectives also add to Ailene's abilities to communicate, interact with and empower diverse communities.

Feel free to reach out to me if you would like to further discuss Ailene's candidacy.

Best regards,

John

John S. Laney | Partner

STOEL RIVES LLP | 600 University Street, Suite 3600 | Seattle, WA 98101

Direct: (206) 386-7559 | Mobile: (206) 913-8147

john.laney@stoel.com | [Bio](#) | [vCard](#) | www.stoel.com



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Wed 10/28/2020 10:19 PM

Josh Treybig treybig@gmail.com

Support for Ailene Limric for At-Large Governor position

To: Bar Leaders <BarLeaders@wsba.org>

Dear Bar Leaders,

I am the President of the QLaw Bar Association, and I wanted to write in support of Ailene Limric for the At-Large Governor position with the WSBA.

I first met Ailene at a Latino Bar Association event, I've since seen her with the South Asian Bar, in strong support of QLaw, and in action with the Filipino Lawyers Organization of Washington. She is actively involved in our legal community and has strong connections with all the minority bars. Her voice will bring communities of color and other underrepresented groups to the table and will be invaluable in service to these attorneys and the communities we serve.

I look forward to seeing Ailene further representing our communities at the WSBA. Please let me know if you have any questions.

Sincerely,
Joshua Treybig

--

Joshua Treybig *President*
QLaw Association of Washington
president@qlaw.org



www.qlaw.org

Fri 10/30/2020 7:52 AM

Linda King

Ailene Limric, WSBA Diversity At-Large Governor position

To: Bar Leaders BarLeaders@wsba.org

To the Board of Governors,

I am writing in support of Ms. Ailene Limric's application for the WSBA Diversity At-Large Governor position. I had the privilege of working closely with Ms. Limerick for many years at the Attorney General's Office when she was an Assistant Attorney General. I know Ms. Limric to be a woman of integrity. She is honest, forthright, and devotes herself to whatever task she undertakes.

Even though Ms. Limric is no longer at the AGO, we have stayed in touch. I have watched Ms. Limric receive well deserved honors for her community service work, including but not limited to being recognized for her outstanding work at FLOW. I also feel blessed to have had the opportunity to watch as her children grow into amazing and talented young adults.

WSBA and the entire Washington legal community would benefit if Ms. Limric were to become a Diversity At-Large Governor.

Linda S. King

Fri 10/30/2020 6:01 PM

Lee, Lorraine (OAH) lorraine.lee@oah.wa.gov

WSBA Diversity-At-Large Governor Position Candidate Ailene Limric

To: Bar Leaders BarLeaders@wsba.org

Dear President Sciuchetti and Bar Leaders,

I write in support of Ailene Limric's candidacy for the WSBA Board of Governors Diversity-at-Large position.

I became acquainted with Ms. Limric when she was a Fellow with the Washington Leadership Institute (WLI) in the Class of 2016. As a WLI Advisory Board member, I had the opportunity to observe Ms. Limric's growth during her participation in WLI. Ms. Limric's passion and commitment to advancing diversity in our legal profession is long-standing and extensive. She has been an active WSBA member and served as Co-Chair of the WSBA Diversity Committee. She was the President of the Filipino Lawyers of Washington the year she was a WLI Fellow. WLI helped Ms. Limric to refine her leadership skills and be more effective navigating through difficult challenges.

In our current times, we need leaders who will be a voice for the voiceless, who will be inclusive in their collaborations and be champions of justice. Ms. Limric is such a leader and would be an excellent addition to the WSBA Board of Governors.

Thank you for your time and consideration.

Sincerely,

Lorraine

Lorraine Lee
Chief Administrative Law Judge
Office of Administrative Hearings
2420 Bristol Court SW
Olympia, WA 98502
(360) 407-2710

OAH Mission: We independently resolve administrative disputes through accessible, fair, prompt processes and issue sound decisions.

WASHINGTON STATE B A R A S S O C I A T I O N

Candidate for position on the Washington State Bar Association Board of Governors

I, the undersigned Active member of the Washington State Bar Association, am running for the At-Large position.

Alec Stephens

11439

206-941-5690

Name of candidate (please print)

WSBA Bar #

Phone Number*


Signature of Candidate

Signature of Nominator (if relevant)

WSBA Bar #

Note: By signing this form, the candidate understands and agrees that as part of the election process for this position, the WSBA routinely checks the grievance and discipline files for any records related to candidates. Thus, the candidate waives confidentiality of these materials to WSBA staff and the Board of Governors.

*Phone number will not be shared and only used by WSBA staff to contact you if needed.

This form must be filed in the Office of the Executive Director of the WSBA no later than 5 p.m. PST on October 30, 2020. Filing may be accomplished by emailing all requisite documents to barleaders@wsba.org.

Alec Stephens

5718 55th Ave., S. Seattle, WA 98118 206-941-5690

E-mail: Alecstephensjr@gmail.com

October 29, 2020

Washington State Bar Association

1325 4th Ave., Suite 600

Seattle, WA 98101

Attention: Bar Leaders

Subject: Letter of Interest—Candidacy for At-Large Governor

Dear Members of the Washington State Bar Association:

It is with great interest that I submit my application and candidate materials to serve as At-Large Governor on the Board of Governors (BOG). I have previously served on the BOG as At-Large Governor in the last 3 years. I have worked to bring cohesiveness to the BOG, while also promoting the principles and programs for diversity, equity and inclusion. I have strived to be a positive force for the benefit of the members of WSBA, including historically underrepresented groups, and the public. I am a strong advocate for the “Association” and believe that our unity and our diversity are strengths and would strive to continue the WSBA as a unified association of legal professionals, dedicated to serving its members and the public. I have dedicated my life work in the cause of civil rights, and respect for the worth and dignity of all people.

It has been an honor and a privilege to have served on the Board of Governors, and I believe there is more that I can do to be of service to our members and to the public. Most importantly, it is important that we remain champions for justice.

I look forward to discussions with the WSBA Diversity Committee and with our members on your interest in the future of a unified, vibrant and inclusive Bar Association in service to you and to the public. I hope you will elect me to serve another term on the Board of Governors.

Sincerely,

Alec Stephens /s/

Alec Stephens

Alec Stephens
Candidate for At-Large Governor

Alec Stephens served on the WSBA Board of Governors from September 2017 to September 2020. As a member of the BOG, he served on various committees including the Executive Committee, the Budget & Audit Committee, Chair of the Personnel Committee, and BOG Co-Chair of the WSBA Diversity Committee. Prior to the BOG he served as Chair of the WSBA Civil Rights Law Section. His consulting firm provides services in areas of diversity, equity and inclusion.

Mr. Stephens graduated from the University of Puget Sound (now Seattle University) law school, and an undergraduate degree from the University of Miami (Fla.).

Alec Stephens

Candidate Statement

It has been an honor and a privilege to have served these past three years as an At-Large Governor on the WSBA Board of Governors (BOG). My path to serving on the BOG did not come directly after I was licensed to practice in the State of Washington.

Since admission to the Bar in 1981, I spent most of those years in service and activities not directly connected to WSBA. I was a member and officer of Northwest Chapter of the National Conference of Black Lawyers, and got involved in community issues such as disproportionate discipline of Black and Brown children in Seattle Public Schools, and became a leader in the Community and Public Safety Networks on behalf of all children. I have been involved in Democratic Party politics as a leader at the Legislative District, County and State Levels. I have served in leadership and service positions for my Catholic Parish. I have volunteered teaching for middle school and high school students in getting them to know more about government and in speech & debate. It wasn't until attending a CLE and Annual Meeting sponsored by the Civil Rights Law Section in 2011, that I stepped forward to fill a Trustee position on the Civil Rights Law Section Executive Committee, that was my first direct involvement with a WSBA entity. I later became Section Chair and was a part of the hard-fought inclusion of Section representatives on the WSBA Sections Policy Workgroup, that led to my selection as an At-Large Governor. It has been a lifetime of service; a lifetime of leadership.

30 years a member of WSBA, before any direct involvement with WSBA. 36 years since admission to the Bar that I became a member of the Board of Governors. All of those years in between providing service to my fellow Black lawyers, to the African American Community, and our local and state civic and political organizations. I believe that in so many ways, I reflect most of our members, who are not involved with WSBA not because of apathy or antipathy, but because we have other important things to do in carrying out our professional and parental/familial duties, and in service to our various social, legal, civic, political and religious communities. While we are doing those things, we look to people who serve on the Board of Governors and on the various WSBA Boards, Commissions, Councils, Sections and Committees to take care of our Association of legal professionals.

In a word, service to WSBA in these various ways is a matter of STEWARDSHIP. I also add that those who serve in these capacities, and especially on the Board of Governors, should perform their duties as a matter of SERVANT LEADERSHIP.

I want to continue my service to you, in stewardship as a servant leader, and in recognition of the historical underrepresentation of groups who have not always at the table of leadership. I seek to continue to serve with a firm and unwavering commitment to the principles of Diversity, Equity and Inclusion. As a lawyer who has dedicated my career to civil rights and justice for all, I would be honored to continue to serve on the BOG.

I hope I will earn your trust and your vote.

Alec Stephens /s/

Alec Stephens
Attorney Specializing in Civil Rights Laws & Policies

Alec Stephens is an attorney specializing in civil rights law and policy and served as a member of the Washington State Bar Association (WSBA) Board of Governors (BOG) from 2017 to 2020. As a member of the Board of Governors, he also served on the Executive Committee, was Chair of the Personnel Committee, and served as BOG Co-Chair of the WSBA Diversity Committee. Prior to serving on the BOG he also served 2 terms as Chair of the WSBA Civil Rights Law Section. He is currently serving as chair of the WSBA Equity and Disparity Workgroup, authorized by the BOG in response to the national dialogue on racism and unlawful use of force.

Mr. Stephens received his law degree from the University of Puget Sound (now Seattle University) law school, and a Bachelor of Business Administration from the University of Miami (Fla.).

Alec has been a civil rights lawyer since his admission to the Bar in 1981 and was national co-director of the Law Students Civil Rights Research Council, and national co-chair of the National Lawyers Guild Affirmative Action/Anti-Discrimination Committee. In 1981, Alec began his legal and professional career as Northwestern Regional Attorney for the U.S. Commission on Civil Rights.

With the restructuring of the Civil Rights Commission, he served as Director of Economic Development and Employment at the Seattle Urban League in 1985 and began work on contracting opportunities for Minority and Women's Business Enterprises at the Municipality of Metropolitan Seattle (Metro) in 1986. Over the next nine years, Alec was a M/WBE Specialist. Supervisor, and Liaison Officer on the West Point Treatment Plant Construction Project. Shortly after the consolidation of Metro with King County, Alec was recruited in 1995 to join the Regional Transit Authority (RTA—now Sound Transit) to put in place and implement DBE, Title VI and Employment and Contracting programs and policies.

In late 2014 he retired as Diversity Technical Advisor in the Diversity Programs Office of Sound Transit, where he was the initial manager and architect for diversity programs to provide contracting and employment opportunities for People of Color and Women, was on the negotiating team and oversaw implementation of Sound Transit's Project Labor Agreement, and coordinated the Agency's compliance with federal non-discrimination requirements in accordance with Title VI of the 1964 Civil Rights Act.

Active in civic affairs, he has served as a member of the City of Seattle Parks Levy Oversight Committee and was the first chair of the Seattle Public Schools Disproportionality Task Force. Having an interest in politics, he has held leadership positions in Democratic Party politics at the legislative district, county and state levels, including 10 years as chair of the state Affirmative Action Committee. As a parishioner of St. Therese Catholic Church, he is former member and chair of the Pastoral Council and served as a volunteer speech & debate teacher at the St. Therese Catholic Academy.

Married to Helena Stephens, they live in the Seward Park neighborhood in southeast Seattle.

Alec Stephens Bio
Legal-Professional
10-29-2020

Alec Stephens
5718 55th Ave., S.
Seattle, Washington 98118

(206) 941-5690 (Office/Voice-mail Messages)
Alecstephensjr@gmail.com

SUMMARY: A lawyer specializing in civil rights, human rights, and equal opportunity laws and policies, with experience as an administrator, researcher, writer, and policy analyst.

EDUCATION/LICENSES:

University of Miami, Coral Gables, Florida. Bachelor of Business Administration, December 1975
(Major: Business Management & Organization).

University of Puget Sound (now Seattle University) School of Law, Tacoma, Washington. Juris
Doctor, August 1980.

Admitted to the Washington State Bar Association, 1981.

EMPLOYMENT HISTORY:

2015 to Present: Owner, Alec Stephens Consulting

2006 – 2014: Diversity Programs Technical Advisor, Sound Transit, Seattle, Washington (Retired)

1997 – 2006: Diversity Programs Manager, Sound Transit, Seattle, Washington.

1995 – 1997: Minority/Women/Disadvantaged Business Enterprise (M/W/DBE) Program
Supervisor, Regional Transit Authority, Seattle, Washington.

1994 - 1995: Senior Minority & Women Business Enterprise and Contract Compliance Specialist,
King County Department of Metropolitan Services (Metro), Seattle, Washington.

1992 - 1994: Minority and Women Business Enterprise Liaison Officer, West Point Construction
Project, Municipality of Metropolitan Seattle (Metro), Seattle, Washington.

1988 - 1991: Acting Supervisor and Supervisor of Minority & Women Business Enterprise and
Contract Compliance Section, Metro, Seattle, Washington.

1986 - 1988: Minority & Women Business Enterprise and Contract Compliance Specialist,
Metro, Seattle, Washington.

1985 - 1986: Director of Economic Development & Employment, Seattle Urban League, Seattle,
Washington.

1981 - 1985: Regional Attorney, U. S. Commission on Civil Rights, Northwestern Regional Office,
Seattle, Washington.

1980 - 1981: Staffperson, National Lawyers Guild Seattle Chapter, Seattle, Washington.

1979 - 1980: Intern, Equal Employment Opportunity Commission, Seattle District Office (EEOC - Law Students Civil Rights Research Council Internship Program), Seattle, Washington.

1978 - 1979: National Co-Director, Law Students Civil Rights Research Council, Atlanta, Georgia.

PROFESSIONAL ASSOCIATIONS:

Member - Washington State Bar Association (WSBA)

WSBA Civil Rights Law Section

WSBA Sections Policy Work Group (2016)

Loren Miller Bar Association

Officer - National Co-Chair, National Lawyers Guild Affirmative

Action/Anti-Discrimination Committee (1980 - 1983)

President, National Conference of Black Lawyers, Northwest Chapter (1987 - 1988)

Vice President, National Conference of Black Lawyers, Northwest Chapter (1982, 1983 and 1985)

Trustee, Civil Rights Law Section, Washington State Bar Association (2011-2012)

Chair-Elect and Chair, Civil Rights Law Section, Washington State Bar Association (2013 - 2016)

Immediate Past Chair, Civil Rights Law Section, Washington State Bar Association (2016 -2017)

Board of Governors (BOG), At-Large Member, Washington State Bar Association (2017-20)

BOG Executive Committee (2018-20)

BOG Chair, Personnel Committee (2019-20) & Member (2017-20)

BOG Co-Chair, WSBA Diversity Committee (2017-19)

BOG Member, Budget & Audit Committee (2017-20); Legislative Committee (2019-20)

Chair, WSBA Equity & Disparity Workgroup (2020--)

CIVIC ORGANIZATIONS AND ACTIVITIES:

Member, Leadership Tomorrow, Class of 2008

Member, (Pro) Parks Levy Oversight Committee, City of Seattle (October 2005 to September 2015)

Member, Pastoral Council, St. Therese Catholic Church (July 2004 to 2010); Co-chair (July 2005 to 2009)

Chair, Long Range Planning Team, St. Therese Catholic Church (2009 to 2010)

Chair, Principal's Search Team, St. Therese Catholic School (2010-11)

Chair, Affirmative Action Committee, Washington State Democratic Party (August 2005 to February 2017)

Volunteer Teacher, Speech & Debate, St. Therese Catholic Academy, 2015-16 School Year through First Trimester 2016-17 School Year.
Instructional Leader, "Know Your Government" Preparatory Course for Seattle 4H Youth (1992 to 2006)
Member, Education & Marketable Skills Task Force, Greater Seattle Effort for the Summit for America's Future, "A Sound Promise for Youth, 1997
Leadership Council, "It's About Time for Kids" Initiative, 1996-to 1999
Governor's Federal Funding Roundtable for Families and Children, 1996
Chair/Facilitator, King County Consortium of Community Public Health and Safety Networks (1995 – 1997)
Chair and Board Member, Seattle Area Community Public Health and Safety Network (Seattle City Council Representative, Appointed 1994, Chair 1995 to 1997).
President, African American Academy of Seattle Public Schools PTA (1993-94 and 1994-95 School Years).
Member, Church Council of Greater Seattle Board of Directors (1993 - 1996).
Chair, Disproportionality Task Force, Seattle Public Schools (1985-90).

PUBLICATIONS:

U. S. Commission on Civil Rights, Northwestern Regional Office, Statement, "External Review of Complaints of Police Misconduct in Portland, Oregon" (1982).

U. S. Commission on Civil Rights, Northwestern Regional Office, Bringing an Industry into the 1980's: Affirmative Action in Seafood Processing (1983). (Conducted legal sufficiency review and editorial review.)

U. S. Commission on Civil Rights, Northwestern Regional Office, Bigotry and Violence in Idaho (1985).

PERSONAL:

Married to Helena Stephens since 1992; 5 adult children; 5 grandchildren

REFERENCES:

Furnished Upon Request.



Washington State Bar Association
1325 Fourth Ave., Suite 600
Seattle, Washington 98101-2539
Attn: WSBA Diversity Committee

Re: Application of Alec Stephens

Dear WSBA Diversity Committee:

I write to express my strong support and wholehearted recommendation of Alec Stephens to continue in service as an at-large governor.

It is rare for WSBA to encounter an opportunity to work with someone with the valuable experience of Alec. Having already served on the Board of Governors, I am confident that there are few - if any - who understand the needs of our members or organization better than Alec. He knows the recent difficulties we have faced as an organization and, more importantly, he knows the direction we should now be moving.

My own experience with Alec has proven to me that he responds to every person and situation he faces with complete respect, honesty, and transparency. His ongoing commitment to diversity, equity, and inclusion remain vibrant and are desperately needed. He is a blessing to our bar association and profession.

With this in mind, I urge you to select Alec to serve as an at-large governor of the WSBA.

Sincerely,

THE PICKETT LAW FIRM

s/ William D. Pickett
WILLIAM D. PICKETT
bill@wdpickett-law.com



James A. Connolly (1952 - 2010)

Jerry M. Gray*

Leonard K. Lucenko, Jr.**

Christina A. Meserve

Kevin C. Meserve

Amy L. Perlman

Jonathan A. Sprouffske

Charles E. Szurszewski

Avelin P. Tacon III (retired)

*Also licensed in Utah

**Also licensed in Florida and the District of Columbia

October 22, 2020

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201 5th Avenue SW, Suite 301
Olympia, WA 98501

Phone (360) 943-6747
Fax (360) 943-9651
www.olylaw.com

Sent via e-mail to: barleaders@wsba.gov

Washington State Bar Association
1325 Fourth Avenue, Suite 600
Seattle, WA 98101-2539

To Whom It May Concern:

It is my understanding that Alec Stephens has volunteered to serve another term as an At Large Governor, a seat created to ensure that previously underrepresented groups have a voice in the highest levels of WSBA governance.

I first met Alec when he applied for and was elected to the At Large position in 2017. I had heard of him, of course, prior to that time because he had been a spokesperson for the Civil Rights Section during the Board's dispute with the sections in 2015-2016. He was a forceful advocate for members and for sections even before he joined the Board in an official capacity.

I served on the Board of Governors from 2016-2019 and my term overlapped with Alec's term by two years. During that time, he was always calm, respectful, thoughtful and engaged—qualities not always seen on the Board during our mutual tenure. He didn't hesitate to call someone out for inappropriate language and arguments. At the same time, he was quick to apologize when his own words caused distress.

Alec succeeded me as chair of the Board's Personnel Committee, an entity that is charged with the review and evaluation of the Executive Director of the WSBA. During his tenure on the committee, he demonstrated his expertise in personnel matters and he played a major role in helping the Board pass an anti-harassment policy in 2019. He was committed to ensuring that the Board of Governors was trained in diversity, equity and inclusion, consistent with his passion for promoting those concepts within the WSBA and our communities.

There's a steep learning curve to the Board of Governors. That's one reason the Governance Task Force recommended four-year terms, a proposal that the Board rejected. But the recent bylaw changes do allow for a second term, which means that Alec can bring an important institutional memory to the Board's work.

Alec has my wholehearted support for the position of At Large Governor. He knows the job and will again do it well. The members of the Bar are fortunate that he has volunteered to continue to serve us.

Very Truly Yours,



CHRISTINA A. MESERVE, WSBA #8748

CAM:

Sent via E-mail

From: PAUL BASTINE [mailto:paulbastine@msn.com]
Sent: Wednesday, October 28, 2020
To: alecstephensjr@gmail.com
Subject: Re: At Large WSBA Governor Position

Members of the Washington State Bar Association
Re: Alec Stephens for Governor at Large

Dear Members of the Bar,

I write this message to you to encourage you to elect Alec Stephens as Governor at Large to the Washington State Bar Board of Governors. As a governor and as liaison to the Civil Rights Section of the State Bar, I had the pleasure and honor to work with Alec. He was an enthusiastic and dedicated chair of that section. Not only did he work hard himself, but he knew how to encourage others to participate and engage in the work of the section. I was particularly impressed that he had a big picture view for a section that could have easily been embroiled in controversy. He guided the executive committee and membership in a productive and positive manner that promoted the section and the Washington State Bar. As you can tell from his resume, he has an ability to work well with people at all levels. Alec is exceptionally well respected in his community.

In his past term on the Board of Governors, he continued to be a positive and constructive force, demonstrating the leadership and collaborative service to the Board and the various committees and activities of WSBA.

He has and would continue to serve as an exemplary representative of the legal profession. We have the rare opportunity to have a person with past experience in the leadership of the Bar, but also a person who has demonstrated the ability to work with all sectors of the community at a time when that is so important.

Please feel free to call or email me, if I can offer any additional information.

Very truly yours,

Paul A. Bastine

Judge Paul A. Bastine (Retired)
Past Governor, WSBA 5th Congressional District
806 S. Raymond Road, Spokane Valley, WA 99206

From the Desk of Paul A. Swegle

October 28, 2020

Dear Governor Alec Stephens,

I am pleased that you have thrown your hat in the ring to serve another term as an At Large Governor on the Washington State Bar Association Board of Governors.

It was an honor serving with you on the Board of Governors during my recently-expired term and, even though we sometimes took different sides on issues, we agreed more often than we disagreed, and I have always respected your perspectives and the manner in which you have expressed your perspectives. I have always known and trusted that your perspectives were honestly held and believed by you to be in the best interests of the WSBA, its members, and the public.

I endorse your candidacy to continue as an At Large Governor and hereby express my full support for your candidacy.

Sincerely,

A handwritten signature in black ink, appearing to read 'Paul A. Swegle', with a stylized, cursive script.

Paul A. Swegle

October 16, 2020

**Board of Governors
Washington State Bar Association**

**Re: Recommendation of Alec Stephens
For Governor At-Large
Washington State Bar Association**

Dear Members of the Board:

I am writing to express my strong recommendation and support for Alec Stephens as Governor At-Large to the Washington State Bar Association Board of Governors (BOG).

During his tenure on the BOG, Alec Stephens has emerged as one of Washington's leaders as a principled and courageous advocate for diversity and inclusion, the rule of law and the leadership of the WSBA. He is a role model as a Leader, and he is an example of perseverance, balance and fairness.

Mr. Stephens is widely admired statewide for his integrity, both within and without the law, on a broad spectrum of issues, in these turbulent times in which we live. That redounds in a hugely positive manner to the imagery, credibility and respect for the WSBA.

I have known and respected Alec Stephens for decades. I have always been extremely impressed with his maturity, his intelligence, his commitment to service and his strong work ethic. Alec has an amazing ability to establish and maintain rapport with people from all walks of life, irregardless of whether their points of view may differ from his own.

As a former president of WSBA and of a number of other legal and civic organizations, I can intimately attest from my own experience that the attributes Alec exhibits are highly useful and valued in the assets of any governance body. I think this is particularly true with regard to the Board of Governors, where the gravity of the work performed directly affects the citizenry and nearly 40,000 lawyers and judges in the state.

Law Offices of Ronald R. Ward
1000 2nd Avenue, Suite 3200
Seattle, WA 98104
Telephone: (206) 850-5558
Facsimile: 1- (206) 260-9100
Email: Ron@ronwardlaw.com

By way of background, I first met Mr. Stephens in the early 1980s when he was a member and chair of the National Conference of Black Lawyers, Northwest chapter. At that time, his principal focus was on the disproportionate suspension and expulsion of students of color, particularly young African-America males, in Seattle Public Schools. While our paths have crossed over the years, Alec has continued to focus on civil rights-related issues professionally and as a valued volunteer and officer in a broad spectrum of civic and private endeavors and activities.

As you are aware, Alec is a former chair of the WSBA Civil Rights Law Section, and has continued his involvement as a member and liaison for the section to the Board of Governors. This has made a substantial contribution to the relationship of the WSBA to the state's minority bar associations, and to the Bar's mission with regard to diversity and service to the citizens of Washington.

I have always espoused the premise that lawyers are leaders, render service to their clients, to their profession and to their community, and that as a part of our "DNA" we strive to make a positive difference.

In my opinion, Alec Stephens' most sterling quality is his social consciousness and the commitment he demonstrates to his fellow human beings and to public service. At the WSBA, as in other aspects of our society, we so badly need continuance of the civility, stability, clarity and the example he exhibits, more than ever right now.

I strongly commend and endorse the continued service of Alec Stephens in the WSBA At-Large Governors position.

Very truly yours,

A handwritten signature in cursive script, reading "Ronald R. Ward".

Ronald R. Ward
Past President, 2004-2005
Washington State Bar Association

Past President, 2008-2011
Washington State Bar Foundation

Past President, 2013
American Board of Trial Advocates,
Washington Chapter