

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting

Saturday, July 17, 2021 | 10:00 a.m.

1131 SW Skamania Lodge Way, Stevenson, WA 98648

Zoom Option: <https://wsba.zoom.us/j/93789492109> | Meeting ID: 937 8949 2109 | Phone: 888 788 0099

AGENDA

10:00 a.m.	Welcome/Introductions/Minutes/Plan for the Day	Brian Neuharth (and all)
10:15 a.m.	WSBA Updates	Julianne Unite, Member Services and Engagement Manager
10:30 a.m.	BOG Updates	Russell Knight, Governor At-Large Young Lawyers
10:40 a.m.	PSLA Selections and Deskbook offering	Julianne Unite
11:00 a.m.	FY22 Meeting Dates and Locations	Julianne Unite
11:10 a.m.	Representative Report Updates	All
11:30 a.m.	Project Team Lead Assignments and Updates	Project Team Leads
12:00 p.m.	Lunch	All
12:45 p.m.	FY22 WYLC Members and Vacant Positions	Brian Neuharth, Julianne Unite
1:00 p.m.	Future of Financial Focus CLEs	Brian Neuharth, Julianne Unite
1:10 p.m.	Updates re. WYLC CLE Scholarships	Julianne Unite
1:15 p.m.	September WYLC Meeting	Julianne Unite
1:30 p.m.	Adjournment	Brian Neuharth

Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.

2020 - 2021 Remaining WYLC Meeting Schedule

July 17, 2021	Meeting: 10:00 am	Virtual/Skamania Lodge
September 11, 2021	Meeting: 10:00 am	Virtual/WSBA

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee 2020-2021 Committee Roster

<p>Brian Neuharth, Chair brian@tacomaprobono.org Bar # 50263 Tacoma Pro Bono 621 Tacoma Ave S, Ste. 303 Tacoma, WA 98402 253.572.5134 ext. 117 Current Term: 10/1/2020-9/30/2021 Full Term: 10/1/2018-9/30/2022</p>	<p>Emily Ann Albrecht, Chair-elect eea@farlawgroup.com Bar # 47299 2200 6th Ave Ste 600 Seattle, WA 98121-1849 206.617.7249 Current Term: 10/1/2020 -9/30/2021 Full Term: 10/1/2017 – 9/30/2023</p>
<p>Jordan Lee Couch, Immediate Past Chair jordan@palacelaw.com Bar # 49684 Palace Law Offices 4009 Bridgeport Way W, Ste. B University Place, WA 98466 253.267.8816 Current Term: 10/1/2020-9/30/2021 Full Term: 10/1/2017 – 9/30/2021</p>	<p>Laura King, At-large laurak@jgkmw.com Bar # 48165 1037 NE 6th St. Seattle, WA 98115 206.395.5182 Term: 10/1/2019 – 9/30/2022</p>
<p>Alyssa Nevala, King County Region anevala@pivotallawgroup.com Bar # 57146 Pivotal Law Group 1200 5th Ave Ste 1217 Seattle, WA 98101-3115 Current Term: 1/27/2021- 9/30/2022 Term: 1/26/2021 – 9/30/2022</p>	<p>Esther Hyun, Snohomish County Region ehyun20@gmail.com Bar # 52271 3535 Factoria Blvd SE Ste 310 Bellevue, WA 98006-1290 844.633.6254 Term: 10/1/2019 – 9/30/2022</p>
<p>Brandon Holt, Southeast Region bh@purcellfamilylaw.com Bar # 53433 7301 W. Deschutes Ave. Ste. E Kennewick, WA 99336 Current Term: 10/1/2020 – 9/30/2022 Full term: 7/5/2019 – 9/30/2022</p>	<p>Chelsie Elliott, Southwest Region celliot@navigatelawgroup.com Bar # 49865 Navigate Law Group 1310 Main Street Vancouver, WA 98660 360.216.1098 ext. 1002 Current Term: 10/1/2019-9/30/2022 Term: 10/1/2016 – 9/30/2022</p>
<p>VACANT, At-large (formerly Maha Jafarey, res. 4/21/2021) Term: 10/1/2018 – 9/30/2021</p>	<p>Marye Rebecca Scott, Greater Spokane Region marye@albrechtlawfirm.com Bar # 55540 Albrecht Law PLLC 5105 E. Third Avenue, Suite 101 Spokane Valley, WA 99212 509.495.1246 Term: 10/1/2020-9/30/2023</p>
<p>VACANT, North Central Region (formerly Andrew Van Winkle res. 2/7/2019) Term: 10/1/2020 – 9/30/2023</p>	<p>Zachary Bryant, Northwest Region zhb@mainstaylaw.com Bar # 50423 Mainstay Law, LLC 336 36th St #706 Bellingham, WA 98225-6580 360.671.6565 Term: 10/1/2020-9/30/2023</p>

<p>Riley Moos, Pierce County Region riley.moos@teamchild.org Bar # 52780 Riley Nicole Norris Moos PO Box 1512 Tacoma, WA 98401-1512 253.204.2761 Term: 10/1/2020 – 9/30/2023</p>	<p>Aaron Haynes, At-large aaron@montoyalegal.com Bar # 54134 4301 Tieton Dr Yakima, WA 98908-3348 United States 509.895.7373 Term: 10/1/2020 – 9/30/2023</p>
<p>Catherine Holm, Greater Olympia Region catherine@wa-food-ind.org catholm@live.com Bar # 52560 1415 Harrison Ave NW, Ste. 101 Olympia, WA 98502 360.753.5177 ext. 104 Term: 10/1/2018-9/30/2021</p>	<p>Zachary Davison, King County Region ZDavison@perkinscoie.com Bar # 47873 700 Stewart St, Ste. 15229 Seattle, WA 98101 360.303.6012 Current Term: 10/1/2018 – 9/30/2021 Full Term: 10/1/2017-9/30/2021</p>
<p>Benjamin Hodges, Peninsula Region Ben.hodges@foster.com benhodges0@gmail.com Bar # 49301 Foster Pepper PLLC 1111 3rd Ave, Ste. 3000 Seattle, WA 98101 206.447.6282 Term: 10/1/2018 – 9/30/2021</p>	<p>Alixanne Pinkerton, South Central Region Alixanne.Pinkerton@co.yakima.wa.us Bar # 52884 Yakima Prosecuting Attorney’s Office 128 N. Second Street Yakima, WA 98901 509.574.1229 Term: 10/1/2018 – 9/30/2021</p>

<p>Russell Knight, BOG Liaison rknightbog@gmail.com Bar # 40614 Smith Alling PS 1501 Dock St Tacoma, WA 98402-3209 253.627.1091 Term: 10/1/2020– 9/30/2021</p>	<p>Curtiss Melvin, Staff Liaison curtissm@wsba.org Washington State Bar Association Advancement Department 1325 4th Ave, Ste. 600 Seattle, WA 98101</p>
<p>WA Young Lawyers Committee List Serve</p>	<p>wylcommittee@list.wsba.org</p>
<p>WSBA New & Young Lawyers List Serve</p>	<p>newlawyers@list.wsba.org</p>

2020-2021 WYLC Meeting Schedule

November 14	Meeting: 10:00 a.m – 2:30 p.m.	Virtual
January 9	Meeting: 10:00 a.m – 2:30 p.m.	Virtual
March 13	Meeting: 10:00 a.m – 2:30 p.m.	Virtual
May 8	Meeting: 10:00 a.m – 2:30 p.m.	Virtual/TBD
July 17	Meeting: 10:00 a.m – 2:30 p.m.	Virtual/Portland
September 11	Meeting: 10:00 a.m – 2:30 p.m.	Virtual

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT – Fiscal Year At-A-Glance Calendar

October 1, 2020 – September 30, 2021 (FY21)

OCTOBER 2020			
	<i>Celebrate Pro Bono Month</i>		
1	FY2021 Begins		
22	WYLC MentorLink Mixer	4:00 – 5:30 p.m.	Virtual
NOVEMBER 2020			
13 – 14	BOG Meeting		Virtual
14	WYLC Meeting	10:00 am	Virtual
DECEMBER 2020			
	<i>ABA Affiliate Quarterly Reports due</i>		
31	<i>ABA Midyear Delegate and Scholarship Award Application deadline?</i>		
JANUARY 2021			
	<i>Celebrate national mentoring month</i>		
9	WYLC Meeting	10:00 am	Virtual
14 - 15	BOG Meeting		Virtual/WSBA Conference Center – Seattle
FEBRUARY 2021			
	<i>Identify FY2022 goals and projects for WYLC</i>		
17 - 22	ABA Midyear Meeting		Virtual
MARCH 2021			
	<i>BOG At-Large Young Lawyer Position Application Opens</i>		
	<i>ABA Affiliate Quarterly Reports Due</i>		
13	WYLC Meeting	10:00 am	Virtual
16	WSBA Committee Applications Open		
18 - 19	BOG Meeting		Virtual/Hotel RL, Olympia
APRIL 2021			
16 - 17	BOG Meeting		Virtual/Davenport Hotel – Spokane
18 - 24	Volunteer Appreciation Week		
20	<i>BOG At-large Young Lawyer Position Application Closes</i>		
MAY 2021			
	<i>Public Service and Leadership Award Nominations Open</i>		
	<i>WYLC CLE Scholarship Applications Open</i>		
7	WSBA Committee Applications Deadline		
3 - 7	Well Being Week in Law		
8	WYLC Meeting	10:00 am	Virtual
8	<i>BOG At-Large Young Lawyer Interviews</i>	10:30 a.m.	Virtual
14	<i>Budget requests from WYLC due</i>		
17-21	<i>WYLC Leadership Team Makes Recommendations for FY22 WYLC Members and Chair-elect</i>	TBD	
20 - 21	BOG Meeting		Virtual/Convention Center – Seattle
JUNE 2021			
	<i>New Committee appointments are made.</i>		
26	<i>WYLC CLE Scholarship Applications Open</i>		
JULY 2021			
5	<i>Public Service and Leadership Award Nominations Close</i>		
15	BOG Retreat		Virtual/Hilton Portland Downtown - Portland
16 - 17	BOG Meeting		Virtual/Hilton Portland Downtown - Portland
16	WYLC dinner with the BOG	6:00 pm	Skamania Lodge
17	WYLC Meeting	10:00 am	Virtual/Hilton Portland Downtown - Portland
17	<i>Select Public Service Leadership Award Recipients</i>		
AUGUST 2021			

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT – Fiscal Year At-A-Glance Calendar

October 1, 2020 – September 30, 2021 (FY21)

TBD	<i>Annual Report Due</i>		
4 – 10	ABA Annual Meeting		Virtual
20 - 21	BOG Meeting		Virtual/TBD - Boise
SEPTEMBER 2021			
	<i>Identify FY22 project leads</i>		
11	WYLC Meeting	10:00 am	Virtual/WSBA
11	WYLC Year-End Social	TBD	TBD or Virtual
23 - 24	BOG Meeting		Virtual/WSBA Conference Center – Seattle
30	FY21 Ends/Expense Reports Due		

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WASHINGTON STATE BAR ASSOCIATION

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 2020: October 1, 2019 – September 30, 2020

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Name of Committee or Board:	Washington Young Lawyers Committee
Chair:	Jordan Couch
Staff Liaison:	Julianne Unite
Board of Governors Liaison:	Russell Knight
Size of Committee:	18
Direct Expenses:	\$15,000
Indirect Expenses:	\$63,620
Number of Applicants for FY21 <i>(October 1, 2020 – September 30, 2021)</i>	6
Purpose:	
<p>The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy.</p> <p>Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to encourage the interest and participation of:</p> <ol style="list-style-type: none"> 1) new and young lawyers and law students in the activities of the WSBA; 2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and upholding and supporting the Guiding Principles of the WSBA. 	
Strategy to Fulfill Purpose:	
<p>This year's focus on fulfilling the WYLC's purpose involves seven key areas:</p> <ol style="list-style-type: none"> 1. Outreach and communication; 2. Debt; 3. Public Service and Leadership; 4. Rural Practice Project; 	

5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY20 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership.

This year, the WYLC replaced subcommittees with project teams to address discrete issues. Project team members may involve constituents who are not members of the WYLC to help accomplish the project team goals.

2019-2020 Accomplishments and Work in Progress:

2019-2020 Goals:

Outreach and Communication

1. The WYLC tasked a specific member, Past Chair Kim Sandher, with keeping social media accounts updated with content to inform the public of the WYLC’s activities.
2. Unfortunately, COVID-19 impacted the WYLC’s ability to host socials/events/mixers as originally planned. Planned socials in Pierce County and Skamania were cancelled and no further socials are being planned until Washington’s phased approach progresses. Meetings have taken place virtually via Zoom.

Debt

1. The debt project team presented a Loan Repayment Assistance Program (LRAP) bill to the WYLC. The WYLC voted to forward the bill to the WSBA’s legislative affairs team. WYLC Chair-elect Brian Neuharth is currently identifying and reaching out to stakeholders for additional input.
2. The debt project team is researching alternative approaches to addressing debt, including income share agreements. The project team generally has met in alternating months to discuss findings.

Public Service and Leadership

1. The Public Service and Leadership Award (PSLA) exists to connect and recognize new and young lawyers that demonstrate values of public service and leadership. The WYLC received several applications and voted to honor four new or young lawyers this year with the PSLA. Current WYLC At-large member, and incoming Chair-elect Emily Ann Albrecht will write an article about the PSLA recipients for and upcoming Washington State Bar News issue.
2. WYLC Chair Jordan Couch was recognized as the WSBA Outstanding Young Lawyer APEX Award recipient this year.

Rural Practice Project

1. WYLC Access to Justice (ATJ) and Rural Recruitment and Retention (RRR) project team, led by WYLC member Alixanne Pinkerton, met with the BOG’s rural practice project stakeholders and staff regarding the results of their contacts with rural practitioners in Washington State.
2. The WSBA requested the WYLC to assist with research gathering for the rural practice project. WYLC will assist with a specific focus on what will help new and young lawyers in underserved rural areas. WYLC can connect with other groups who are already researching or involved with rural community outreach, to gain information helpful to the issue of legal access in rural communities in Washington State. WYLC could help identify who those entities are that WSBA should be connecting with who have information helpful to the rural practice project.

Northwest Regional Summit

1. After researching possibilities and value, the WYLC chose not to co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020.
2. Instead of a summit, the WYLC is working on establishing ongoing relationships with new and young lawyers in Oregon, Idaho, Montana, and South Dakota to collaborate on addressing the legal needs of rural areas.

ABA YLD Representation

1. The WYLC continued to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. No delegate spots went unfilled, maximizing Washington’s voting power. Scholarship recipients reported to the WYLC regarding their experiences and identified additional ABA opportunities of value to new and young lawyers.
2. Current WYLC At-large member and incoming Chair-elect Emily Albrecht served as the ABA YLD District Representative for Washington and Oregon.
3. Due to the WYLC’s work this past year, the WYLC was acknowledged as an ABA YLD “Star Affiliate” at the ABA Annual Meeting this summer, which recognizes young lawyers who go above and beyond the YLD, the legal profession, and/or the community on a national scale.

Preadmission Education Program (PREP)

1. The WYLC successfully worked with the WSBA in developing PREP materials.

2020-2021 Goals:

1. Debt – The WYLC will continue to coordinate with the WSBA’s legislative affairs team in the hopes of having the LRAP bill considered in Olympia. Should there be delays in either presenting the bill or the bill actually being passed, the debt project team hopes present recommendations to the WYLC regarding Income Share Agreements. The project team also seeks to identify at least one new mechanism to address debt issues for research. The project team will review the need for a 2021 Financial Focus Series to help educate young lawyers. The need for a new installment will depend on identifying a new topic that has not been previously addressed.
2. PSLA — The WYLC will award four PSLAs to new or young lawyers and write an article for the *Washington State Bar News* magazine highlighting the impact of the new lawyer’s work in the community.
3. ATJ/RRR— The WYLC will work on establishing ongoing relationships with new and young lawyers in Oregon, Idaho, Montana, and South Dakota to collaborate on addressing the legal needs of rural areas. The WYLC hopes to become involved in the Western States Bar Conference next year to better connect with rural states and collaborate on solutions. The WYLC will also continue contributing to the WSBA’s rural practice project with research.
4. Outreach and Communication—It is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
 - a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks. The WYLC is exploring if new social media platforms are needed to better reach its intended audience as user preferences change over time.
 - b. When Covid-19 phase guidance permits, the WYLC will resume focusing on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
 - c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. ABA YLD representation – The WYLC’s budget for the next fiscal year provided more funding for ABA YLD scholarships to defray the costs of attending and ensure a full delegation is sent to every meeting. As long as Covid-19 restrictions remain in place, meetings are taking place virtually and scholarships may not be necessary.

<p>Please report how this committee/board is addressing diversity, equity and inclusion: <i>How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?</i></p>
<ol style="list-style-type: none"> 1) A WSBA new member survey included demographic information to help the WYLC understand its constituency. 2) The WYLC is currently working on a proposed amendment regarding dress codes for in court appearances. WYLC members reached out to the WSBA Diversity Committee and they are supportive. The proposal has been submitted the WSBA for formal approval and submission to the Court. 3) WYLC members brought up the ABA’s Embracing Diversity Challenge Award. Sponsored by the ABA YLD, the Challenge recognizes and awards top young lawyer organization programs that increase diversity in the legal profession.
<p>Please report how this committee/board is addressing professionalism: <i>Does the committee/board’s work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior? Other?</i></p>
<ol style="list-style-type: none"> 1) The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need. 2) The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so. We’ve focused on social media and closer interaction with the BOG. Unfortunately, WYLC was unable to meet with the BOG at Skamania due to Covid-19. 3) As above, the WYLC is currently working on a proposed amendment regarding dress codes for in court appearances.
<p>Please report how this committee/board is incorporating new and young lawyers and/or their perspectives into its work: <i>How have you brought new and young lawyers into your decision making process? Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities? Other?</i></p>
<ol style="list-style-type: none"> 1) The WYLC is entirely made up of new and young lawyers. 2) Yes, the WYLC focuses entirely on these topic areas.
<p>Please report how this committee/board is addressing the needs of the public: <i>How is the public impacted by your work? Has the committee/board sought input from the public, and/or communicated its work to the public? Other?</i></p>
<ol style="list-style-type: none"> 1) The public has interest in having competent representation. As new and young lawyers come in, the WYLC helps those lawyers navigate through difficult issues. 2) We have a project team dedicated to access to justice. 3) We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.

- 4) The WYLC continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
- 5) The WYLC encourages all new and young lawyers to participate in public service.

FY20 Demographics: To Be Completed by WSBA Staff

Gender:

Female (9)

Transgender

Non-Binary

Male (5)

Two-spirit

Not Listed

No Response (4)

Multi

Ethnicity:

American Indian/Native American/Alaskan
Native

Asian (1)

Middle-Eastern Descent

White/European Descent (11)

Not Listed (1)

Black/African-American/African Descent (1)

Hispanic/Latinx (1)

Pacific Islander/Native Hawaiian

Multi-Racial/Biracial (2)

No Response (2)

Sexual Orientation:

Asexual

Two-Spirit

Multiple Orientations

No Response (11)

Gay, Lesbian, Bisexual, Pansexual or Queer (2)

Heterosexual (5)

Not Listed

Disability:

Yes

No (14)

Incoming FY22 WYLC Members

Region/Position	FY21 WYLC Member	FY22 WYLC Member	Counties
Chair-elect	Emily Ann Albrecht	Zachary Davison	N/A
Greater Olympia	Catherine Holm	Cody Branstetter	Lewis and Thurston
King County	Zachary Davison	Victoria Redman	King
North Central	<i>Vacant</i>	<i>Vacant</i>	Chelan, Douglas, Ferry, Grant, and Okanogan
Peninsula Region	Benjamin Hodges	<i>Vacant</i>	Clallam, Grays Harbor, Jefferson, Kitsap, and Mason
South Central	<i>Alixanne Pinkerton</i>	<i>Vacant</i>	Yakima, Kittitas, and Klickitat
At-Large	<i>Vacant (formerly Maha Jafarey)</i>	William Beck	N/A
Alternate	<i>Vacant</i>	Ritu Jain	
Alternate	<i>Vacant</i>	Alex Askerov	

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Meeting | Via Zoom
Saturday, March 13, 2021 | 10:00 a.m. – 2:03 p.m.
Meeting Minutes - DRAFT

Present In-Person or Phone: Aaron Haynes (joined at 12:25), Alyssa Nevala, Brian Neuharth, Catherine Holm, Chelsie Elliott, Emily Ann Albrecht, Esther Hyun, Jordan Lee Couch, Marye Rebecca Scott, Zachary Bryant, Zachary Davison

Absent: Alixanne Pinkerton (Excused), Benjamin Hodges (Unexcused), Brandon Holt (Unexcused), Laura King (Excused), Maha Jafarey (Unexcused), Riley Moos (Excused)

WSBA Staff: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, Curtiss Melvin – Member Engagement Specialist

Board of Governors (BOG): Russell Knight (left at 10:35)

Other: Anthony Aronica (did not return from lunch)

Welcome/Introductions/Minutes/Plan for the Day

Washington Young Lawyers Committee (WYLC) Chair Brian Neuharth called the meeting to order at 10:01 a.m. He began by commenting on the number of unexcused absences and the lack of quarterly contacts reports being sent out. Brian requested that members communicate absences, reminded that attendance is being tracked and will do 1-1 meetings if prolonged absences continued. Brian gave a brief overview of the meeting's agenda for the day.

WSBA Member Services and Engagement Manager Julianne Unite advised that Kyle McIntee's departure was not captured in the January meeting minutes, and asked if anyone else recalled what time. Brian advised that he left at 1:00 p.m. This will be updated in the minutes from the previous meeting. Brian also requested that Emily Albrecht's absence in the January meeting be changed to be excused. Brian N. asked for additional changes and no requests were made.

On motion by WYLC Member Zachary Bryant, seconded by WYLC Chair elect Emily Ann Albrecht, the WYLC by unanimous vote (11-0-0), approved the January Meeting Minutes, inclusive of the above changes.

WSBA Updates

Julianne provided WSBA updates including the upcoming Board of Governors (BOG) meeting scheduled for March 18-19, 2021. The agenda and meeting materials are posted online. Julianne encouraged WYLC members to review agenda and get involved with any agenda items that they felt necessary.

Julianne introduced Curtiss Melvin as the new WYLC staff liaison. Julianne directed members to please include Curtiss on all future communications to Julianne, as these will go to him in the future.

Julianne provided an updated regarding WSBA's remote work intentions. WSBA staff has been told to expect to work remotely until end of June 2021, subject to changes. WSBA will not be scheduling any in person events through the end of June 2021.

Julianne reported that the WA Supreme Court ruled that WSBA is no longer subject to the Open Public Meetings Act (OPMA). There will be some changes to how we put out notices, however the WSBA Bylaws have a policy that somewhat mirrors the OPMA. Julianne suggested that until this is clearer, the WYLC should continue to operate under the OPMA, as it is stricter than the WSBA Bylaws.

Julianne commented that WYLC Chair Brian will be presenting to the BOG executive committee on the WYLC annual report and suggested that WYLC members provide any feedback to Brian, Julianne and Curtiss via email to be included in Brian's presentation.

BOG Updates

Board of Governor's (BOG) Liaison Russell Knight provided an update on WSBA bar exam, first ever remote bar exam. The exam was administered through ExamSoft with no unresolved issues. The Supreme Court has created bar licensure task force, for future bar exams in Washington state. Governor Knight anticipates the BOG passing a resolution of some kind involving the bar exam, ensuring a minimum level of competence, but wants the task force to look into the form and content of the exam to be sure it is not discriminatory which may lead to a full restructure of the exam.

Governor Knight commented that the WYLC is the critical gate keeper in the next Young Lawyer At large member of the BOG. The WYLC is able to select three or more candidates to be placed on ballot and the BOG is no longer involved in this. The ultimate decision will be made by all new and young lawyers in the state. The deadline to apply is April 20, 2021.

Governor Knight mentioned that the upcoming APEX awards nomination deadline has been extended to March 31, 2021 as there have not been many applicants. Application materials are available on the WSBA website.

BOG At-large Young Lawyer Interview and Selection Process

Brian directed members to page 16 in the meeting materials to review timeline of events for the new process of selection for the open position. Julianne commented that applications are currently open for the Young Lawyer At large seat and the deadline is April 20, 2021. After all applications are in, materials will be sent to recommendation team. Recommendations will be done by the entire WYLC.

Brian asked if anyone had interest in being on the team for candidate selection. Past Chair Jordan Couch commented that he intended to apply, so he would not be interested in the team for candidate selection. WYLC Member Esther Hyun expressed interest in being on this team as well as Emily. Julianne reminded that this team is not making final selections, as that is up to the entire WYLC, but more leading the interview process.

Jordan suggested sending a list serve email to New and Young Lawyer with the candidate forum questions to see what people would like asked of candidates. Brian also suggested having it included on quarterly contacts being sent out in April. Julianne commented that all questions need to be finalized by

April 23, 2021, as candidates will be sent invitations with questions to attend the May meeting. Julianne also reminded the WYLC that the selection process could take the entire length of the May WYLC meeting, depending on the number of candidates.

FY21 Budget Team

Brian advised that the budget team met recently and that WYLC needed to adjust due to unspent items as result of COVID. Julianne commented that some budget items were already adjusted due to the WSBA reforecast and advised that the committee needed to decide budget items for FY22. ABA scholarships have not been used to the extent that they have been budgeted in the past, even with in person events. Currently, \$5000 is the budget amount set aside for scholarships, however the ABA meetings are free. Julianne asked if the WYLC wanted to change where and how these scholarship funds are awarded. Brian commented that they could award to local grants; having more flexibility to how these are awarded would be good. Emily also commented that it was discussed that the scholarship money could be awarded for CLE attendance, also. Julianne commented that the line item is “scholarship, awards and grants” and that sections also offer several awards and grants, and that if the WYLC modeled their suggested changes off of something a Section was currently practicing, it may be approved faster by the BOG. Esther commented that the ABA has an “embracing diversity” program, which is an award for local affiliates who put on a diversity project, and would like to put a proposal together for that, which would make WYLC eligible for additional funds from ABA. Brian encouraged Esther to create the proposal. Zac B. commented that he felt pro-bono/low-bono efforts would be a good place to designate funds, and also commented that Oregon does a two day crash course CLE for new lawyers, and suggested some kind of replication of that event.

On motion by Emily, seconded by Zac B., the WYLC unanimously voted (11-0) to approve the budget, with changes to line 58, for FY22.

On motion by Zac B., seconded by Jordan, the unanimously voted (11-0) to modify the 2021 budget to reallocate the ABA Scholarship funds to create a WYLC CLE Scholarship fund.

Brian commented that WYLC Member Aaron Haynes should work with himself and Julianne to finalize the redirection of those funds.

Break for lunch at 11:53 a.m.

Brian called the meeting back to order at 12:30 p.m. and completed roll call for attendance purposes. Esther did not return from lunch. Julianne confirmed we are still at quorum without Esther’s attendance.

WYLC and Bar News Update

Brian asked WYLC Members Alyssa Nevala and Marye Scott for Bar News updates. Alyssa commented that they will be reaching out to legal practitioners for answers to the questions. Marye commented that the first QA will be ran in the July/August issue on a two-page spread. They are still working on additional formatting details. Marye commented that the article in the March issue will continue to run until the in July/August issue with the final QA format.

Representative Report Updates

- Aaron commented that he attended the ABA mid-year. He commented on resolutions passed, such as bar reform, supporting gen access to voting & democracy, adopted a national young lawyers’ week.
- Alixanne Pinkerton – Not in attendance.

- Catherine Holm – Not in attendance
- Chelsie Elliot provided an update about Pro Se docket review. This was previously suspended due to COVID but has recently been restarted. This process does not give legal advice, just assistance with document prep.
- Marye –reported that she is getting more involved in the Spokane young lawyer division. There will be some upcoming virtual events, but no additional involvement from the WYLC is needed at this time. She also commented that the other counties aside from Spokane are harder to get in touch with as their Bar Associations tend to be just one person, but will continue to brainstorm on how to connect with these organizations and encourage their involvement.
- Brian reported on her behalf as Riley Moos who was not in attendance. Riley is looking for virtual ways to connect with other attorneys. She has connected with local bar association and minority association. Jordan commented that Pierce Vounty Bar Association is discussing putting on Law Day, however it would require a lot of restructuring to make it happen. Jordan also commented that WYLC could potentially support Law Day in counties that do not have a lot of local bar involvement.
- Zac B. reported that there are a lot of pro bono opportunities exist in Bellingham; ton of upcoming eviction issues. There could be potential to have volunteers from across state due to virtual hearings.
- Zach D. reported that he is in contact with King County Courthouse regarding a help desk program. There is a plan formulated and will have additional detail within the next couple months surrounding volunteer opportunities. Once there is more information, Zach D. will include in report. The King County Bar Association (KCBA) Young Lawyer Division (YLD) is trying to put together speed networking events, mentor/mentee, and potential collaboration with them for WYLC.

Project Team Lead Assignments and Updates

- **Debt:** Brian spoke with Law School Transparency Project to speak more on general issues; they are looking for funding, but WYLC is limited on what they can do. The LRAP bill continues, but it needs something prepared for the next review with legislative affairs committee. Brian needs to update Debt Resources webpage so that all resources are available. Brian commented that some WYLC pages on the WSBA site still need updating.
- **ATJ/RRR:** Member Alixanne Pinkerton not present.
- **Bylaws:** Zach D. reported that he drafted a cover memo for amendments which needs to be finalized. He would like an additional set of eyes on draft cover memo to provide feedback and then put topic to a vote. The draft memo can be found in the meeting materials packet. Julianne reviewed and provided feedback on draft memo, included the need for additional amendments to by laws should the definition change, and fiscal impact if CLE discounts were extended to lawyers in practice in 10 years. Julianne advised that this could potentially be finalized and reviewed at the May meeting, dependent upon candidate interviews, but could be pushed to July meeting and have approval from BOG by the new fiscal year.
- **Awards:** Brian reported on behalf of Aaron; he advised that we discussed the budget and expanding the items that “scholarships” includes. This will also include CLE, diversity committee, and more overall discretion on how to use those funds. Brian also advised that dollar amounts budgeted will remain the same.
- **Dress Code:** Jordan reported that he has created cover memo for dress code, including gender neutral norms for courtroom attire. Jordan is looking for feedback on the memo and additional

next changes at the May meeting, Brian commented this would likely be a quick update, and could schedule on the May meeting agenda.

Private shared drive

Brian commented that he attempted to create a shared drive via Google, but ran into issues with sharing access to WYLC members. He commented that if WSBA creates drive, then there could be issues with Open Public Records. Brian asked for feedback on how to create a shared drive. Jordan recommended sharing a Google drive by allowing access to anyone with a direct link. Brian will continue to troubleshoot and resolve issues with the Google drive.

BOG At-Large Bylaws Amendments Discussion

Julianne provided an update on the BOG At-large Bylaws amendments. Julianne also commented on application deadlines and appointment dates. WSBA Volunteer Engagement Advisor Paris Eriksen, suggested to streamline the election process, but having two separate application processes. If someone applies for an at large position but was not selected, they have the opportunity to apply for the other. Brian asked for WYLC feedback on the proposed amendments and dates. Julianne commented that if this schedule was adopted, the WYLC would require an additional special meeting between the March and May meetings to review applications on election years to review application materials and conduct interviews.

On motion by WYLC Member Aaron, seconded by Marye, by unanimous vote (11-0), the WYLC approved to recommend the proposed changes.

FY22 WYLC Applications/Recruitment Update

Julianne commented that applications for majority of open committee positions open Monday, March 15, 2021. Julianne updated the WYLC on what positions within the WYLC will be opening and will need applicants for this upcoming cycle. The application deadline will be April 16, 2021. Important to note – if members want to remain in their positions they must reapply, if their term is up in September. The Chair Elect must apply through this process as well. Brian commented that the North Central position has been very difficult to fill in the past, and WYLC needs to actively solicit interest in this particular position. Someone from this committee must also apply for the chair-elect position, and advised that this position gets to observe the chair position for a year before actively being Chair. Emily commented that she looked forward to working with the Chair Elect for the year coming, as Chair, to prep them for the position. Julianne advised that applications will be done through the myWSBA portal, and that if you are applying for a specific position member are applying for, to acknowledge that in their cover letter with the application as the application is general, not position specific. Brian asked for additional comments, questions, feedback. No response from members. No additional requests for agenda items.

Other

Emily commented her new email address is eea@farrlawgroup.com, and this is the best way to contact her. Julianne requested that members email any website update requests to Chelle Gegax and Curtiss Melvin for processing.

Adjournment

On motion by Brian, seconded by Jordan, the WYLC unanimously voted (11-0) to adjourn the meeting at 2:03 PM.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Meeting | Via Zoom
Saturday, May 8, 2021 | 10:00 a.m. – 1:18 p.m.
Meeting Minutes – DRAFT

Present In-Person or Phone: Alyssa Nevala (did not return from lunch), Brian Neuharth, Chelsie Elliott (did not return from lunch), Emily Ann Albrecht, Esther Hyun, Jordan Lee Couch (left at 11:45 a.m.), Marye Rebecca Scott, Zachary Bryant, Zachary Davison

Absent: Aaron Haynes (Excused), Alixanne Pinkerton (Excused), Benjamin Hodges (Unexcused), Brandon Holt (Unexcused), Catherine Holm (Excused), Laura King (Excused), Riley Moos (Excused)

WSBA Staff: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, Curtiss Melvin – Member Engagement Specialist

Board of Governors (BOG): Governor Russell Knight (left at 10:38 a.m.)

Other: Matt Slovin (joined at 11:35 a.m.)

Welcome/Introductions/Plan for the Day

Washington Young Lawyers Committee (WYLC) Chair Brian Neuharth called the meeting to order at 10:04 a.m. Brian gave a brief overview of the day's agenda, including an interview for Board of Governor (BOG) Russell Knight's replacement as liaison to BOG, a potential vote on dress code and budget topics, and a discussion regarding the possibility of an in-person meeting in July. WYLC members provided introductions and updates since the last WYLC meeting.

BOG Updates

Governor Knight provided updates from recent meetings. He advised that less than half of the governors attended the Spokane meeting in person; most remained remote. Governor Knight recommended doing cost analysis of WYLC attending an in-person meeting in Portland for the upcoming July meeting, and interactions with Portland Bar Association (will it actually be worth attending in person). It was also recommended to consider pushing in person events out farther. Governor Knight also provided feedback on technical difficulties during the Spokane Board of Governors meeting.

Governor Knight thought it was very interesting that there was the only applicant for the BOG seat for Young Lawyer, and questioned if the election process changed the interest of applicants. WYLC Chair-elect Emily Ann Albrecht commented that in the future, the WYLC could do more promotion to gain additional candidates. Brian commented on the interview process and using that in the future to put forth qualified candidates for future positions. Emily suspects that some interest in application for the position may have been lessened due to COVID and virtual aspects of meetings, etc.

BOG At-large Young Lawyer Interview

Brian advised the WYLC members that Past Chair Jordan Couch was the only applicant for the open position and directed members to the meeting materials packet for the interview questions, and separate email with Jordan's application materials.

Brian asked Jordan why he was interested in the position? Jordan responded that he currently works for Palace Law, and moved to Washington 6 years prior, after graduating law school. He stated that he is a firm believer in giving back, and believes that he learned a lot from the WYLC when he first started. Jordan wants to continue building this community for others and creating opportunities for those around him.

Chair elect Emily asked what peaked your interest in this position? Jordan responded that he is interested in this position because he feels there is a lot of opportunity available. Young Lawyers have been doing a lot of good work that has been passed up to the BOG, and Jordan sees this position as an opportunity to guide those projects and help continue them by having a role with the BOG. Jordan wants to be a voice for Young Lawyers and feels he has a firm understanding of how things work, who is on the BOG now and how to communicate with them.

Brian asked what is your familiarity with WSBA and WYLC? Jordan was a Young Lawyer Liaison for the Solo and Small Practice Section, which started his attendance of WYLC meetings, and has also served on several committees within WSBA.

Brian asked how would you use this position to advance the mission of the WYLC and WSBA? Jordan wants to bring more of a voice to the public and bring more public involvement, and getting members involved and engaged in making people wanting to be a part of the WSBA. What do we need to do to engage members more and make them feel their dues are worth it? Jordan feels that the WYLC needs to be a voice for young lawyers and their constituents.

Brian asked for an example of a time you were given feedback and incorporated that in your work. Jordan described a time where he did not like a particular process, and received feedback from Governor Knight on the situation. He took the information back to the WYLC, and as a result New and Young Lawyers have an opportunity to be involved in voting processes.

Brian asked what is your communication style when part of group brainstorming ideas? Jordan described himself as very aggressive, and open to sharing ideas and opinions, but needs to work on being more reserved. Likes to encourage people to talk and share before sharing ideas of his own. Open to change in his ideas and opinions.

Brian asked have you served on other boards? Jordan responded, yes. WYLC, Solo & Small Practice section, ATJ tech committee, COVID task force, and WA bar licensure task force, Solo and Small Firm Conference Committee, has also served in the local level with the Tacoma Bar Association and some roles with the ABA level as well. Jordan is really excited about the fact that a lot of projects on the WYLC are being pushed to the BOG and that the WYLC restructured around projects as a whole.

Brian asked what do you understand the time commitment to be? Jordan responded that he understood the commitment to be a monthly meeting, lasting two days, as well as a bi-monthly meeting

for the WYLC for at least one hour. He also anticipates spending up to 10 hours per week for bar related activities. Jordan also commented that he is preparing for that time commitment by winding down other commitments with the WYLC, Tacoma Bar Association, American Bar Associations and the ATJ Tech Committee.

Emily asked do you have ambitions of becoming a BOG member? Jordan responded that at some point, he would like to become a BOG member. However, he would like more experience prior to seeking that role.

Brian asked could you describe a time you disagreed with a colleague and what the decision was when that happened? Jordan had disagreed with a colleague during the LRAP project; he felt both were good ideas. This led to conversations about how to push both ideas versus pushing one over the other. Brian followed up with asking about a more severe disagreement, asking what Jordan's response would be. Jordan felt that the ability to separate his personal feelings from group decisions will be important in this potential role. He would be open to bringing on someone who would represent the idea in a better capacity than he could, if he was really opposed.

Brian asked what do you see the biggest challenges for young lawyers over the next 3 years? Jordan responded with student debt, struggles to find career path and pay off other debt.

Brian asked how would you support diversity equality and understanding through the legal community? Jordan responded that we need to make sure we are creating spaces and advocating for those not in the room. Educating self, creating spaces and make sure those that are not present have a voice.

Brian asked what should the bar association do about high amount of debt? Jordan responded that he felt there are structural inefficiencies in the system; not all legal work needs to look the same. "Not all lawyers need to sell a Lamborghini". Jordan feels attorneys should offer services that people want, versus limited themselves to certain areas. This type of cultural shift could apply to law schools as well.

Brian asked do you think the Bar is doing enough to increase access to justice for those with moderate incomes? Jordan replied, no. I think they are trying, but not enough. People do not want a lawyer, they want a solution to their problem. Creating access to justice is not just about bringing lawyers to people with moderate income. Brian asked if Emily had any additional questions, as chair elect, no additional questions. Brian opened up questions to additional members of the WYLC.

WYLC Member Zachary Bryant asked Jordan if he felt there needed to be a push for more work life balance. Jordan responded that yes, he felt that better business practices were needed in law firms so that people didn't feel the "need to grind so hard".

WYLC Member Esther Hyun asked if you could tell us at the end of your term, what would be a couple things you'd have accomplished by the end? Jordan commented that one thing he would like to see is more than 3 candidates to replace him. A big part of his responsibility is modeling behavior, young lawyers should see his work and think "I want to do that too". He also wants to see the things that WYLC is pushing to the BOG get through and be finalized and put into place, and to continue to strengthen the relationship with BOG and WYLC.

BOG At-large Young Lawyer Discussion

Jordan was removed from the group to provide a space for discussion. Brian asked for feedback from the WYLC members. Emily commented that she trusts that Jordan would put the required time in, and has no doubt he would be a fantastic candidate. Zachary B. commented he couldn't imagine a more qualified candidate, and he agrees with Emily's comments about competency. Brian commented that he has ambition and drive. Emily feels he would not shy away from speaking on WYLC's behalf. Brian asked for additional comments/questions – no responses.

On motion by WYLC Member Zac B. and seconded by Emily, and abstentions by Jordan Couch, the WYLC by majority vote (8-0-1) approved to recommend Jordan Couch for the WYLC At-large Young Lawyer Governor position.

Dress Code Rules

Jordan advised that there's a letter going to committee on professional ethics, then to the BOG regarding dress code rules and revisions. Brian asked if anyone had comments or questions regarding the substance of the letter.

On motion by Jordan, seconded by Esther, the WYLC by unanimous vote (9-0) approved to send the Dress Code letter to the Committee on Professional Ethics.

WSBA Updates

WSBA Member Engagement Specialist Curtiss Melvin provided updates on Wellbeing Week in Law that took place May 3-7. He also provided an update on the Trial Advocacy Project (TAP) that is taking place May 21-22. WSBA Member Services and Engagement Manager Julianne Unite commented that the mock trial portion of TAP is not taking place this year due to COVID and the constraints of a virtual environment; it will just be the 2-day seminar. Curtiss commented that Young Lawyer Liaison applications are due June 24, and appointments will be finalized in early August. The tentative dates for orientation are slated for September 27, October 1 or October 4.

Julianne also commented on the CLE spring sale that is currently happening now through May 11 for On Demand content within the WSBA CLE Store.

Julianne provided an update about WSBA exploring options for hybrid meeting types. The WYLC or other bar entities must follow an approval process set forth by WSBA for any potential in person meetings. Please reach out to Julianne for additional context and guidance.

WYLC Membership Updates

Julianne provided an update that Member Maha Jaffarey has resigned from the WYLC, effective April 21, 2021. WSBA staff reached out for feedback on her resignation, and Julianne recommended that WYLC members process the feedback, rather than discussion forum at this point, and suggested discussion take place at a future meeting. Curtiss advised WYLC members that Maha felt that the time commitment for her at large position was too challenging with her family environment. She also felt that there was not enough diversity and inclusion with in the WYLC, as she was the only minority person on the committee. Maha felt that because of that lack of inclusivity, she did not feel comfortable sharing concerns and opinions when she felt she should have interjected. In additional, she felt the WYLC felt very transactional in the means that they came together, shared content and left; she did not feel included. Emily commented that she felt the feedback provided from Maha is very helpful. Brian commented that resignations happen, that the feedback is not something the WYLC needs to take too

personally. He appreciates the feedback, and requested that WYLC members reach out directly to share any additional feedback with him directly.

FY22 WYLC Applications, Recruitment and Recommendations

Julianne commented on applications received for open WYLC positions and that there are no qualified candidates for certain regions. Brian asked about a WSBA Bylaw or otherwise amendment to allow for taking a candidate from another region and allowing them to take the position in a region that they do not reside. Julianne advised that it wouldn't be a Bylaws amendment, but it would still need to go to before the BOG. Julianne commented that recommendations team will meet week of May 17, and advised members to watch their email for additional information on this meeting.

WYLC and Bar News

Member Alyssa Nevala updated on the Bar News column. Received two great questions via Google form. Advised that she reached out to Jordan for assistance with answering questions, and is finding some difficulty in knowing who to reach out to for what questions. Advised that first column is set to run in July/August. Member Mayre Scott commented that if members come across questions during their interactions, to direct those people to submit those questions for the Bar News article. Reminded that all questions are anonymous.

Break for lunch at 11:55 a.m.

Brian called the meeting back to order at 12:15 p.m.

Representative Reports

- Member Zachary Davison advised that he attended a speed-mentorship event provided by the King County Bar Association (KCBA) Young Lawyer Division. There was quite a bit of interest from both mentors and mentees. Engaging process, thought it would be a good idea to expand on in the future and maybe partner with. Alyssa commented that vice chair of KCBA reached out asking if the WYLC would be interested in collaborating for some kind of mentoring program. Julianne commented that mentorship falls under Member Services and Engagement at WSBA. Advised that Washington provides CLE credit for mentor/mentee relationships. That WSBA supports mentorship programs, and could do more within allowed resources. Julianne requested that any entities asking for partnerships to be directed to Julianne, Curtiss and/or Chelle for additional information. Zach D. & Alyssa both commented on the timing between the KCBA New Lawyer Division and the WYLC's meeting schedules, making it difficult to come to a decision on some topics.
- Zac B. provided no updates at this time.
- Member Chelsie Elliott did not return from lunch.
- Member Esther Hyun did not return from lunch.
- Marye commented that Spokane Young Lawyer Division (YLD) had a successful zoom mentorship event, with a zoom panel to ask young lawyers about their first couple years of practice. There is an opportunity to recruit Gonzaga students to join the YLD. She is hoping to have more in person events as things start to open up more. Emily commented that she really liked this approach and feels the WYLC should encourage those younger in practice to mentor earlier than later.

Project Team Updates

- **Bylaws:** Zach D. provided an update on the WYLC name change and that he needs to submit letter to the BOG. Esther has objections to having tenure start when bar membership starts in Washington. Feels that tenure should be 10 years after any jurisdiction. She does not feel that we should allow members to be included in the new and young lawyers if they've been practicing for 20-30 years elsewhere. Emily asked about the likelihood of having someone with that much tenure trying to join as a new/young member. Zachary responded that he feels it would be somewhat unlikely, and would rather run the risk of being over-inclusive. On motion by Zach D., seconded by Jordan, the WYLC voted (8-1-0) to approve the amendment and transmission of letter to the BOG regarding the WYLC name change.
- **Debt:** Brian provided an update on the Debt Project Team – He spoke with Governor Higginson about the LRAP, and offered to allow the use of his materials. Brian thinks that it would be helpful to have a larger group outside of the WYLC to address these issues.
- **ATJ/RRR:** Julianne commented on the STAR Committee, which will be a larger committee dedicated to support rural practice in Washington state. The formation of the Committee was approved unanimously by the BOG. A project team will be meeting Monday, May 10, 2021 to discuss the next steps for this committee. Julianne advised that materials for the committee can be found in the April BOG meeting materials packet.
- **Awards:** Brian advised that reps from awards are not present but information can be found in meeting materials. Julianne commented that updated Public Service Leadership Award application is now posted online and applications are being accepted. This award requires someone else to nominate the recipient. Applications will be reviewed during the July 17th WYLC meeting. Julianne also commented on the WYLC's decision to move ABA funds to CLE Scholarship. Approved CLE scholarship information, process and application can be found in this meetings material packet for review. We are currently working on a webpage to house this information, and will follow up when this information is live for applicants.

FY21 Budget Team

Julianne advised that budget and overview process can be found in the materials packet on page 31. It should be assumed that budgetary impacts will continue due to COVID-19. There will be impact on reductions in some line items, particularly in person events and meetings. Julianne advised that it is unlikely that the budget will be approved for increases and it is more likely that it will need to be further reduced.

July WYLC meeting

Brian commented that he wanted to be present in person for the July meeting. He advised that members could still have the choice to attend virtually. Zach D. suggested using one camera for all in person members, and could volunteer his office location in Portland. Jordan fully supports in person meeting if people feel comfortable. Julianne commented on requirements of hybrid meetings. No staff shall be required to attend. The logistics of setting up meeting rooms etc., would fall to volunteers. Would also require a COVID-19 guidelines of Oregon, since meeting is in Portland. Brian asked for clarification on the volunteer's involvement if no WSBA staff is attending. Julianne commented that the volunteer would be connecting with the location for logistics, food ordering, etc. Will also require approval from the WSBA Executive Director or Department Director.

Adjournment

Meeting adjourned at 1:18 p.m.

Budget Overview & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the WSBA.
- The WSBA's Chief Financial Officer is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize WSBA programming.

About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the four line items that correspond to the work of the WYLC.

G/L Account #	Expense Name	FY20 YE	FY21 Budget	FY21 Reforecast Budget	Actual FY21 YTD*	Est. FY22
50095	WYLC CLE Comps	\$ 0	\$1,000	\$ 1,000	\$ 0	\$ 0
55266	WYLC Outreach Events	\$ 96.51	\$2,500	\$ 1,500	\$ 0	\$ 1,500
58525	WYLC Scholarships, Donations, and Grants	\$ 500	\$5,000	\$ 5,000	\$ 0	\$ 5,000
55270	WYL Committee	\$ 767.08	\$12,500	\$ 8,000	\$ 0	\$7,500
	Totals	\$ 1,363.59	\$21,000	\$15,500	\$ 0	\$21,000

*As of March 31, 2021.

- Line item 50095 is for the CLE comps for the Public Service Leadership Award recipients. In the past few years, recipients have not been redeeming their free CLE benefit. The WYLC may want to consider whether to continue to offer this as a benefit or change what is offered. In FY21, the WYLC expanded to the CLE benefit to include Deskbooks.

- Line item 55266 allocates funding for outreach events. In FY20, fiscal year the WYLC planned to host two outreach events in conjunction with the two meetings outside Seattle and one end of year outreach event in September. However, due to the COVID-19 pandemic, outreach events did not occur. For FY21, the pandemic continues to impact in-person events and the WYLC may reconsider using these funds in a different way.
- Line item 58525 was historically for the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21, the ABA meetings were free and virtual so the WYLC voted on 3/13/2021 to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC will determine other possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants.
- Line item 55270 allocates meeting costs, which currently includes three out of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly in FY20 due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. In FY21, due to the pandemic, the WYLC has been meeting virtually with no costs incurred to date. The reforecast FY21 number assumes the WYLC may be able to meet in person in Portland, OR with the Board of Governors in July 2021.

Timeline

WSBA staff will prepare the Member Services and Engagement Cost Center in late March. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Julianne Unite. This request must include the following information:

1. What is the change/request?	
2. What is the amount? <ul style="list-style-type: none"> ○ Does this include an overall increase, or are you moving funds from another line item? 	
3. How does this fit in the WSBA strategic priorities?	
4. Outcomes or Return on Investment	

DRAFT

2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2020-2021 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to either attend one free (or no-cost) WSBA-CLE program of up to six credits total, or to purchase a WSBA Deskbook at a value up to \$250.00. The award recipient’s name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: 5/20/2021		
Nominee Name: ██████████		
Firm/Employer: ██████████████████████		
Mailing Address: ██████████		
City: ██████████	State: ███	Zip Code: ████████
Phone: ██████████	Fax: ██████████	E-Mail: ████████████████████
WSBA No. ████████	Year Admitted to Practice In Washington: 2017	
Nominator’s Name: █████ █████		Relationship to Nominee: Colleague

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee’s leadership in his or her local community:

██████ is the embodiment of a public servant. This former Army drill sergeant continues to serve ██████ community as a Deputy Prosecuting Attorney. ██████ has been a deputy prosecuting attorney for over ██████ years. He is also a former Selah City Council member.

How has the nominee promoted and/or contributed to the legal profession and community?

██████ currently serve on the Practice of Law Board, which reports directly to the Washington State Supreme Court. ██████ is also active in the local bar and works hard to maintain a collegial environment between the PA’s office and defense attorneys.

Describe a situation in which the nominee has “gone above and beyond”?

After leaving Council ██████ wrote an op-ed which was subsequently published which was in opposition to the City’s erasing of chalk speech (which they are currently being sued for in both state and federal courts), explaining how the city was violating the first amendment.

Additional information:

██████ graduated at the top of his class at the ██████ ██████ ██████ of ██████ ██████ is an Army veteran, ██████ and ██████ ██████ is the embodiment of a selfless community leader who is making a difference through ██████ public service.

Submit nomination and any supplemental materials to newmembers@wsba.org

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2020-2021 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to either attend one free (or no-cost) WSBA-CLE program of up to six credits total, or to purchase a WSBA Deskbook at a value up to \$250.00. The award recipient's name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the "young lawyer" definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: June 29, 2021		
Nominee Name: ██████████		
Firm/Employer: ██		
Mailing Address: ████████████████████████████████		
City: ████████	State: ██████	Zip Code: ████████
Phone: ████████████████	Fax: ████████████████	E-Mail: ████████████████████████████
WSBA No. ██████	Year Admitted to Practice In Washington: 2020	
Nominator's Name: ████████████████████	Relationship to Nominee: Supervisor	

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee's leadership in his or her local community:

While a new member of the Washington bar, [REDACTED] has already demonstrated significant leadership through [REDACTED] dedication to public service and through [REDACTED] pro bono practice. [REDACTED] began [REDACTED] legal career working as a judicial law clerk in the Division II Court of Appeals for the [REDACTED]. Then, [REDACTED] moved to a position at the [REDACTED] representing the [REDACTED]. [REDACTED] is a member of the Washington State Bar Association [REDACTED] and acts as a member of the [REDACTED] [REDACTED] as part of [REDACTED] work with the [REDACTED] Section. During law school, [REDACTED] also demonstrated [REDACTED] commitment to public service through internships with the International Centre for Missing and Exploited Children, the U.S. Attorney's Office, and as a legal intern for the [REDACTED] in the [REDACTED]. [REDACTED] has also dedicated her off-work hours to a substantial pro bono practice, outlined below.

How has the nominee promoted and/or contributed to the legal profession and community?

[REDACTED] extensive pro bono contributions have made a substantial contribution to her community. Currently, [REDACTED] acts as a pro bono attorney for the [REDACTED] where [REDACTED] recently represented an army veteran before the [REDACTED] which required review of a record and appellate briefing. Through pro bono work with the [REDACTED] based out of [REDACTED] [REDACTED] represented a refugee from [REDACTED] in immigration court which required extensive witness interviews, expert witness interviews, and examination in Court. [REDACTED] is also currently volunteering with the [REDACTED] program. [REDACTED] past pro bono activities include work with the [REDACTED] the [REDACTED] and the [REDACTED].

Describe a situation in which the nominee has "gone above and beyond"?

[REDACTED] pro bono work on behalf of an immigrant through the [REDACTED] was only one situation when [REDACTED] went above and beyond. [REDACTED] provided direct counsel to her client, an immigrant from [REDACTED] who was rightfully terrified about her future. [REDACTED] provided excellent legal representation by interviewing witnesses in Immigration Court. [REDACTED] identified an expert witness to testify about the dangerous country condition of [REDACTED], specifically the terrifying and organized nature of the criminal gang, MS-13, that threatened this immigrant's life in her home country. In addition, [REDACTED] provided counsel to [REDACTED] terrified client to help her understand and navigate the process.

Additional information:

[REDACTED] demonstrates the highest ethical standards and integrity in her work at the [REDACTED]. [REDACTED] is reliable, diligent, and extremely hard working. [REDACTED] is also personable and always seeks to be civil and reasonable in [REDACTED] interactions with colleagues and opposing counsel. The Washington State Bar is lucky to have such a promising, bright young attorney choose to work on behalf of the public and dedicate substantial time to the community through [REDACTED] pro bono practice. [REDACTED] admirable work is a model for any attorney, young or experienced. [REDACTED] work speaks to the best that the legal profession can be.

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED] – Admitted to the Bar in [REDACTED]
[REDACTED]
[REDACTED]

EDUCATION

[REDACTED]
Juris Doctor [REDACTED] **Certificate in Refugees and Humanitarian Emergencies**
Journal: [REDACTED] – Notes Editor
Exceptional recognition for pro bono work (over 200 hours)
Merit Scholarship

[REDACTED]
Bachelor of Music, Violin Performance [REDACTED]
Dean's List
Merit Scholarship

PROFESSIONAL EXPERIENCE

[REDACTED]
Assistant Attorney [REDACTED]

- Represent the Department of Social and Health Services in the Aging and Disability Section

[REDACTED]
Judicial Law Clerk, [REDACTED]

- Research and write bench memoranda
- Draft opinions
- Attend oral arguments

[REDACTED]
Pro Bono Attorney, [REDACTED]

- Represent [REDACTED]
- Review record from [REDACTED]
- Write appellate brief regarding claim for compensation for disabilities

[REDACTED]
Student Attorney, [REDACTED]

- Represented a refugee from [REDACTED]
- Interviewed witnesses and wrote affidavits
- Collaborated with expert witnesses
- Conducted direct and cross examination in court

[REDACTED]
Legal Intern, [REDACTED]

- Researched case law and drafted memoranda pertaining to landlord-tenant law, usury law, and settlement offers
- Reviewed a motion to seal medical records and researched cited sources to make a

recommendation on a possible ruling

[REDACTED]
Legal Research Intern, [REDACTED]

- Researched child sexual abuse laws in fourteen countries as part of a global review on child protection policies
- Compiled research into fact sheets that were used by law enforcement educators

[REDACTED]
Law Clerk, [REDACTED]

- Researched case law, analyzed case facts, and drafted a motion to dismiss a [REDACTED] claim, and an opposition to a motion to withdraw a guilty plea, which were filed in court
- Conducted legal research related to criminal procedure, civil procedure, drug and human trafficking, and employment discrimination
- Reviewed audio recordings of police interrogations related to drug trafficking and arson

[REDACTED]
Intern, [REDACTED]

- Assisted with “Yes on 62” campaign, working to end the death penalty in [REDACTED]
- Gathered signatures in order for the measure to appear on the [REDACTED] ballot
- Researched and compiled possible campaign endorsers and sponsors
- Assisted in raising awareness about the organization’s biggest fundraiser

[REDACTED]
Senior Project Assistant,
Project Assistant, [REDACTED]

- Member of two trial teams, one white collar crime case and one administrative law case
- Assisted former [REDACTED] with high profile internal investigation
- Helped with Title IX investigations by Department of Education
- Led the collection, production, organization and management of all case documents
- Assisted attorneys with document preparation for witness interviews and depositions
- Prepared documents for clients and trial proceedings under significant time pressure
- Member of the Paralegal Advisory Group

Publication:

[REDACTED]
Professional Activities

Washington State Bar Association – [REDACTED] Section Member

- [REDACTED]

Volunteer Activities

[REDACTED]

2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

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Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: June 6, 2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ██████████	State: ███	Zip Code: ████████
Phone: ██████████	Fax: N/A	E-Mail: ██████████
WSBA No. ███	Year Admitted to Practice In Washington: 2016	
Nominator’s Name: ██████████	Relationship to Nominee: Board Member with him	

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee's leadership in his or her local community:

█ volunteers on the Board of Trustees of the █ where █ is the Chairman of the █; █ is also on the Social Activities Committee where █ helps plan activities to attract new younger members to join the █, as well as become lifetime members of the national association of █. █ also participates in a pro bono program between █. And █ recently prepared a █

█

How has the nominee promoted and/or contributed to the legal profession and community?

█ has done so through █ work for the █ as a pro bono volunteer. █ has also written an article entitled █ for the █. In the past █ has been a law clerk in the █, a Legal Intern for █, an Extern for the █, and a █

Describe a situation in which the nominee has "gone above and beyond"?

█ volunteered to be the chair of the █ of the █

WASHINGTON STATE BAR ASSOCIATION

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

EDUCATION

Juris Doctor

Honors and Activities: Graduated with Honors | [REDACTED] – Executive Managing Editor | Pro Bono Honors Award | [REDACTED]

Bachelor of Arts, Psychology | Minors: Law, Society, and Justice; Japan Studies

Honors and Activities: magna cum laude | Phi Beta Kappa | Honors Senior Thesis – *Stress, Self-Control, and Risk Behaviors: The Impact of Discrimination on Minority Adolescents' Substance Use Cognitions*

SELECTED LEGAL EXPERIENCE

Associate, [REDACTED]

Practice complex commercial litigation across variety of fields, including class action defense, real estate, and product liability, in state and federal courts. Prepare pleadings, conduct discovery, and draft civil motions, including to dismiss, to compel, for removal, and for summary judgment. Engage in firm-sponsored pro bono activities.

Law Clerk to the [REDACTED]

Drafted orders and memoranda recommending resolutions for a variety of civil motions, including to dismiss, for permanent injunction, and for summary judgment. Researched criminal law issues and made sentencing recommendations. Mooted oral arguments prior to hearings. Supervised and mentored externs hosted by chambers.

Law Clerk to [REDACTED]

Prepared prehearing memoranda on issues presented in state court appeals. Drafted final opinions resolving appeals.

Legal Intern, [REDACTED]

Prepared memoranda analyzing trademark and copyright issues. Drafted consumer-facing documents for clients.

Performed editorial and research tasks for Google analyzing intermediary liability in developing economies.

Prepared memoranda analyzing employment and labor law issues and summarized new case law.

Extern for the [REDACTED]

Prepared draft orders and memoranda recommending resolutions for a variety of civil and criminal motions, including to dismiss, for writs of habeas corpus, and for early termination of supervised release.

Extern, [REDACTED]

Prepared memorandums examining antitrust issues, assisted writing article calling for new Vertical Merger Guidelines

Extern for the [REDACTED]

Prepared bench memoranda for Justice prior to oral argument. Assisted with drafting final opinions,

PUBLICATION

OTHER EXPERIENCE

Chair, [REDACTED]

Member, Board of Trustees, [REDACTED]

2021 Deadline:
Monday, July 5, 2021

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- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

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Date: 06/19/2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ████████	State: ██████	Zip Code: ██████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ██████	Year Admitted to Practice In Washington: 2015	
Nominator’s Name: ██████████	Relationship to Nominee: Supervising Partner	

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

Describe the nominee's leadership in his or her local community:

█████ is the current ██████ – Young Lawyer Liaison. ██████ is also the immediate past Chair for the ██████ Section of the ██████. Under his leadership for the ██████, ██████ organized presentations that brought in many distinguished speakers to discuss important topics in the IP field. ██████ also mentored ██████, ██████, ██████ of ██████ students that attended the meetings and were members of the Section. Additionally, ██████ has served and continues to serve as a mentor for students under the Leadership Council on Legal Diversity (LCLD) Program and the Alumni Program at ██████ (since 2014). Through his leadership via the LCLD (which focuses on pairing minority law students with attorneys in the Seattle area), ██████ helped prepare one of ██████ mentees with summer associate applications including guidance on interview preparation. The mentee eventually landed a summer associate position with our firm, ██████. Over the years, ██████ has personally mentored well over 15 law students. Moreover, ██████ currently mentors the summer associates and first-year associates in the patent group of our firm. In addition to that, ██████ serves as the Summer Associate Program coordinator for some of the summer associates on the patent team to ensure that all things related to the summer program (e.g., setting up meetings with other attorneys, workflow coordination, and project management, etc.) runs smoothly.

How has the nominee promoted and/or contributed to the legal profession and community?

This past year, ██████ worked on projects that contributed over 120 hours to pro bono. The majority of ██████ pro bono work revolved around the We the Action – Election Protection Volunteering Hotline. ██████ used ██████ Mandarin skills to volunteer on the ██████ speaking hotline to help answer any questions regarding voting in the last election. ██████ made sure that everyone that called the hotline were provided guidance on how to properly and legally submit their votes in their corresponding state/county. In addition, ██████ spent over 50 hours helping a solo inventor patent his application as a part of the Washington Patent Pro Bono Network administered by the ██████.

In years past, ██████ has also volunteered as a pro bono attorney for the ██████ Family Law Program (█████), ██████ the Veterans Consortium Pro Bono Program (█████), ██████ Lawyers Fostering Independence (2019-2020) and continues to take on pro bono cases in patent law (█████). Specifically, under the ██████ Family Law Program, ██████ helped a client file a domestic violence protection order, a parenting plan, and preparations for trial. Under the Lawyers Fostering Independence, ██████ helped with intake tasks and assisted a client (who was previously under foster care) with filing a much-needed name change. ██████ was also a Make-A-Wish volunteer (2013-2015) and helped set up charity events to raise money for the foundation.

Describe a situation in which the nominee has “gone above and beyond”?

With respect to the pro bono matter where ██████ helped the inventor file ██████ patent application as a part of the Washington Patent Pro Bono Network, ██████ went above and beyond to ensure that the inventor felt comfortable and informed through all stages of filing a patent application. Given that it was the inventor's first time filing a patent application, ██████ understood that many steps of the patent application process can be very confusing and complex, so ██████ coordinated extra meetings with the inventor to ensure that the inventor understood the process and reasons behind the way a patent application is drafted and filed. The inventor was so appreciative of ██████ work that the inventor submitted positive statements about ██████ that was shared on the ██████ website. The inventor indicated that through ██████ help and guidance, he was given hope that he could file a

2020

WASHINGTON STATE BAR ASSOCIATION

patent and that [REDACTED] made sure [REDACTED] never felt like a pro bono client because of the time and attention [REDACTED] received throughout the entire application process.

Additional information:

Over the years of knowing [REDACTED] I have had the opportunity to see firsthand that [REDACTED] genuinely enjoys helping others and takes the initiative to find different ways to participate in order to help others. [REDACTED] constantly comes up with ideas to improve the firm's outreach opportunities to help the local and legal community. [REDACTED] passion to help and contribute to better the legal community is unparalleled and above the years of [REDACTED] peers.

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

■ [REDACTED] ■ [REDACTED] ■ [REDACTED]

STATE & PATENT BAR ADMISSION

Admitted to practice in the State of Washington (WA State Bar. No. [REDACTED])
Admitted to practice before the U.S. Patent & Trademark Office (USPTO Reg. No. [REDACTED])

EDUCATION

[REDACTED] Seattle, WA
Juris Doctorate, May [REDACTED]

Activities: [REDACTED] Inn of Court Member; Student Body & WA State Bar Assoc. Liaison

[REDACTED] Los Angeles, CA
Master of Science, Electrical Engineering, May [REDACTED]

[REDACTED], Seattle, WA
Bachelor of Science, Electrical Engineering, June [REDACTED]

Activities: Undergraduate Assistant for the Industrial Assessment Center; Phi Kappa Psi Fraternity
Honors: Dean's List (Spring [REDACTED] & [REDACTED]) The [REDACTED] Scholarship Recipient

EXPERIENCE

[REDACTED] Seattle, WA
Senior Associate Attorney, April [REDACTED] – Pres.

- Manage and prosecute over 600 US and international patent applications and over 20 product clearance search cases, including over 40 patent applications drafted for Fortune 500 companies in the field of cloud computing, Internet of Things (IoT), mobile devices, wireless communication, databases, image processing, autonomous vehicles, machine learning, artificial intelligence (AI), etc.
- Conduct freedom-to-operate analysis, product clearance searches, and draft potential non-infringement opinions for a variety of products to be launched by a Fortune 100 company.
- Lead strategic IP portfolio management and analysis to generate highly efficient processes to reduce extraneous prosecution fees.
- Perform detailed infringement analysis and generate claim charts for impactful commercial products and services.
- Train, educate, review, and manage all new incoming patent associates and summer associates with respect to work product, workflow, and onboarding.
- Liaison with foreign counsel in multiple jurisdictions regarding patent analysis and prosecution matters.
- Advise clients on design patents applications, trademark applications and trademark litigation matters.

[REDACTED] Seattle, WA
Associate Attorney, September [REDACTED] – April [REDACTED]

- Drafted over 25 patent applications and prosecuted over 100 foreign and domestic office actions for Fortune 500 companies in cloud computing, aerospace, mobile devices, GPS tracking devices, security cameras, etc.
- Drafted trademark applications and provided litigation support for trademark and copyright infringement cases.
- Researched, analyzed, and provided legal opinions related to employment law including non-disclosure agreements, licensing agreements, and mergers and acquisitions (M&A) transactions.

[REDACTED] Seattle, WA
Legal Intern; Patent Group, Focus Area: Amazon Web Services & Amazon Kindle, September [REDACTED] – May [REDACTED]

- Attended disclosure meetings and provided recommendations on pending inventions to determine patentability by conducting prior art searches.
- Drafted claim analysis charts for third party patent infringement cases.

[REDACTED] Seattle, WA
Summer Associate; Intellectual Property Group, May [REDACTED] – August [REDACTED]

- Drafted patent applications and responded to the U.S. Patent & Trademark Office for pending cases in cloud computing, mobile devices, outdoor clothing, recreational camping products etc.

[REDACTED]

-
- [REDACTED]
 - [REDACTED]
 - [REDACTED]

[REDACTED] Seattle, WA
Legal Extern, January [REDACTED] – May [REDACTED]

- Researched and analyzed both U.S. and international employment and labor laws pertaining to employees of the company in various office locations.

[REDACTED] Fullerton, CA
Legal Extern, May [REDACTED] – July [REDACTED]

- Drafted licensing and promotional agreements for Red Hat Society products and events.
- Created and revised cease and desist letters relating to trademark infringements.

BAR ASSOCIATION

Section Chair, [REDACTED] Section, September [REDACTED] – September [REDACTED]
Young Lawyer Liaison, Washington State Bar Association – [REDACTED], September [REDACTED] – [REDACTED]

LANGUAGES

Fluent in [REDACTED] [REDACTED] Conversational in [REDACTED] and [REDACTED]

**NOMINATION of [REDACTED] for 2021 WSBA Young Lawyers Committee
Public Service and Leadership Award - Submitted by [REDACTED]**

Date: June 30, 2021

Nominee Name: [REDACTED]

Firm/Employer: [REDACTED]

Mailing Address: [REDACTED]
[REDACTED]

Telephone: [REDACTED]

Fax: [REDACTED]

Email: [REDACTED]

WSBA #: [REDACTED] Years Admitted to Practice in WA: [REDACTED]

DOB: [REDACTED]

Nominator's Name: [REDACTED]

Relationship to Nominee: Colleague, associate attorney. [REDACTED] is an associate attorney working with [REDACTED], and [REDACTED] nominator is [REDACTED]
[REDACTED]

Describe [REDACTED] nominee's leadership in his local community: [REDACTED] has been regularly involved in [REDACTED] local community – using [REDACTED] life experience as an immigrant and speaker of multiple languages with an understanding of several cultures combined with [REDACTED] personal passion and legal education -- to aid and advance [REDACTED] conditions and rights of people of color, [REDACTED] under-represented, and those in struggling and misunderstood socio-economic groups. [REDACTED] is multi-cultural – [REDACTED] – and immigrated to [REDACTED] U.S. at [REDACTED] age of 13. [REDACTED] began formal education studies in English at [REDACTED] age of 10.

Doing well in school despite [REDACTED] language and [REDACTED] obstacles, [REDACTED] graduated from [REDACTED] and was a very successful law student at [REDACTED], graduating [REDACTED]. During law school, [REDACTED] began volunteer work to [REDACTED] community: participated in weekly meetings educating and encouraging workers at [REDACTED] assisted with asylum proceedings for [REDACTED] [REDACTED] and provided legal education and assistance to [REDACTED] through [REDACTED] (which [REDACTED] has continued to do for [REDACTED] past 10 years, now providing legal advice). In addition, while in law school, [REDACTED] was a board member for [REDACTED] [REDACTED] [REDACTED] participated in [REDACTED] Youth Advocacy Clinic at [REDACTED] and was regional director of [REDACTED] [REDACTED], while also advancing in [REDACTED].

After graduation from law school, ■ chose ■ areas in which ■ wanted to practice which reflected his deep roots in service to those less fortunate and to advance ■ respect and economic ■ of ■ community. At ■ same time ■ started in ■ legal career. ■ continued with much of ■ volunteer work after passing ■ bar. For his livelihood, ■ spent several years working in fair wage and hour enforcement, which had a significant impact on ■ immigrant community and lower wage earners, and by extension, ■ community. ■ worked for both ■ (first as a student volunteer and ■ as a lawyer) and ■

■ dedication, work, and ongoing demonstration of leadership was so apparent that ■ was recognized and selected for ■, a program sponsored in part by ■ WSBA. At ■ time, ■ was working full-time in ■ practice of law with a small firm, ■ representing individuals in discrimination, abuse and personal injury claims – with a particular emphasis on vindication of ■ rights as people and employees.

And, during ■ last 5-6 years, ■ had continued to step up in service to ■ legal profession: by participating as a CLE presenter and speaker for ■ serving as ■ and as a Board Member of ■

How has ■ nominee promoted and/or contributed to ■ legal profession and community: ■ activities are set out on ■ Resume, some of which are highlighted above. (And see more details below as to “going above and beyond.”) ■ willingness to step up and give ■ time as a volunteer has ■ numerous individuals, and ■ encourages ■ to also volunteer – simply by doing and demonstrating that leadership. Instead of just sitting back, working for compensation as a lawyer and ■ enjoying his family life, ■ gives back to ■ legal profession through his time and energy in CLE, board work, and section work – to educate ■ and to lead ■ profession.

Describe a situation in which ■ nominee has “gone above and beyond”? ■ is not just one situation with ■ – instead, throughout his entire ■ education, law school, internships, jobs as a lawyer and ■ volunteer work in legal aid to ■ combined does constitute going above and beyond. This is particularly true and telling due to ■ hurdles that ■ personally faced – coming to a new country and having to navigate ■ society and educational system which unfortunately has been geared against ■ success of immigrants. Not only did ■ survive, but ■ has excelled. And not only has ■ excelled on ■ education level and getting employed – but ■ has gone above and beyond that which most licensed lawyers do. ■ has participated extensively in volunteer work and professional associations. And, ■ has also continued to do so ■ past five years, with a very busy family life and commitments as well – as ■ of two small ■ who constantly works to share equally in ■ rearing of ■ and household duties with ■ elementary ■

As real-world examples, while in law school [REDACTED] volunteered for [REDACTED] [REDACTED] partially sponsored by [REDACTED] to travel to [REDACTED] for intake, assessment and clinical assistance to dozens of meat processing workers concerning sexual harassment and immigration status. Just [REDACTED] presence in that community was a risk to [REDACTED] personally due to [REDACTED] size and power of [REDACTED] employer and being an outsider in [REDACTED] deep South. [REDACTED] work along with [REDACTED] was done nearly in secret in a church. [REDACTED] outcome was a large class action by [REDACTED] EEOC. In addition, between first and second years of law school, instead of taking a break like many students, [REDACTED] volunteered at [REDACTED], [REDACTED] in [REDACTED] pro bono work.

In order to effect positive change for [REDACTED] worker and immigrant community, [REDACTED] not only worked on [REDACTED] legal side and education of workers, but [REDACTED] went outside his traditional comfort zone and directly participated in public campaigns and peaceful protests, standing alongside workers whose wages were being effectively stolen from [REDACTED] [REDACTED] also was active in lobbying efforts to pass Seattle's new [REDACTED] including [REDACTED] novel approach of criminal prosecutions, working with [REDACTED] office of [REDACTED]

Additional Information: [REDACTED] is not one to toot [REDACTED] own horn, or talk about [REDACTED] accomplishments or [REDACTED] dedication and time commitment to [REDACTED] especially in [REDACTED] volunteer work. [REDACTED] does not do it for public praise, but to [REDACTED] and improve society. [REDACTED] goes about [REDACTED] work in a clearly caring and genuine manner, listening to [REDACTED] needs of [REDACTED] and understanding [REDACTED] fear and anxiety. [REDACTED] deals with [REDACTED] in a calm and respectful way, gaining [REDACTED] trust and [REDACTED] hope. Through [REDACTED] actions and diplomacy while [REDACTED] all voices and considering all issues, [REDACTED] exemplifies a wise leader. [REDACTED] seeks to find common ground to reach consensus and advocates with facts and persuasion. [REDACTED] contributions to [REDACTED] community, [REDACTED] profession and to [REDACTED] improvement of [REDACTED] lives of [REDACTED] have already been long-term, and [REDACTED] has just begun.

[REDACTED] is very well-rounded, and has [REDACTED] talents as well. [REDACTED] is quite a decent drummer, guitarist and musician, and a great amateur [REDACTED] Despite [REDACTED] serious side, [REDACTED] is a good sport and even dresses up in matching [REDACTED] costumes for holiday photos and special events – something [REDACTED] strongly encourages [REDACTED] to do. In order to promote and continue a [REDACTED] [REDACTED] only speaks Spanish [REDACTED] [REDACTED] [REDACTED] is positive, upbeat and exudes a pure joy in talking with [REDACTED] is curious, complimentary and kind. [REDACTED] attributes combine with [REDACTED] passion, education and advocacy to result in a leader that [REDACTED] respect.

Thank you for [REDACTED] opportunity to share [REDACTED]s unique strength and commitment with you, and for encouraging and honoring [REDACTED] new leaders in our bar. I strongly support recognition of [REDACTED] leadership and public service to [REDACTED] community and [REDACTED] profession by being selected as a recipient of [REDACTED] Committee's PSL Award.

[REDACTED]

[REDACTED]

EXPERIENCE

[REDACTED]

Attorney

- Represent plaintiffs in the areas of employment, discrimination, sexual abuse, and personal injury
- Handle all stages of litigation, discovery, and settlements

[REDACTED]

Attorney

- Represented mostly low-wage, immigrant workers in a variety of state/federal wage and hour claims
- Draft litigation pleadings, motions, discovery, and appellate briefs

[REDACTED]

Law Clerk to [REDACTED]

- Wrote draft majority, concurrence, and dissent opinions in various areas of the law
- Researched and wrote draft prehearing memoranda on upcoming cases
- Supervised and mentored students who externed for [REDACTED]

[REDACTED]

Staff Attorney

- Drafted amicus briefs in the state and federal appellate courts
- Drafted and provided legal expertise during the [REDACTED] for a variety of bills aimed at improving conditions for workers
- Collaborated with coalition groups to implement state and local wage theft and minimum wage policies

INTERNSHIPS

[REDACTED]

Legal Clerk

- Represented juvenile offenders in juvenile court during first appearances and trial
- Drafted motions and briefs, cross-examined witnesses, and argued during opening and sentencing

[REDACTED]

Legal Clerk

- Researched and wrote reports for the [REDACTED] on court rules and criminal law issues, including reviewing standards for criminal and civil liability

[REDACTED]

Law Clerk for [REDACTED]

- Wrote memoranda on complex issues, including the Minimum Wage Act, Prevailing Wage Act, the Family Leave Act, and the role of immigration status plays in employment law
- Assisted in development of discovery, interrogatories, deposition, motions, and pre- and post-hearing briefs

EDUCATION

[REDACTED]
Fellow and Graduate

- Eight-month leadership and development program through the [REDACTED]

J.D., [REDACTED] *cum laude*

- Honors & Awards
 - Leadership for Justice Fellowship
 - [REDACTED] for Highest Grade for “Legal Writing II” and “Youth Advocacy Clinic”
 - Academic Resource Center Scholarship
 - Public Interest Law Foundation Scholarship
 - Semi-finalist, Fall 2012 In-House Mock Trial Competition
- Activities
 - Lead Article Editor, [REDACTED]
 - Board Member, [REDACTED]
 - Board Member, [REDACTED]
 - Research Assistant to [REDACTED]

[REDACTED]
B.A., in International Studies, [REDACTED]

- One-year study abroad at [REDACTED]

VOLUNTEER EXPERIENCE

- [REDACTED]
- Regularly provide limited legal advice in [REDACTED] with legal needs

- [REDACTED]
- Represented on a limited basis low-income tenants facing eviction in [REDACTED]

- [REDACTED]
- Represented an asylum applicant in removal proceedings

- [REDACTED]
- Educated and empowered workers on workplace rights in [REDACTED] during weekly meetings

PROFESSIONAL ACTIVITIES

[REDACTED] Member

[REDACTED] Board Member [REDACTED]

[REDACTED] Member

LANGUAGE SKILLS

2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

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Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: July 1, 2021	
Nominee Name: ██████████	
Firm/Employer: ██████████	
██████████	██████████
██████████	██████████
██████████	1980
Nominator’s Name: ██████████	Colleague/co-counsel

I strongly support the nomination of ██████████ ██████████ ██████████ for consideration of the 2021 WSBA Young Lawyers Committee Public Service and Leadership Award for the reasons specifically described in the nomination form 2020

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

submitted by [redacted] [redacted] dated June 30, 2021. I will not simply restate [redacted] comments here but can personally attest to the comments and observations as set forth in [redacted] nomination letter. [redacted] would be an outstanding choice for this Award.

How has the nominee promoted and/or contributed to the legal profession and community?

See above

Describe a situation in which the nominee has "gone above and beyond"?

See above

Additional information:

Over the past two years, I personally worked with [redacted] as co-counsel on a very major case which was recently resolved after years of motions, numerous depositions, briefing both at the Trial and Appellate levels, working directly with several key witnesses and performing hundreds of hours of research. During this experience, it became readily apparent that [redacted] is not your typical lawyer. [redacted] is incredibly intelligent, but more than that, [redacted] exhibited a genuine passion for our client, who was in very dire straits and clearly needed both his excellent legal skills as well as his compassion and total support. While my experience with [redacted] admittedly was limited to this case, it is clear that [redacted] it is clear to me that [redacted] is most worthy of consideration for this Award. I have served for many years on the Awards Committee for the Washington State Association for Justice as well as

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

■■■■ | ■■■■ ■■

being President of WSAJ (■■■■-■■■■). In these positions, I have had multiple occasions to interview candidates nominated for Awards, select Board Members (52), Section chairs and Committee memberships. I was also Co-Chair of our national search committee for our new Executive Director, ■■■■ (now ■■■■ ■■■■). Based on this experience and that of working with ■■■■ personally, I can state, without reservation, that ■■■■ would be a brilliant choice for this award. Thank you.

Submit nomination and any supplemental materials to newmembers@wsba.org

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Date: July 1, 2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ██████	State: ███	Zip Code: █████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ███	Year Admitted to Practice In Washington: 2017	
Nominator’s Name: ██████████		Relationship to Nominee: Colleague

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee’s leadership in his or her local community:

Raised in a hardscrabble, industrial part of [REDACTED] [REDACTED] joined the U.S. Marine Corps at age 19 and had multiple deployments to Iraq and Afghanistan. [REDACTED] decade of military service around the world, and [REDACTED] experience growing up in a [REDACTED] [REDACTED] family in a poor, multiethnic neighborhood, gave [REDACTED] a profound appreciation for the rights afforded to U.S. citizens and a desire to support the most vulnerable. Upon entering the legal industry, [REDACTED] immediately looked for ways to serve [REDACTED] community and protect the rights of the disadvantaged. [REDACTED] leadership has included:

- Lobbying, testifying, and helping spearhead creation of a new [REDACTED] [REDACTED]. The office, under the aegis of the state attorney general, coordinates with partners across the state to promote the availability of civil legal assistance for low-income veterans and military members. This is an extremely important new resource, as Washington has the highest number of veterans per capita and it's well known that veterans suffer from disproportional rates of substantive abuse, PTSD, and interactions with law enforcement. [REDACTED] co-led the campaign that persuaded the state legislature to establish and fund the office and [REDACTED] then helped inaugurate it.
- Helping conceive, launch, and expand the Pacific Northwest's first Pre-Law Diversity Fellowship Program. The program is currently serving its second cohort.
- Upholding the First Amendment and other rights of incarcerated people across the country through high-impact pro bono litigation. This work includes a recent lawsuit on behalf of inmates at [REDACTED] [REDACTED] and their families, alleging unlawful censorship of their communications by prison officials.
- Defending the rights of Black Lives Matter (King County) from threats to their speech and associational rights during the George Floyd protests. [REDACTED] drafted a forceful, and widely publicized, response to threatening comments from a Southern state legislator.
- Defending the rights of the local news media in a nationally watched case in which the Seattle Police sought to force the Seattle Times and the city's four local TV news stations to hand over unpublished photographs and videos of last year's racial justice protests. SPD dropped its subpoena after the Washington Supreme Court granted the media companies' request for direct review.

How has the nominee promoted and/or contributed to the legal profession and community?

Upon graduating with honors from the [REDACTED] in 2017, and completing a 9th Circuit clerkship, [REDACTED] joined the country's top First Amendment litigation team at [REDACTED]. [REDACTED] immediately became a key player in some of the most high-profile, high-impact cases being handled by the firm. [REDACTED] has represented some of the world's biggest tech companies in cutting-edge lawsuits that are helping clarify speech and intellectual property rights in the digital age.

[REDACTED] also joined, and quickly rose to become chair of, the [REDACTED]. During the two years he led the group, [REDACTED] nearly doubled its membership and was named to [REDACTED]. [REDACTED] wrote about his board experiences in a feature story in the November 2020 issue

WASHINGTON STATE BAR ASSOCIATION

of Washington State Bar News entitled [REDACTED] continues to serve as a board member of the [REDACTED] and continues to advise the [REDACTED] issues involving veterans' legal needs. More recently, [REDACTED] was appointed to the [REDACTED], assigned with examining the unintended and possibly detrimental requirements that can affect communities with unmet legal needs.

[REDACTED] was also one a handful of attorneys who devised and successfully pitched the [REDACTED], in partnership with local clients, including Vulcan and T-Mobile. The program provides training, workshops, a fully funded LSAT prep course, and other support to enable undergraduates for underrepresented communities to explore a career in law. In addition to making the successful pitch presentation to [REDACTED] local leadership, [REDACTED] helped create the programming and mentorship materials and recruited mentors and speakers for the program. [REDACTED] also personally mentored a diverse young undergraduate student in the program, who went on to be accepted at the [REDACTED] and its prestigious [REDACTED]

Looking towards the program's long-term sustainability, [REDACTED] has transitioned to a coordination and advising position and helped secure additional funding and attorneys to expand the effort. Following the success of the first year, [REDACTED] has doubled the number of fellows and client sponsors. In conjunction with the program, [REDACTED] has also now launched a [REDACTED], open to all college students interested in a legal career.

Describe a situation in which the nominee has “gone above and beyond”?

This spring, [REDACTED] won a years-long legal dispute and federal appeal over prison conditions in [REDACTED] With ramifications for the entire 8th Circuit Court of Appeals—an area that encompasses seven states and over 21.5 million residents—[REDACTED] led a challenge to the constitutionality of total book, magazine, and letter bans in prison. For although prisoners already often receive only the bare minimum rights afforded under the Constitution, many prison administrators in those states choose to further cut off inmates' access to their family or educational materials.

Having seen the intense damage suffered by [REDACTED] childhood community by institutionalization and de-emphasizing literacy, [REDACTED] spent years in trial and on appeal to secure a win for his pro bono client, the [REDACTED] As a result of those efforts, the 8th Circuit recently held that a prison's de facto bans on books and magazines is unconstitutional, restoring the rights of hundreds of thousands of inmates and book publishers across the 8th Circuit. Most importantly, this case reaffirmed [REDACTED] belief that the only constitutional rights that matter are those we afford to the most disfavored in our society.

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org

2021 Deadline:
Monday, July 5, 2021

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Eligibility requirements

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Nomination process

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Selection process

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Date: 6/24/2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ██████	State: ███	Zip Code: █████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ██████	Year Admitted to Practice In Washington: 2018	
Nominator’s Name: ██████████	Relationship to Nominee: Managing Partner	

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee's leadership in his or her local community:

██████████ presently serves as a Volunteer Attorney with the ██████████ helping families maintain housing when faced with eviction proceedings. ██████████ also serves as a Board Member ██████████

How has the nominee promoted and/or contributed to the legal profession and community?

██████████ has served as a Submissions Editor for the ██████████, and as a CLE Director for the ██████████ ██████████, to raise funds to support law students who want to practice public interest law, including CLEs on veteran benefits and aggregate litigation.

Describe a situation in which the nominee has "gone above and beyond"?

██████████ has been instrumental in raising funds for the ██████████ ██████████ which raises funds for over thirty civil legal aid programs to advance equity and justice. ██████████ has co-lead our ██████████ and serves on the Associates Campaign Committee. ██████████ and his fellow ██████████, used creativity, ingenuity and hard work to come up with ways to raise funds at ██████████ from partners, associates and staff alike in support of civil legal aid. During the pandemic these campaign activities were one of the most important connection points for our remote employees to come together in support civil legal aid. In 2020, the ██████████ a goal of raising \$50,000 and ended up exceeding that goal by \$37,000 to raise a total of \$87,000 in two weeks for civil legal aid.

Additional information:

██████████ commitment to public service and leadership is commendable. ██████████ balances his public service work with a busy case load as an ██████████. I highly recommend that WYLC consider ██████████ this award.

Submit nomination and any supplemental materials to newmembers@wsba.org



EXPERIENCE

AUGUST 2018 – PRESENT

ASSOCIATE—

- Identify and develop new cases, [REDACTED]
- Draft complaints, discovery requests, and discovery correspondence.
- Conduct document review for numerous complex cases, [REDACTED]
- Coordinate and manage projects, like trial prep for [REDACTED] and work collaboratively with a team to meet tight deadlines.
- Contribute to collegial and inclusive work environment by participating in diversity initiatives, being the firm’s [REDACTED] and [REDACTED]

JANUARY 2017 – APRIL 2017

Researched and wrote numerous court orders on cases, including removal issues and federal jurisdictional issues.

EDUCATION

JURIS DOCTORATE,

Magna Cum Laude
Cornelius Honors Society

MASTER OF ARTS: PHILOSOPHY,

SKILLS

- Clear, persuasive writing
- Story telling
- Collegiality, both with coworkers and opposing counsel
- Managing a robust caseload
- List one of your strengths

COMMUNITY INVOLVEMENT

VOLUNTEER ATTORNEY: [REDACTED]
[REDACTED]
[REDACTED]

Help people and families maintain housing when faced with eviction proceedings.

BOARD MEMBER: [REDACTED]
[REDACTED]

Seattle, WA

Coordinated fundraising efforts for the Legal Foundation of Washington.

SUBMISSIONS EDITOR: [REDACTED]
[REDACTED]
[REDACTED]

Reviewed article submissions on myriad topics for the 40th ranked general law review in the country.

CLE DIRECTOR: [REDACTED]
[REDACTED]
[REDACTED]

Organized CLEs to raise funds to support law students who want to practice public interest law, including CLEs on veterans benefits and aggregate litigation.

COACH/TUTOR: [REDACTED]
[REDACTED]
[REDACTED]

Worked at after-school program for at-risk youth.

VOLUNTEER: [REDACTED]
[REDACTED]
[REDACTED]

Handled intake for day laborers' wage-theft claims.

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Date: 6/24/2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ██████	State: ███	Zip Code: █████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ██████	Year Admitted to Practice In Washington: 2018	

WASHINGTON STATE BAR ASSOCIATION

Nominator's Name: [REDACTED]	Relationship to Nominee: Managing Partner
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Describe the nominee's leadership in his or her local community:

[REDACTED] is actively involved in the greater King County community. [REDACTED] is a volunteer with the [REDACTED] working on vaccine outreach, food security issues, and immigration-related advocacy. [REDACTED] is also a participant in the [REDACTED], and is presently serving as a mentor. [REDACTED] was recently honored to be selected as a [REDACTED], a body that advises the Mayor and City Council concerning issues that impact [REDACTED]. [REDACTED] is awaiting approval of the City Council to begin [REDACTED] work on that body.

How has the nominee promoted and/or contributed to the legal profession and community?

[REDACTED] prioritizes creating community and meaningful group interactions in all groups that [REDACTED] participates in, including within [REDACTED] and also in the broader legal community. [REDACTED] participates actively on the [REDACTED] and made presentations at the [REDACTED], including one concerning [REDACTED]. [REDACTED] is also the [REDACTED]. [REDACTED] has served as a member of the [REDACTED] for [REDACTED] and is the [REDACTED]. [REDACTED] has also been instrumental in leading diversity, equity, and inclusion efforts at [REDACTED] including providing leadership for two of the Firm's inaugural affinity groups.

Describe a situation in which the nominee has "gone above and beyond"?

[REDACTED] has been instrumental in raising funds for the [REDACTED] through the [REDACTED] which raises funds for over thirty civil legal aid programs to advance equity and justice. [REDACTED] has co-lead our Firm's participation in the [REDACTED] serves on the [REDACTED], and now serves as the [REDACTED] fellow [REDACTED] committee members, [REDACTED] used creativity, ingenuity and hard work to come up with ways to raise funds at [REDACTED] from partners, associates and staff alike in support of civil legal aid. During the pandemic these campaign activities were one of the most important connection points for our remote employees to come together in support civil legal aid. In 2020, the [REDACTED] had a goal of raising \$50,000 and ended up exceeding that goal by \$37,000 to raise a total of \$87,000 in two weeks for civil legal aid.

Additional information:

[REDACTED] commitment to public service and leadership is exemplary, and [REDACTED] balances her public service work with a busy case load as an [REDACTED]. I highly recommend that WYLC consider [REDACTED] for this award.

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

EXPERIENCE

[REDACTED] [REDACTED]
Complex Litigation Department

- Counsel state and local entities on the structure of health and retirement savings laws to minimize litigation risk
- Lead negotiations and conferrals as part of management of discovery in federal class action litigation
- Write and manage the filing of dispositive and discovery motions; second chair hearings regarding the same
- Coordinate, take, and defend depositions; prepare clients to sit for fact and corporate representative depositions

[REDACTED] [REDACTED]
Employee Benefits Team, Fellow

- Composed amicus briefs submitted to the [REDACTED], [REDACTED]
- Analyzed employee benefits litigation and federal rulemaking for the [REDACTED]

[REDACTED] [REDACTED]
Office of General Counsel, Law Clerk

- Advocated for [REDACTED] 700,000 members by writing position statements and arbitration briefs
- Created recommendation memoranda for headquarters, regional, and local counsel on how to approach traditional labor law disputes and employee benefits concerns under federal law

[REDACTED] [REDACTED]
Student Attorney

- Argued before administrative law judges on behalf of clients in unemployment insurance hearings
- Conducted intake interviews and prepped clients for direct and cross examinations

[REDACTED] [REDACTED]
Law Clerk

- Ensured compliance of retirement benefit plans with federal statutory and regulatory requirements
- Represented firm at [REDACTED], a conference for minority status law clerks

EDUCATION

[REDACTED] Juris Doctor, [REDACTED]

Awards: ABA-Bloomberg BNA Award for Excellence in the Study of Labor and Employment Law
Activities: *Federal Circuit Bar Journal*, Senior Staff Member; Labor and Employment Law Society
Publications: Note, *Overcoming Barriers Created by the Patent System to Develop an Effective and Timely Response to Public Health Emergencies*, 25 FED. CIR. B.J. 621 (2016).

[REDACTED] Bachelor of Arts International Relations, [REDACTED]

Honors: Dean's List; [REDACTED] Honors Society; [REDACTED]
Activities: Division I Rowing; Study Abroad [REDACTED]; [REDACTED]

ADDITIONAL INFORMATION

Bar Admissions: District of Columbia ([REDACTED]) Washington ([REDACTED]) California ([REDACTED])
Activities: ABA Employee Benefits Committee (co-editor, newsletter); [REDACTED]
[REDACTED] (committee member); [REDACTED]
[REDACTED] (co-founder) and LGBTQ+ Affinity Group (co-leader)
Awards: [REDACTED] Super Lawyers Rising Star; Law360 "Legal Lion" ([REDACTED])

2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

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Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: July 2, 2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ████████	State: ████	Zip Code: ██████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ██████		Year Admitted to Practice In Washington: ██████
Nominator’s Name: ██████████		Relationship to Nominee: Colleague

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee's leadership her local community:

■■■■■■■■■■ has shown ■■■■■■■■■■ to be a leader within the local community in Washington and Idaho. ■■■■■■■■■■ demonstrated a significant commitment to the Latino Law Caucus at the ■■■■■■■■■■ of ■■■■■■■■■■ of ■■■■ where from ■■■■ to ■■■■ ■■■■ served as the secretary, vice president and president of that organization. ■■■■ also served as the Secretary of the Student Bar Association of the ■■■■■■■■■■ of ■■■■ ■■■■■■■■■■ of ■■■■. Because of ■■■■ contributions to the area of human rights, ■■■■ ■■■■■■■■■■ was awarded the Rosa Parks Human Rights Student Award by the Latah County Human Rights Task Force. Since moving to Washington, ■■■■ ■■■■■■■■■■ volunteers with the Northwest Immigrants Rights Project by providing pro bono services. Through NWIRP, ■■■■ provides immigration services to vulnerable asylum seekers.

■■■■■■■■■■ has contributed to the community as a member of the Loren Miller Bar Association's Judicial Evaluation Committee. This is a critical service for the community to understand and evaluate judicial candidates so that they can make informed decisions when electing the judiciary.

How has the nominee promoted and/or contributed to the legal profession and community?

■■■■■■■■■■ has contributed to the greater community by working directly with community groups and community members. ■■■■ has served as a human rights advocate for persons who have been victims of crimes. ■■■■ has assisted people in Washington and California. ■■■■ ■■■■■■■■■■ been a speaker on a range of topics affecting immigrant and undocumented community. ■■■■ provides training to help people understand their rights if they have contact with Immigration and Customs Enforcement.

Describe a situation in which the nominee has "gone above and beyond"?

■■■■■■■■■■ goes above and beyond by volunteering, in ■■■■ spare time, at panel discussions speaking to aspiring attorneys. ■■■■ wants to pay forward the help ■■■■ received from mentors that made ■■■■ journey successful. For example, ■■■■ ■■■■■■■■■■ was invited by Judge Vuelo, a Second Judicial District Judge in Ramsey County, Minnesota, to be a part of a panel. During the panel discussion, ■■■■ spoke to young attorneys in law school about ■■■■ insights and experiences of overcoming challenges and ■■■■ pathway of becoming a lawyer. Additionally, ■■■■ ■■■■■■■■■■ has been invited by the City of Temecula, California, to speak with their college students in their Legal Scholar Program. At the Legal Scholar Program, ■■■■ spoke about the process of getting into law school, the law school environment, and study materials she found useful. ■■■■ continues to mentor some of those students as they began their journey into law school.

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org

Washington Young Lawyers Committee Public Service and Leadership Award

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Eligibility requirements

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Nomination process

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Selection process

During the selection process, the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

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- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: June 21, 2021		
Nominee Name: [REDACTED]		
Firm/Employer: [REDACTED]		
Mailing Address: [REDACTED]		
City: [REDACTED]	State: [REDACTED]	Zip Code: [REDACTED]
Phone: [REDACTED]	Fax: [REDACTED]	E-Mail: [REDACTED]
WSBA No. [REDACTED]	Year Admitted to Practice In Washington: 2018	
Nominator's Name: [REDACTED]		Relationship to Nominee: [REDACTED]

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

Describe the nominee's leadership in his or her local community:

As an [REDACTED] engaged in child welfare cases, [REDACTED] is a strong advocate for protecting children in [REDACTED] works tirelessly to insure that he zealously represents the [REDACTED] which has garnered [REDACTED] much praise.

How has the nominee promoted and/or contributed to the legal profession and community?

[REDACTED] currently serves on both the [REDACTED]. Additionally, [REDACTED] has been a volunteer with [REDACTED] working in the [REDACTED]

Describe a situation in which the nominee has "gone above and beyond":

[REDACTED] represents the [REDACTED] litigating child welfare cases. [REDACTED] has been in this position for approximately [REDACTED]. A client recently said this about [REDACTED]

"I wanted to provide feedback about [REDACTED] and highlight a recent success, which would not have been possible without [REDACTED] already has a well-established reputation within the Department of being one of the most responsive [REDACTED] and for being someone who can be counted on to get things done in a very timely manner... but recently [REDACTED] went above and beyond and exceeded any expectations that I could have for an [REDACTED]

[REDACTED] was assigned to one of my kids who was medically fragile and in dire need of a life-saving medical procedure. Due to the family history and other complications, the child could not receive the medical procedure until we finalized the guardianship. [REDACTED] listened to my concerns and understood the urgency of completing a guardianship as soon as possible. The guardianship was finalized in a matter of a few months, due to [REDACTED] dedication and diligence in ensuring that everything was taken care of in a timely manner. Quite a bit of work went into this process and I fully believe that we only accomplished the task as quickly as we did because [REDACTED] was the one handling it. [REDACTED] also spent extra time to fully understand the many medical complexities of the child so that [REDACTED] could provide an accurate representation in court; this kind of commitment is admirable and much needed. We are truly lucky to have [REDACTED] and [REDACTED] deserves the highest praise for his great work." Another client expressed gratitude for [REDACTED] in a different case recently: [REDACTED], as always, was fabulous... [REDACTED] was prepared, with excellent witnesses and very comprehensive questions."

Additional information:

[REDACTED] is a regular contributor to diversity activities in the [REDACTED]. [REDACTED] is a valued member of hiring panels because of the perspective and involvement [REDACTED] brings and has been asked to serve on the office wide [REDACTED] recruitment team this year.

[REDACTED] was recognized by [REDACTED] peers for providing Quality Legal Services when he was nominated and received an [REDACTED] for demonstrating "a commitment to delivering the highest quality of legal services ... demonstrated in work so exemplary as to enhance public confidence in the [REDACTED]

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] practice focuses on complex commercial litigation and class action matters involving statutory, constitutional, and regulatory issues in a range of industries, including food and beverage, consumer packaged goods, and cannabis. In the food and beverage sector, [REDACTED] has experience defending false advertising claims and consumer protection claims for well-known international corporations. [REDACTED] regularly writes articles on food law and policy issues and is chair of the [REDACTED]

[REDACTED] litigation background includes drafting complaints, dispositive motions, and other filings in high-stakes litigation as well as participating in depositions and case strategy. [REDACTED] also has experience assisting with internal investigations.

Maintaining an active pro bono practice, [REDACTED] has represented clients in administrative appeals for public benefits, including food stamps, disability benefits, and veteran benefits. For three years, [REDACTED] taught a food law and policy module at the [REDACTED]. With [REDACTED] now teaches the seminar [REDACTED]

Prior to joining [REDACTED] served as a law clerk to the [REDACTED]. In 2012, [REDACTED] was awarded the [REDACTED] for travel to the island [REDACTED]. [REDACTED] holds degrees from [REDACTED]. While earning his J.D., [REDACTED] served [REDACTED] was an online editor for the [REDACTED], and worked as a teaching fellow in the [REDACTED]

[REDACTED]

Professional Recognition

[REDACTED]



- [Redacted]
- [Redacted]
- [Redacted]

Professional Leadership

- [Redacted] Board of Directors
- [Redacted]
 - Section of Science & Technology Law
 - [Redacted] Food, Cosmetics and Nutraceuticals Committee
 - [Redacted]
 - Center for Professional Responsibility
 - [Redacted]
- [Redacted]

Related Employment

- [Redacted] Associate, [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Clerkships

- [Redacted]

Areas of Focus

PRACTICES

- Litigation
- Class Action Defense
- Consumer Products & Services Litigation

INDUSTRIES

- Apparel & Footwear
- Cannabis Law
- Food & Beverage
- Food Litigation
- Food, Supplement & Consumer Packaged Goods Litigation: Proposition 65
- Retail & Consumer Products

Bar and Court Admissions

- California
- District of Columbia
- Massachusetts
- New York
- South Carolina
- Washington
- Maryland





- U.S. Tax Court
- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Armed Forces
- U.S. Court of Appeals for Veterans Claims
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of South Carolina
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Western District of Washington

Education

- [Redacted]



2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

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Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: June 29, 2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ██████	State: ███	Zip Code: █████
Phone: ██████████	Fax: ██████████	E-Mail: ██████████
WSBA No. ███	Year Admitted to Practice In Washington: 2019	
Nominator’s Name: ██████████		Relationship to Nominee: Supervisor

WASHINGTON STATE BAR ASSOCIATION

Describe the nominee's leadership in his or her local community:

█████ commitment to pro bono service is exemplary. █████ work has resulted in more than a dozen new matters for pro bono clients around the country involving more than twenty █████ from across the firm's offices. I have had the opportunity to supervise █████ work for these pro bono matters as well as █████ billable work. █████ works hard to achieve results for clients.

Much of █████ pro bono service centers on food insecurity. █████ has advised food assistance organizations in meeting legal needs and represented individual clients attempting to establish eligibility for food stamp benefits. █████ also writes and teaches about food insecurity. For █████ has published more than 50 articles on topics of law and policy, including a recent pieces in █████ and in the █████ to improve food assistance programs.

█████ has taken leadership roles in the growing field of food law. Tommy serves as a Lecturer at █████, where █████ teaches a seminar on food litigation. █████ previously taught a self-designed module at █████ on food policy and was a teaching fellow █████ . █████ also serves on the █████, one the nation's leading non-profits fighting food insecurity across the country, and on the █████

How has the nominee promoted and/or contributed to the legal profession and community?

█████ actively contributes to the legal profession through █████ involvement in the American Bar Association (ABA). █████ editing a forthcoming ABA treatise on food law, a book project █████ designed, which is set to be published by the ABA later this year. █████ has also authored a chapter in a leading ABA treatise on cannabis law. In addition, █████ chairs the █████ and is a member of the ABA █████ governing council. █████ also serves as an Assistant Editor of the ABA's █████ . In addition, █████ was selected for membership on the ABA █████ Committee. █████ is also an active member of the Food & Drug Law Institute, where █████ serves on that organization's Cannabis-Derived Products Committee.

█████ partnered with █████ to author a resource guide for law firms looking to collaborate with food assistance organizations. This pro bono resource guide █████ is designed to inspire new partnerships between law firms and food assistance and anti-hunger organizations. As noted in the guide, pro bono "opportunities with varying levels of commitment can achieve results for partner organizations and create substantial results for individual clients."

Describe a situation in which the nominee has "gone above and beyond"?

In terms of initiative, I've never met a more exceptional attorney in my 14 years at █████ I met █████ for lunch and suggested that I wanted to write an article. Within the hour, █████ sent me a draft.

WASHINGTON STATE BAR ASSOCIATION

██████ has a reputation around the firm for creating opportunities. For example, ██████ is a core member of the firm's growing cannabis practice. ██████ did this by contacting the head of the firm's cannabis practice and pitching an article. Then another one. Then another one. Now, ██████ and members of the firm's cannabis practice have published more than a dozen articles on topics ranging from contract law to data privacy to trademarks and their applicability to cannabis companies. ██████ is also now an editor of the firm's cannabis law blog, ██████ ██████.

What's more is that ██████ creates opportunities for others with this same zeal. For example, ██████ organized a CLE for my colleague and myself on ██████ as well as authorship opportunities for several of my colleagues and myself in ██████ and other venues. Since ██████ ██████ has presented and published with more than 20 ██████ Perkins Coie ██████

Additional information:

I enthusiastically nominate ██████ for this Award. I would be happy to address any questions or provide further information about this candidate over email - ██████

██████ is younger than 36 years old and meets the criteria of "young lawyer" as set forth above.

Submit nomination and any supplemental materials to newmembers@wsba.org

Blog Single

Addressing food justice through service, education, advocacy, and leadership

embodies the values of leadership, compassion, and commitment.

No matter what phase of life occupies, focus has remained very much the same and is an extension of what learned from “Food is love.”

dedication to both policy and education have been at the forefront of contributions since graduated from After earning degrees from and returned to the to teach a self-designed module on Food Law & Policy for three years.

writing provides an outlet for to create change and contribute to society.

is a contributor to where is able to take what has learned and researched about food law and policy and share it with a wider audience through the written word. for the American Bar Association that will provide a practical guide to the growing field of food law. In addition, has written more than 50 articles for scholarly journals and major newspapers on law and policy topics, including pieces for the

is now a litigation associate at Prior to joining clerked for a federal district court judge

Today, uses pro bono practice to address food insecurity and hunger. has represented individuals facing issues accessing food stamp benefits for which they qualify.

“I hate to hear about people who have to choose between feeding themselves or feeding their families and the medicine that they need. Those are impossible choices to make, but I hope that in a small way my efforts can help.”

Building upon these experiences, partnered with for law firms looking to collaborate with food assistance organizations.

After growing up with a significant speech impediment, is now a Lecturer at where teaches a seminar on food litigation. Previously, served as a Teaching Fellow at.



[Redacted]

[Redacted]

[Redacted]

[Redacted]

Thank you [Redacted] for always giving so generously not only to those in need but to the type of policy change that creates good for all. From your teaching to your advocacy on behalf of veterans and disabled persons, your compassion and commitment exemplifies that of an inclusive leader and engaged citizen. Your [Redacted] of "Food is Love" truly lives through all the work that you do.

[Redacted]

[Redacted]

[Redacted]

■

2021 Deadline:
Monday, July 5, 2021

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Date: July 3, 2021		
Nominee Name: ██████████		
Firm/Employer: ██████████		
Mailing Address: ██████████		
City: ████████	State: █████	Zip Code: █████
Phone: ██████████	Fax: (██████████)	E-Mail: ██████████
WSBA No. ██████	Year Admitted to Practice In Washington: 2013	
Nominator’s Name: ██████████	Relationship to Nominee: Former colleague	

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

Describe the nominee's leadership in his or her local community:

█ has worked tirelessly to improve the child welfare system for families. Through █ dedication to educating new lawyers, and to raising the bar for all stakeholders, █ has improved the outcomes for families in Snohomish County. His law firm's █ legal clinic has had a direct and positive impact on Snohomish County since its inception in 2019. There was previously no mechanism for parents to receive legal counsel prior to the filing of a dependency action and after their child was removed. With the █ pregnant parents and parents of newborns can receive legal advice and wraparound services designed to keep children at home while improving safety. In only one year, the clinic's impact garnered the positive attention of the Division of Children, Youth and Services, who partnered with the clinic in the Fall of 2020.

How has the nominee promoted and/or contributed to the legal profession and community?

█ development and work with █ was in addition to █ regular parent's representation caseload. His work with the clinic is seen daily by his colleagues, who see █ lead by example. In addition to improving the way the child welfare system works in Court, █ dedicated countless pro bono hours to helping families avoid the legal system, and address their issues with wraparound services designed to avoid the necessity of child removal and court action. █ work raises the bar for all attorneys and children interested in the welfare of children and families in Snohomish County and provides inspiration for others to look for real solutions to problems that seem insurmountable.

Describe a situation in which the nominee has "gone above and beyond"?

Representing parents in child welfare proceedings is a grueling and emotionally taxing career. In my experience with █, I have never seen █ *not* go above and beyond. Parents representation attorneys work closely together, and when I practiced in that arena, I had many opportunities to observe █ work. And there was not just one instance where █ did more than was technically required. █ approach to representation of █ clients was holistic, and █ goal was to improve his client's life, not just win the issue, or prevail at the hearing. █ sought out alternative service providers for clients and arranged their transportation. █ assisted with related cases whether criminal or related to child support. █ was always available before or after hours, and willing to meet with his clients wherever they needed to meet, understanding that transportation was an issue. The development of the █ was a natural progression of █ approach to client representation, and the clinic's partnerships with local services providers and support groups are a reflection of █ hope for an improved child welfare system.

Additional information:

█ dedication to the improvement of the child welfare system is truly remarkable in an arena where things were stagnant for a long time, and the mantra was often "that's how it's always been done." Instead of leaving a system that frustrated █ or bending to conform, █ took steps to improve █ the system, and others.

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

PROFESSIONAL EXPERIENCE

Judge Pro Tem, [REDACTED] [REDACTED]

- Preside over district and municipal court cases and calendars, including jail, arraignments, pre-trials, felony PC calendars, name changes, protective orders, motions, infractions, and others.

Commissioner Pro Tem, [REDACTED] [REDACTED]

- Preside over juvenile dependency court cases for [REDACTED] including motions, Permanency Planning Hearings, 72-Hour Shelter Care Hearings, SIJS Hearings, Vulnerable Adult Guardianship Hearings, and Termination Preliminary Hearings

Lead Attorney, [REDACTED] [REDACTED]

- Created pro bono legal clinic for pregnant women and mothers of newborns to prevent newborn removal from families by interacting directly with state agencies, providing legal advice, and organizing safety plans and case management services; provide hundreds of hours of free legal services for dozens of mothers; garner support from public and private funders

Partner, [REDACTED] [REDACTED]

- Private practice litigation in criminal law, juvenile dependency, administrative law, family law, and person injury; conflict criminal attorney with [REDACTED] including Mental Health Court conflict counsel; manage office, including long-term planning and budgeting

Staff Attorney/Rule 9 Intern, [REDACTED] [REDACTED]

- Practiced in juvenile dependency and termination cases, including 72-hour shelter care hearings; contracted as conflict counsel with [REDACTED] for criminal defense; private practice in family law, estate planning, administrative law, and person injury

Rule 9 Intern, [REDACTED]

- Handled arraignments, probation hearings, contested motions, participated in plea negotiations

Rule 9 Intern, [REDACTED] [REDACTED]

- Litigated jury and bench trials from start to finish; handled arraignments, probation hearings, contested hearings, and administrative hearings; reviewed cases for probable cause and made charging decisions based on police referrals

Extern for the [REDACTED] [REDACTED] [REDACTED]

- Researched legal issues including criminal law and civil motions; wrote memos and briefed cases to provide analysis for potential rulings

EDUCATION

[REDACTED] [REDACTED]
J.D., *magna cum laude*

CALI Awards: Criminal Procedure Adjudicative and Judicial Externship Seminar; Awarded Two Scholarships, Trustee Scholarship and Year-End Scholarship

[REDACTED] [REDACTED]
B.A. Business Administration – Accounting

[REDACTED] [REDACTED]
A.S. Business Administration

REFERENCES

[REDACTED]

AWARDS

- [REDACTED] Everett Herald Business Journal Emerging Leaders
- [REDACTED] Washington Defender Association Certificate of Recognition

[REDACTED]

[REDACTED]

2021 Deadline:
Monday, July 5, 2021

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2020-2021 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to either attend one free (or no-cost) WSBA-CLE program of up to six credits total, or to purchase a WSBA Deskbook at a value up to \$250.00. The award recipient’s name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the “young lawyer” definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee’s leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 15, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date: 7/4/2021		
Nominee Name: ■■■ ■■■		
Firm/Employer: ■■■■■■■■■■■■■■■■■■■■		
Mailing Address: ■■■■■■■■■■■■■■■■■■■■		
City: ■■■■	State: ■■	Zip Code: ■■■■
Phone: ■■■■■■■■	Fax: ■■■■■■■■	E-Mail: ■■■■■■■■■■■■■■■■■■■■
WSBA No. ■■■■		Year Admitted to Practice In Washington: 2015
Relationship to Nominee: Colleagues		

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

[REDACTED]	

Describe the nominee's leadership in his or her local community:

[REDACTED] is very active in [REDACTED] community. For example, [REDACTED] is the treasurer of the local [REDACTED] chapter. Outside of the legal world, [REDACTED] is very active in his church community. [REDACTED] has become incredibly active in the labor community as well, as described below.

How has the nominee promoted and/or contributed to the legal profession and community?

[REDACTED] is the first elected president of our new union, the [REDACTED]. It is nearly impossible to concisely state [REDACTED] contributions to the profession and legal community in this regard. [REDACTED] has worked without respite to build the union from the ground up, and has done a fantastic job. During the pandemic, [REDACTED] has made sure that members 'work from home' needs, such as technology and ergonomic equipment, were timely communicated to management. Also, in addition to making sure we meet our obligations to bargain for equitable pay and benefits, [REDACTED] has ensured that we have teams dedicated to legislative lobbying, work from home conditions, and ensuring that all of our efforts are centered on diversity, equity, and inclusion. As for [REDACTED] day job, [REDACTED] has been recognized often for his outstanding work on behalf of the people of Washington in our labor and industries division, as demonstrated by [REDACTED] resume.

Describe a situation in which the nominee has "gone above and beyond"?

Because our local union is brand new, we were required to adopt the constitution of our parent union ([REDACTED]) for our first year, but we have the option to make changes after. [REDACTED] created a work group for this purpose and led that group by going through each section of that constitution line by line, creating suggested edits, and hosting weekly meetings to address the suggestions. These changes will be critical to meet our individual needs, and to ensure that our union is focused on diversity, equity, and inclusion in every decision we make. [REDACTED] leadership in this process was evident not just by [REDACTED] preparation and attention to detail, but on making sure that [REDACTED] brought in a diverse group of perspectives and listened intently to everyone's suggestions.

Additional information:

As a relatively new attorney, [REDACTED] is already a mentor to our new hires. We are confident that [REDACTED] is going to serve our State Bar and the larger legal community throughout his career, and nominate [REDACTED] for this award without reservation.

Submit nomination and any supplemental materials to newmembers@wsba.org

[REDACTED]

[REDACTED]

EXPERIENCE

[REDACTED]

SEATTLE, WA
[REDACTED] – Present

- Represent the [REDACTED] in workers’ compensation and complex audit cases under Title 51 RCW before the Board of Industrial Insurance Appeals, Superior Court, and Court of Appeals.
- Manage approximately 40 cases, at all phases of litigation, which includes maintenance of a robust discovery and motions practice to support such litigation efforts.
- Support the advisor of the Employer Services Program by advising on rulemaking, major litigation, and program policies.
- Advise the Department of Labor and Industries’ Retrospective Rating Program by advising on program specific litigation, rulemaking, and program trends.
- Voluntary assignment to the Wing Luke Civil Rights Division to enforce the Governor’s Proclamation on eviction moratorium due to the COVID-19 pandemic (May 2020 – September 2020)

[REDACTED]

VANCOUVER, WA
[REDACTED]

- Represented the Department of Early Learning in appeals of the Department’s decisions disqualifying and revoking daycare access certificates and daycare licenses.
- Represented the Department of Social and Health Services in all forms of litigation for child dependency cases, including contested hearings for emergency shelter care, contested hearings for declaration of child dependency, trials for involuntary termination of parental rights, and appeals of the Superior Court’s decision in such cases.
- Managed approximately 100 dependency cases, at all phases of litigation, while advising and updating the client and the court on the progress of, and attempts at, reunification.
- Provided various departments and agencies with legal research and advice, including liability analysis.

UNITED STATES CONGRESSWOMAN [REDACTED]

WASHINGTON, D.C.
[REDACTED]

Legal Intern

- Conducted legal and factual research for various issues as directed by legislative staff, including the Legislative Director and [REDACTED] herself.
- Prepared hearing and briefing memoranda on current issues of interest for [REDACTED] including proposed methane emissions standards and the Antiquities Act of 1906.
- Researched and drafted targeted questions for committee hearings on use and recreation of federal lands.
- Coordinated hundreds of constituent letters to assigned staffers.

WASHINGTON STATE SUPREME COURT

OLYMPIA, WA
[REDACTED]

Judicial Extern to [REDACTED]

- Researched legal and factual issues presented in briefing for cases before the court.
- Drafted memoranda on the legal merits of petitions for review under Washington’s Rules of Appellate Procedure to determine if en banc review was warranted.
- Prepared memoranda on whether to grant or deny motions to modify the Supreme Court Commissioner’s rulings.
- Assisted law clerks with the drafting of an opinion dealing with state regulatory acts and actions of municipal governments.

MEMBERSHIPS

ASSOCIATION OF WASHINGTON ASSISTANT ATTORNEYS GENERAL

Local 5297 – President
Initial Bargaining Team
Organizing Committee

SEATTLE, WA
2020 – Present
2019
2018-2020

WASHINGTON STATE ATTORNEY GENERAL'S OFFICE
New Attorney Mentor, LNI Attorney Mentor

SEATTLE, WA
2019 – Present

KING COUNTY BAR ASSOCIATION – DR. MLK JR. LUNCH COMMITTEE
Member

SEATTLE,
2019 – Present

LAWYER'S HELPING HUNGRY CHILDREN
Board Member
Treasurer

SEATTLE, WA
2018 – Present
2019 – Present

ADMISSIONS

WASHINGTON STATE BAR ASSOCIATION

2015 – Present

EDUCATION

[REDACTED]
Juris Doctor, Cum Laude

SEATTLE, WA
May 2015

[REDACTED]
Bachelor of Arts, Political Science

LARAMIE, WY
May 2012

AWARDS AND FELLOWSHIPS

WASHINGTON STATE ATTORNEY GENERAL'S OFFICE
Collegiality Coin | AG Service Coin | Excellence Award (two consecutive years)

VARIOUS

[REDACTED]
Most Outstanding Graduate Award

2015

REPUBLIC OF CHINA (TAIWAN), MINISTRY OF FOREIGN AFFAIRS
Mosaic Taiwan Fellow

2014

BOY SCOUTS OF AMERICA
Eagle Scout Award

2008

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

Please submit report electronically to the
WYLC Chair Brian Neuharth (brian.neuharth@hotmail.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Aaron Haynes

Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

Not at this time.

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

Not at this time.

3. Is there anything you need from the WYLC?

Not at this time.

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Member: Chelsie Elliott

Region Represented: Southwest

1. Are there any initiatives with the local young lawyers we should know about?

The Clark County Superior Court has revived the pro se docket volunteer program. We need volunteers that are available Wednesday afternoons to sit in on the pro se family law dockets and help the Commissioners fill out orders. We are specifically targeting young lawyers that might need additional experience.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

Still no events planned for YLS. I continue meeting with the YLS social chair. I am now the CCBA FLS President-Elect and anticipate being in a better place for recruitment once I officially take over.

3. Any feedback from constituents on WYLC activities?

Not that I have heard.

4. Is there anything you need from the WYLC?

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Member: Marye Scott

Region Represented: Greater Spokane

1. Are there any initiatives with the local young lawyers we should know about?

Not at this time.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

The Spokane Young Lawyer Division ("SYLD") just had elections for new board members. There are a lot of new ideas for future recruitment action.

3. Any feedback from constituents on WYLC activities?

Not that I am aware.

4. Is there anything you need from the WYLC?

Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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Member: Riley Moos

Region Represented: Pierce County

1. Are there any initiatives with the local young lawyers we should know about?

TPCBA is still holding its New/Young Lawyers Section Meetings via Zoom.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

I shared information and discussed the WYLC with fellow new and young lawyers in various meetings throughout Pierce County. I was met with varying levels of knowledge as to what it is the WYLC does. I answered questions and provided contact information.

3. Any feedback from constituents on WYLC activities?

Some individuals I spoke with had never heard of the WYLC and were not aware of any activities or work being done by the Committee. Perhaps considering other ways to share our actions with folks could be beneficial.

4. Is there anything you need from the WYLC?

Nothing additional needed at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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Member: Zachary Bryant

Region Represented: Northwest

1. Are there any initiatives with the local young lawyers we should know about?

Pro Bono and Low Bono opportunities, especially with eviction moratorium ending soon.

StreetLaw clinic volunteer opportunities available. Can do via Zoom.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

No.

3. Any feedback from constituents on WYLC activities?

n/a

4. Is there anything you need from the WYLC?

Skagit county has it's 2021 Annual 4 County Golf Tournament going on in August with proceeds going to Skagit Legal Aid. There's a fee, but I don't know maybe we could ask for a fee waiver and get some New/Young lawyers signed up? If not, WYLC want to sponsor a team?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Zachary E. Davison

Region Represented: King County

1. Are there any initiatives with the local young lawyers we should know about?

Things are pretty quiet now that summer is in full swing. I anticipate a bigger appetite for networking and mentoring opportunities as we approach August and September.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

Recruitment has been slow. Part of this is due to the lack of in person meetings and events. I've spoken to various constituents, but no successfully recruitment actions beyond that.

3. Any feedback from constituents on WYLC activities?

Nope--seems like people are outside enjoying the sunshine.

4. Is there anything you need from the WYLC?

No, thank you.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Aaron Haynes

Project: Awards

1. What did the project team do in the last 2 months?

The project team launched the 2021 Public Service and Leadership Award and the WYLC CLE Scholarships for New and Young Lawyers.

2. What does the project team plan to do in the next 2 months?

Select the winners of the 2021 Public Service and Leadership Award.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Not at this time.

4. Anything additional you would like to share?

Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Proposed Meeting Dates and Locations

October 1, 2021 – September 30, 2022 (FY 2022)

- Saturday, November 13, 2021 (Virtual and WSBA Office* in Seattle)
- Saturday, January 8, 2022 (Virtual and WSBA Office* in Seattle)
- Saturday, March 12, 2022 (Virtual and WSBA Office* in Seattle)
- Saturday, May 14, 2022 at (Virtual and Peninsula* or Spokane* Region)
- Saturday, July 9 or late July, 2022 (Virtual and Northwest Region*, Olympia*, or BOG location*)
- Saturday, September 10, 2021 at (Virtual and WSBA Office* in Seattle)

**physical meeting locations are subject to change*

DRAFT