

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

**Washington Young Lawyers Committee Meeting | Virtual
Saturday, July 25, 2020 | 10:00 a.m. until business completed**

Via Zoom: <https://wsba.zoom.us/j/98025692761>

Via Phone: 888 788 0099 US Toll-free | Meeting ID: 980 2569 2761

AGENDA

1. Welcome/Introductions/Minutes Jordan Couch (and all)
2. BOG Update & Discussions Russell Knight, At-Large Young Lawyer Governor
3. WSBA Updates Julianne Unite
4. New Appointments Jordan Couch
5. Rep Reports/Ideas for COVID era Jordan Couch (and all)
6. New Member Survey Project Leads
7. Break for lunch
8. Project Updates (potential action items) Project Leads
 - a. Debt (LRAP Bill)
 - b. ATJ/RRR
 - c. Bylaws and Charter
 - d. Dress Code
 - e. Awards (Public Service Leadership Awards)
9. FY20 WYLC Annual Report Jordan Couch & Brian Neuharth et al.
10. FY21 WYLC Meeting Dates Brian Neuharth & Julianne Unite
11. Rapid Eval: New Projects Jordan Couch et al.
12. Adjournment Jordan Couch

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.

2019 - 2020 WYLC Meeting Schedule

November 9, 2019	Meeting: 10:00 am	WSBA Offices, Seattle
January 11, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
March 14, 2020	Meeting: 10:00 am	Tacoma Pro Bono, Tacoma
May 9, 2020	Meeting: 10:00 am	Virtual
July 25, 2020	Meeting: 10:00 am	Virtual
September 12, 2020	Meeting: 10:00 am	WSBA Offices, Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | Virtual Meeting, Seattle, WA
Saturday, May 9, 2020 | 10:07 a.m. – 1:12 p.m.
Meeting Minutes

Present In-Person or Phone: Alixanne Pinkerton, Brian Neuharth, Catherine Holm (joined at 11:40 am), Chelsie Elliott, Emily Ann Albrecht, Esther Hyun, Ian McCurdy, Jordan Lee Couch, Kim Sandher, Laura King, Zachary Davison (joined at 10:08 am)

Absent: Benjamin Hodges, Brandon Holt, Brian Holden (excused), Maha Jafarey (excused), Molly M. Winston, Paula Kurtz-Kreshel (excused)

WSBA Staff: Chelle Gegax – Member Services and Engagement Administrative Assistant, Julianne Unite – Member Services and Engagement Specialist/Staff liaison

Board of Governors (BOG): Russell Knight

Public: None present

Welcome & Introductions/ Approval of March 2020 Minutes

Jordan Couch, WYLC Chair, called the meeting to order at 10:07 a.m.

On motion to approve by Brian Neuharth (Brian N.), WYLC Chair-elect, and seconded by Laura King, WYLC member, the WYLC by unanimous vote (10-0) approved the March minutes.

BOG Update & Discussions

Governor Russell Knight reported that law schools requested diploma privilege, but this was rejected by the Board of Governors (BOG) and the Deans of law schools. The Washington State Bar Exam will be offered in two locations; Spokane and Tacoma if possible. The exam would also be offered in September in addition to July, to aid in comfortability of people taking the exam, less people taking at once, and to allow for social distancing. Governor Knight also reported that at the next (June) BOG meeting the Board of Governors will be electing an At-large member. Finally, Governor Knight updated the WYLC on the meeting between Jordan, Julianne Unite, WYLC staff liaison, and others with the BOG Executive Committee, with feedback from the presentation. Governor Knight said the information was well received and they represented the WYLC very well, and that the projects that WYLC are taking on are well supported by the BOG.

Governor Knight reported that the BOG is looking at extending the time period for Rule 9 Interns.

Ian McCurdy, WYLC member, asked to clarify whether the July/Sept. bar exams were contingent on Governor Inslee's orders allowing group meetings. Governor Knight confirmed, but since courts are essential, committees that support are also considered essential, so bar exam would fall into that category.

COVID-19 & WSBA Updates

Julianne reported on COVID-19 updates. WSBA formed a COVID task force, comprised of WSBA staff and leadership and community members. WSBA has been distributing weekly messages regarding COVID-19 announcements to WSBA-administrated list serves. Most WSBA staff are working remotely. The Governor Inslee's orders limit committee discussion to COVID related matters only. Julianne also reported that she has been in contact with Skamania Lodge, who has been closed since mid-March. She stated that Skamania Lodge has been planning to reopen in time for the next meeting, but it will depend on what phase of reopening the state will be in. BOG is scheduled to meet at Skamania at the same time, and whatever is done by the BOG would likely be extended to the WYLC.

Jordan reported on the task force, who meets weekly to discuss what WSBA should be doing for lawyers, how to transition, what can they do to help lawyers as they're coming out of the COVID pandemic, and how to create materials and CLE's. Jordan also discussed the back log of court cases that will be coming up as we emerge from the pandemic and requested that if anyone has thoughts or ideas, please email Emily Ann Albrecht, WYLC member, or Jordan.

Emily reported on a CLE about tips and tricks on working remotely. CLE will be available at no cost online.

Representative Reports

- Jordan reported that there was limited items to report on. Most meetings have been simple updates on postponed and/or cancelled events.
- Chelsie Elliott, WYLC member, reported on the Virtual Legal Clinic – first come first serve, offered every Thursday and has been very successful with involvement from her entire firm. Jordan asked about the set-up of the clinic and Chelsie responded that potential participants sign up through a website, attorneys log on, find a time and potential client receives confirmation email with time. They are using a client called "Navigate" who connects the potential client to the attorney.
- Laura reported that she participated in a law school class geared toward opening a new practice. She stated it was a good opportunity to interact with people in her region. Jordan asked how it was received. Laura responded that she felt it was moderately received, but it was hard for people to understand the challenges for those who have gaps in their work or outside factors impacting them. Jordan made note for future meetings to discuss the idea of handling gaps in resumes for new/young lawyers.
- Emily reported that the spring ABA meeting and annual meeting will be virtual. Emily also reported that Oregon is in need of volunteers due to flooding, for pro bono work and encouraged those licensed in Oregon to reach out. Jordan asked about whether we are still offering scholarship to ABA meetings due to being virtual instead of in person. Emily responded that the WYLC would need to meet to discuss whether they should still be awarded. Other conferences have waived fees to encourage remote attendance, but unsure if ABA has done this as of yet. Julianne reported that the annual meeting is free to ABA members. Jordan asked how many scholarship applications we currently had. Julianne reported that the WYLC has two applications, which were included on page 30 of meeting materials. Instead of offering full scholarship, due to COVID restrictions, WYLC is encouraging both applicants to attend virtually, with same support from WYLC as scholarship recipients. WYLC will offer reimbursement for ABA membership if applicants are not already a member. Jordan moved to approve scholarships to

both applicants and cover any expenses they occur to attend the ABA meetings. On motion by Jordan and seconded by Emily, the WYLC approved by unanimous vote (10-0) to award scholarships to both applicants. Julianne requested language from Emily and Jordan to send to scholarship recipients. Emily will send to Julianne.

Project Updates/Work

- **Awards:** Emily reported about PSLA award having historically low number of nominations for the PSLA, which is suspected to be due to COVID situation. Emily A. discussed the option to extend the deadline and vote at next meeting, per conversations with Julianne, WYLC needs to take a formal vote to extend the deadline. Not celebrated until September, so could be extended to July meeting to vote on. **On motion, by Emily and seconded by Brian N., by unanimous vote the WYLC supported extending the PSLA award deadline to July 15.**
- **ATJ/RRR:** Alixanne Pinkerton, WYLC member, reported on the RRR project, and how they can help WSBA with the rural outreach plan. In a recent meeting, they went over the WSBA project and discussed how the WYLC could assist and contribute. WSBA would like WYLC to assist in research gathering. Julianne prepared a proposal for the WYLC to review with guidelines of how they can assist in the WSBA rural outreach project. WYLC encouraged to focus on what will help new and young lawyers in those areas. WSBA would like to focus WYLC on how to get young lawyers into those rural communities. Julianne reported on the action plan that she proposed for the WYLC. Currently in phase 2 of the project, which is research for overall project plan. Julianne also reported that ATJ Board is working on research for recruiting Rule 9 interns and Rule 6 law clerks in rural communities. 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 rural outreach project.
- **Debt:** Brian N. reported on the LRAP debt projects. Phone call with legislative affairs about moving LRAP bill forward, wanted substantive debate about content of the bill, but Julianne advised WSBA general counsel states that action on this item is currently prohibited by Open Public Meetings Act (OPMA) proclamations by Governor Inslee due to COVID. Brian N. is hopeful to present the proposed bill to WSBA BOG at the November meeting, then present during next legislative session. Brian N. suggested presenting drafted bill for the BOG to consider regardless of budget items, but said that this is not something that needs to be decided on at this time. The draft bill is in the meeting materials on page 35. A declared interest in practicing in a rural community by applicants of LRAP bill could potential join efforts with the rural outreach project.
- **Dress code:** Jordan reported on the dress code initiative. Jordan sent proposed amendments to stakeholders for review via email for the code of judicial conduct.
- **Bylaws and Governance:** Zachary Davison, WYLC member, reported on bylaws and charter updates – change new lawyer definition from five to 10 years and removed age requirements. Next action item is to draft WSBA Bylaws amendment and circulate for discussion. Zach will be working with Paula Kurtz-Kreshel, WYLC member, to draft something to work on at next meeting.
- **New Member Survey:** Julianne reported on the new member survey WSBA is sending out and, thanked WYLC for feedback. Julianne received great information from Brian N. for questions to include on the survey about student loans. Julianne asked when WSBA should send out the survey given the current pandemic and if we should wait until the fall or later. Zach responded that we may get more participation if send now due to people facing these issues more head on currently due to the pandemic. Catherine Holm, WYLC member, stated that we should just send it

out because it has been so long, people's feelings are still valid and their feelings won't end by waiting another year. Esther Hyun, WYLC member, stated that effects of pandemic are unknown, and doesn't make sense to delay due to that, but could add a question about the pandemic to the survey if possible.

- **Budget:** Jordan reported that FY2021 budget draft is finished and has been sent to BOG for approval.

Break for Lunch: 12:02 p.m.

Jordan called the meeting back to order at 12:35 p.m.

Project Updates/Work Cont.

- **Trello:** Jordan reported on Trello board he has set up for the WYLC. Ideas can be put on Trello board for discussion and tracking. Jordan asked that those who do not have a Trello account to create one before next meeting.

Recruitment & Engagement Updates

Jordan reported that they received no applications for North Central Region set. The North Central region continues to be an issue to fill. Jordan brought this up at the meeting with the BOG Executive Committee. Jordan proposed coordinating with the BOG on recruitment, due to comparative need, which was well received by the BOG. The WYLC discussed turning a regional position to an At-large position if they cannot fill the regional vacancy, or possibly extending the position to someone who practices in that region, but doesn't necessarily live there. It was suggested that the WYLC reach out to firms in the North Central region to see if there were any possible candidates that they could suggest. Julianne will reach out to BOG to see if it's possible to open up that position to someone who is not in that region.

Rapid Eval: New Projects

Jordan reported on three potential new items for the WYLC to consider.

1. First, possibly doing a joint meeting with the Senior Lawyers Section to connect and bridge the gap between more experienced lawyers and the WYLC/new members. The WYLC agreed to discuss at the next meeting as an agenda item.
2. Second, Jordan reported that it was suggested by Board of Governor At-large member Alec Stevens to build connections with the minority bar associations (MBAs). The WYLC agreed to also put this on the next meeting's agenda.
3. Lastly, Jordan suggested discussing the impact to the legal community post COVID-19. What will happen to a lot of lawyers regarding employment issues? What can the WYLC do to assist in helping law students to find employment post COVID, or minimize negative impact following the pandemic? Brian N. feels this is a very serious issue and supports putting it on the agenda which was supported by Kim Sandher, WYLC Past Chair, and Cat. Kim suggested that the WYLC could possibly speak at law school graduations, and to find ways of creating that connection earlier. The WYLC agreed to include this as an agenda item for the WYLC's next meeting.

Adjournment

On motion by Brian N. and seconded by Kim, the WYLC by a unanimous vote (11-0) agreed to adjourn the meeting at 1:12 p.m.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

OCTOBER 2019			
	Celebrate Pro Bono Week (Oct. 20 – 26)		
	ABA Midyear Meeting Delegate and Scholarship Applications Open		
1	FY2020 Begins		
NOVEMBER 2019			
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
22 - 23	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2019			
	ABA Affiliate Quarterly Reports due		
31	ABA Midyear Delegate and Scholarship Award Application deadline		
JANUARY 2020			
	Celebrate mentorship month		
	Committee application cycle opens		
	ABA Annual Meeting Delegate and Scholarship Applications Open		
	Public Service and Leadership Award Applications Open		
11	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
11	Select ABA Midyear delegate/scholarship recipients		
16-17	BOG Meeting		WSBA Conference Center – Seattle
22	MentorLink Mixer	12:00 – 1:30 pm	WSBA Conference Center – Seattle
31	Identify and select chair-elect for FY20		
FEBRUARY 2020			
	2020 committee application cycle closes		
	Identify FY2021 goals and projects for WYLC		
6	Open Sections Night - CANCELLED	5:00 – 7:00 pm	WSBA Conference Center – Seattle
12-17	ABA Midyear Meeting		Austin, Texas
MARCH 2020			
	Select new WYLC members		
	ABA Affiliate Quarterly Reports Due		
14	WYLC Meeting	10:00 am – 2:30 pm	Tacoma Pro Bono - Tacoma and Zoom
14	WYLC Social - CANCELLED	3:00 – 5:00 p.m.	7Seas Taproom & Brewery - Tacoma
14	Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff		
19-20	BOG Meeting		Hotel RL, Olympia
APRIL 2020			
6	WYLC Status Report Due to BOG		
17-18	BOG Meeting		WSBA Conference Center – Seattle
MAY 2020			
20	WYLC Chair Meeting with BOG Exec. Cmte.	9:00 – 10:00 a.m.	WSBA - Seattle
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle and Zoom
9	Select Public Service Leadership Award Recipients		
9	Select ABA Annual Meeting Delegate and Scholarship Award Recipients		
14-15	BOG Meeting		Bel l wether Hotel, Bellingham
JUNE 2020			
	New Committee appointments are made.		
24	Skamania Lodge booking due date		
JULY 2020			
23	BOG Retreat - RESCHEDULED		Virtual meeting
24	BOG Meeting		Virtual meeting
24	WYLC dinner with the BOG - CANCELLED		
25	WYLC Meeting	10:00 am – 2:30 pm	Virtual meeting
29 – Aug. 4	ABA Annual Meeting		Virtual meeting

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

AUGUST 2020			
1-4	ABA Annual Meeting		Virtual meeting
5	Financial Focus CLE - CANCELLED		
21	Annual Report Due		
25	MentorLink Mixer - CANCELLED		
28-29	BOG Meeting		Virtual meeting
SEPTEMBER 2020			
	Identify FY21 project leads		
12	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle
12	WYLC Social	TBD	TBD, Seattle
17-18	BOG Meeting		WSBA Conference Center – Seattle
30	FY20 Ends/Expense Reports Due		

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee 2019-2020 Committee Roster

<p>Jordan Lee Couch, Chair jordan@palacelaw.com Bar # 49684 Palace Law Offices 4009 Bridgeport Way W, Ste. B University Place, WA 98466 253.267.8816 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2017 – 9/30/2021</p>	<p>Brian Neuharth, Chair-elect brian@tacomaprobono.org Bar # 50263 Tacoma Pro Bono 621 Tacoma Ave S, Ste. 303 Tacoma, WA 98402 253.572.5134 ext. 117 Current Term: 10/1/2019-9/30/2020 Term: 10/1/2018 – 9/30/2022</p>
<p>Kim Sandher, Immediate Past Chair ksandher@pivotallawgroup.com Bar # 42630 Pivotal Law Group 1200 5th Ave., Ste. 1217 Seattle, WA 98101 206.340.2008 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2015 – 9/30/2020</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>Paula Kurtz-Kreshel, King County Region paula@felixadvocates.com Bar # 54158 1455 NW Leary Way Ste 400 Seattle, WA 98107-51389 206.429.5259 Term: 10/1/2019 – 9/30/2022</p>	<p>Esther Hyun, Snohomish County Region ehyun20@gmail.com Bar # 52271 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: 10/1/2019 – 9/30/2022 Full term: 7/5/2019 – 9/30/2022</p>	<p>Chelsie Elliott, Southwest Region celliott@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 Full Term: 10/1/2016 – 9/30/2022</p>
<p>Emily Ann Albrecht, At-large emilyalbrechtattorney@gmail.com Bar # 47299 1411 E Alder St Unit B Seattle, WA 98122 206.617.7249 Term: 10/1/2017 – 9/30/2020</p>	<p>Molly M. Winston, Greater Spokane Region molly.m.winston@gmail.com molly_winston@fd.org Bar # 50416 Federal Defenders of Eastern Washington & Idaho 10 N. Post St., Ste. 700 Spokane, WA 99201 509.624.7606 Term: 10/1/2017 – 9/30/2020</p>
<p>VACANT, North Central Region (formerly Andrew Van Winkle r. 2-7-19) Term: 10/1/2017 – 9/30/2020</p>	<p>Ian McCurdy, Northwest Region imccurdy@adelstein.com Bar # 45524 Adelstein, Sharpe & Serka LLP 400 N Commercial St Bellingham, WA 98225 360.671.6565 Term: 11/21/2017 – 9/30/2020</p>
<p>Brian Holden, Pierce County Region</p>	<p>Maha Jafarey, At-large</p>

brian@felixadvocates.com Bar # 52780 Felix Advocates PLLC 1435 W Valley Hwy N. Auburn, WA 98001 206.429.5259 Term: 10/1/2019 – 9/30/2022	mahajafarey@hotmail.com Bar # 50639 10650 NE 9 th Pl, Unit 2027 Bellevue, WA 98004-5077 425.471.9923 Term: 10/1/2018 – 9/30/2021
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	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
Benjamin Hodges, Peninsula Region Ben.hodges@foster.com benhodges0@gmail.com Bar # 49301 Foster Pepper PLLC 1111 3 rd Ave, Ste. 3000 Seattle, WA 98101 206.447.6282 Term: 10/1/2018 – 9/30/2021	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
Anthony Sterling, Alternate Bar # 53424	Scott Ugelstad, Alternate Bar # 52521
Kaelin Brodie, Alternate Bar # 54493	

Russell Knight, BOG Liaison rknightbog@gmail.com Bar # 40614 Smith Alling PS 1501 Dock St Tacoma, WA 98402-3209 253.627.1091 Term: 10/1/2018 – 9/30/2019	Julianne Unite, Staff Liaison julianneu@wsba.org Washington State Bar Association Advancement Department 1325 4 th Ave, Ste. 600 Seattle, WA 98101 206.727.8258
WA Young Lawyers Committee List Serve	wylcommittee@list.wsba.org
WSBA New & Young Lawyers List Serve	newlawyers@list.wsba.org

2019 – 2020 WYLC Meeting Schedule

November	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
January	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
March	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
May	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
July	Meeting: 10:00 a.m – 2:30 p.m.	Skamania Lodge
September	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle



REOPENING SAFELY

A Guide for Washington State Law Offices

Recommendations compiled by the Washington State Bar Association Coronavirus Response Task Force

PLAN

DEVELOP A STRATEGY FOR OPENING 3

PREPARE

BEFORE OPENING YOUR DOORS 4

IMPLEMENT

SUSTAIN NEW HEALTH AND SAFETY PRACTICES 5-7

TEMPLATES 8-10

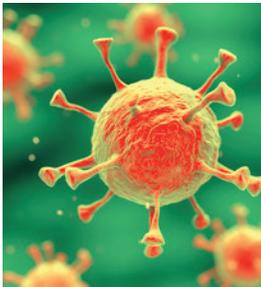
REOPENING SAFELY: A Guide for Washington State Law Offices

The Washington State Bar Association (WSBA) Coronavirus Response Task Force compiled this guide with general recommendations for members to consider when reopening law offices. While the circumstances of each law office (e.g., staffing, client needs, location, etc.) are different, this guide is created as a toolkit of practical tips, presented in an organized and easy-to-review format meant to be adaptable to individual law office needs. This guide is neither exhaustive nor comprehensive.

Please visit the [Governor's website](#) for guidance on developing a required reopening plan (see COVID-19 Reopening Guidance for Businesses page and then go to [Professional Services](#) under Phase 2 and [Template for Phase 3 Businesses](#)).

While law offices may face financial or other logistical challenges to implementing all of the guidance indicated below, it is imperative to take reasonable and responsible steps to ensure workplace safety.

TERMINOLOGY:



The term CORONAVIRUS refers to a family of viruses which cause disease in people and animals. Viruses in the coronavirus family can cause the common flu, *MERS*, *SARS* and *COVID-19*. The term COVID-19, which first appeared in 2019, refers to *coronavirus disease 2019*, caused by the SARS-CoV2 virus. For the purposes of this guide, the term COVID-19 will be used throughout, as it characterizes the disease and its related symptoms.

The WSBA provides this guide, related materials, links, and resources for informative purposes only. The WSBA does not warrant the information provided with regard to accuracy or any other purpose. No endorsement is intended, nor does the information contained herein constitute legal advice or legal opinions. You are responsible for ensuring your own legal and ethical compliance. Any use of the materials herein is not a defense against discipline, a malpractice claim, or other legal proceeding. This guide does not modify the rules, statutes, and regulations set by the federal government, Washington Legislature, Washington Supreme Court, or the Bylaws and policies of the WSBA, or confer any additional rights.

07/13/2020

PLAN: DEVELOP A STRATEGY FOR OPENING

	Identify a small group of staff focused on developing the operational policies and procedures necessary to reopen the law office.
	Communicate with legal and support staff with one voice regarding the transition, set forth clear expectations, and offer office-wide training as needed.
	Develop clear responses to questions from staff and clients.
	Develop procedures to regularly screen and/or test employees for COVID-19 symptoms pursuant to CDC and Washington Health Department (search page for “screenings”).
	Determine how supplies will be ordered, how they will be received by the law office, and who will monitor the supply inventory.
	Monitor implementation of the reopening plan.



PLAN

PREPARE

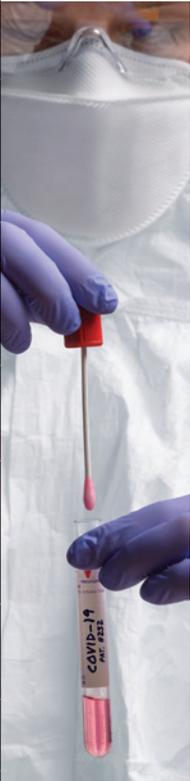
PREPARE: BEFORE OPENING YOUR DOORS

1. POLICIES

	Review federal and state statutes, guidelines, and programs governing office safety and human resources issues (visit OSHA , CDC , L&I and Washington Health Department for more information).
	Develop and update existing written office policies and procedures, where needed, for the transition back to the workplace for staff, clients, and visitors.
	Develop a plan for testing employees for COVID-19 symptoms, including the location of testing facilities nearest the office.
	Create sanitizing protocol for shared office areas (e.g., refrigerator, water cooler, coffee maker, bathrooms, etc.) and technology (e.g., copier, printer, scanner, etc.).
	Base policies on the Governor’s guidelines for your office’s geographic location, adjusting based on infection levels in the area.

2. SAFETY

	Follow state guidelines and CDC guidelines regarding maximum office capacity during each regional phase of reopening.
	Consider developing and maintaining attendance logs for staff, and confidential visitor logs for clients, consistent with the Rules of Professional Conduct, to aid in contact tracing . Use these to limit and track hours in the office.
	Purchase necessary personal protective equipment (PPE) supplies for employees, clients, and visitors.

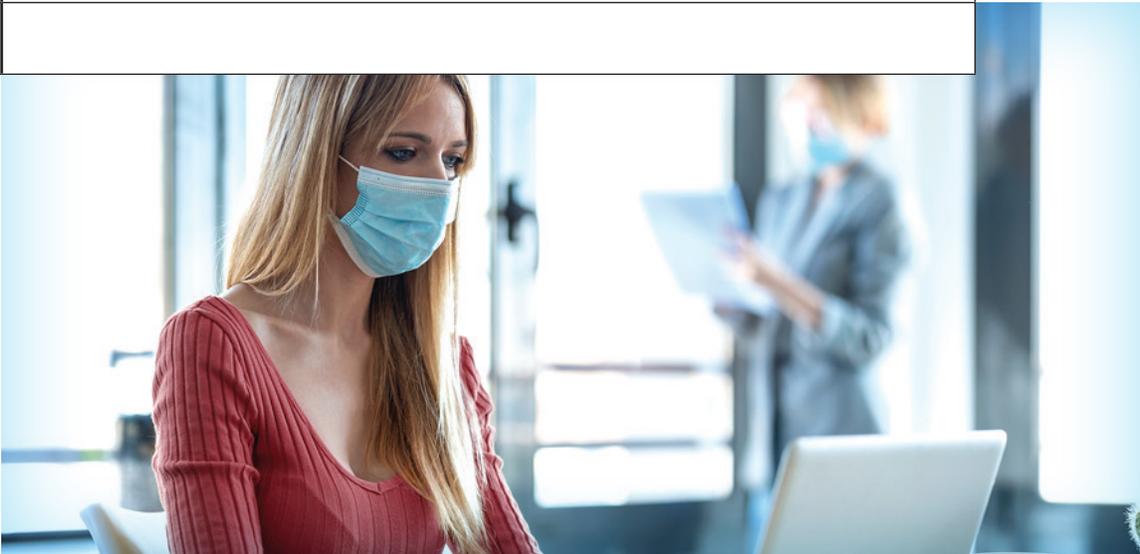


IMPLEMENT

IMPLEMENT: SUSTAIN NEW HEALTH AND SAFETY PRACTICES

1. PHYSICAL OFFICE SPACE

	<p>Assess workplace mechanical components – including HVAC (inspection guide), fire/life safety systems, entry systems, and water temperature at hand-washing locations – to meet recommended guidelines.</p>
	<p>Coordinate with landlords and other tenants on opening the office and safety procedures in common areas and elevators.</p>
	<p>Stagger workstation and office use to limit exposure and increase the distance between employees.</p>
	<p>Consider developing one-way foot traffic patterns if the workplace allows for it.</p>
	<p>Install barriers for receptionists or other employees at high-foot-traffic locations.</p>
	<p>Consider using tape to clearly indicate 6-ft. spacing and flow of foot traffic.</p>
	<p>Develop a cleaning and sanitizing protocol in accordance with recommended CDC and OSHA guidelines.</p>
	<p>Install signage on social distancing and hygiene guidelines; refer to <i>Template: Establishing Law Office Health and Safety Measures</i> below.</p>
	<p>Minimize or eliminate meetings in small, enclosed areas.</p>



IMPLEMENT

IMPLEMENT: SUSTAIN NEW HEALTH AND SAFETY PRACTICES

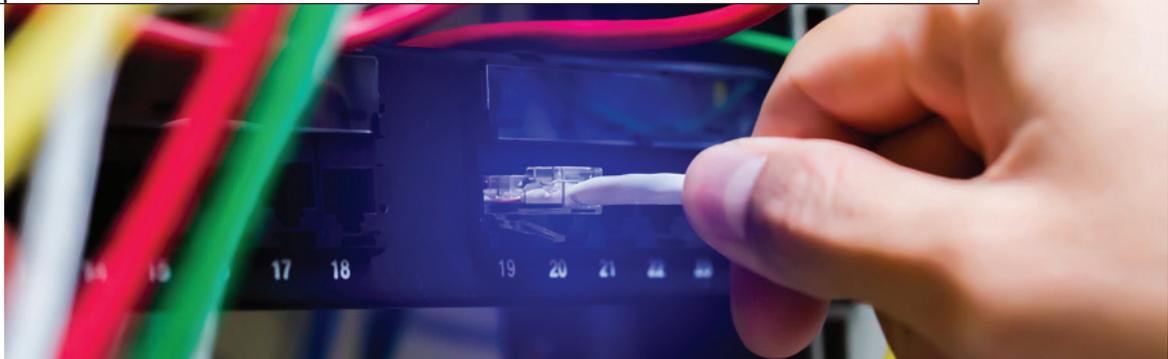
2. CLEANING & DISINFECTING

	Make available wipes and supplies to clean all common touch points between uses, e.g., near doorknobs, light switches, water cooler, coffee maker, refrigerator, etc.
	Encourage staff to bring food from home in disposable containers. Provide disposable paper cups, paper plates, and plastic flatware.
	Clean inventory and other supplies to maintain a disinfected environment.
	Follow all state-issued guidelines on mask requirements.
	Identify needed cleaning and PPE supplies and order/re-order well in advance.
	Identify a backup supply chain for required PPE supplies.



3. TECHNOLOGY

	Assess and address workplace technology needs, e.g., purchasing equipment for staff use both at home and the office, security software, etc.
	Review policies and procedures for expanded use of remote office technology such as virtual meeting technology and security.
	Consult, as needed, with IT professionals regarding technology needs, solutions, confidentiality, and security concerns.

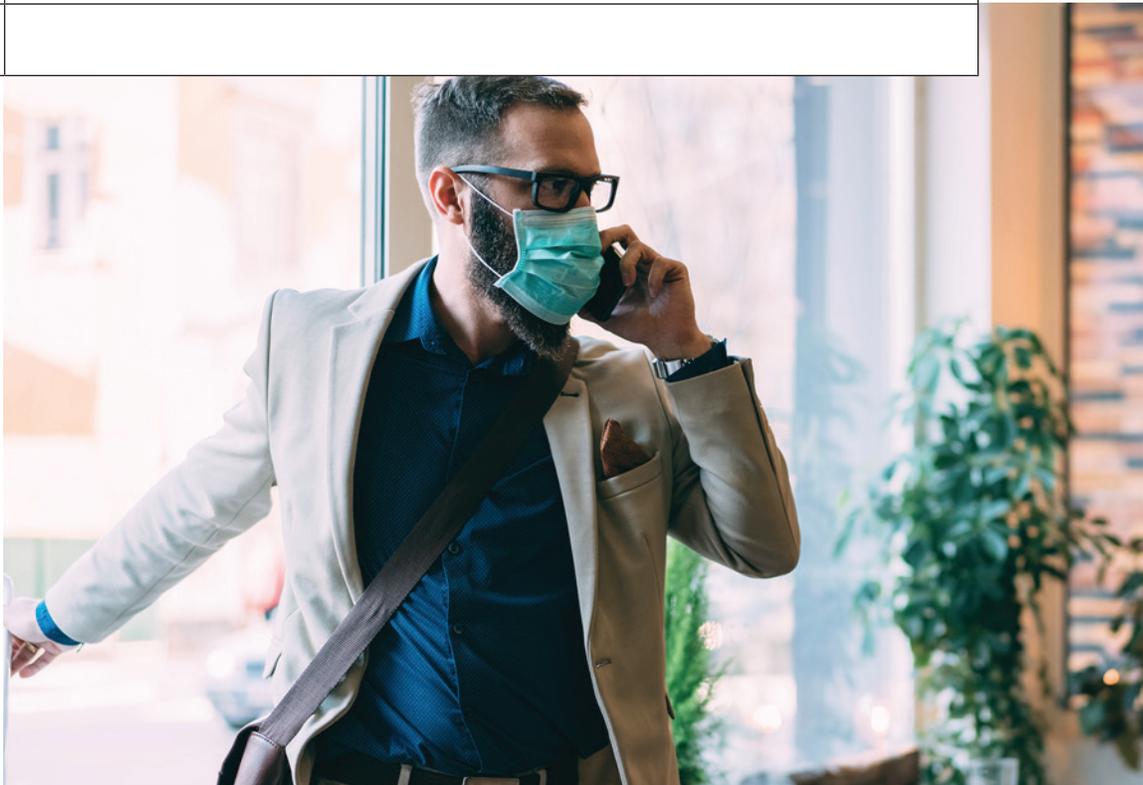


IMPLEMENT

IMPLEMENT: SUSTAIN NEW HEALTH AND SAFETY PRACTICES

4. EMPLOYEES:

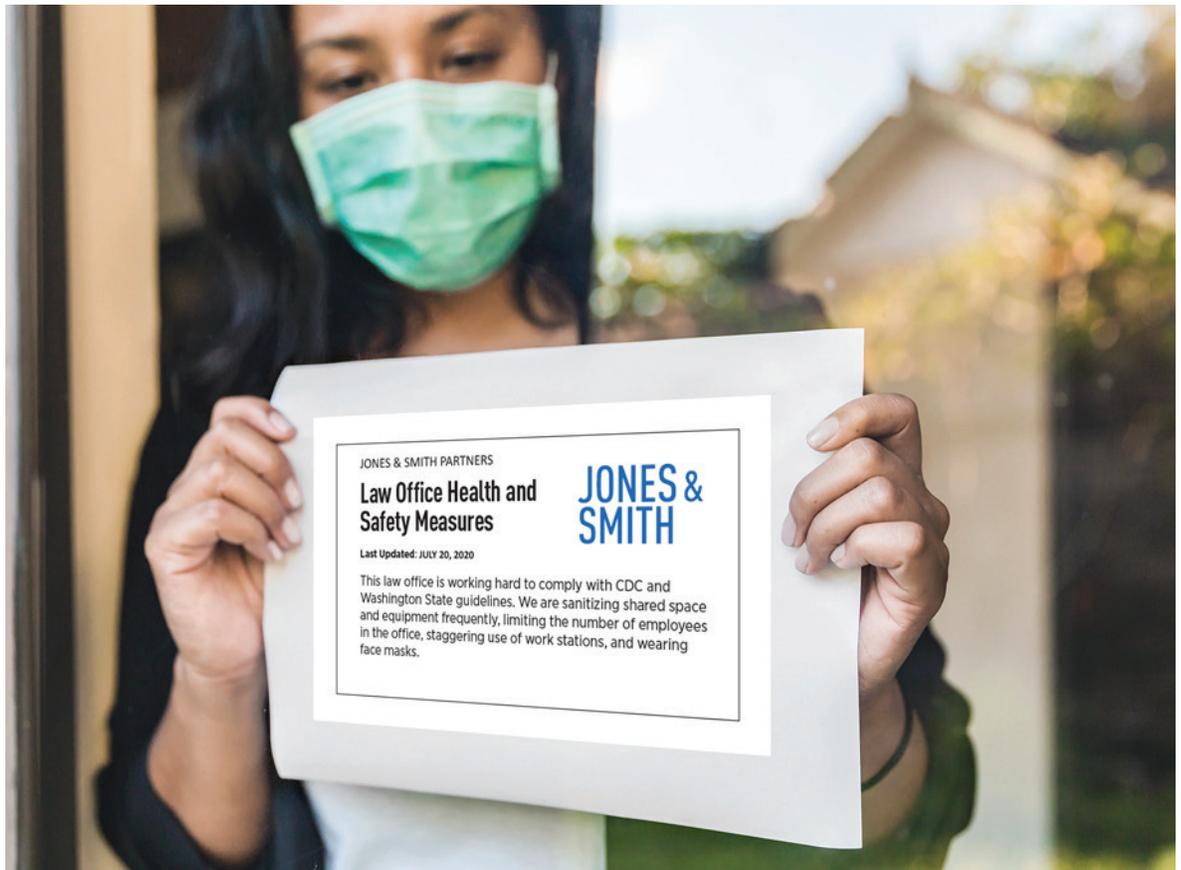
	Default to remote work and video/phone meetings.
	Encourage those who can continue to work remotely to do so until further notice.
	Decide which employees can return to the workplace.
	Be reasonable and flexible.
	Recognize some employees may have reasons to continue working remotely (e.g., pre-existing conditions, childcare).
	Stagger workday hours and monitor each staff person’s plan to return to the office.
	Discourage visits by lawyers and staff from other offices and monitor attendance.
	Develop processes that limit paper documents and incorporate contactless payment procedures where possible.



TEMPLATES: SIGNS AND MEDIA

Establishing Law Office Health and Safety Measures

On the following pages are templates for your office (customize with your logo and firm name). Place this information at a prominently visible place before entry to your law office. Update the law firm website with this information.



Other Templates available online:

[Business Signage Toolkit](#) (Washington State Coronavirus Response)

Signs: [Stay Home if Sick](#) and Media: [Social Media Toolkit](#) (CDC)

[LAW OFFICE & ATTORNEY NAMES]

Law Office Health and Safety Measures

[LOGO]

Last Updated: [DATE]

This law office is working hard to comply with CDC and Washington State guidelines. We are sanitizing shared space and equipment frequently, limiting the number of employees in the office, staggering use of work stations, and wearing face masks.

[LAW OFFICE & ATTORNEY NAMES]

Law Office Health and Safety Measures

[LOGO]

Last Updated: [DATE]

This law office is working hard to comply with CDC and Washington State guidelines. We are sanitizing shared space and equipment frequently, limiting the number of employees in the office, staggering use of work stations, and wearing face masks.

ATTENTION VISITORS

The **Law Office Safety Measures** listed below are put into place for all who enter our office space. We appreciate your understanding and cooperation. Signs are posted at all entrances displaying capacity limits and requirements for entry. Please review this signage and the guidance below before entering the office.

- Employees, clients, and visitors will be screened for COVID-19 symptoms upon entry, per state regulations.
- Stay home or go home immediately if you feel sick or show signs of illness. Employees may be asked to leave the office when showing signs of illness.
- Wear personal protective equipment (PPE), such as a mask covering mouth and nose.
- Follow social distancing guidelines maintaining at least 6 feet between people.
- Avoid close interactions with others.
- Wash your hands frequently with soap and water (or use hand sanitizer).
- Use your elbow or a tissue to cover coughs and sneezes.
- Avoid touching your eyes, nose, and mouth.

Thank you.

Washington Young Lawyers Committee – version 2 Recommendation Summary Sheet, 2020-2021

BOG action: Appoint

Committee size: 18

- Number of continuing members: 10
- Number of members to be appointed: 5 (plus more to come)
- Number of applicants: 7

Term length: 3 years; October 1, 2020 - September 30, 2023

Diversity: If the recommended applicants are appointed, the demographics of the 2020-2021 committee in the following areas will be

Total members: 15

- Number of members self-identified as female = 9, trans+ = 0 (1 did not answer)
- Number of members self-identified with a racial/ethnic under-represented group = 4 (1 did not answer)
- Number of members self-identified as having a disability = 0 (1 did not answer)
- Number of members self-identified as LGB+ = 2 (1 did not answer)
- Geographic diversity:
 D2 = 2 D3 = 1 D4 = 3 D5 = 1 D6 = 2 D7N = 1
 D7S = 1 D9 = 2 Unknown = 2

The Washington Young Lawyers Committee Application Review Team recommends these applicants:

Name			Bar/ID #	District	Position	New?
Emily	Ann	Albrecht			Chair-elect	
Zachary		Bryant	50423	2	Member	Y
Aaron	Taylor	Haynes	54134	4	Member	Y
Riley	Nicole Norris	Moos	55616	6	Member	Y
Marye	Rebecca	Scott	55540	5	Member	Y
Brian	Christopher	Holden	52780	0	Alternate	N

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 Jordan Couch (jordan@palacelaw.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: Alixanne Pinkerton

Region Represented: South Central

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?

Not at this time.

3. Any feedback from constituents on WYLC activities?

Not at this time.

4. Is there anything you need from the WYLC?

Not at this time.

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

Member: Cat Holm

Region Represented: Greater Olympia

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

None. I had worked with several young lawyers personally (helping them with job things) but nothing big at this time. Any big initiatives in Thurston and Lewis has been put on hold due to COVID.

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

None

3. Any feedback from constituents on WYLC activities?

None

4. Is there anything you need from the WYLC?

None

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

Member: Chelsie Elliott

Region Represented: Southwest

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. COVID is hampering things...
2. Socially distant networking coffee/lunch/happy hours with new attorneys.
3. Discussion and outreach with new attorneys re blog posts and social media.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Clark County Free Virtual Legal Clinic; Every Thursday; 5:00 pm to 7:00 pm
- 2.
- 3.

3. Any additional items to report or future agenda items:

All CCBA events are cancelled until further notice.

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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.*

Region Represented:

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

None at this time.

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

None.

3. Any feedback from constituents on WYLC activities?

None.

4. Is there anything you need from the WYLC?

Not at this time.

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: Zachary E. Davison

Region Represented: King County

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

A general push to make extra efforts to connect via Zoom, WebEx, and similar platforms. I've spoken with new/young lawyers who have expressed concerns about challenges associated with forming the same level of connections that are built with face-to-face interactions. I have asked constituents for any ideas or feedback on ways to overcome this issue.

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

Beyond speaking with law students and other King County lawyers, nothing in particular. Level of success yet to be measured.

3. Any feedback from constituents on WYLC activities?

See item # 1--constituents would likely appreciate more opportunities to connect remotely while in person activities remain limited.

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

Member: *Emily Ann Albrecht*

Region Represented: *At-Large / ABA YLD District Representative*

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

I encourage everyone to register (for free!) and attend ABA's Annual meeting, which will take place virtually July 29 - August 4, 2020.

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

none to report

3. Any feedback from constituents on WYLC activities?

none to report

4. Is there anything you need from the WYLC?

not at this time

WASHINGTON STATE BAR ASSOCIATION

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

Member: Emily Ann Albrecht
Project: Awards

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

ABA meeting scholarships = N/A because both Midyear and Annual 2020 were changed to virtual due to COVID-19.

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

TBD

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

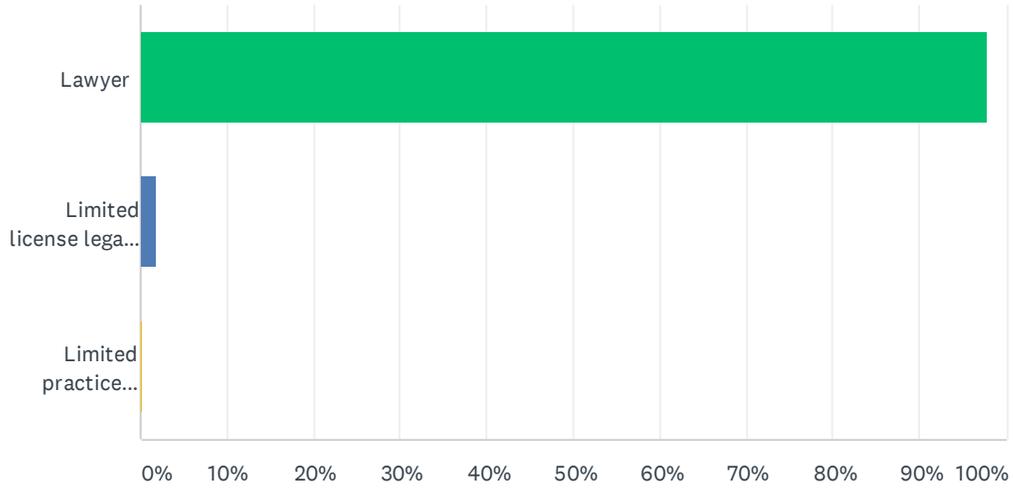
not at this time

4. Anything additional you would like to share?

The Public Service Leadership Award nomination deadline was extended until July 15, 2020, so we should be set to review submissions at this next meeting.

Q1 Member Type:

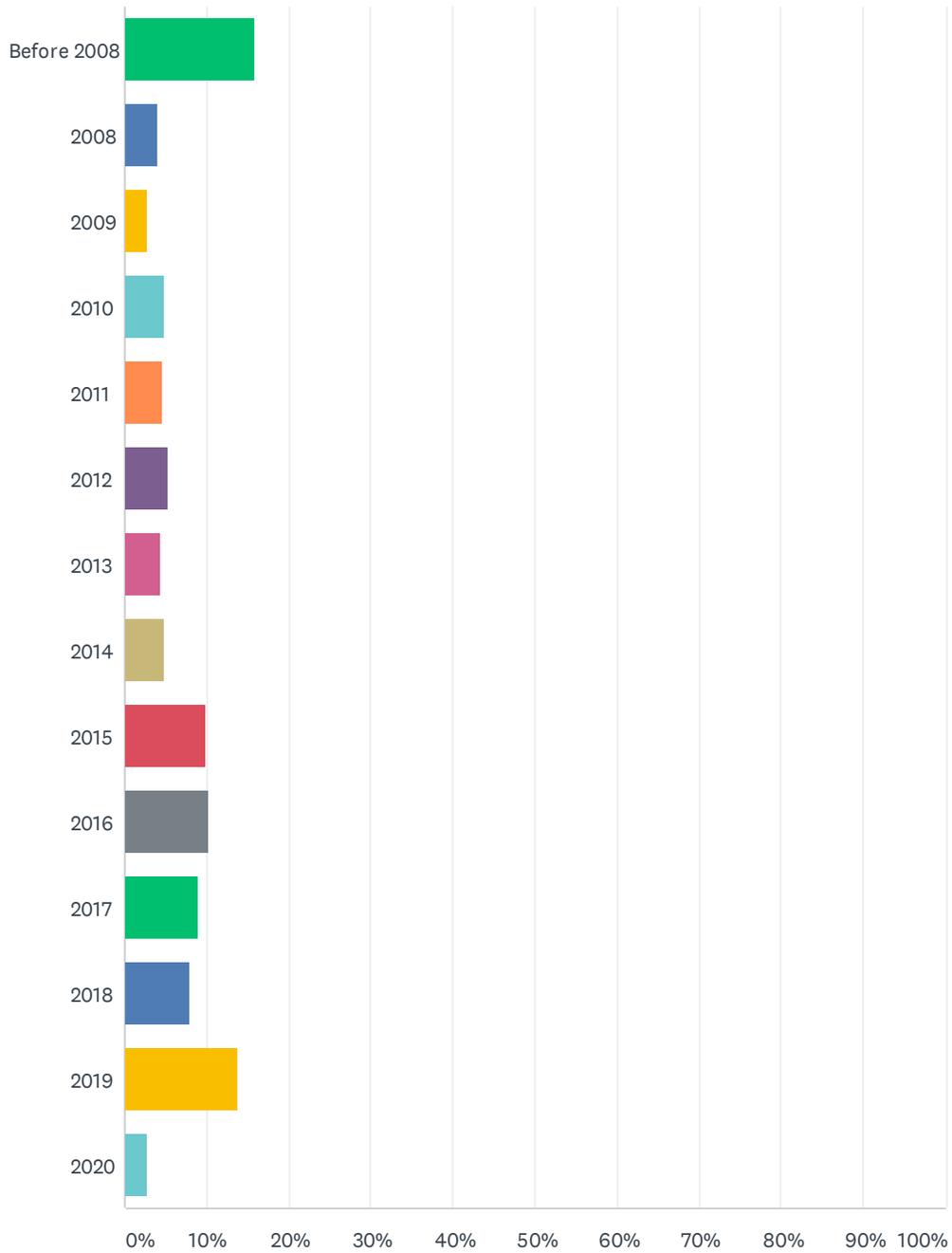
Answered: 371 Skipped: 2



ANSWER CHOICES	RESPONSES	
Lawyer	97.84%	363
Limited license legal technician (LLLLT)	1.89%	7
Limited practice officer (LPO)	0.27%	1
TOTAL		371

Q2 When were you admitted to practice law in Washington state?

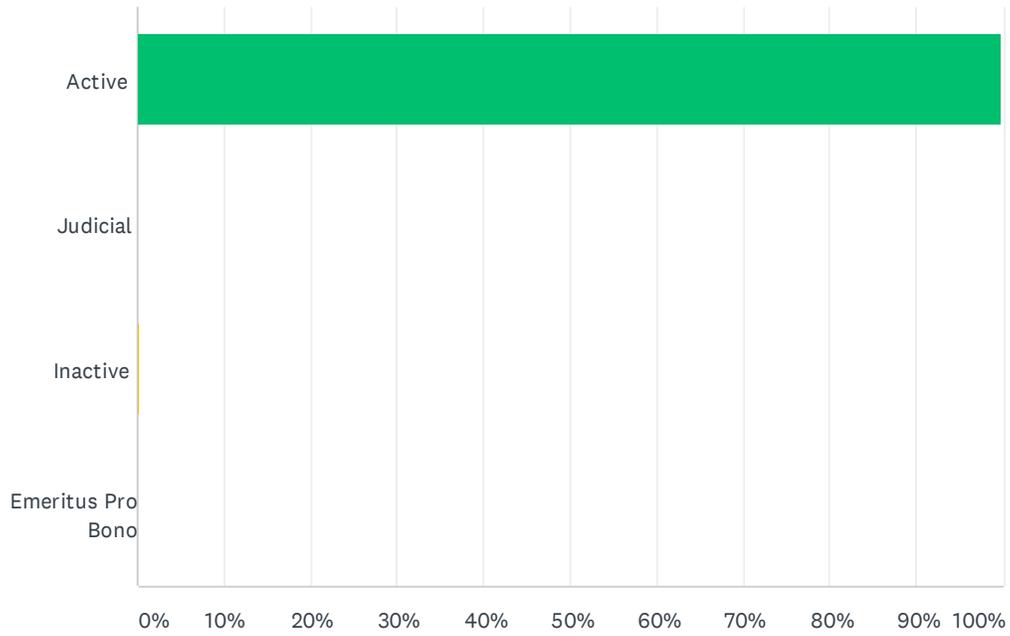
Answered: 369 Skipped: 4



ANSWER CHOICES	RESPONSES	
Before 2008	15.99%	59
2008	4.07%	15
2009	2.71%	10
2010	4.88%	18
2011	4.61%	17
2012	5.15%	19
2013	4.34%	16
2014	4.88%	18
2015	9.76%	36
2016	10.30%	38
2017	8.94%	33
2018	7.86%	29
2019	13.82%	51
2020	2.71%	10
TOTAL		369

Q3 Member Status:

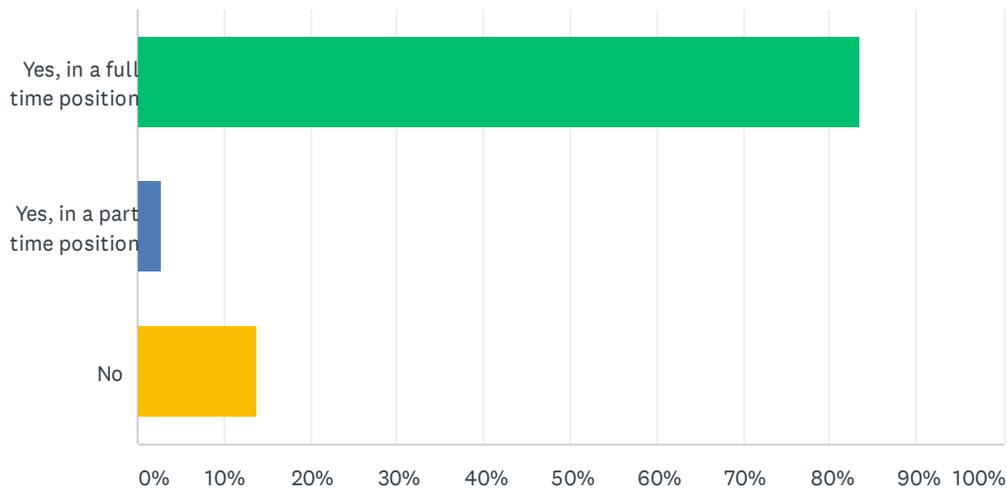
Answered: 370 Skipped: 3



ANSWER CHOICES	RESPONSES	
Active	99.73%	369
Judicial	0.00%	0
Inactive	0.27%	1
Emeritus Pro Bono	0.00%	0
TOTAL		370

Q4 Are you employed in a position in which a license to practice law is required?

Answered: 369 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes, in a full time position	83.47%	308
Yes, in a part time position	2.71%	10
No	13.82%	51
TOTAL		369

Q5 Do you currently practice in or have you considered practicing in a rural (county populations less than 50,000) community?

Answered: 351 Skipped: 22

ANSWER CHOICES	RESPONSES	
Yes, I currently practice in a rural community; Please describe your experience:	15.95%	56
Yes, I considered it but do not intend to practice in a rural community. Please describe why not.	23.36%	82
No, I have not considered it. Please describe why not.	63.53%	223

#	YES, I CURRENTLY PRACTICE IN A RURAL COMMUNITY; PLEASE DESCRIBE YOUR EXPERIENCE:	DATE
1	I serve the rural community where I live through an online practice that reaches the entire state and beyond.	6/25/2020 6:46 PM
2	Its where I live	6/16/2020 8:04 AM
3	I live in a rural community, but I practice statewide. I haven't had the chance to network with local bar association, but I am not interested in networking with very many locals due to the nature of their work.	6/10/2020 11:24 AM
4	I own a solo firm in the Maple Valley/Kent/Black Diamond area	6/8/2020 11:39 AM
5	NA	6/5/2020 11:14 AM
6	I am starting to build a sizeable network of potential clients and forging relationships with local court administrators and staff.	6/4/2020 9:00 PM
7	It's nice to practice in a smaller community to get my bearings and really learn how to be an effective lawyer.	6/4/2020 6:00 PM
8	I practice in a small town in Alaska and hold multiple law licenses. I love it	6/4/2020 5:15 PM
9	I regularly practice law in four rural counties (two in Washington, two in Oregon). My office is located in Portland, Oregon, though.	6/3/2020 4:32 PM
10	In Arizona	6/3/2020 12:29 PM
11	Technically Grant county has more than 50,000 but I consider it rural. I enjoy practicing here, though it is very different from bigger counties. Knowing people and the local policies is extremely important.	6/3/2020 10:26 AM
12	I reside in rural community and assist clients regularly that would not get help otherwise in most circumstances.	6/2/2020 8:05 PM
13	I practice in communities near Kent	6/2/2020 6:05 PM
14	I live and practice in Goldendale, Klickitat County. There are very few lawyers here. I mostly do real estate and estate planning work.	6/2/2020 2:02 PM
15	Though my practice is located in Spokane, I have had clients in Lincoln county, Whitman county, Asotin County, Stevens County and Pend Oreille County. My main areas of practice are family law and consumer law in those counties. With regard to family law, I've noticed that services like GALs, counselors, and visitation supervisors are very limited in rural communities. Same problems as more populated areas, way fewer outside court resources.	6/2/2020 12:13 PM
16	I started working in a rural community but the population has increased significantly so now it is no longer under 50,000.	6/2/2020 11:31 AM
17	Yes	6/2/2020 11:15 AM
18	I'm based in Seattle, but my practice is statewide.	6/2/2020 10:32 AM
19	sole practitioner in san juan county.	6/2/2020 9:54 AM
20	I have a statewide practice that includes but is not limited to rural areas	6/2/2020 9:38 AM
21	it is one of the counties I practice in	6/2/2020 9:04 AM
22	Things have been slightly difficult because of the limited resources.	6/1/2020 10:57 PM
23	My practice is primarily in Spokane County, but I do cases in the smaller, Eastern WA counties as well. I find it hard to "dabble" in other counties, as each has specific rules and favors locals	6/1/2020 4:55 PM
24	N/A	6/1/2020 4:52 PM
25	I will represent clients without regard to their rural or urban locations.	6/1/2020 4:17 PM
26	I work for a company (in-house) based in Enumclaw, Washington, commuting from Federal Way.	6/1/2020 4:13 PM
27	very isolated	6/1/2020 4:09 PM

28	currently retired but prosecutor/defense Florida Keys 15 1/2 years	6/1/2020 4:06 PM
29	I am working in Wenatchee	6/1/2020 4:03 PM
30	I practice in a town of 5,000	6/1/2020 3:58 PM
31	I work at Northwest Justice Project, in Walla Walla	6/1/2020 3:12 PM
32	Yes, though I live in Spokane my practice primarily consists of a public defense contract in Stevens County	6/1/2020 3:07 PM
33	I have cases in counties throughout Eastern Washington.	6/1/2020 3:07 PM
34	I am a tribal prosecutor located in Bellingham, QA	6/1/2020 3:01 PM
35	Yes, it was difficult to find work or opportunities for growth	6/1/2020 2:41 PM
36	lots of pro bono experience	6/1/2020 2:40 PM
37	My office is in a small town in Snohomish County. I prefer working in Everett, as it is closer to the courthouse	6/1/2020 2:40 PM
38	Former public defender (tribal) and deputy prosecutor (county); recently moved to a "big" 6 attorney firm and dominantly practice family law (and do other litigation).	6/1/2020 2:26 PM
39	I have had clients who live in rural communities, but their cases have been in suburban courts.	6/1/2020 2:26 PM
40	does not apply to my practice of law	6/1/2020 2:25 PM
41	Great	6/1/2020 2:21 PM
42	I have practiced in some rural counties in Washington and Oregon, but the bulk of my litigation is done in federal court	6/1/2020 2:20 PM
43	Yes, I practice in a rural area via telecommute work.	6/1/2020 2:19 PM
44	I practice in six counties including 4 that are rural by that definition. I'm not sure what you mean by my experience. The driving commitment to get to Court is frustrating.	6/1/2020 2:15 PM
45	Networking is really difficult. My area is very niche and so I have absolutely no one to talk to about work where I live.	6/1/2020 2:12 PM
46	Took my first job in a rural community expecting to use it as a "stepping stone" to an urban area. Found rural area to be a good place to practice and make connections. Have been here ever since.	6/1/2020 2:11 PM
47	I practice in Enumclaw, WA	6/1/2020 2:10 PM
48	I practice in Grant, Adams and Douglas counties	6/1/2020 2:09 PM
49	No	6/1/2020 2:08 PM
50	n/a	6/1/2020 2:07 PM
51	N/A	6/1/2020 2:07 PM
52	I work in a rural county, and serve seven rural counties in total, between Washington, Idaho, and Montana. It is challenging to serve such a wide base, both geographically and when considering the varied needs of our community, particularly when the cost of travel and researching new areas of law.	6/1/2020 2:05 PM
53	I previously practiced in a rural community for four years and would do so again.	6/1/2020 2:01 PM
54	Skagit County	6/1/2020 1:57 PM
55	private practice that includes a number of rural counties	6/1/2020 1:56 PM
56	It's great to serve a small community	6/1/2020 1:56 PM

#	YES, I CONSIDERED IT BUT DO NOT INTEND TO PRACTICE IN A RURAL COMMUNITY. PLEASE DESCRIBE WHY NOT.	DATE
1	I don't think I will go back into private practice for a while, and I practice in an area of law that makes that seem somewhat infeasible.	6/30/2020 6:26 PM
2	I enjoy the community I work for now	6/26/2020 4:08 PM
3	Been established in my town for many years and do not anticipate moving.	6/17/2020 1:56 PM
4	demographics, limited client base for specialized practice area	6/10/2020 10:59 AM
5	NA	6/5/2020 11:14 AM
6	Home/wife/kids/family currently reside in larger county, but would consider/pursue it in the future.	6/5/2020 9:37 AM
7	I plan to once the pandemic passes.	6/4/2020 8:46 PM
8	Lack of experience	6/4/2020 4:51 PM
9	I previously practiced in a rural community in Montana and wanted to practice in a bigger town.	6/4/2020 4:02 PM
10	Family ties here	6/4/2020 7:19 AM
11	Travel time	6/3/2020 2:26 PM
12	You omitted a 4th option: considered it and intend to later. Your LSAT scores probably sucked.	6/3/2020 12:14 PM
13	I currently own a home in Tacoma and have a job in Olympia, but I grew up on the Peninsula and may go back there one day	6/3/2020 11:03 AM
14	I prefer living in the city.	6/3/2020 10:18 AM
15	I am happy with my role at my current firm in Seattle. When I started practice, I wanted to work with a well-known reputable firm that could provide me strong training in litigation.	6/3/2020 8:03 AM
16	need to remain near current city for family reasons	6/3/2020 12:52 AM
17	no mentorship	6/2/2020 11:53 PM
18	money	6/2/2020 3:41 PM
19	I can, and do, serve a rural population from a more urban area. I believe my business would suffer if I operated out of a rural area, because those I serve in the urban area would not be as willing to commute for legal services.	6/2/2020 3:33 PM
20	Rural areas do not meet my specific cultural needs	6/2/2020 2:46 PM
21	I practice in the town where I got a job. If I got a job in a rural community, I'd happily practice there.	6/2/2020 1:31 PM
22	I don't intend to reside in rural communities. But I'd like to practice law there by visiting in person if my travel is compensated/reimbursed, or by video conference.	6/2/2020 1:10 PM
23	I currently live in a suburb, but would serve if I lived in a more rural area	6/2/2020 11:07 AM
24	I have in-laws in a rural community and considered practicing there. However, the majority of my family is on the I-5 corridor in the Greater Seattle area, and it would be difficult for me to move away from them.	6/2/2020 9:34 AM
25	I always applied for larger cities first (prosecution)	6/2/2020 8:47 AM
26	Because I like where I live and have a good job, there is no reason to move.	6/2/2020 8:45 AM
27	I considered at first, but ended up with a job in the Tacoma area, so now I intend to stay here where my contacts and clients are.	6/2/2020 6:46 AM
28	I joined the Justice Department, and they assign me where needed. I will happily go rural if the opportunity presents itself.	6/2/2020 5:58 AM
29	No job available	6/1/2020 8:08 PM
30	Option isn't available to select previously practiced there. In the military, I have been stationed	6/1/2020 7:08 PM

	in such locations, but am not currently.	
31	N/A	6/1/2020 4:52 PM
32	Personal choice/interest.	6/1/2020 4:23 PM
33	Area of law (digital rights/privacy) would not be applicable to small market.	6/1/2020 4:07 PM
34	I wanted to work for the government, specifically with the AGO and ecology which is in Olympia. So job not in that location unfortunately.	6/1/2020 4:02 PM
35	Opportunity. Cost. Attractiveness of the coastline over the eastern portion of the state.	6/1/2020 3:53 PM
36	While I considered it starting out, I'm a city person, and have been able to find jobs in cities.	6/1/2020 3:53 PM
37	I practiced in a rural community in another state. I prefer living in a city. Rural practice was very rewarding.	6/1/2020 3:40 PM
38	Because no available job in desired fields. Will consider in the future.	6/1/2020 3:16 PM
39	nothing to do in a rural community; also, as a minority, there tends to be more racism	6/1/2020 3:13 PM
40	I'm in Whatcom County and my family will not move to an area with a lower population	6/1/2020 3:02 PM
41	My family situation is not suited to rural practice	6/1/2020 2:57 PM
42	Court rules are a nightmare, each counties local rules makes it tough for me to practice statewide	6/1/2020 2:55 PM
43	I do pro bono clemency work (my full-time job is in legal education) and am open to clients from any area.	6/1/2020 2:44 PM
44	I believe in providing more access to justice and want to provide legal help to those in other parts of the state but it is difficult to do so (personal appearances, different local rules, no e-filing)	6/1/2020 2:42 PM
45	I have considered it and am open to practicing in some rural counties. It is difficult to know, however, when there are job openings in those communities.	6/1/2020 2:41 PM
46	Applied, but was not hired.	6/1/2020 2:39 PM
47	I practice in Walla Walla County; almost "rural"	6/1/2020 2:32 PM
48	I prefer to be close to or in cities with populations over 200,000	6/1/2020 2:28 PM
49	Got a better job offer	6/1/2020 2:27 PM
50	Not feasible to move my practice from Seattle	6/1/2020 2:27 PM
51	Pay is considerably less local politics is an issue as well	6/1/2020 2:26 PM
52	does not apply to my practice of law	6/1/2020 2:25 PM
53	Lack of opportunities and sufficient client base.	6/1/2020 2:25 PM
54	My family and I live in a larger county, and I do not see us attempting to find jobs in a small community when we are happy with our current careers and life.	6/1/2020 2:24 PM
55	I worked in Grant County when I started practice and did not enjoy the isolation.	6/1/2020 2:23 PM
56	Not enough business to make law school a good investment.	6/1/2020 2:22 PM
57	I grew up in a rural community so it appeals to me to live in one. However, there are very few jobs in rural areas that pay enough to make it worthwhile.	6/1/2020 2:19 PM
58	I have considered it before, but I am currently happy in my job/life in an urban area.	6/1/2020 2:18 PM
59	Pay is insufficient given the large amount of student loans I currently owe. I would consider it as an option in the future, when I have more experience and a better financial situation.	6/1/2020 2:15 PM
60	I need a network of people to help me learn the ropes. I had a mentor when I was a new attorney in Oregon, but he died tragically. I don't have any trustworthy group of people to rely on to learn the ropes. I would do this if I could figure out how to navigate it without placing clients at risk of me missing something, and if I could for certain protect my own assets. I spoke to a member of ALPS, who described very scary rates for malpractice protection.	6/1/2020 2:15 PM

61	I interviewed but was not selected for the job.	6/1/2020 2:14 PM
62	Limited shadowing and mentorship opportunities in the rural areas where I would like to practice.	6/1/2020 2:11 PM
63	Some of my clients are in rural communities, but I live in the city	6/1/2020 2:11 PM
64	I wanted to begin my career in government and most opportunities were in King and Thurston counties.	6/1/2020 2:11 PM
65	No jobs in my sub field	6/1/2020 2:10 PM
66	I'm settled in Whatcom County with no plans to relocate. Also, in order to practice collaborative law, there needs to be a certain critical mass. Whatcom County is perfect.	6/1/2020 2:09 PM
67	I work for state government	6/1/2020 2:08 PM
68	N/a	6/1/2020 2:08 PM
69	I have a job in Olympia.	6/1/2020 2:07 PM
70	I would consider working in Kittitas County; but, currently have full time employment with Yakama Nation.	6/1/2020 2:07 PM
71	lack of corporate attorney jobs	6/1/2020 2:06 PM
72	I previously practiced in a rural community for 3 years.	6/1/2020 2:06 PM
73	Lack of jobs to which I am qualified	6/1/2020 2:02 PM
74	Not sufficient sources of clients to maintain business	6/1/2020 2:01 PM
75	Own a home where I am, cannot just move to rural community. Employed, too.	6/1/2020 2:01 PM
76	I grew up in a rural area and have considered it, but for now most opportunities are in the city.	6/1/2020 2:01 PM
77	I'm unlikely to move at this point in my life	6/1/2020 2:00 PM
78	I'm young and single and want to be in a large city with more activity	6/1/2020 2:00 PM
79	We'd have to sell our house and move	6/1/2020 1:59 PM
80	I would have to move, and that's not practical. It is also very difficult to practice remotely in rural counties due to the huge variety of court rules.	6/1/2020 1:58 PM
81	I intend one day to practice in a rural community however at the moment I receive more experience in a larger community	6/1/2020 1:57 PM
82	Applied for position with Attorney General's Office, but was not hired.	5/6/2020 6:44 PM

#	NO, I HAVE NOT CONSIDERED IT. PLEASE DESCRIBE WHY NOT.	DATE
1	I believe that I should live in the community that I serve, and I am not interested in living in a rural community.	6/28/2020 5:47 PM
2	Don't want to live in a small country town	6/28/2020 9:48 AM
3	I live in Seattle.	6/17/2020 5:09 PM
4	Moved to Vancouver, BC for family reasons.	6/16/2020 12:26 PM
5	I prefer living and working in a large city	6/14/2020 9:10 PM
6	Lack of jobs	6/13/2020 9:39 PM
7	dont live in one	6/12/2020 1:50 PM
8	Prefer to live/work in a city	6/12/2020 9:06 AM
9	Not enough income potential	6/11/2020 1:57 PM
10	Not currently practicing anywhere.	6/9/2020 4:59 PM
11	Pay isn't high enough, considering law school debt	6/9/2020 1:20 PM
12	I prefer urban environments.	6/9/2020 9:56 AM
13	No. I moved to Washington specifically to reside in Seattle.	6/9/2020 9:34 AM
14	I like my current job located in a populous county	6/8/2020 9:32 AM
15	Family limitations and balancing my spouse's job.	6/7/2020 1:04 PM
16	Because I have a full case load in the greater Seattle Area, where I live.	6/7/2020 12:43 PM
17	I have a spouse employed in the city	6/7/2020 11:00 AM
18	No. I enjoy practicing in Pierce County/Tacoma. I love my law firm!	6/5/2020 5:02 PM
19	Established family and work in larger city.	6/5/2020 11:14 AM
20	Work for mother	6/4/2020 9:44 PM
21	I wish there was an N/A or "other" answer. I am newly admitted and also studying for a PhD. I am interested I serving in a undeserved area.	6/4/2020 6:16 PM
22	I work for the federal government and we review cases from a large region that includes rural areas.	6/4/2020 6:15 PM
23	I am semi-retired and practice only as an arbitrator	6/4/2020 5:49 PM
24	My practice is set up here in Portland. I have 5 attorneys working for me.	6/4/2020 5:33 PM
25	I'm too broke to move- plus much concern about loans	6/4/2020 5:08 PM
26	No. I don't like rural communities.	6/4/2020 5:04 PM
27	Partner's work is in Seattle	6/4/2020 4:59 PM
28	My practice area is NCAA athletics administration and compliance.	6/4/2020 4:51 PM
29	I do not wish to live in a community that small.	6/4/2020 4:27 PM
30	I remained in the same county where I attended law school	6/4/2020 4:26 PM
31	My family has never lived in a rural community, and my husband would likely struggle getting a job in one.	6/4/2020 4:18 PM
32	My spouse's job prevents us from moving to a rural community. Additionally, there are no synagogues in any of Washington's rural counties.	6/4/2020 3:41 PM
33	The only place I want to live and practice is Whatcom County!	6/4/2020 2:41 PM
34	I do patent law. I have urban and rural clients. Most I never meet face to face.	6/4/2020 2:10 PM

35	I'm semi-retired	6/4/2020 1:14 PM
36	family ties and spouse job in city	6/4/2020 12:16 PM
37	I practice in my hometown, where I have a large network and no people. I couldn't replicate that in a rural area without a lot of effort	6/4/2020 7:00 AM
38	Prefer to live in urban/metropolitan areas	6/3/2020 11:19 AM
39	Lack of opportunity.	6/3/2020 10:18 AM
40	The type of work I have wanted to do is not as available in rural areas.	6/3/2020 10:06 AM
41	I came to WA to accept a position with the State. That dictated where I practice.	6/3/2020 8:39 AM
42	I live in Seattle	6/2/2020 6:22 PM
43	I live in a metropolitan area in CA.	6/2/2020 5:19 PM
44	Not interested in the potential to have to commute	6/2/2020 4:17 PM
45	I live in Seattle.	6/2/2020 3:44 PM
46	I don't live in a rural area, and I don't want to commute to a rural area.	6/2/2020 3:31 PM
47	staying close to family	6/2/2020 2:51 PM
48	No job opportunities in my field	6/2/2020 2:27 PM
49	I am a black woman and I don't feel that living in a rural community would be safe for me or my family given the current political climate.	6/2/2020 2:02 PM
50	I wouldn't practice in a rural population in Oregon or Washington because there would be little or no fellow minorities.	6/2/2020 12:58 PM
51	Because I live in Seattle.	6/2/2020 11:40 AM
52	Job prospects	6/2/2020 11:39 AM
53	I worked for a tribe in Oregon for 7 years with a county population of 77,000 so I would consider it rural. I enjoyed it because it was for a tribe and their interests are my interests.	6/2/2020 11:22 AM
54	No interest in living in a rural community.	6/2/2020 11:01 AM
55	I am satisfied with my current practice and location.	6/2/2020 10:48 AM
56	I don't live in a rural community.	6/2/2020 10:38 AM
57	Not interested in relocating.	6/2/2020 9:56 AM
58	I don't live there	6/2/2020 9:54 AM
59	lifestyle	6/2/2020 9:39 AM
60	?	6/2/2020 9:31 AM
61	I wish to live in Seattle.	6/2/2020 9:09 AM
62	because I do not want to live in a rural community, my partner has a job where we live, and my family is close by.	6/2/2020 9:09 AM
63	I moved to Washington after law school and never considered moving to a rural area. I moved specially to practice in the Puget Sound region.	6/2/2020 9:09 AM
64	I am an experienced inhouse counsel, and it is highly unlikely that a company with an inhouse legal department is located in a rural community.	6/2/2020 9:06 AM
65	In-house Counsel	6/2/2020 8:32 AM
66	I do not live in a rural area.	6/2/2020 8:26 AM
67	That's not where I live	6/2/2020 7:46 AM
68	I enjoy practicing in the community where I grew up	6/2/2020 7:44 AM

69	I don't live in a rural community	6/2/2020 7:37 AM
70	I am working in-house for Expedia, Inc. and not in private practice	6/2/2020 7:27 AM
71	That is not where I live	6/2/2020 7:26 AM
72	Not where I live, nor where there are jobs.	6/2/2020 7:16 AM
73	I am not currently practicing law. I moved to WA from out of state and am still figuring out how I will use my law degree. I am also a public school teacher and am currently working as a teacher for my full-time employment. My goal is to find a way to integrate my backgrounds in law and education and am still investigating ways to do that in WA.	6/2/2020 6:17 AM
74	Joined the Army as a JAG.	6/2/2020 4:41 AM
75	I love living in Seattle and love working for King County.	6/1/2020 11:31 PM
76	I live in Seattle, and my family is unable to relocate.	6/1/2020 10:57 PM
77	Not willing to move family	6/1/2020 9:29 PM
78	I am in-house counsel in a non-rural county.	6/1/2020 9:29 PM
79	I live in King County and my spouse's employment is here	6/1/2020 8:33 PM
80	The type of work I do is centered in federal courts, which are in large cities.	6/1/2020 8:33 PM
81	Not a lawyer per se.	6/1/2020 8:18 PM
82	?	6/1/2020 7:51 PM
83	I am a homeowner in Gig Harbor so I wouldn't relocate.	6/1/2020 7:18 PM
84	limited community experience	6/1/2020 6:24 PM
85	I have tried to practice in the community I live in.	6/1/2020 6:21 PM
86	Already have a job	6/1/2020 6:01 PM
87	I reside in London	6/1/2020 5:38 PM
88	I live and work in the same county and do not plan on moving.	6/1/2020 5:36 PM
89	I don't want to live in a rural community. Plus it may be harder to keep steady business.	6/1/2020 5:35 PM
90	I am Plaintiff's counsel.	6/1/2020 5:30 PM
91	I'm a city slicker.	6/1/2020 5:03 PM
92	My student loans are too large for the income I would earn in such a community.	6/1/2020 5:00 PM
93	N/A	6/1/2020 4:52 PM
94	I don't practice the types of law that is most needed in rural settings	6/1/2020 4:48 PM
95	I would not want to live in a rural county, in Washington.	6/1/2020 4:41 PM
96	Travel time is to high.	6/1/2020 4:30 PM
97	my family lives in Snohomish County.	6/1/2020 4:25 PM
98	I have a family to provide for.	6/1/2020 4:25 PM
99	I grew up in and near large counties, and wanted to return to that area I'm not opposed to working in a rural community, I just wanted to return to my community.	6/1/2020 4:21 PM
100	never crossed my mind	6/1/2020 4:19 PM
101	My wife is from London. She thinks Seattle is rural. We can move to anywhere smaller	6/1/2020 4:13 PM
102	The vast majority of opportunities for my field are in Seattle and surrounding areas	6/1/2020 4:09 PM
103	Would be disconnected from friends, family, and social life.	6/1/2020 4:09 PM
104	I live in Seattle	6/1/2020 4:06 PM

105	I live in Seattle and do not want to commute that far	6/1/2020 4:02 PM
106	I reside in Seattle.	6/1/2020 3:51 PM
107	Job opportunity	6/1/2020 3:48 PM
108	I live in Seattle	6/1/2020 3:47 PM
109	n	6/1/2020 3:47 PM
110	I work on behalf of a particular community that does not have a large presence in rural areas.	6/1/2020 3:41 PM
111	lack of diversity, lack of cultural opportunities, not as great education	6/1/2020 3:41 PM
112	I am a county level public defender. King County offers the largest amount of experience and ability to impact change.	6/1/2020 3:38 PM
113	My partner and I are both in-house counsel and smaller, rural communities tend to offer less opportunities for this area of practice.	6/1/2020 3:36 PM
114	Too far from home	6/1/2020 3:33 PM
115	Currently working out of state for a private company, no law license required.	6/1/2020 3:29 PM
116	I need significant population density to get enough work in my practice area. Rural areas tend to have conservative judges and juries, making it much more difficult to win my cases.	6/1/2020 3:29 PM
117	No, I want to live a city.	6/1/2020 3:28 PM
118	I'm an in-house tech lawyer and I enjoy living in a city. Rural communities don't have a lot of opportunities for lawyers like me.	6/1/2020 3:27 PM
119	I live in seattle and at least so far most remote practices don't seem practical.	6/1/2020 3:23 PM
120	I do not live in a rural community and cannot move for family reasons.	6/1/2020 3:19 PM
121	I don't live in a rural area	6/1/2020 3:19 PM
122	Can't drive so need to be in a place with good public transportation	6/1/2020 3:15 PM
123	I live in a city and practice in the city where I live.	6/1/2020 3:14 PM
124	Currently practicing in the Seattle metropolitan area	6/1/2020 3:13 PM
125	I work for the legislature and must work in Olympia	6/1/2020 3:11 PM
126	I am working for an agency that is located in Seattle.	6/1/2020 3:06 PM
127	Lack of opportunities	6/1/2020 3:05 PM
128	No reason to.	6/1/2020 3:04 PM
129	I am from and grew up in a rural community, I am not interested in living in a rural community at this moment in time.	6/1/2020 3:04 PM
130	There are more opportunities in the city. Also, my partner works in the city. Traffic is horrible and commute is a key factor --especially when you have children.	6/1/2020 3:02 PM
131	I'm more of an urban person and already feel the county where I practice with over 100,000 is too small with too few resources.	6/1/2020 2:53 PM
132	I am an in-house technology lawyer.	6/1/2020 2:52 PM
133	I prefer urban settings	6/1/2020 2:47 PM
134	My practice is with my employer, Microsoft	6/1/2020 2:45 PM
135	I live in the city	6/1/2020 2:42 PM
136	Just not interested in rural/small town life; also not a fit with spouse's occupation.	6/1/2020 2:41 PM
137	commercial practice area; perception that there are no clients	6/1/2020 2:38 PM
138	I enjoy where I work in the city, and my partner desires to stay in the city.	6/1/2020 2:36 PM

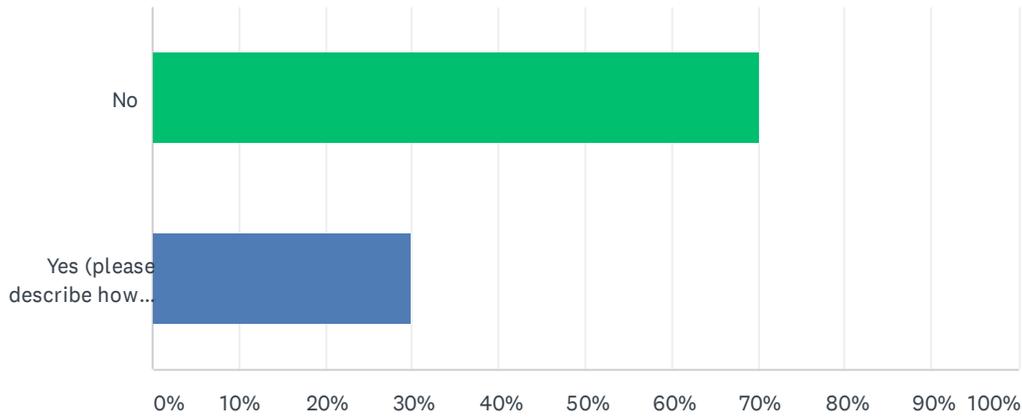
139	I grew up in a rural area. The opportunities for meaningful work in my area of expertise are very limited. Plus, I like living in an urban area (Portland).	6/1/2020 2:36 PM
140	I am practicing where I live.	6/1/2020 2:34 PM
141	I am an LPO therefore, only preparing legal docs incidental to real estate transactions and most title compnaies are not in rural areas	6/1/2020 2:34 PM
142	Rural communities do not have public defender agencies.	6/1/2020 2:32 PM
143	I'm not interested in working in a rural area.	6/1/2020 2:31 PM
144	I currently live and have continuance lived in a metro area. The majority of my personal and professional connections are in the metro area.	6/1/2020 2:31 PM
145	I'm physically distanced from these populations and unfamiliar with their local customs.	6/1/2020 2:30 PM
146	I wish to be closer to the city.	6/1/2020 2:29 PM
147	I currently reside in a city and could not find a job in a small community.	6/1/2020 2:28 PM
148	I'm not sure.	6/1/2020 2:28 PM
149	I am in house for a company.	6/1/2020 2:28 PM
150	I chose to practice in my home community, which is not rural.	6/1/2020 2:28 PM
151	I live and work in Yakima. which feels rural but technically is more than 50,000	6/1/2020 2:27 PM
152	?	6/1/2020 2:26 PM
153	does not apply to my practice of law	6/1/2020 2:25 PM
154	Started in a rural area, not enough work.	6/1/2020 2:25 PM
155	The area of law I practice is immigration. This tends to be more centered in larger metropolitan areas.	6/1/2020 2:25 PM
156	I practice where I live	6/1/2020 2:24 PM
157	I have medical needs that require I live in an urban or suburban area.	6/1/2020 2:24 PM
158	I prefer the amenities in a city environment.	6/1/2020 2:24 PM
159	I live in an urban area and have no desire to relocate.	6/1/2020 2:23 PM
160	Because it's far from the City, which is where I live.	6/1/2020 2:23 PM
161	No rural communities operate in unaccountable ways and judges do not follow the written law, nor care to enforce it properly. Power in rural communities is abused on a regular basis particularly against black people, people of color, indigenous communities, and other vulnerable communities. There is no money in rural communities to support me. The obstructiveness of local law enforcement and its complicity with enforcing unconstitutional measures makes me less likely to be able to maintain a practice as an attorney and still maintain my own sanity as well.	6/1/2020 2:23 PM
162	I am from a rural area, this is something I may think about, but I feel I need to be established in the legal community before I consider moving back to a rural setting	6/1/2020 2:22 PM
163	My spouses career determines my geographical location	6/1/2020 2:22 PM
164	No jobs, can't pay off student loans	6/1/2020 2:21 PM
165	N/A	6/1/2020 2:21 PM
166	I don't want to live in a rural community	6/1/2020 2:20 PM
167	not enough population and too remote	6/1/2020 2:20 PM
168	No. I'm settled in Vancouver and have no desire to move.	6/1/2020 2:20 PM
169	Incompatible with significant other's job.	6/1/2020 2:18 PM
170	It would require relocating.	6/1/2020 2:18 PM

171	Spouse works in downtown Seattle.	6/1/2020 2:18 PM
172	I don't want to live in a rural county	6/1/2020 2:17 PM
173	My husband's work is out of Seattle	6/1/2020 2:15 PM
174	Not for me	6/1/2020 2:14 PM
175	It's not where my office is located.	6/1/2020 2:14 PM
176	Personal reasons outside the practice of law	6/1/2020 2:14 PM
177	I am practicing in the communities (Whatcom/Skagit) in which I have worked in the legal profession for 20+ years. My counties, while they exceed 50,000, have a mix of rural and urban citizens.	6/1/2020 2:14 PM
178	It's important to me to live in a high population area as well as live close to work. Practicing in a rural area and also living in a large city are not typically compatible.	6/1/2020 2:13 PM
179	I live and work in the County I practice public sector law for	6/1/2020 2:12 PM
180	I am a Reserve JAG for the Air Force, married to an Active Duty Air Force member	6/1/2020 2:12 PM
181	There are no jobs in my field	6/1/2020 2:11 PM
182	I like living in Seattle.	6/1/2020 2:11 PM
183	I do not have any clients there	6/1/2020 2:10 PM
184	No money in it. Friends, family, events, restaurants, etc. are in the city	6/1/2020 2:10 PM
185	Prefer to work in the city.	6/1/2020 2:09 PM
186	Patent law	6/1/2020 2:09 PM
187	I live in Portland and don't want to move.	6/1/2020 2:09 PM
188	I don't have the interest in small town practice	6/1/2020 2:09 PM
189	I live in Seattle. No plans to move.	6/1/2020 2:09 PM
190	Personal injury cases are fewer in these counties, and the juries tend to be more conservative. Also not crazy about practicing in a county that doesn't have any e-filing.	6/1/2020 2:09 PM
191	I like living near Seattle	6/1/2020 2:08 PM
192	.	6/1/2020 2:08 PM
193	Because I still have to pay off student loans and it would be impossible to do it if I live in a rural community where my ability to earn would be a lot less.	6/1/2020 2:08 PM
194	I don't want to live in a small, rural community.	6/1/2020 2:07 PM
195	I live in Seattle and got a job in Tacoma. But I do represent people all over the state.	6/1/2020 2:07 PM
196	N/A	6/1/2020 2:07 PM
197	I don't practice	6/1/2020 2:06 PM
198	I like living in the city and do not want to commute to a rural county.	6/1/2020 2:06 PM
199	I live in a populated area, and do not have plans to move.	6/1/2020 2:06 PM
200	I am here to get paid, not gored by a moose or carted off by a Samsquanch.	6/1/2020 2:06 PM
201	The work needed is not in my area of expertise, the pay offered would be too low to service my student loans and the politics of many rural areas are offensive to me	6/1/2020 2:06 PM
202	I don't intend to live in a rural community	6/1/2020 2:05 PM
203	No, I live in Seattle and only work in the surrounding area.	6/1/2020 2:05 PM
204	I live in Spokane and have no intention of moving my family.	6/1/2020 2:04 PM
205	I do not live in a rural community or near one	6/1/2020 2:04 PM

206	I intend to continue residing in the city where I'm from and where my family lives	6/1/2020 2:04 PM
207	Lack of jobs that would allow me to pay off my student loans from law school.	6/1/2020 2:04 PM
208	I do not work in a traditional practicing attorney role; I work in contracts at a company.	6/1/2020 2:03 PM
209	I currently practice where I was born and raised. I have no reason to go elsewhere.	6/1/2020 2:03 PM
210	compensation, proximity to family and friends, stage of career.	6/1/2020 2:03 PM
211	Because I already practice where I live.	6/1/2020 2:02 PM
212	Haven't had a need to consider it.	6/1/2020 2:02 PM
213	partner job in the city	6/1/2020 2:01 PM
214	I prefer living in a more urban area	6/1/2020 2:00 PM
215	I don't live in or near a rural county nor do I want to	6/1/2020 2:00 PM
216	Mostly enjoy urban city living and large populations.	6/1/2020 2:00 PM
217	I don't want to live in a rural community	6/1/2020 1:59 PM
218	n/a I work in policy and not as full time lawyer	6/1/2020 1:59 PM
219	My parents are not siblings	6/1/2020 1:58 PM
220	No, prefer the city.	6/1/2020 1:58 PM
221	My wife's work is based in Seattle, so practicing in a rural area is not an option.	6/1/2020 1:58 PM
222	No interest	6/1/2020 1:57 PM
223	The area I practice in is not available in rural communities.	6/1/2020 1:56 PM

Q6 Have you experienced any gaps in your career due to a life event (such as a move for partner's career, to take a break to care for a child or parent, etc.)?

Answered: 364 Skipped: 9



ANSWER CHOICES	RESPONSES	
No	70.05%	255
Yes (please describe how this affected your job prospects as a new lawyer, if at all):	29.95%	109
TOTAL		364

#	YES (PLEASE DESCRIBE HOW THIS AFFECTED YOUR JOB PROSPECTS AS A NEW LAWYER, IF AT ALL):	DATE
1	Did not occur when I was a new lawyer.	6/28/2020 5:47 PM
2	Had to move	6/28/2020 9:48 AM
3	The events following 2008 led me to reposition myself primarily as a mediator. I landed in Washington in 2016 and became a new member of the bar at age 60. I found WSBA members and staff to be very supportive of my efforts in many ways.	6/25/2020 6:46 PM
4	Homeschooling children	6/20/2020 3:05 PM
5	No Comment	6/16/2020 8:04 AM
6	Moved to WA to be with parter	6/14/2020 9:10 PM
7	Return to school for LLM.	6/9/2020 4:59 PM
8	I had to take time to move here and find a job because my partner had a job here. It is readily apparent that "holes" in resumes lead to speculation and presumptions adverse to job candidates. Moreover, my having to initially look for work in Washington while living in Illinois seemed to confirm a widely discussed disinclination of Seattle or Washington law firms to consider outside applicants. As soon as I held a Seattle address, responses were completely different. I hope that the gaps will not continue to hurt my career prospects having now held long-term, successful employment here in Seattle. But I cannot be sure.	6/9/2020 9:34 AM
9	I delayed taking the bar exam for 1.5 years after law school graduation following the birth of my daughter. While I was not yet a lawyer at the time, I delayed starting my career after the rest of my law school class and so I'm that much less experienced than they are.	6/7/2020 1:04 PM
10	I relocated from California to Washington with my husband for his work.	6/7/2020 12:43 PM
11	Originally from WA. Law school in MI. Came back to WA, took and passed the bar. Couldn't find a job as a lawyer for three years! (Not until after I received my LLM in tax did I get my first offer.)	6/5/2020 5:02 PM
12	Move for family reasons 1 year. I don't have any legal connections here and with the pandemic, I can't really make any now.	6/4/2020 8:46 PM
13	Not starting law practice directly after law school changes the path for entry into a law career.	6/4/2020 6:16 PM
14	Unsure	6/4/2020 4:51 PM
15	I was laid off from my previous employment due to COVID-19 and was unemployed for about a month.	6/4/2020 4:26 PM
16	Move for a partner's career from Arizona to Washington. It was a challenge finding a new job and figuring out how to become barred in Washington (although it was not a difficult process overall). At first I seriously questioned the upward trajectory of my career but things turned around after 1 year.	6/4/2020 4:18 PM
17	There was a gap when we moved for my partner's job and I waited for my license to transfer. I was able to get a job within a week of being sworn in.	6/4/2020 4:02 PM
18	Illness	6/4/2020 2:10 PM
19	Transitioning to retirement; quitting my firm.	6/4/2020 1:14 PM
20	Caring for my little kids	6/4/2020 7:19 AM
21	Made it more difficult.	6/3/2020 12:14 PM
22	Difficult market at the time. Lack of position availability and oversaturation in the WA legal market.	6/3/2020 10:18 AM
23	impossible to get employed	6/2/2020 11:53 PM
24	I am not sure yet. Still dealing with life issue and haven't applied for any jobs yet	6/2/2020 2:46 PM
25	Moved to a new city for partner's job where my options were considerably limited. It took one year for me to find something somewhat related to what I had been doing.	6/2/2020 2:27 PM

26	I relocated, traveled and did other stuff I like as my own choice. Tons of gaps in my resume. But I guess I afforded them somehow.	6/2/2020 1:10 PM
27	Hard to find a job	6/2/2020 11:39 AM
28	Several deaths in my family at one time combined with a bad economy.	6/2/2020 11:22 AM
29	Took me longer to pass bar (went to different state law school, took WA bar before WA switched to UBE), couldn't get employed anywhere after I did pass bar- I was always beat out by WA law students, it was really hard to even find internships or people willing to let me learn as a paralegal even	6/2/2020 11:07 AM
30	I took three years off after law school to travel. I have been unable to find a job practicing law since.	6/2/2020 11:01 AM
31	This is why I went to law school.	6/2/2020 10:38 AM
32	injury	6/2/2020 9:54 AM
33	relocated from another state.	6/2/2020 9:54 AM
34	I moved to Washington for my partner's career, and it took about 6 months to find suitable employment consistent with my prior career trajectory	6/2/2020 9:38 AM
35	I work few years on few off	6/2/2020 9:31 AM
36	I had a brief (four-month) gap in employment about eight years into my career due to a health issue. It did not have a significant impact on my career.	6/2/2020 9:09 AM
37	In moving to Washington, it was very difficult to network. Also Seattle area legal world is very closed to newcomers that did not attend a Seattle area law school.	6/2/2020 9:06 AM
38	economy crash of 2008 was very harmful to my career	6/2/2020 9:04 AM
39	Moved to different state in 2017, took about 4 months to get licensed there.	6/2/2020 8:47 AM
40	I took maternity leave in 2017, for 7 weeks. When I returned I was blackballed for needing to arrive and leave work at set times to get my son. They started not giving me as much work and finding fault with the work I completed which was at odds with my reviews prior to having my son. Eventually, I was forced to leave that position as a result. It was a terrible experience.	6/2/2020 8:45 AM
41	need to explain	6/2/2020 8:26 AM
42	2008 Recession	6/2/2020 7:37 AM
43	I was already employed so it did not affect any job, just my income	6/2/2020 7:26 AM
44	My only break were a 4-month maternity leave for both of my children. They did not affect my job prospects at all, because taking 3-4 months of parental leave is normal in my office.	6/1/2020 11:31 PM
45	I was under-employed upon graduation due to the recession, and my career has never fully recovered.	6/1/2020 10:57 PM
46	I don't feel like my job prospects were affected.	6/1/2020 10:57 PM
47	children	6/1/2020 8:33 PM
48	Limited to no options in new area. Unemployed for six months. Had to move to a metropolitan area with a federal court.	6/1/2020 8:33 PM
49	I left a position without another job in place. It took about 5 months to find another job	6/1/2020 8:08 PM
50	I am underpaid	6/1/2020 6:24 PM
51	Lay off. Found another job.	6/1/2020 6:01 PM
52	Caring for elderly parents due to health issues has impacted on how future employers have viewed my applications	6/1/2020 5:38 PM
53	I had an almost 1 year gap after I was admitted. I couldn't find a position in IP/Business, so I relented and took a job as a PI/MVA lawyer. Now I can't get out of it.	6/1/2020 4:48 PM
54	I have been California attorney since 1997, took a few months to get my license here, so	6/1/2020 4:25 PM

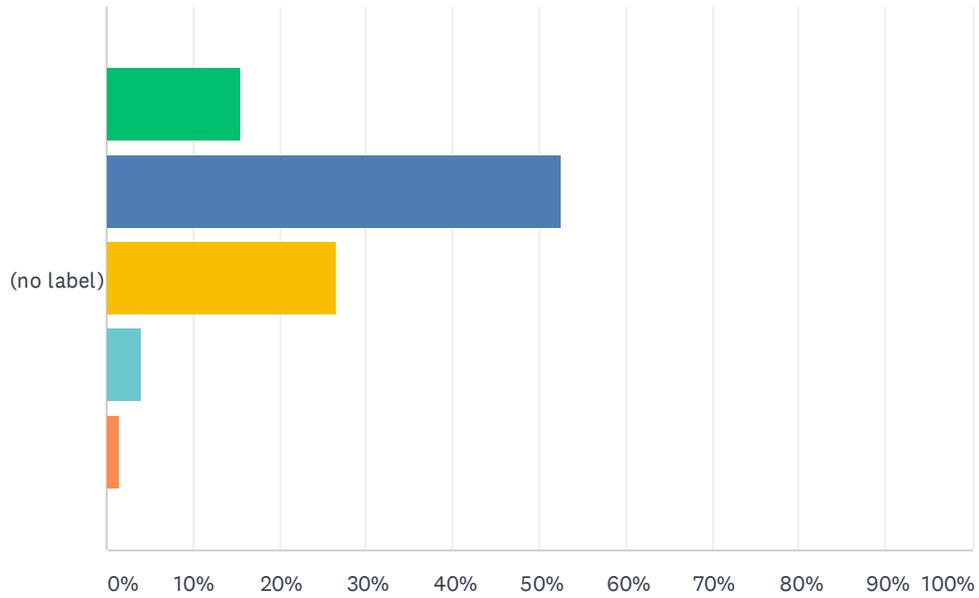
	started out as paralegal	
55	I relocated from California to the PNW five years ago for family member health reasons.	6/1/2020 4:25 PM
56	Challenges in obtaining legal work after moving to Washington in 2013 post-law school	6/1/2020 4:23 PM
57	Navy job. it weakened it	6/1/2020 4:19 PM
58	Left firm. Established with another firm with a gap in between.	6/1/2020 4:17 PM
59	LLM	6/1/2020 4:14 PM
60	My wife got a job in Seattle in 2014 and all my legal connections were on the east coast. I had to ramp up my networking when I came back and take another bar	6/1/2020 4:13 PM
61	No thank you	6/1/2020 4:09 PM
62	Move for my partner's career. This ultimately did not affect my job prospects. I was not a new lawyer as I had been admitted for several years in New York.	6/1/2020 3:51 PM
63	The gaps were short-term and filled with legal contract work for former firms with limited exception, so they did not tend to impact job prospects.	6/1/2020 3:36 PM
64	I have a chronic illness which has repeatedly rendered me almost entirely unable to work for months at a time. I have always been self-employed, so my income plummets, but I still have a job.	6/1/2020 3:29 PM
65	The legal field is incredibly competitive. Just being a woman who's old enough to have children hurts job prospects. Every life change has hurt my employability. I wouldn't even think of applying for anything at this point.	6/1/2020 3:23 PM
66	I'm about ready to find out	6/1/2020 3:19 PM
67	I took a 10 month sabbatical in my 6th year of practice. It didn't affect my ability to find a position afterwards.	6/1/2020 3:16 PM
68	Somewhat hard to "break in" to WA; I arrived as an out of state attorney with no contacts or ties to WA.	6/1/2020 3:13 PM
69	Moved in WA from a different jurisdiction in 2019 due to my spouse's job. Due to the bad economy, it was difficult to find a legal job.	6/1/2020 3:13 PM
70	Relocating from another country to the U.S.	6/1/2020 3:06 PM
71	It took over a year to find a position	6/1/2020 3:05 PM
72	Moved to Canada for partner's career, limited opportunities for American lawyers.	6/1/2020 3:04 PM
73	I took maternity leave when I was a document review attorney at Perkins. No maternity leave was offered to me but they rehired me when I was ready to come back.	6/1/2020 3:02 PM
74	Not as a new lawyer, but a sudden death caused me to move back here to WA.	6/1/2020 2:53 PM
75	Quit a job because I wanted to live closer to family	6/1/2020 2:47 PM
76	Spouse's higher education, children, etc.	6/1/2020 2:41 PM
77	Disability [PTSD], and burnout [depression]	6/1/2020 2:40 PM
78	did not affect	6/1/2020 2:38 PM
79	I didn't work in the legal field 2013-2016 because of job loss.	6/1/2020 2:31 PM
80	It was very very very difficult to find employment. After 1.5 years and hundreds of interviews, I settled. I've since moved up but it was a struggle.	6/1/2020 2:30 PM
81	I attended law school on the east coast before returning to WA, and it took over a year to find a job because I did not have connections in the local community	6/1/2020 2:28 PM
82	I moved to WA for my spouse's job and was unable to transfer any of my out of state bar exam scores to WA. Also took about 6 months off to have a baby. Delayed my looking actively for a job. but in the long run did not adversely affect me.	6/1/2020 2:27 PM

83	Unemployed then underemployed between undergrad and law school. This made getting my first legal (paralegal) job challenging, but that position helped my law school prospects. No gaps since law school began.	6/1/2020 2:26 PM
84	n/a	6/1/2020 2:23 PM
85	I stopped working because this state changed its reciprocity rules and then also didn't provide an expansive enough multijurisdictional practice interpretation under RPC 5.5(c). Moving back to Washington may have been the single biggest professional mistake that I have made as an attorney. Local job prospects are garbage even for roles that are within a policy or non-legal role. I applied as a paralegal to numerous state agencies while I was working at a restaurant and on food stamps when I was told by AG's office for natural resources that I had great experience and that I should reapply when I "get settled" in Washington State. So no means of economically supporting myself (in a paralegal role that would literally pay more than I have EVER made as an attorney. Being a lawyer has not been an asset and has only been a liability in trying to find any employment.	6/1/2020 2:23 PM
86	Potential employers still expected me to have experience commensurate with my graduation year even though I have a legitimate reason for a gap.	6/1/2020 2:22 PM
87	It did not impact by job prospects as a new lawyer.	6/1/2020 2:19 PM
88	Years of being underemployed due to spouse's military service	6/1/2020 2:17 PM
89	Not really a life event but the recession definitely hurt job prospects when I graduated in 2010	6/1/2020 2:15 PM
90	I worked from 2001 - 2004 as a sole practitioner in Oregon. I took a job in 2004 as a professor here in Washington. I was admitted and have maintained my active license in Washington. I keep looking for ways to "get back into" the practice of law, but it is daunting. I don't know anyone here who practices. My mentor in Oregon died tragically shortly after my move. I could rely on him for anything. He was GREAT. I need that kind of relationship with someone. And, I need to figure out how to protect my personal assets without having liability exposure, which at this point in my life terrifies me. I feel like I am a new lawyer, despite having much expertise in legal research, black letter law, etc. I couldn't write a brief if I had to. I would have great trouble in trial if I had to do that. But, I would like to try.	6/1/2020 2:15 PM
91	When I married my Active Duty husband, I had to leave Active Duty so that we could live at the same location	6/1/2020 2:12 PM
92	2008 laid off three times in one year, ultimately didn't work for two years	6/1/2020 2:12 PM
93	My long absences from practicing law have complicated my legal job search and made it harder to create the network I will need to rejoin the legal profession full time.	6/1/2020 2:11 PM
94	I took a long break between law school and the bar exam and it was good for me and my current job. I needed the time and break to restore and regroup.	6/1/2020 2:11 PM
95	A gap made it difficult to re-engage in the practice of law. However, I was able to get hired as an attorney after a period of searching. I never considered opening my own practice.	6/1/2020 2:11 PM
96	negatively, hugely biased field	6/1/2020 2:10 PM
97	The recession and sick parent	6/1/2020 2:10 PM
98	devastating	6/1/2020 2:09 PM
99	Took one year off to care for baby.	6/1/2020 2:09 PM
100	I relocated in 2011 to Washington state after practicing in Arizona for 15 years. So right at the midway point of my career I started over, rebuilding my brand and my practice. I don't see myself as a new lawyer. Just someone who relocated mid-career and was willing to take on the challenges that go with that sort of choice.	6/1/2020 2:09 PM
101	I took a short break (3 months) and it did not seem to affect my job prospects, but this was after I had about 10 years of experience.	6/1/2020 2:08 PM
102	Could not get a law-related job after graduating from law school and passing the bar.	6/1/2020 2:08 PM
103	I have fewer years of professional experience/practice. Outside professional experience seems to have less credibility than years as a legal practitioner.	6/1/2020 2:07 PM

104	Made it a lot harder	6/1/2020 2:06 PM
105	Pregnancy, and childcare.	6/1/2020 2:06 PM
106	Having children	6/1/2020 2:04 PM
107	I moved to WA state in 2013 for my partner's new job and finding legal work commensurate with my skills and experience has been very difficult	6/1/2020 2:00 PM
108	Had a child. Adversely affected employment. Child way more fun than lawyers though	6/1/2020 1:59 PM
109	Transition between firms.	6/1/2020 1:57 PM

Q7 I am happy with my current job.

Answered: 360 Skipped: 13

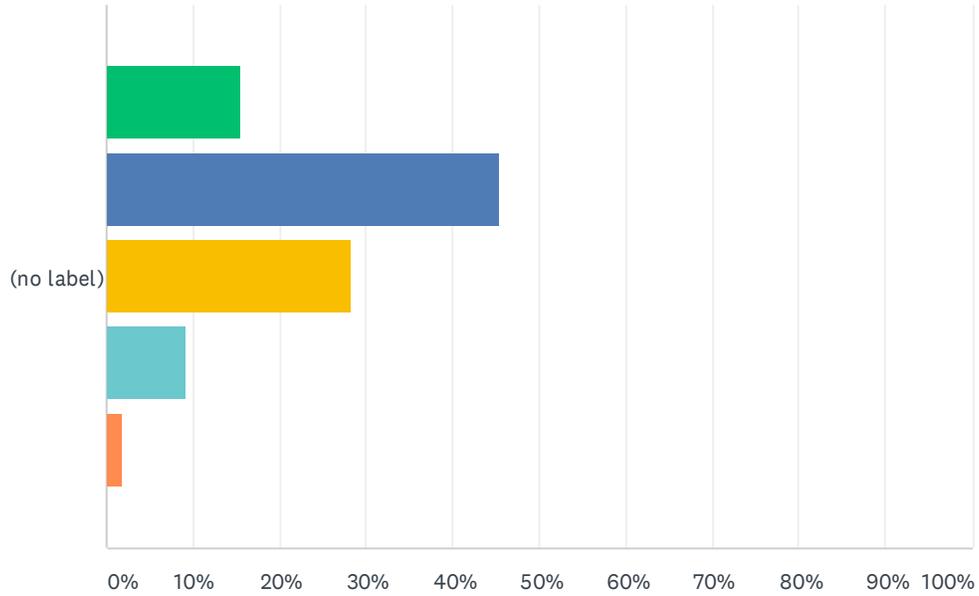


■ Always
 ■ Very often
 ■ Sometimes
 ■ Rarely
 ■ Never

	ALWAYS	VERY OFTEN	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
(no label)	15.56%	52.50%	26.67%	3.89%	1.39%	360	3.77
	56	189	96	14	5		

Q8 I have a good work life balance.

Answered: 362 Skipped: 11

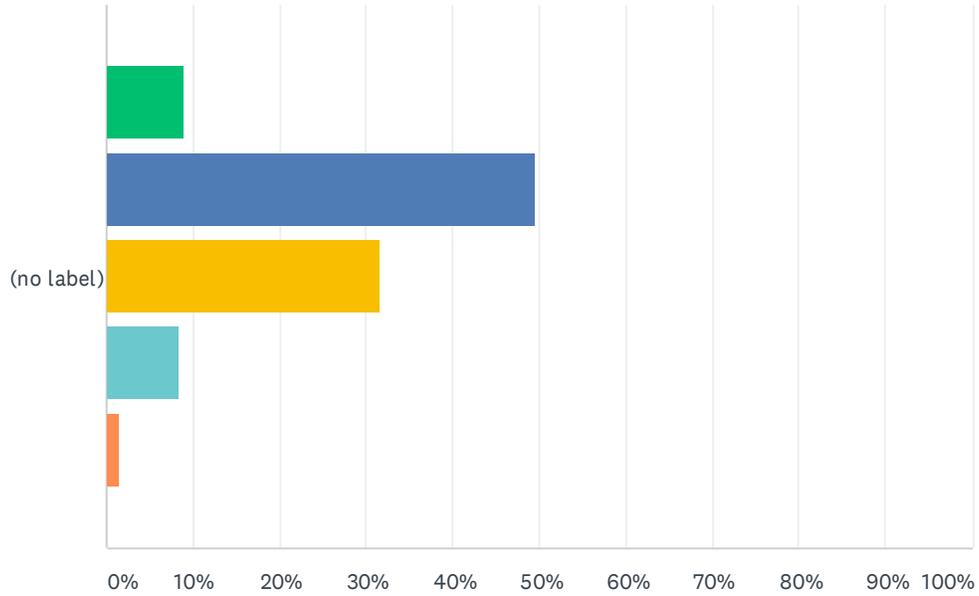


■ Always
 ■ Very Often
 ■ Sometimes
 ■ Rarely
 ■ Never

	ALWAYS	VERY OFTEN	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
(no label)	15.47%	45.30%	28.18%	9.12%	1.93%	362	3.63
	56	164	102	33	7		

Q9 I enjoy the demands of work.

Answered: 357 Skipped: 16

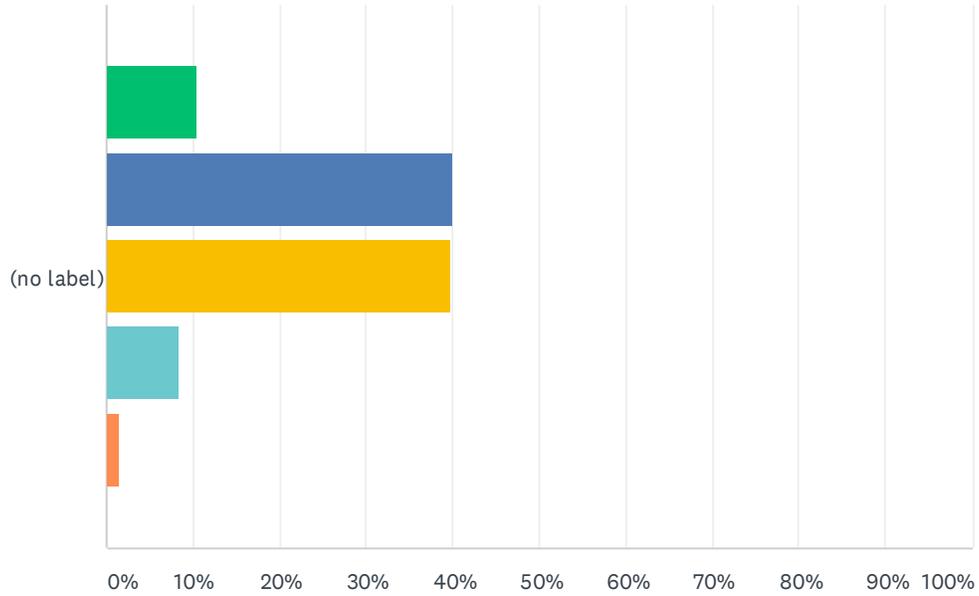


■ Always
 ■ Very often
 ■ Sometimes
 ■ Rarely
 ■ Never

	ALWAYS	VERY OFTEN	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
(no label)	8.96%	49.58%	31.65%	8.40%	1.40%	357	3.56
	32	177	113	30	5		

Q10 I have healthy ways of dealing with stress.

Answered: 362 Skipped: 11

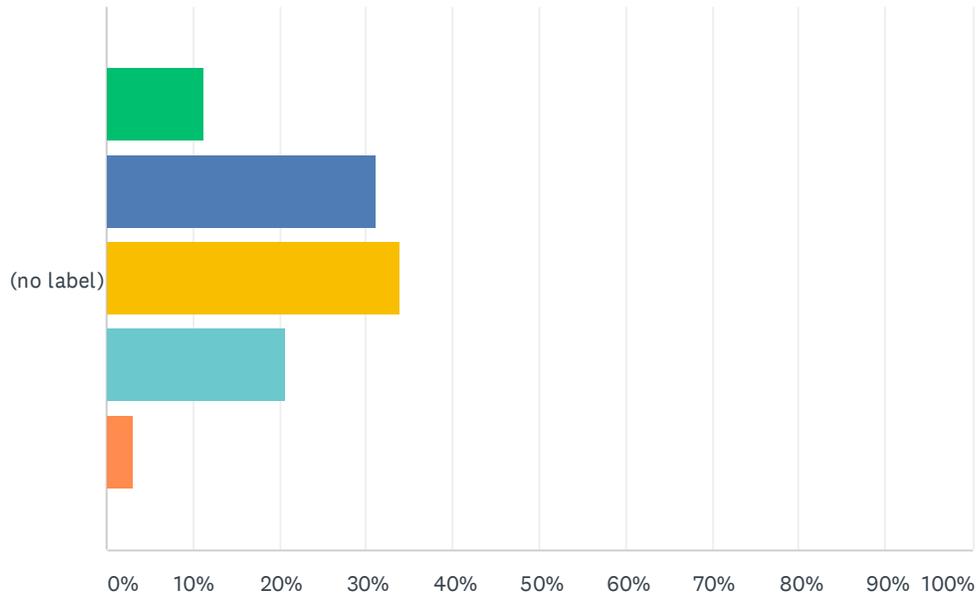


■ Always
 ■ Very often
 ■ Sometimes
 ■ Rarely
 ■ Never

	ALWAYS	VERY OFTEN	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
(no label)	10.50%	40.06%	39.78%	8.29%	1.38%	362	3.50
	38	145	144	30	5		

Q11 How well did your legal education prepare you to practice law?

Answered: 354 Skipped: 19

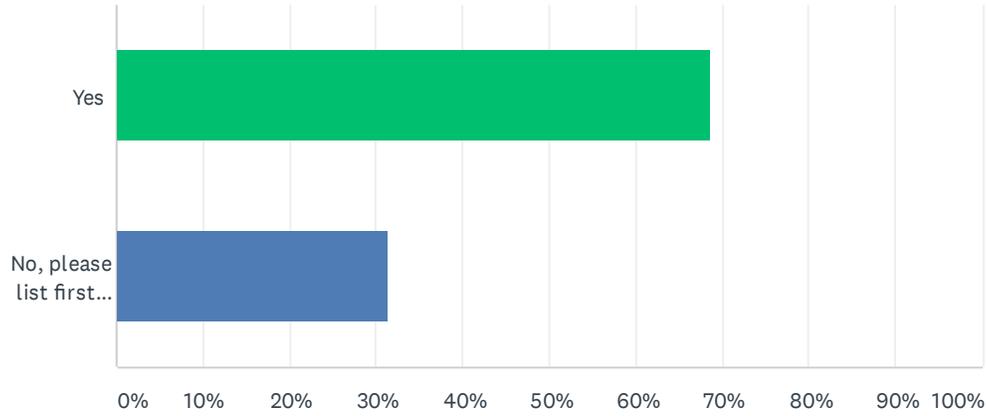


■ Very well
 ■ Well
 ■ Adequately
 ■ Less than adequately
 ■ Not at all

	VERY WELL	WELL	ADEQUATELY	LESS THAN ADEQUATELY	NOT AT ALL	TOTAL	WEIGHTED AVERAGE
(no label)	11.30%	31.07%	33.90%	20.62%	3.11%	354	3.27
	40	110	120	73	11		

Q12 Is Washington your first state bar of admission?

Answered: 351 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	68.66%	241
No, please list first state of bar admission.	31.34%	110
TOTAL		351

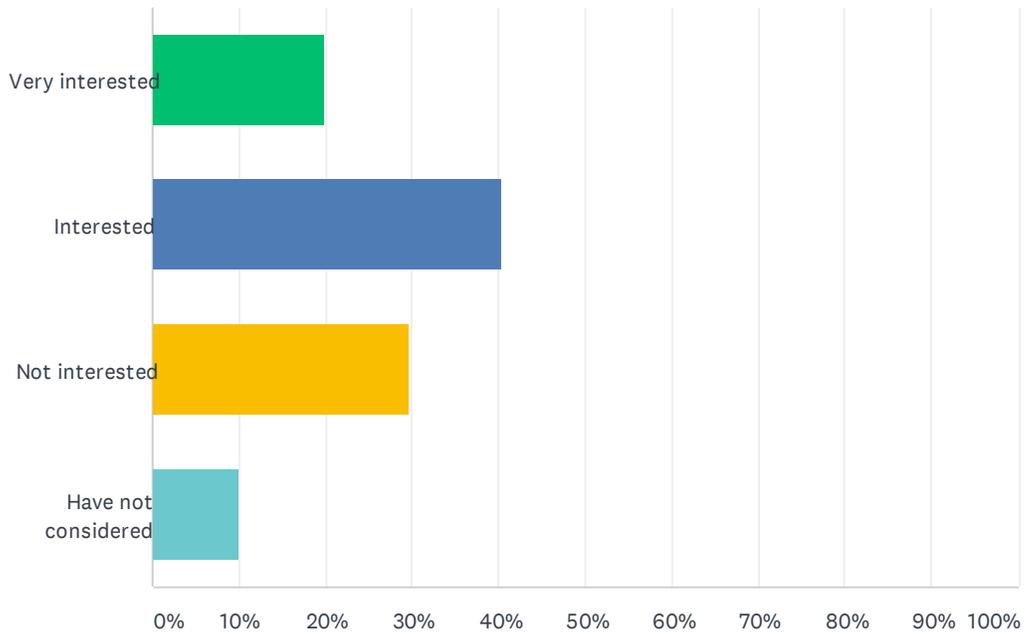
#	NO, PLEASE LIST FIRST STATE OF BAR ADMISSION.	DATE
1	California 1986	6/25/2020 6:50 PM
2	Idaho	6/16/2020 8:06 AM
3	Indiana	6/14/2020 9:12 PM
4	Pennsylvania	6/11/2020 2:00 PM
5	Idaho	6/9/2020 5:03 PM
6	Illinois	6/9/2020 9:59 AM
7	Illinois	6/9/2020 9:36 AM
8	California	6/7/2020 12:45 PM
9	Hawaii	6/4/2020 8:48 PM
10	Arkansas	6/4/2020 7:48 PM
11	MN	6/4/2020 6:18 PM
12	Ohio	6/4/2020 5:52 PM
13	Oregon	6/4/2020 5:35 PM
14	Alaska	6/4/2020 5:16 PM
15	Idaho	6/4/2020 5:06 PM
16	Arizona	6/4/2020 4:20 PM
17	Montana	6/4/2020 4:04 PM
18	CT and NY	6/4/2020 3:34 PM
19	OR	6/4/2020 2:15 PM
20	California	6/4/2020 1:17 PM
21	OR	6/4/2020 7:02 AM
22	Oregon	6/3/2020 4:35 PM
23	California	6/3/2020 2:29 PM
24	Arizona	6/3/2020 12:31 PM
25	Utah	6/3/2020 8:44 AM
26	id	6/2/2020 11:55 PM
27	CA. 1984.	6/2/2020 5:22 PM
28	I decline to name it.	6/2/2020 1:23 PM
29	Utah	6/2/2020 12:14 PM
30	Texas	6/2/2020 11:41 AM
31	California 2007	6/2/2020 9:57 AM
32	PA	6/2/2020 9:56 AM
33	Illinois	6/2/2020 9:40 AM
34	Texas	6/2/2020 9:33 AM
35	Montana	6/2/2020 9:11 AM
36	Alaska	6/2/2020 9:10 AM
37	Texas	6/2/2020 8:34 AM

38	Michigan	6/2/2020 7:55 AM
39	Illinois	6/2/2020 7:50 AM
40	Michigan	6/2/2020 7:48 AM
41	Illinois	6/2/2020 7:29 AM
42	California	6/2/2020 7:29 AM
43	Oregon	6/2/2020 7:19 AM
44	Minnesota	6/2/2020 6:25 AM
45	New York	6/2/2020 4:43 AM
46	Indiana	6/1/2020 9:31 PM
47	Utah	6/1/2020 8:36 PM
48	California	6/1/2020 8:36 PM
49	Arizona	6/1/2020 6:03 PM
50	England and Wales	6/1/2020 5:40 PM
51	Oregon	6/1/2020 4:54 PM
52	California	6/1/2020 4:28 PM
53	California prior, followed by Oregon after.	6/1/2020 4:27 PM
54	puerto rico	6/1/2020 4:22 PM
55	I applied to NY first. I got sworn in to both around the same month I think	6/1/2020 4:19 PM
56	NV, FL, WA	6/1/2020 4:13 PM
57	Oregon	6/1/2020 3:54 PM
58	New York	6/1/2020 3:53 PM
59	Pennsylvania	6/1/2020 3:51 PM
60	Nevada	6/1/2020 3:42 PM
61	CA	6/1/2020 3:35 PM
62	District of Columbia	6/1/2020 3:25 PM
63	New York	6/1/2020 3:23 PM
64	Texas	6/1/2020 3:22 PM
65	Georgia (2008)	6/1/2020 3:10 PM
66	Another country	6/1/2020 3:08 PM
67	NY	6/1/2020 3:07 PM
68	New Mexico	6/1/2020 2:55 PM
69	Wisconsin	6/1/2020 2:45 PM
70	Oregon	6/1/2020 2:43 PM
71	California - 1981	6/1/2020 2:43 PM
72	florida	6/1/2020 2:41 PM
73	Oregon	6/1/2020 2:38 PM
74	Maryland, then D.C., and now Oregon	6/1/2020 2:38 PM
75	NJ	6/1/2020 2:38 PM

76	California	6/1/2020 2:36 PM
77	Oregon	6/1/2020 2:36 PM
78	New York	6/1/2020 2:33 PM
79	Kansas	6/1/2020 2:29 PM
80	Arizona	6/1/2020 2:29 PM
81	Massachusetts	6/1/2020 2:26 PM
82	Oregon	6/1/2020 2:26 PM
83	Oregon	6/1/2020 2:25 PM
84	PA	6/1/2020 2:24 PM
85	Oregon	6/1/2020 2:23 PM
86	California	6/1/2020 2:23 PM
87	Texas	6/1/2020 2:21 PM
88	Idaho	6/1/2020 2:18 PM
89	Wisconsin, New Mexico	6/1/2020 2:17 PM
90	Maine	6/1/2020 2:17 PM
91	Oregon	6/1/2020 2:17 PM
92	NY	6/1/2020 2:16 PM
93	New York	6/1/2020 2:14 PM
94	Arizona	6/1/2020 2:14 PM
95	Arizona	6/1/2020 2:14 PM
96	Maryland	6/1/2020 2:13 PM
97	California	6/1/2020 2:13 PM
98	Patent bar	6/1/2020 2:12 PM
99	Nevada	6/1/2020 2:12 PM
100	Oregon	6/1/2020 2:11 PM
101	Oregon	6/1/2020 2:11 PM
102	Virginia	6/1/2020 2:11 PM
103	Oregon	6/1/2020 2:09 PM
104	Idaho	6/1/2020 2:05 PM
105	Arizona	6/1/2020 2:04 PM
106	Maryland, DC, then Washington	6/1/2020 2:03 PM
107	California	6/1/2020 2:02 PM
108	Arizona	6/1/2020 1:59 PM
109	oregon	6/1/2020 1:59 PM
110	Arizona	6/1/2020 1:57 PM

Q13 After admission to the bar, what level of interest have you had in pursuing a non-traditional legal career?

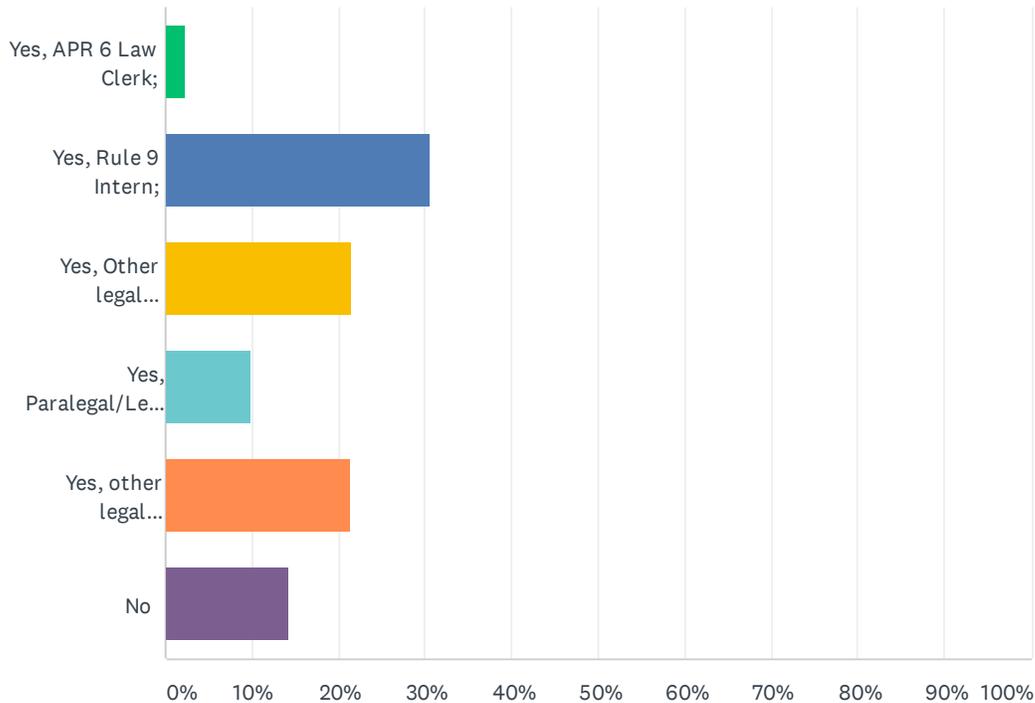
Answered: 351 Skipped: 22



ANSWER CHOICES	RESPONSES	
Very interested	19.94%	70
Interested	40.46%	142
Not interested	29.63%	104
Have not considered	9.97%	35
TOTAL		351

Q14 Did you have any legal experience prior to being admitted to WSBA, e.g. Rule 9 intern or other internship, law clerk program, externship, work as a paralegal or legal assistant?

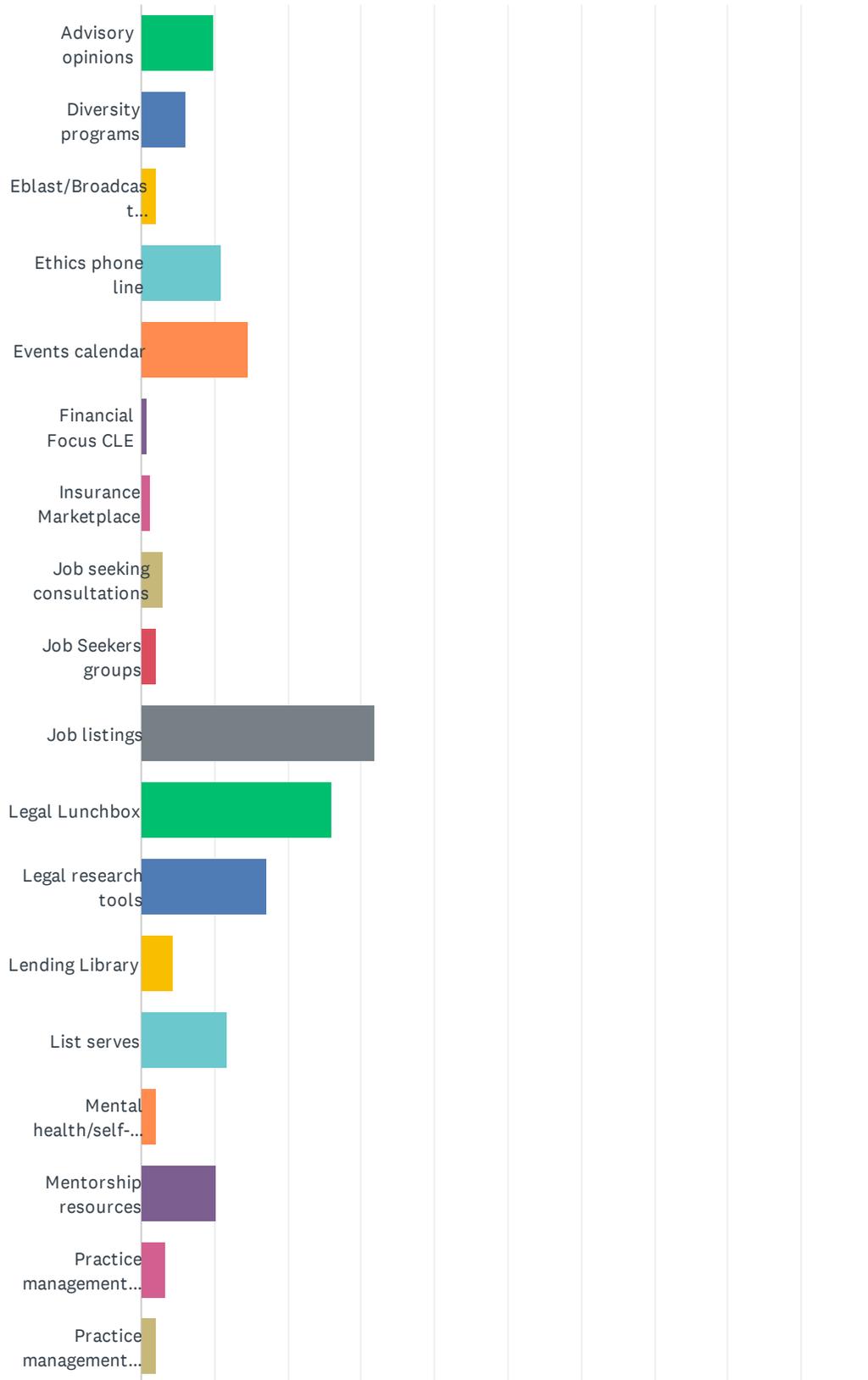
Answered: 356 Skipped: 17

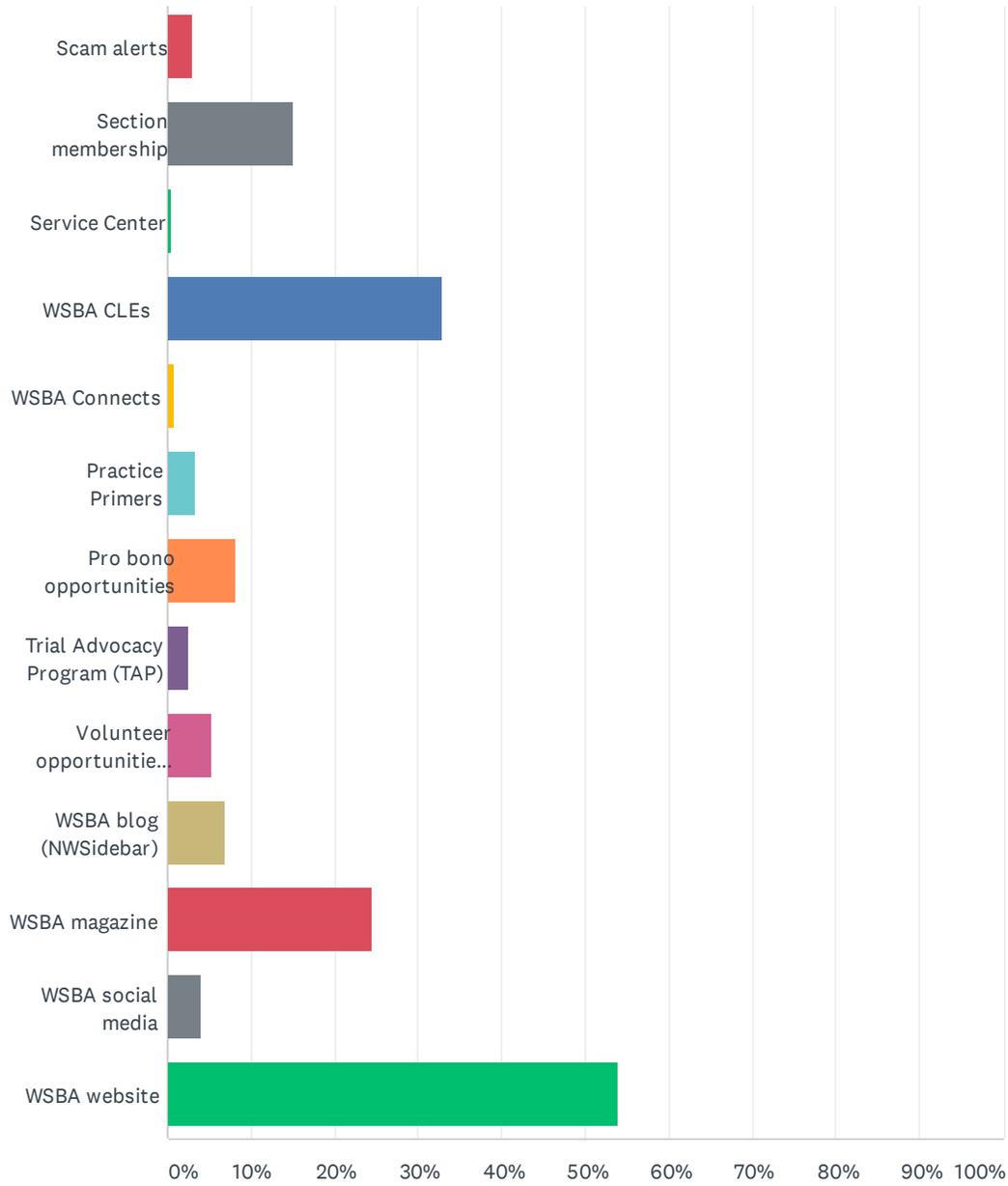


ANSWER CHOICES	RESPONSES
Yes, APR 6 Law Clerk;	2.25% 8
Yes, Rule 9 Intern;	30.62% 109
Yes, Other legal internship;	21.63% 77
Yes, Paralegal/Legal Assistant;	9.83% 35
Yes, other legal experience not listed;	21.35% 76
No	14.33% 51
TOTAL	356

Q15 What WSBA resources, services and, benefits did you utilize\were useful to you before you became a WSBA member? Check all that apply.

Answered: 246 Skipped: 127

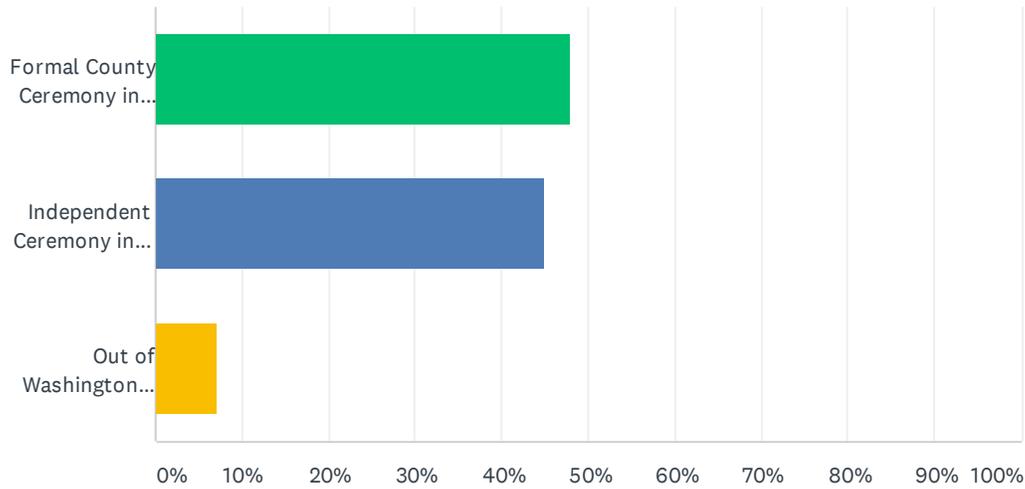




ANSWER CHOICES	RESPONSES	
Advisory opinions	9.76%	24
Diversity programs	6.10%	15
Eblast/Broadcast communications	2.03%	5
Ethics phone line	10.98%	27
Events calendar	14.63%	36
Financial Focus CLE	0.81%	2
Insurance Marketplace	1.22%	3
Job seeking consultations	2.85%	7
Job Seekers groups	2.03%	5
Job listings	31.71%	78
Legal Lunchbox	26.02%	64
Legal research tools	17.07%	42
Lending Library	4.47%	11
List serves	11.79%	29
Mental health/self-care consultations	2.03%	5
Mentorship resources	10.16%	25
Practice management assistance	3.25%	8
Practice management discount network	2.03%	5
Scam alerts	2.85%	7
Section membership	15.04%	37
Service Center	0.41%	1
WSBA CLEs	32.93%	81
WSBA Connects	0.81%	2
Practice Primers	3.25%	8
Pro bono opportunities	8.13%	20
Trial Advocacy Program (TAP)	2.44%	6
Volunteer opportunities (serving on a WSBA committee, board, etc.)	5.28%	13
WSBA blog (NWSidebar)	6.91%	17
WSBA magazine	24.39%	60
WSBA social media	4.07%	10
WSBA website	54.07%	133
Total Respondents: 246		

Q16 I took the Oath of Attorney at a/an:

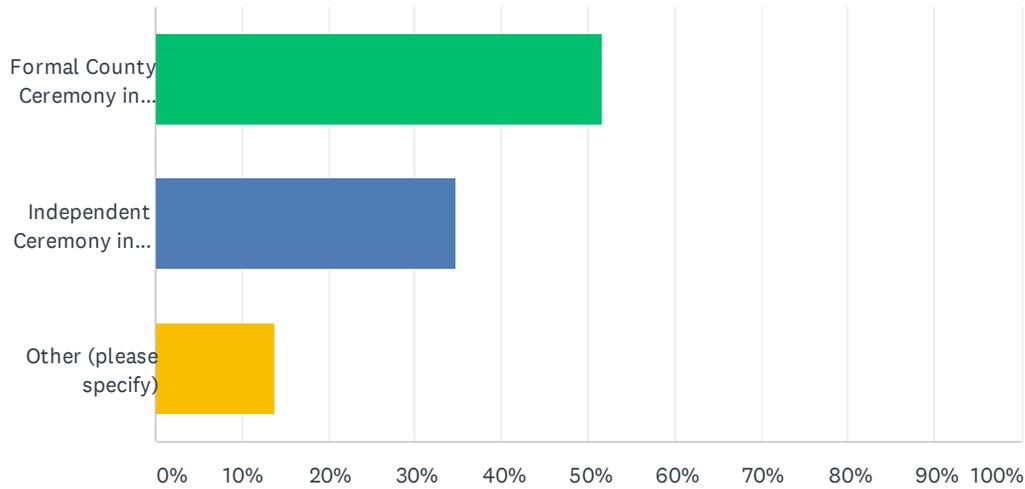
Answered: 351 Skipped: 22



ANSWER CHOICES	RESPONSES	
Formal County Ceremony in Washington	47.86%	168
Independent Ceremony in Washington	45.01%	158
Out of Washington state jurisdiction	7.12%	25
TOTAL		351

Q17 My ideal Oath of Attorney would have been at a/an:

Answered: 349 Skipped: 24



ANSWER CHOICES	RESPONSES	
Formal County Ceremony in Washington	51.58%	180
Independent Ceremony in Washington	34.67%	121
Other (please specify)	13.75%	48
TOTAL		349

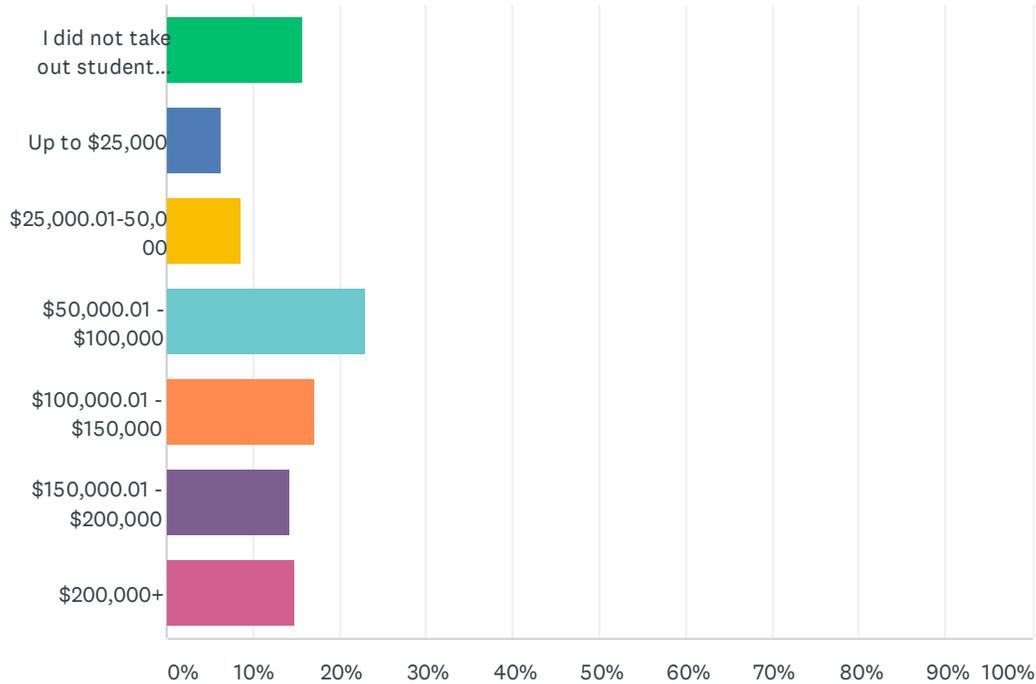
#	OTHER (PLEASE SPECIFY)	DATE
1	I did mine with Chief Justice Fairhurst.	6/17/2020 5:13 PM
2	Don't care	6/16/2020 8:06 AM
3	No change	6/9/2020 5:03 PM
4	no preference	6/9/2020 9:36 AM
5	I had my ideal oath of attorney: it was administered by the judge I had formally externed for.	6/5/2020 9:40 AM
6	Online	6/4/2020 3:34 PM
7	Over the phone from my living room.	6/3/2020 12:17 PM
8	Had I been clerking for my judge at the time, I would have loved for her to swear me in.	6/3/2020 10:22 AM
9	Not important.	6/3/2020 10:20 AM
10	I don't have any preference for Washington because I attended at the formal ceremony in the jurisdiction of my first bar admission. For the first timers, I think the formal ceremony is way more memorable than independent ones, I think.	6/2/2020 1:23 PM
11	Exactly how I did it, which was with a judge I externed for coming to my firm that I joined immediately after taking the bar exam.	6/2/2020 11:43 AM
12	Out of Washington state jurisdiction	6/2/2020 11:05 AM
13	n/a	6/2/2020 9:57 AM
14	none at all	6/2/2020 9:56 AM
15	None	6/2/2020 9:33 AM
16	A formal ceremony organized by WSBA (not a local bar association)	6/2/2020 9:12 AM
17	private ceremony with judge and my spouse	6/2/2020 9:10 AM
18	I've been an attorney for 20 years in IL and WA was an add on because I have family here. I didn't particularly care and used the easiest procedure for the oath	6/2/2020 7:50 AM
19	nothing formal	6/2/2020 7:40 AM
20	Do not care. Why is this even a question? What is the importance of this?	6/1/2020 5:37 PM
21	This is utterly irrelevant to anything having to do with the practice of law. The fact that the Bar is concerned about it speaks volumes about the Bar's utility as an organization.	6/1/2020 4:43 PM
22	Via video so I didn't have to get dressed up and go to court	6/1/2020 4:19 PM
23	local judge at cool vacation location within specific state	6/1/2020 4:13 PM
24	Don't care	6/1/2020 3:54 PM
25	I don't care	6/1/2020 3:34 PM
26	I was already admitted in another jurisdiction, so I'd rather have not had to have a formal swearing in at all.	6/1/2020 3:10 PM
27	Who cares!	6/1/2020 3:07 PM
28	Mine was perfect with a colleague who became a judge in NM.	6/1/2020 2:55 PM
29	It seems a bit antiquated, honestly.	6/1/2020 2:42 PM
30	None	6/1/2020 2:34 PM
31	I don't care where or how it's administered, what I care about is the ridiculously long process that it took for the WSBA to conduct its character and fitness review, and the lack of promptness in its updating me on my application status. I had already been sworn in in NY, so the ten months it took from application to admission caused real harm professionally and it cost way too much money to get done in the first place by organizations who do not utilize the fees you require to expediently process the application and inform the applicant of any issues with	6/1/2020 2:33 PM

the references. I had to get like 15 affidavits from prior employers and one of them were not returned (and did not receive the paperwork). Frustratingly, the way that the organization validated this work experience was through a statement of my roommate who had observed me working for the organization remotely (which also caused confusion among the background checking org), and all that was required for proof of work was my own statement made to another person that I had been working for an organization. The fact that this proof would have been sufficient and that it delayed my background check and application for months after I had already taken and passed the Washington Law Component. It felt very self serving to me to pay money for a process that does not even require strong corroborative proof (which if that was the standard, I could have instead gotten a bunch of my friends to submit statements that I had told them I was working for X organization, and saved everyone about nine months of "work")

32	Does not matter to me	6/1/2020 2:29 PM
33	Washington Supreme Court like in Oregon	6/1/2020 2:26 PM
34	I don't think it matters	6/1/2020 2:17 PM
35	Something that could be completed online	6/1/2020 2:15 PM
36	Out of Washington state jurisdiction	6/1/2020 2:14 PM
37	Not sure that it matters. In Arizona was part of a large swearing in and that was great. Here, I was sworn in my then-presiding Judge Snyder in his chambers and that was great too.	6/1/2020 2:14 PM
38	anywhere more conducive to practicing attorneys than either a twice-per-year ceremony or having to find a specific judge and courtroom in the middle of a workday	6/1/2020 2:13 PM
39	A friend who is an Oregon judge swore me in, which was ideal.	6/1/2020 2:11 PM
40	A written Oath I could mail in without the ceremony	6/1/2020 2:11 PM
41	N/A	6/1/2020 2:10 PM
42	?	6/1/2020 2:09 PM
43	not at all it was another pointless hoop to jump through	6/1/2020 2:09 PM
44	A form that I mail back - seriously, who the hell cares.	6/1/2020 2:09 PM
45	Didn't matter to me.	6/1/2020 2:08 PM
46	I was happy being sworn in by a judge in Arizona.	6/1/2020 2:04 PM
47	Don'tknow/don't care	6/1/2020 2:03 PM
48	Doesn't seem so important	6/1/2020 2:01 PM

Q18 What is the total level of your law school student loan debt?

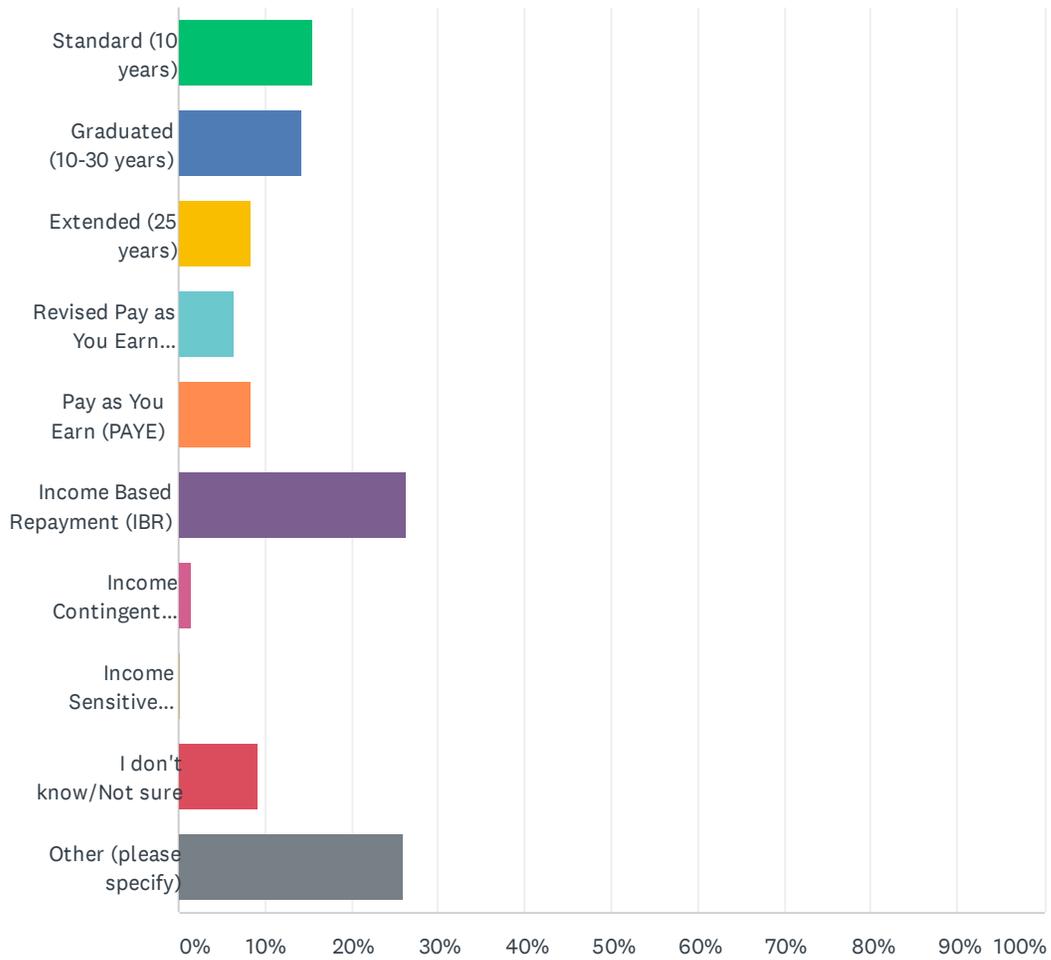
Answered: 349 Skipped: 24



ANSWER CHOICES	RESPONSES	
I did not take out student loans	15.76%	55
Up to \$25,000	6.30%	22
\$25,000.01-50,000	8.60%	30
\$50,000.01 - \$100,000	22.92%	80
\$100,000.01 - \$150,000	17.19%	60
\$150,000.01 - \$200,000	14.33%	50
\$200,000+	14.90%	52
TOTAL		349

Q19 What type(s) of student loan repayment plan(s) are your pursuing (select all that apply)?

Answered: 335 Skipped: 38



ANSWER CHOICES	RESPONSES	
Standard (10 years)	15.52%	52
Graduated (10-30 years)	14.33%	48
Extended (25 years)	8.36%	28
Revised Pay as You Earn (REPAYE)	6.57%	22
Pay as You Earn (PAYE)	8.36%	28
Income Based Repayment (IBR)	26.27%	88
Income Contingent Repayment (ICR)	1.49%	5
Income Sensitive Repayment (ISR)	0.30%	1
I don't know/Not sure	9.25%	31
Other (please specify)	25.97%	87
Total Respondents: 335		

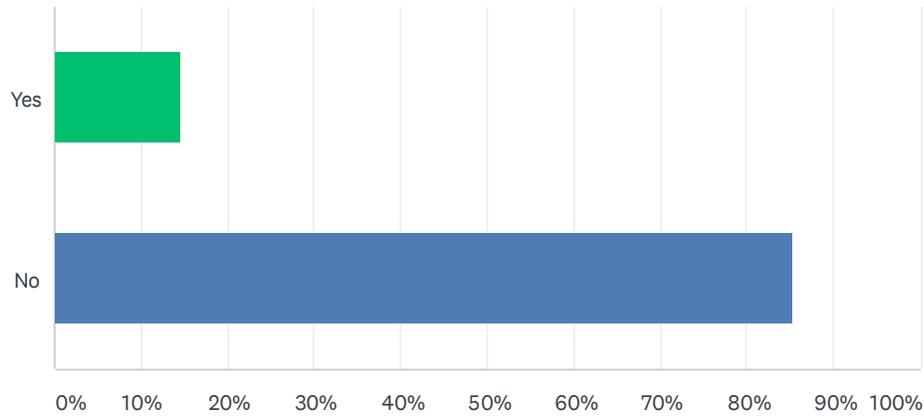
#	OTHER (PLEASE SPECIFY)	DATE
1	My loans are paid off.	6/28/2020 5:50 PM
2	None	6/28/2020 9:53 AM
3	I do not have any student loans to repay	6/26/2020 4:11 PM
4	I do not have student loans now.	6/20/2020 3:08 PM
5	Paying as we are able through IBR (often pay more than monthly amount when able)	6/16/2020 12:30 PM
6	Currently deferred, some sort of income based when off deferral.	6/16/2020 8:06 AM
7	Paid	6/9/2020 5:03 PM
8	I took out 65k, but it has been paid off now.	6/5/2020 11:17 AM
9	NA	6/4/2020 9:47 PM
10	Already paid it off	6/4/2020 8:48 PM
11	I am currently in school, so repayment is paused.	6/4/2020 6:18 PM
12	No loans	6/4/2020 5:52 PM
13	Full Ride Scholarship	6/4/2020 5:02 PM
14	I have paid off my law school loans early.	6/4/2020 2:44 PM
15	I paid it off 35 years ago	6/4/2020 1:17 PM
16	IBR Public Service Loan Forgiveness	6/4/2020 12:18 PM
17	None	6/3/2020 10:34 AM
18	Not applicable	6/2/2020 8:09 PM
19	No Law School Debt - APR6 Law Clerk Program	6/2/2020 6:26 PM
20	Not applicable.	6/2/2020 5:22 PM
21	none	6/2/2020 4:20 PM
22	My student loan debt is paid off.	6/2/2020 12:14 PM
23	Hopefully public service forgiveness	6/2/2020 11:09 AM
24	N/A	6/2/2020 10:50 AM
25	already paid off	6/2/2020 10:47 AM
26	Public Interest Loan Forgiveness Program	6/2/2020 10:34 AM
27	Private refinancing	6/2/2020 9:58 AM
28	N/A	6/2/2020 9:12 AM
29	Public Service Loan Forgiveness	6/2/2020 8:55 AM
30	I worked very hard and lived below my means. I paid it all off in 2015. I was a LOT of work and sacrifice but worth it!	6/2/2020 8:48 AM
31	I have paid it off-again I've been in practice for 20 years just now in WA	6/2/2020 7:50 AM
32	Completed payment in 1990	6/2/2020 7:29 AM
33	Paid them off already	6/2/2020 7:19 AM
34	I worked and saved before law school and paid my tuition with savings.	6/2/2020 6:49 AM
35	Paid off	6/1/2020 8:36 PM
36	Currently trying to set up a repayment plan, am hoping for income based repayment	6/1/2020 5:02 PM
37	N/A	6/1/2020 4:54 PM

38	Paid off	6/1/2020 4:33 PM
39	paid off mine years ago (was only about 30k)	6/1/2020 4:28 PM
40	not applicable (paid off loans)	6/1/2020 4:26 PM
41	None any more. all paid-off	6/1/2020 4:22 PM
42	paid over 20 years	6/1/2020 4:13 PM
43	I refinanced my house and paid it off. I had a graduated repayment that was overwhelming at 4 years out.	6/1/2020 4:09 PM
44	Paid off via own finances	6/1/2020 4:09 PM
45	None, no student loans	6/1/2020 4:04 PM
46	No loans.	6/1/2020 3:53 PM
47	no	6/1/2020 3:51 PM
48	N/A	6/1/2020 3:51 PM
49	N/A	6/1/2020 3:35 PM
50	Refinanced to a 15 year flat rate loan.	6/1/2020 3:10 PM
51	None	6/1/2020 3:09 PM
52	N/A	6/1/2020 3:08 PM
53	I paid off my student loans in roughly 10 years. I sacrificed a lot.	6/1/2020 3:08 PM
54	I paid mine off by selling my home in 2015. I had the Graduated or Extended repayment plan, I believe.	6/1/2020 3:05 PM
55	PSLF	6/1/2020 2:55 PM
56	I payed off my loans	6/1/2020 2:48 PM
57	I do not have student loan debt	6/1/2020 2:44 PM
58	Paid off a long time ago.	6/1/2020 2:38 PM
59	Privately refinanced.	6/1/2020 2:30 PM
60	I've paid off my loans	6/1/2020 2:29 PM
61	I have already paid my loans off on standard terms, mostly via my spouse's earnings which exceed mine every year.	6/1/2020 2:29 PM
62	Not applicable	6/1/2020 2:29 PM
63	I paid off my loans a long time ago.	6/1/2020 2:27 PM
64	I kept my expenses low and paid them off as quickly as possible. I think it took me 4 or 5 years.	6/1/2020 2:26 PM
65	None	6/1/2020 2:24 PM
66	Paid it off as fast as I could.	6/1/2020 2:24 PM
67	No loands	6/1/2020 2:24 PM
68	Private loans are standard; Federal loans are IBR (PSLF)	6/1/2020 2:22 PM
69	No Loans	6/1/2020 2:21 PM
70	After 6 years in public service I found out my payments didn't go towards PSLF because I was on the wrong plan so I used my divorce settlement to pay them off.	6/1/2020 2:17 PM
71	I paid everything off in the first several years after graduating	6/1/2020 2:17 PM
72	PSLF	6/1/2020 2:16 PM
73	Does not apply.	6/1/2020 2:16 PM

74	I earned scholarships and did not take out student loans	6/1/2020 2:15 PM
75	N/A	6/1/2020 2:14 PM
76	Paid off immediately after graduation in 1999	6/1/2020 2:14 PM
77	None. Went to law school a long time ago, when it was cheap, and had a tuition waiver.	6/1/2020 2:14 PM
78	na	6/1/2020 2:13 PM
79	n/a	6/1/2020 2:12 PM
80	Loans are paid off	6/1/2020 2:12 PM
81	Standard 5 years	6/1/2020 2:09 PM
82	Not applicable. This survey is rough son, pull your socks up.	6/1/2020 2:09 PM
83	Private loan through a friend	6/1/2020 2:04 PM
84	paid off	6/1/2020 2:03 PM
85	I do not have student loan debt.	6/1/2020 2:00 PM
86	NA	6/1/2020 1:59 PM
87	private refinancing	6/1/2020 1:58 PM

Q20 Are you currently enrolled in public service loan forgiveness (PSLF)?

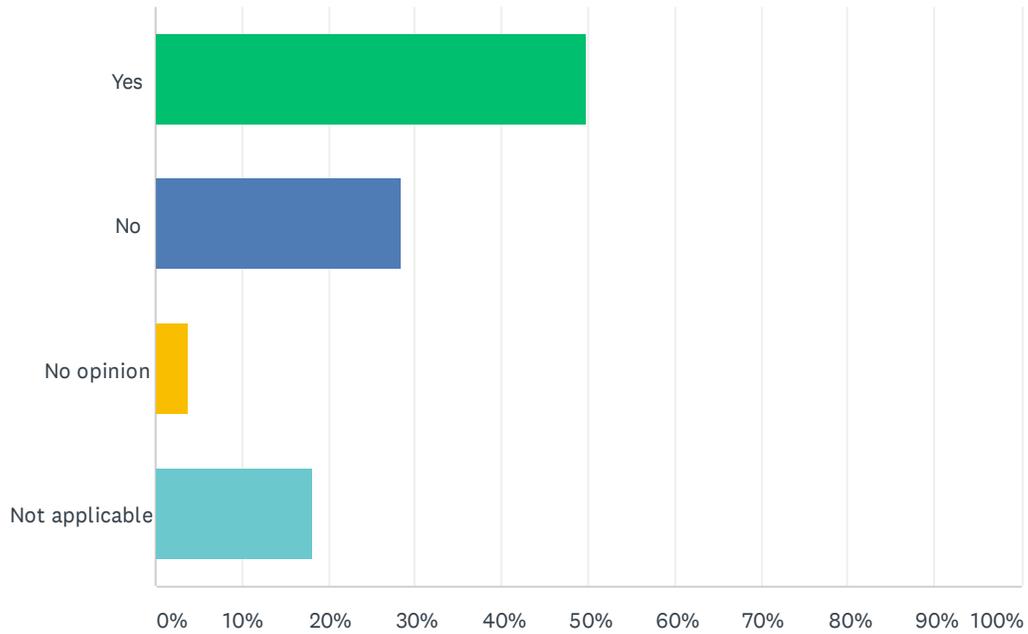
Answered: 348 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	14.66%	51
No	85.34%	297
TOTAL		348

Q21 Are you concerned about your student loan debt?

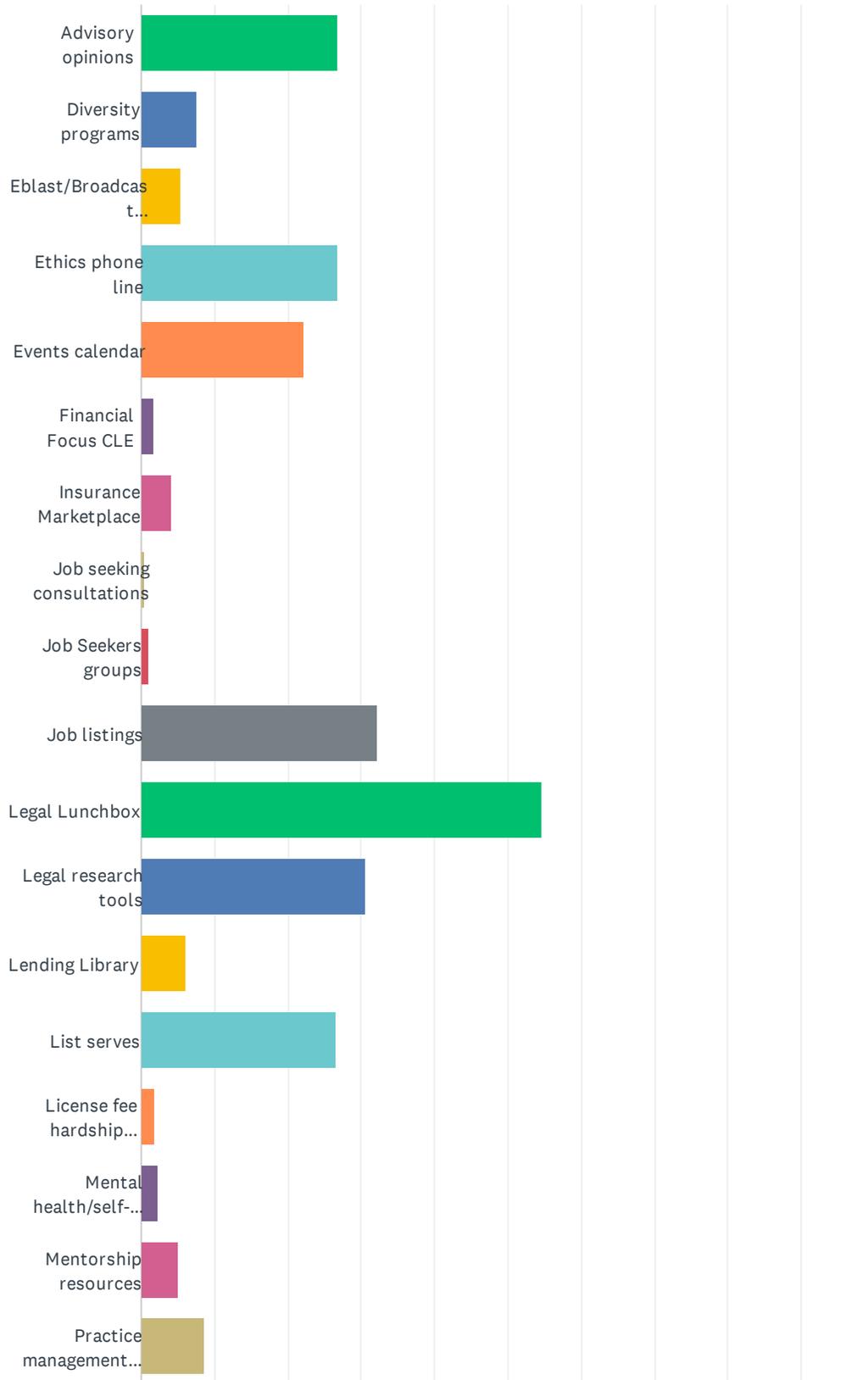
Answered: 352 Skipped: 21

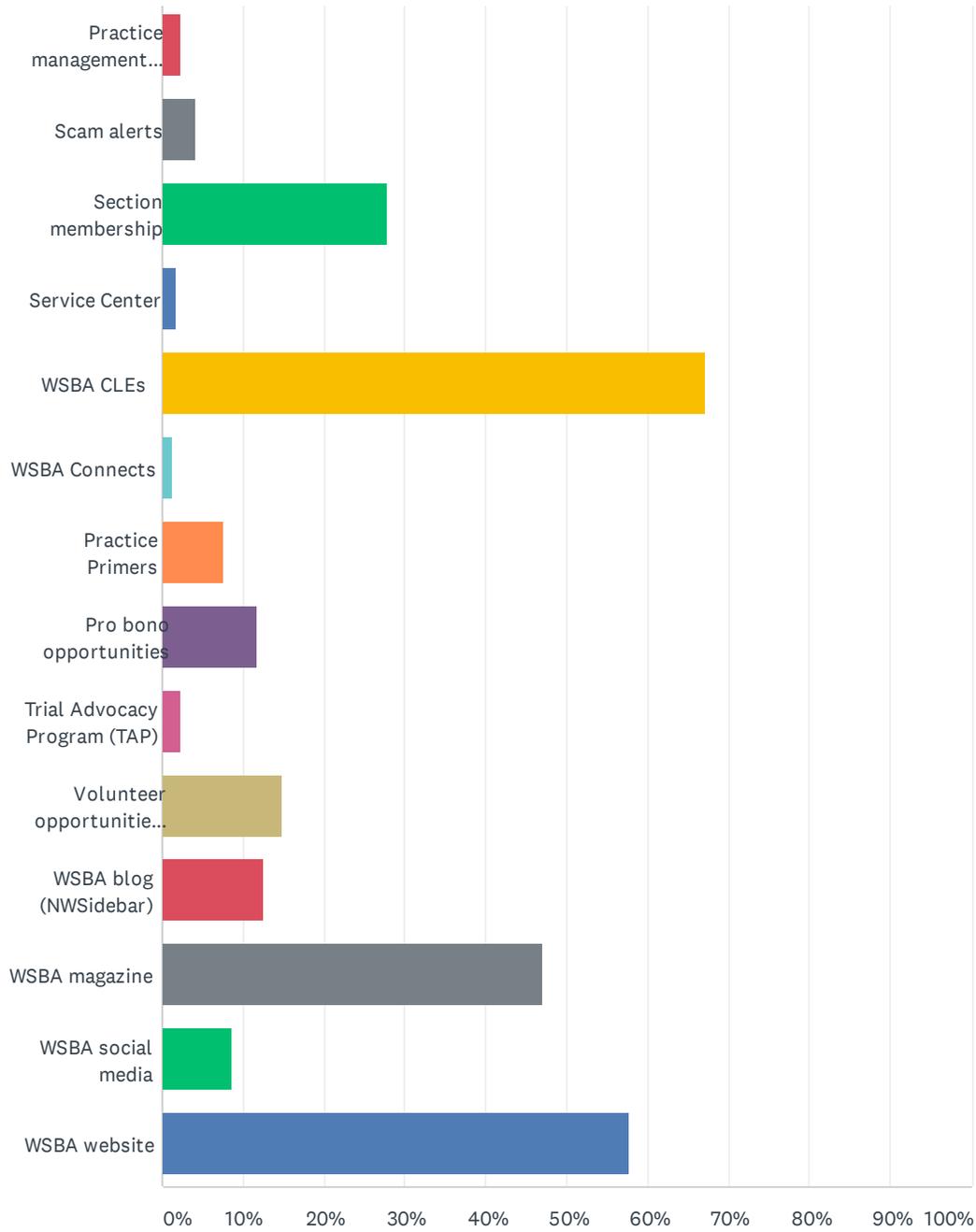


ANSWER CHOICES	RESPONSES	
Yes	49.72%	175
No	28.41%	100
No opinion	3.69%	13
Not applicable	18.18%	64
TOTAL		352

Q22 As a current WSBA member, what resources, services, and benefits have you utilized/have been helpful to you? Check all that apply.

Answered: 317 Skipped: 56





ANSWER CHOICES	RESPONSES	
Advisory opinions	26.81%	85
Diversity programs	7.57%	24
Eblast/Broadcast communications	5.36%	17
Ethics phone line	26.81%	85
Events calendar	22.08%	70
Financial Focus CLE	1.58%	5
Insurance Marketplace	4.10%	13
Job seeking consultations	0.32%	1
Job Seekers groups	0.95%	3
Job listings	32.18%	102
Legal Lunchbox	54.57%	173
Legal research tools	30.60%	97
Lending Library	5.99%	19
List serves	26.50%	84
License fee hardship exemption	1.89%	6
Mental health/self-care consultations	2.21%	7
Mentorship resources	5.05%	16
Practice management assistance	8.52%	27
Practice management discount network	2.21%	7
Scam alerts	4.10%	13
Section membership	27.76%	88
Service Center	1.58%	5
WSBA CLEs	67.19%	213
WSBA Connects	1.26%	4
Practice Primers	7.57%	24
Pro bono opportunities	11.67%	37
Trial Advocacy Program (TAP)	2.21%	7
Volunteer opportunities (serving on a WSBA committee, board, etc.)	14.83%	47
WSBA blog (NWSidebar)	12.62%	40
WSBA magazine	47.00%	149
WSBA social media	8.52%	27
WSBA website	57.73%	183

Total Respondents: 317

**Q23 As a new member, the WSBA service that benefits me the most is
(please describe):**

Answered: 281 Skipped: 92

#	RESPONSES	DATE
1	CLEs and getting legal news updates from the Bar	6/30/2020 6:33 PM
2	N/A	6/28/2020 5:52 PM
3	Nothing	6/28/2020 9:56 AM
4	CLE	6/26/2020 4:14 PM
5	Activity and networking in connection with serving on ADR Section ex com	6/25/2020 6:54 PM
6	legal lunchbox	6/20/2020 3:12 PM
7	WSBA CLEs	6/17/2020 5:15 PM
8	Email blasts (whether for CLE, jobs, events, or scam alerts or warnings)	6/16/2020 12:34 PM
9	Free Legal Research tools	6/16/2020 8:09 AM
10	Hard to say, because I no longer practice in WA	6/14/2020 9:14 PM
11	Legal research tools	6/13/2020 9:43 PM
12	Mentorship did	6/12/2020 1:57 PM
13	CLEs	6/12/2020 9:09 AM
14	The listservs so I get the latest updates on the things I care about	6/11/2020 2:03 PM
15	None, yet. The emails alerting me for CLEs are nice, but the prices are unappealing for many.	6/10/2020 11:28 AM
16	Job listings	6/9/2020 5:05 PM
17	Section memberships	6/9/2020 1:24 PM
18	Unclear	6/9/2020 10:02 AM
19	Job Listings	6/9/2020 9:38 AM
20	the free legal research databases	6/8/2020 11:42 AM
21	free training/CLE	6/8/2020 9:37 AM
22	section memberships, WSBA website, CLEs	6/7/2020 1:12 PM
23	CLEs	6/7/2020 12:47 PM
24	Listservs	6/7/2020 11:09 AM
25	The free therapy sessions...	6/5/2020 5:06 PM
26	Research options	6/5/2020 11:19 AM
27	Alerts about upcoming CLEs	6/5/2020 9:44 AM
28	Legal lunchbox	6/4/2020 9:50 PM
29	Free section membership	6/4/2020 9:04 PM
30	The free CLEs and opportunities to meet other lawyers	6/4/2020 8:50 PM
31	Legal Lunchbox	6/4/2020 7:52 PM
32	Job board	6/4/2020 6:03 PM
33	I'm not a new member	6/4/2020 5:54 PM
34	CLE's	6/4/2020 5:38 PM
35	Research tools	6/4/2020 5:11 PM
36	Cle programs and casemaker	6/4/2020 5:09 PM
37	Legal lunchbox CLEs	6/4/2020 4:54 PM

38	Legal Lunchboxes, they're free and it's an easy way to meet the CLE requirements.	6/4/2020 4:31 PM
39	Legal Lunchbox	6/4/2020 4:23 PM
40	Magazine - getting a feel for the WA legal community	6/4/2020 4:07 PM
41	Section List Servs	6/4/2020 3:46 PM
42	WSBA magazine	6/4/2020 2:48 PM
43	legal research tools	6/4/2020 2:17 PM
44	Lending library/online services	6/4/2020 1:19 PM
45	Membership in the Sole & Small firm practitioners section	6/4/2020 7:04 AM
46	Section memberships	6/3/2020 4:37 PM
47	Wesbite	6/3/2020 2:31 PM
48	job listings	6/3/2020 12:33 PM
49	Job Board	6/3/2020 12:19 PM
50	listserves	6/3/2020 11:08 AM
51	Discounted rates for new members	6/3/2020 10:37 AM
52	Magazine - only service I use.	6/3/2020 10:25 AM
53	The WSBA website is an excellent resource for anything I need related to practice in Washington.	6/3/2020 10:14 AM
54	Section membership, CLEs, and WSBA's LOMAP	6/3/2020 9:59 AM
55	Website	6/3/2020 8:48 AM
56	WSBA website	6/3/2020 12:56 AM
57	job postings	6/2/2020 11:57 PM
58	CLEs and the LLLT contact.	6/2/2020 8:14 PM
59	practice primers	6/2/2020 6:09 PM
60	WSBA CLE's	6/2/2020 5:27 PM
61	The lawyer directory	6/2/2020 4:21 PM
62	listservs	6/2/2020 3:49 PM
63	CLEs	6/2/2020 3:42 PM
64	listserve	6/2/2020 2:54 PM
65	Serving on the executive committee of a section	6/2/2020 2:34 PM
66	Legal research tools.	6/2/2020 1:30 PM
67	Legal research tools: I use Casemaker regularly in my practice and I'm very enthusiastic about having that resource available.	6/2/2020 12:18 PM
68	I didn't have one that benefitted the most.	6/2/2020 11:52 AM
69	I am not a new member; I have been practicing for 12 years so find it utterly bizarre that you sent me this survey. I don't want or need any of the WSBA resources, other than that I frequently use the lawyer directory online and I appreciate the MCLE dashboard. Otherwise, the WSBA exists in my world only as a burden, as I have to pay \$500 every year for the privilege of practicing this profession, when I feel like I already earned the right to practice through education, passing the bar exam, and my ongoing competency and lack of any bar complaints.	6/2/2020 11:49 AM
70	Legal Lunchbox	6/2/2020 11:42 AM
71	Job listings.	6/2/2020 11:28 AM

72	Thus far, the advisory opinions	6/2/2020 11:18 AM
73	Free or cheap CLEs	6/2/2020 11:12 AM
74	Free CLEs	6/2/2020 11:07 AM
75	Legal research tools	6/2/2020 10:59 AM
76	ethics hotline, but I wish there were more resources available.	6/2/2020 10:51 AM
77	legal research tools	6/2/2020 10:51 AM
78	lawyer directory	6/2/2020 10:37 AM
79	CLE	6/2/2020 10:04 AM
80	Free lunchtime CLE	6/2/2020 10:00 AM
81	Practice Management Group	6/2/2020 9:39 AM
82	None (not being sarcastic)	6/2/2020 9:34 AM
83	The Legal Lunchbox program! It's an incredible benefit and I'm able to watch one on my lunch break.	6/2/2020 9:21 AM
84	Legal Lunchbox	6/2/2020 9:15 AM
85	None. I do not see any value added by the WSBA.	6/2/2020 9:15 AM
86	free webinar CLEs	6/2/2020 9:14 AM
87	CLEs (especially ethics)	6/2/2020 8:56 AM
88	WSBA CLEs	6/2/2020 8:37 AM
89	?	6/2/2020 7:57 AM
90	NA	6/2/2020 7:52 AM
91	Legal Lunchbox - free CLEs!	6/2/2020 7:42 AM
92	CLE programs. May join IP section.	6/2/2020 7:31 AM
93	Cle	6/2/2020 7:31 AM
94	12 years, not so new. Don't use services.	6/2/2020 7:21 AM
95	Ethics line	6/2/2020 6:02 AM
96	Website	6/2/2020 4:44 AM
97	The CLE's	6/1/2020 11:06 PM
98	Legal Lunchbox and free CLE offerings	6/1/2020 11:01 PM
99	Advisory Opinions	6/1/2020 9:33 PM
100	I don't feel like a new WSBA member, I was admitted in 2007	6/1/2020 8:37 PM
101	unknown	6/1/2020 8:37 PM
102	N/A.	6/1/2020 8:20 PM
103	It doesn't. It costs far too much for new lawyers with heavy student loan debts and	6/1/2020 8:12 PM
104	List Serves, particularly the S&SP they are a wonderful group who gladly share their knowledge.	6/1/2020 7:56 PM
105	N/A - I practice in the military only and I feel I get zero benefit from wsba and it is \$125 more than the typical state charges.	6/1/2020 7:13 PM
106	Sections	6/1/2020 6:29 PM
107	Free ethics CLEs	6/1/2020 6:05 PM
108	Ethics Opinions/Line and Legal Research Tools	6/1/2020 5:43 PM

109	CLEs	6/1/2020 5:41 PM
110	CLE's. Because they're mandatory to keep my license.	6/1/2020 5:38 PM
111	Website	6/1/2020 5:18 PM
112	CLEs	6/1/2020 5:06 PM
113	Legal lunchbox series when I can make them work with my schedule.	6/1/2020 5:04 PM
114	Magazine and Sections	6/1/2020 5:02 PM
115	WSBA CLEs	6/1/2020 4:58 PM
116	New Lawyer List Serve - Great way to get questions answered!	6/1/2020 4:54 PM
117	I do not find much utility in the services offered by the WSBA.	6/1/2020 4:44 PM
118	free MCLE	6/1/2020 4:30 PM
119	I haven't really used any.	6/1/2020 4:30 PM
120	It's not great. I mostly use the KCBA services. The WSBA hasn't been useful but I think were some free CLEs. And it's so expensive	6/1/2020 4:30 PM
121	Free CLEs	6/1/2020 4:28 PM
122	cle	6/1/2020 4:24 PM
123	Free CLEs	6/1/2020 4:23 PM
124	Legal Lunchbox	6/1/2020 4:22 PM
125	Section Membership	6/1/2020 4:19 PM
126	I am no longer a new member. Please limit excessive emails.	6/1/2020 4:18 PM
127	Lunch Box CLE	6/1/2020 4:16 PM
128	Free CLEs	6/1/2020 4:15 PM
129	Job listings was the last thing that I've used	6/1/2020 4:11 PM
130	CLE Events Calendar	6/1/2020 4:11 PM
131	job listings	6/1/2020 4:08 PM
132	CLEs	6/1/2020 4:07 PM
133	Job listings and the WSBA website generally	6/1/2020 4:06 PM
134	Free CLEs	6/1/2020 4:04 PM
135	WSBA website	6/1/2020 3:57 PM
136	Newsletter	6/1/2020 3:57 PM
137	Easy opportunities to network and meet other lawyers	6/1/2020 3:56 PM
138	Section membership	6/1/2020 3:54 PM
139	Resources	6/1/2020 3:54 PM
140	volunteer opportunities	6/1/2020 3:45 PM
141	networking	6/1/2020 3:44 PM
142	Legal Lunchbox. The free and interesting CLEs are great!	6/1/2020 3:43 PM
143	Ethics phone line	6/1/2020 3:43 PM
144	Legal Lunchbox	6/1/2020 3:41 PM
145	Cle	6/1/2020 3:37 PM
146	WSBA CLEs	6/1/2020 3:32 PM

147	WSBA website	6/1/2020 3:32 PM
148	CLEs/Legal Lunchbox	6/1/2020 3:31 PM
149	Ethics hotline	6/1/2020 3:27 PM
150	Casemaker	6/1/2020 3:25 PM
151	Probably the legal research tools and the CLEs	6/1/2020 3:24 PM
152	CLEs	6/1/2020 3:20 PM
153	legal lunchbox, simply because they are free CLE credits.	6/1/2020 3:20 PM
154	Legal Lunchbox	6/1/2020 3:18 PM
155	Ethics hotline	6/1/2020 3:17 PM
156	Free CLEs	6/1/2020 3:15 PM
157	keeping me licensed. I don't see any other benefit. I did use the ethics line twice. I thought it was helpful but the advice was too delayed in one circumstance so it wasn't beneficial. The second time, the advice was not helpful (look at the RPC which I already had and discussed with colleagues).	6/1/2020 3:12 PM
158	None	6/1/2020 3:12 PM
159	Advisory opinions	6/1/2020 3:11 PM
160	Appreciate the Legal Lunchboxes	6/1/2020 3:11 PM
161	WSBA Website	6/1/2020 3:10 PM
162	Legal Lunchbox	6/1/2020 3:10 PM
163	Case Maker	6/1/2020 3:09 PM
164	Advisory Opinions	6/1/2020 3:09 PM
165	CLE's	6/1/2020 3:06 PM
166	Research	6/1/2020 3:06 PM
167	WSBA has a glut of services many of which are not useful. WSBA needs to focus on several of its most important service and do those well.	6/1/2020 3:05 PM
168	very little	6/1/2020 2:59 PM
169	Ethics hotline	6/1/2020 2:59 PM
170	The website	6/1/2020 2:58 PM
171	To be honest, my WSBA membership to me represents a greater liability than it does an asset. It is already over twice the fee of my NY membership without the hefty late fees put onto the fees and services. For someone with clients who have nonpayment practices, having the additional stress of trying to pay for the CLEs the membership, my subscriptions, and everything else just feels very encumbering as an attorney. I don't feel like the in-person CLEs were anything but expensive and frustrating. Engaging and networking with a community that only seems to be shrinking locally does not encourage me to build a practice. The CLEs I did pay to attend in person were unhelpful for finding job opportunities; the best I was told for getting into my field was to wait a few years for all the local attorneys to retire. But retirement is not something that attorneys usually do at 65 either. So waiting for the law market to "improve" has been painful, tenuous, and mostly intellectually, interpersonally, relationally unrewarding, unenriching, and unsupportive. It has not been an encouraging place to practice law or be a young attorney. WSBA has made it worse and feels ambivalent to the reality of its own crumbling legal industry.	6/1/2020 2:55 PM
172	None. I don't find the WSBA helpful.	6/1/2020 2:53 PM
173	I have been practicing for 35 years, and 25 years in house, and so I do not really expect services from WSBA	6/1/2020 2:51 PM

174	I use the lawyer directory all the time!	6/1/2020 2:49 PM
175	section membership and listserves	6/1/2020 2:49 PM
176	WSBA CLEs	6/1/2020 2:48 PM
177	MCLE, Events, insurance, practice management tools	6/1/2020 2:48 PM
178	Cles	6/1/2020 2:47 PM
179	Providing job postings	6/1/2020 2:46 PM
180	Section membership	6/1/2020 2:45 PM
181	legal research tools, the WSBA website lawyer directory and legal lunchbox	6/1/2020 2:44 PM
182	practice primers	6/1/2020 2:43 PM
183	CLEs offer great opportunities to learn and engage with other professionals	6/1/2020 2:41 PM
184	WSBA CLEs including health lawyers association	6/1/2020 2:40 PM
185	The Legal Lunchbox series is great, even when it covers areas of law not related to mine	6/1/2020 2:40 PM
186	Casemaker	6/1/2020 2:39 PM
187	Job Search	6/1/2020 2:37 PM
188	WSBA holds zero value to me. I find the WSBA to be a useless, bloated organization which exists to generate fees collected from attorneys	6/1/2020 2:37 PM
189	New Lawyer Listserv	6/1/2020 2:36 PM
190	Legal research tools	6/1/2020 2:34 PM
191	I think opportunities to give back to the community is important.	6/1/2020 2:33 PM
192	Cle's	6/1/2020 2:33 PM
193	Free CLEs	6/1/2020 2:33 PM
194	CLEs and Deskbooks	6/1/2020 2:33 PM
195	Free CLEs as well as networking/mentor events	6/1/2020 2:32 PM
196	WSBA CLEs	6/1/2020 2:32 PM
197	N/A	6/1/2020 2:32 PM
198	Nothing	6/1/2020 2:32 PM
199	Free CLE	6/1/2020 2:31 PM
200	Section membership in RPPT	6/1/2020 2:31 PM
201	None the mentor ship program is a joke no one ever responded I never got a mentee after I signed up as a mentor	6/1/2020 2:30 PM
202	Pro Bono opportunities	6/1/2020 2:30 PM
203	lawyer directory is my most used resource	6/1/2020 2:30 PM
204	N/A	6/1/2020 2:29 PM
205	online lawyer directory	6/1/2020 2:29 PM
206	Website	6/1/2020 2:28 PM
207	Practice Primer	6/1/2020 2:28 PM
208	Legal Lunchbox	6/1/2020 2:28 PM
209	I cannot really say.	6/1/2020 2:27 PM
210	NW Sidebar	6/1/2020 2:27 PM

211	I have been practicing for almost 20 years, so I'm not sure why you consider me a "new" member.	6/1/2020 2:27 PM
212	The reform board. WSBA was previously out of control with horrible decisions.	6/1/2020 2:27 PM
213	Legal Lunchbox helps get me CLE credits	6/1/2020 2:27 PM
214	Legal Lunchbox	6/1/2020 2:27 PM
215	Job listings for entry level positions.	6/1/2020 2:27 PM
216	I didn't use any. Nothing was that helpful	6/1/2020 2:26 PM
217	Listserve	6/1/2020 2:26 PM
218	sections	6/1/2020 2:25 PM
219	None.	6/1/2020 2:24 PM
220	lending library	6/1/2020 2:23 PM
221	cle & research	6/1/2020 2:22 PM
222	Unknown	6/1/2020 2:22 PM
223	n/a	6/1/2020 2:21 PM
224	Legal lunchbox	6/1/2020 2:21 PM
225	Don't do much with WSBA. I serve on the rules and procedures committee	6/1/2020 2:19 PM
226	Legal Lunchbox	6/1/2020 2:19 PM
227	CLEs	6/1/2020 2:18 PM
228	NA	6/1/2020 2:18 PM
229	CLEs	6/1/2020 2:18 PM
230	Job networking opportunities	6/1/2020 2:18 PM
231	Legal research tools and CLEs help me to fill in the gaps that law school left out for my chosen area of practice (family law).	6/1/2020 2:18 PM
232	Fee waiver for military members	6/1/2020 2:17 PM
233	free cles	6/1/2020 2:16 PM
234	?	6/1/2020 2:16 PM
235	WSBA magazine and website	6/1/2020 2:16 PM
236	Job Listings	6/1/2020 2:16 PM
237	I'm not a new WSBA member	6/1/2020 2:15 PM
238	Free or low-cost CLEs	6/1/2020 2:15 PM
239	Casemaker	6/1/2020 2:15 PM
240	The CLE's, especially during the COVID stay at home order	6/1/2020 2:15 PM
241	been a member 10 years	6/1/2020 2:14 PM
242	free CLEs	6/1/2020 2:14 PM
243	The magazine is very well done and useful.	6/1/2020 2:14 PM
244	CLEs	6/1/2020 2:13 PM
245	Being called a "New Member" and still receiving these emails after practicing in this state for 18 years.	6/1/2020 2:13 PM
246	WSBA website	6/1/2020 2:12 PM
247	Job page	6/1/2020 2:12 PM

248	Legal research tools (CaseMaker)	6/1/2020 2:12 PM
249	main website so I can update my info	6/1/2020 2:12 PM
250	I attend the lunchbox series.	6/1/2020 2:12 PM
251	N/A	6/1/2020 2:11 PM
252	?	6/1/2020 2:11 PM
253	List serves	6/1/2020 2:11 PM
254	immigration consults	6/1/2020 2:11 PM
255	legal lunchbox, I want to keep my licenese current and work at a non-profit for low pay	6/1/2020 2:11 PM
256	Legal research tools, section membership, and my volunteer work	6/1/2020 2:11 PM
257	CLE	6/1/2020 2:10 PM
258	N/A	6/1/2020 2:10 PM
259	Volunteer opportunities	6/1/2020 2:10 PM
260	Legal Lunchbox. I have a CLE stipend, but often I need more CLEs than my stipend covers, and free classes are a great option. I've also really appreciated the reference book we got when applying which identifies differences in WA law.	6/1/2020 2:10 PM
261	Job listings	6/1/2020 2:09 PM
262	WSBA Website	6/1/2020 2:09 PM
263	The lawyer directory.	6/1/2020 2:08 PM
264	None, maybe the legal lunchbox because it's free	6/1/2020 2:08 PM
265	Given that I've been a member for almost a dozen years, I don't consider myself a new member	6/1/2020 2:08 PM
266	Listserve/Sections and legal research	6/1/2020 2:07 PM
267	honestly not sure	6/1/2020 2:07 PM
268	CLE to learn more about the current changes in the law	6/1/2020 2:07 PM
269	Legal research programs	6/1/2020 2:06 PM
270	Website	6/1/2020 2:06 PM
271	Free CLEs, especially those introducing practitioners to new areas of the law.	6/1/2020 2:05 PM
272	CLEs	6/1/2020 2:04 PM
273	The WSBA is pretty worthless.	6/1/2020 2:04 PM
274	relevant CLEs	6/1/2020 2:03 PM
275	WSBA CLEs	6/1/2020 2:03 PM
276	Section membership	6/1/2020 2:02 PM
277	See question 22	6/1/2020 2:02 PM
278	the new member list serve. I love being able to see others questions and ask questions myself	6/1/2020 2:02 PM
279	CLEs	6/1/2020 2:01 PM
280	CLE	6/1/2020 2:01 PM
281	Nothing - WSBA provides no useful services to me other than tracking my CLE	6/1/2020 1:58 PM

Q24 As a new member, the one service I wish WSBA provided is (please describe):

Answered: 258 Skipped: 115

#	RESPONSES	DATE
1	Can't think of anything additional!	6/30/2020 6:33 PM
2	N/A	6/28/2020 5:52 PM
3	More free CLEs	6/28/2020 9:56 AM
4	none	6/26/2020 4:14 PM
5	Opportunity to create state-wide ADR program to prevent evictions	6/25/2020 6:54 PM
6	Less political positions taken by WSBA	6/20/2020 3:12 PM
7	WSBA should provide a CLE rate for government employees. We don't earn as much as private attorneys.	6/17/2020 5:15 PM
8	More email blasts!! I am probably in the minority here, but I find it so helpful when informative, resource-laden emails come right to my inbox for me to peruse, rather than having to search for information on websites, blogs, etc.	6/16/2020 12:34 PM
9	Mentor-ship out here in rural Washington	6/16/2020 8:09 AM
10	Hard to say, because I no longer practice in WA	6/14/2020 9:14 PM
11	Additional free or discounted resources for pro bono work	6/13/2020 9:43 PM
12	more activities	6/12/2020 1:57 PM
13	Can't think of anything you could provide that I would use	6/12/2020 9:09 AM
14	I'm pretty happy as-is.	6/11/2020 2:03 PM
15	Practice management assistance	6/10/2020 11:04 AM
16	More free CLE	6/9/2020 5:05 PM
17	Greater transparency dealing with the WSBA as it relates to sections	6/9/2020 1:24 PM
18	Unsure	6/9/2020 10:02 AM
19	Westlaw	6/8/2020 11:42 AM
20	more materials for prosecutors--everything is defense focused. We need information geared toward reform too	6/8/2020 9:37 AM
21	Mandatory mentorship	6/7/2020 11:09 AM
22	awareness options for folks considering law school and being a lawyer. More information on student debt.	6/5/2020 5:06 PM
23	More Free cles. My ABA member has a lot.	6/5/2020 11:19 AM
24	I have no suggestions at this time.	6/5/2020 9:44 AM
25	All good.	6/4/2020 9:50 PM
26	Structured mentorship program opportunities.	6/4/2020 9:04 PM
27	Can't think of anything now	6/4/2020 8:50 PM
28	Mentorship (maybe it's available but I am not aware) for people a law and academia focus (I want to law school out of state so don't have WA law/academia connections from school)	6/4/2020 8:40 PM
29	Job fairs	6/4/2020 6:03 PM
30	Oregon has a statute of limitations hand book they give us. I would like a free Washington Statute of limitations book or any other book useful for prevening malpractice.	6/4/2020 5:38 PM
31	Na	6/4/2020 5:11 PM
32	more advanced legal research tools (maybe including some forms or models)	6/4/2020 5:09 PM
33	Nothing, you have many valuable program options.	6/4/2020 4:55 PM

34	Unsure	6/4/2020 4:54 PM
35	The WSBA seems very Seattle-focused and forgets or ignores other cities and counties, especially eastern WA.	6/4/2020 4:31 PM
36	None	6/4/2020 4:07 PM
37	less expensive health insurance for small firms	6/4/2020 2:48 PM
38	Expanded legal research	6/4/2020 1:19 PM
39	Lower yearly fees for a longer time, or lower for all	6/4/2020 12:27 PM
40	None come to mind	6/4/2020 7:04 AM
41	Contract Case Referrals	6/3/2020 2:31 PM
42	na	6/3/2020 12:33 PM
43	A mechanism for reducing the WSBA to the absolute bare minimum of services.	6/3/2020 12:19 PM
44	Sample template database	6/3/2020 10:37 AM
45	LOWER FEES (and decent looking bar card)	6/3/2020 10:25 AM
46	I can't think of anything the WSBA does not provide.	6/3/2020 10:14 AM
47	Not sure at this time	6/3/2020 9:59 AM
48	More streamlined communication/less clutter (so many emails I ignore many as I think of them as spam)	6/3/2020 8:48 AM
49	more senior attorneys speaking about personal experience with mental health	6/3/2020 12:56 AM
50	more up to date self study	6/2/2020 11:57 PM
51	Expand outside of the bar association office for meetings/events. Better connection across the state. Squash discussions to end LLLT program and work better to support the program and those of us licensed.	6/2/2020 8:14 PM
52	free deskbooks	6/2/2020 6:09 PM
53	Free Comprehensive WA Law Publication.	6/2/2020 5:27 PM
54	Forms	6/2/2020 4:21 PM
55	I wish the WSBA provided fewer services, actually.	6/2/2020 1:34 PM
56	More generous license fee exemption.	6/2/2020 1:30 PM
57	I wish the WSBA or a division of WSBA advocated more for attorney interests. Sometimes it feels like WSBA acts too much like a regulatory body and not enough like and advocacy body on attorneys' behalf.	6/2/2020 12:18 PM
58	Not sure.	6/2/2020 11:52 AM
59	None; I absolutely do not need any services or support from the WSBA, as long as you just keep your website running. What I would appreciate is lower licensing fees because I feel like \$500 per year for the privilege of being a lawyer in my government job is extremely steep.	6/2/2020 11:49 AM
60	Health insurance	6/2/2020 11:42 AM
61	CLE's teaching basic and beginner skills in general practice and various practice areas.	6/2/2020 11:28 AM
62	Unknown	6/2/2020 11:18 AM
63	More free or cheap CLEs- it's just too expensive, especially compared to other states	6/2/2020 11:12 AM
64	More resources for out-of-state members	6/2/2020 11:07 AM
65	Better legal research tools	6/2/2020 10:59 AM
66	advisory opinions, WA practice, other available online resources	6/2/2020 10:51 AM
67	Free, streaming CLEs	6/2/2020 10:37 AM

68	Letting us keep our money	6/2/2020 10:10 AM
69	Better online resources.	6/2/2020 10:04 AM
70	Some resource for attorneys in nontraditional roles	6/2/2020 10:00 AM
71	Student loan forgiveness lobbying	6/2/2020 9:39 AM
72	Less yearly fee	6/2/2020 9:34 AM
73	More awareness to older members of the profession about supporting female attorney's.	6/2/2020 9:21 AM
74	better outreach for some of these opportunities; job fair; mentoring	6/2/2020 9:15 AM
75	I do not want services from WSBA. I think this association should be voluntary.	6/2/2020 9:15 AM
76	easy, no cost certification of bar membership, needed for federal employment applications	6/2/2020 9:14 AM
77	WSBA should speak out against police brutality, and form a partnership with NLG to provide representation to protesters.	6/2/2020 9:11 AM
78	More ethics CLEs	6/2/2020 8:56 AM
79	N/A	6/2/2020 8:37 AM
80	?	6/2/2020 7:57 AM
81	NA	6/2/2020 7:52 AM
82	More material on non-traditional legal positions	6/2/2020 7:42 AM
83	NA	6/2/2020 7:31 AM
84	Na	6/2/2020 7:21 AM
85	I'm not terribly sure what resources are available.	6/2/2020 6:51 AM
86	lower fees and a less partisan approach to politics	6/2/2020 6:02 AM
87	Clearer CLE guidelines for military practice	6/2/2020 4:44 AM
88	All my needs are met by my employer	6/1/2020 11:37 PM
89	I don't know	6/1/2020 11:06 PM
90	Mentorship	6/1/2020 9:33 PM
91	More hands on CLE's	6/1/2020 8:37 PM
92	Transition materials for new WA residents.	6/1/2020 8:37 PM
93	N/A - Cheaper bar dues.	6/1/2020 8:20 PM
94	Reduced fees and less email	6/1/2020 8:12 PM
95	More resources for new attorneys, such as, basic access to forms, mentorship opportunities, tools for establishing your own practice, more guidance on what resources apply to the new attorney vs. the experienced attorney.	6/1/2020 7:56 PM
96	N/A	6/1/2020 7:13 PM
97	real mentorship program	6/1/2020 6:29 PM
98	More free ethics CLEs	6/1/2020 6:05 PM
99	Practice Guidelines for moving between practice areas	6/1/2020 5:43 PM
100	free CLEs related to practical training	6/1/2020 5:41 PM
101	Ethics advice that was actually helpful.	6/1/2020 5:38 PM
102	More free CLEs	6/1/2020 5:18 PM
103	Free or reduced bar dues for government employees whose employer does not pay for their dues. Legal Lunchbox credits that meet the Law and Legal criteria, those are by far the hardest	6/1/2020 5:04 PM

	category to meet.	
104	IDK	6/1/2020 5:02 PM
105	Legal Lunchbox CLEs that were available the entire month, not just one day of the month.	6/1/2020 4:58 PM
106	I loved the New Lawyer Resource Thumbdrive loaded with info. I wish there had been a class to go with it.	6/1/2020 4:54 PM
107	In my opinion, the Bar attempts to do too much.	6/1/2020 4:44 PM
108	Better practice Primers and/or more resources for exploring new areas of practice.	6/1/2020 4:35 PM
109	templates for common things like subpoenas to third parties	6/1/2020 4:30 PM
110	n/a	6/1/2020 4:30 PM
111	Maybe help with interviews at companies like Apple, Facebook and Amazon. Or access to advice from alumni from these companies	6/1/2020 4:30 PM
112	Nothing springs to mind.	6/1/2020 4:28 PM
113	cle free	6/1/2020 4:24 PM
114	More free CLEs	6/1/2020 4:23 PM
115	Free training / CLE resources	6/1/2020 4:19 PM
116	I am no longer a new member. Please limit excessive emails.	6/1/2020 4:18 PM
117	no suggestions	6/1/2020 4:16 PM
118	A more robust ethics help service	6/1/2020 4:11 PM
119	Cannot think of any	6/1/2020 4:11 PM
120	more mental health options	6/1/2020 4:08 PM
121	mentorship	6/1/2020 4:07 PM
122	maybe more networking opportunities	6/1/2020 4:06 PM
123	More free CLEs	6/1/2020 4:04 PM
124	N/A	6/1/2020 3:57 PM
125	Better access to networking and other lawyers	6/1/2020 3:56 PM
126	Candidly, I wish that the WSBA merely focused on licensing and disciplinary actions and did not provide all of the additional services.	6/1/2020 3:54 PM
127	More good CLEs & networking events	6/1/2020 3:54 PM
128	More mentorship opportunities	6/1/2020 3:45 PM
129	More resources for Public Defense (specific statewide committee).	6/1/2020 3:43 PM
130	Discounted Westlaw subscription. Casemaker just isn't good enough.	6/1/2020 3:43 PM
131	Area of practice counseling	6/1/2020 3:41 PM
132	Don't know	6/1/2020 3:37 PM
133	N/A	6/1/2020 3:32 PM
134	N/A	6/1/2020 3:31 PM
135	Lower dues	6/1/2020 3:27 PM
136	more free CLEs	6/1/2020 3:25 PM
137	More free CLE's.	6/1/2020 3:24 PM
138	Not sure.	6/1/2020 3:20 PM
139	Actual mentors or connections with attorneys in a practice area that I would like to learn. I have	6/1/2020 3:20 PM

attempted to expand my practice to include a new area through attending CLEs and paying for membership in the practice specific section. I have had no success. It seems like most big WSBA events are held in western Washington, which dramatically increases the cost of networking and trying to find practice area mentors. Attempting to connect without physical attendance has yielded no results.

140	Kind of a lawyering 101 cle	6/1/2020 3:17 PM
141	lower fees	6/1/2020 3:15 PM
142	Well, first and foremost, it would be great if the Board of Governors did not shield sexual harrassment by one of the board members. And then mess with the investigation. They should all be removed IMMEDIATELY. To answer the actual question: Support. I graduated during the recession. I think they did away with the young lawyers around the same time. We felt unsupported and without any real guidance, mentorship, etc. Most of us could not afford CLE credits. It was awful and the older attorneys just told us to suck it up.	6/1/2020 3:12 PM
143	I don't know at this time. It seems that the wsba is all about punishment and not at all about supporting people.	6/1/2020 3:12 PM
144	Case law updates in nw lawyer magazine	6/1/2020 3:11 PM
145	Free CLEs	6/1/2020 3:10 PM
146	Additional group discounts for insurance, etc.	6/1/2020 3:10 PM
147	Representing its members and protect us from criminal board members	6/1/2020 3:09 PM
148	Better Ethics Hotline	6/1/2020 3:09 PM
149	I'm not sure	6/1/2020 3:06 PM
150	n/a	6/1/2020 3:06 PM
151	Better ability to track, manage, and take CLEs	6/1/2020 3:05 PM
152	more mentorship	6/1/2020 2:59 PM
153	Loan repayment assistance (aka "LRAP").	6/1/2020 2:59 PM
154	Mentoring	6/1/2020 2:58 PM
155	Eliminate CLE requirements altogether. The idea is well-intentioned, but the rewards are mostly nonexistent on a practice level for me to sit in an unengaging environment to "consume" this legal information. There is no sense of community built from this program (nor does requiring in-person attendance for new attorneys improve their value or the retention level of the information). People learn mostly relationally, so employing this as some form of practice competency assurances or as networking opportunities are ineffectual. New attorneys need guidance, engagement, and community. They get none of these things from the CLE programs.	6/1/2020 2:55 PM
156	None.	6/1/2020 2:53 PM
157	Simpler CLE compliance	6/1/2020 2:51 PM
158	online secondary sources for legal research	6/1/2020 2:49 PM
159	All is provided for at this time but Casemaker is essential	6/1/2020 2:48 PM
160	Government related cles	6/1/2020 2:47 PM
161	Facilitation of section events outside of King County	6/1/2020 2:45 PM
162	Information on student loan assistance	6/1/2020 2:44 PM
163	Practice manuals and resources like the OSB's bar books.	6/1/2020 2:41 PM
164	none	6/1/2020 2:40 PM
165	Local continuing Ed classes for LPO	6/1/2020 2:40 PM
166	Free Access to WSBA Desktops	6/1/2020 2:39 PM
167	Protection of unsophisticated, desperate people from charlatans with a community college	6/1/2020 2:37 PM

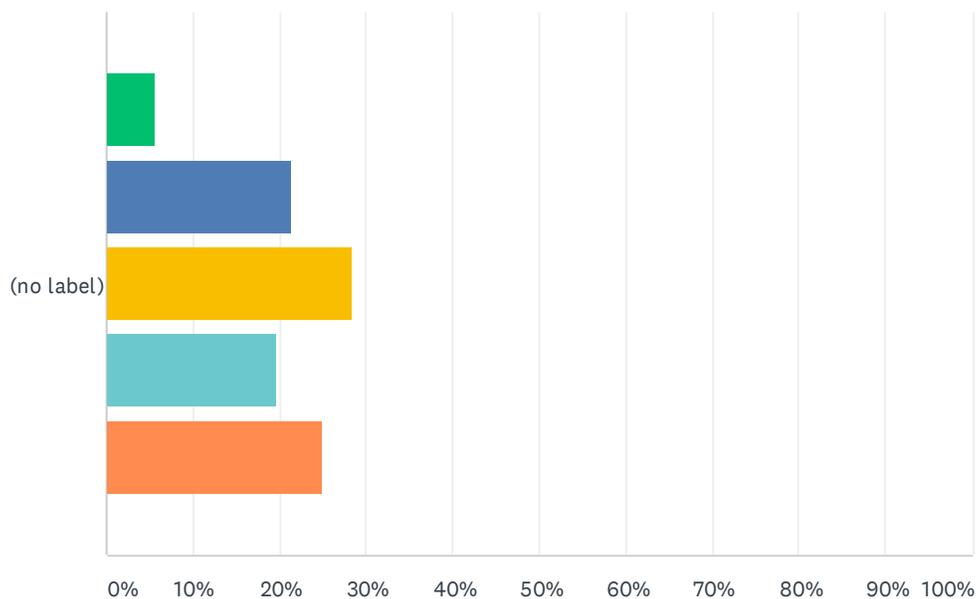
	education masquerading as "legal technicians."	
168	Info on managing student loans/programs	6/1/2020 2:36 PM
169	FAQs on being a new lawyer	6/1/2020 2:34 PM
170	Resume help	6/1/2020 2:33 PM
171	Entry-level CLEs to provide info about different areas of practice	6/1/2020 2:33 PM
172	BarBooks like the Oregon Bar has are a fantastic resource. They are searchable, free to all OSBA members, and my go-to starting point when starting a research project.	6/1/2020 2:33 PM
173	More services, CLEs, and events outside of Seattle	6/1/2020 2:32 PM
174	n/a	6/1/2020 2:32 PM
175	N/A	6/1/2020 2:32 PM
176	Protect its members	6/1/2020 2:32 PM
177	Affordable legal resources	6/1/2020 2:31 PM
178	No recommendation.	6/1/2020 2:31 PM
179	Can't think of anything	6/1/2020 2:31 PM
180	Better information promotion about new member events.	6/1/2020 2:30 PM
181	COVID accommodations for the July 2020 exam.	6/1/2020 2:30 PM
182	N/A	6/1/2020 2:29 PM
183	I think there should be mandatory practice insurance	6/1/2020 2:29 PM
184	The ability to be licensed in Washington without being required to be a member of the Bar Association	6/1/2020 2:28 PM
185	more free CLEs	6/1/2020 2:28 PM
186	Better mental health services. I utilized services once, but the bar refused to pay its portion and I ended up with a large bill I could not afford (I was a brand new attorney).	6/1/2020 2:28 PM
187	Information about student loan/debt - was not offered when I was in the first 5 years, and then it was only offered to those in first 5 years regardless of age. This information and CLEs/trainings should be available for all regardless of age as it affects many people.	6/1/2020 2:28 PM
188	Malpractice coverage for their pro bono programs	6/1/2020 2:28 PM
189	More direct mentoring programs	6/1/2020 2:27 PM
190	Better integration with the ATJ network of organizations- WSBA seems somewhat corporate focused	6/1/2020 2:27 PM
191	Why do you consider me a new member when I've been in practice for almost 20 years?	6/1/2020 2:27 PM
192	Ability to oust a bad executive director and vote on membership dues as a membership.	6/1/2020 2:27 PM
193	A job board that specifically is for new(er) attorneys/entry level positions.	6/1/2020 2:27 PM
194	Career counseling	6/1/2020 2:26 PM
195	Better email newsletter	6/1/2020 2:26 PM
196	I'm not sure.	6/1/2020 2:26 PM
197	better legal practice materials	6/1/2020 2:25 PM
198	None.	6/1/2020 2:24 PM
199	discounts on office software	6/1/2020 2:23 PM
200	west law next	6/1/2020 2:22 PM
201	Unknown	6/1/2020 2:22 PM

202	more robust mentoring programs for young attorneys.	6/1/2020 2:21 PM
203	Better support for attorneys as this is a career that seems to be changing significantly but does not pay for the amount of debt we undertook.	6/1/2020 2:21 PM
204	Better support for trauma informed advocacy and secondary/vicarious trauma	6/1/2020 2:19 PM
205	Some type of mentorship where you don't feel like you have to choose between your family life and your professional life.	6/1/2020 2:19 PM
206	graduated dues for attorneys not practicing full-time	6/1/2020 2:18 PM
207	NA	6/1/2020 2:18 PM
208	More support for the LLLT Profession.	6/1/2020 2:18 PM
209	Job counseling and internship finding opportunities, especially for who people who graduated from law school more than five years ago and would like to begin working in a new practice area.	6/1/2020 2:18 PM
210	Free CLE for basics like how to file; how to address experienced counsel or judicial officers who look down on you as inexperienced; how to express to clients your capabilities despite being newly admitted	6/1/2020 2:18 PM
211	Useful online CLEs	6/1/2020 2:17 PM
212	Mandatory experience and networking on "both sides" Prosecutors should be required to work first as public defenders, insurance lawyers should spend time first on plaintiff's side, etc	6/1/2020 2:16 PM
213	Practice-specific resources for out-of-state, multi-jurisdictional lawyers	6/1/2020 2:16 PM
214	NA	6/1/2020 2:16 PM
215	I am not a new WSBA member. When I was a new member twenty years ago, the job lists were helpful	6/1/2020 2:15 PM
216	Better job seekers resources	6/1/2020 2:15 PM
217	More abilities to find mentors and partner with experience attorneys	6/1/2020 2:15 PM
218	n/a	6/1/2020 2:14 PM
219	free bar books like in Oregon. Makes it exponentially easier to learn the law and not be a bonehead.	6/1/2020 2:14 PM
220	More of a balance between public and private job opportunities.	6/1/2020 2:14 PM
221	?	6/1/2020 2:13 PM
222	Shoe repair. That would be sweet.	6/1/2020 2:13 PM
223	TAP more than once a year	6/1/2020 2:12 PM
224	N/A	6/1/2020 2:12 PM
225	Mentors	6/1/2020 2:12 PM
226	Better job connecting me to other attorneys	6/1/2020 2:12 PM
227	Information about mental health and jobs seekers groups as I never knew they existed	6/1/2020 2:12 PM
228	I plan to be more involved with my county chapter after COVID-19.	6/1/2020 2:12 PM
229	Free CLEs	6/1/2020 2:11 PM
230	Discounted CLEs	6/1/2020 2:11 PM
231	n/a	6/1/2020 2:11 PM
232	career coaching/job search help	6/1/2020 2:11 PM
233	Facilitating LLLTs and attorneys to meet and confer.	6/1/2020 2:11 PM
234	none	6/1/2020 2:10 PM

235	N/A	6/1/2020 2:10 PM
236	Better mentor programs, change of career guidance, law school loan support	6/1/2020 2:09 PM
237	Getting rid of the CLE requirement for members	6/1/2020 2:09 PM
238	You provide too many services as is.	6/1/2020 2:08 PM
239	Allow me to opt out of a paper copy of the Bar News. I don't read it - it goes straight into the recycle bin.	6/1/2020 2:08 PM
240	Better Mentor programs	6/1/2020 2:07 PM
241	Mentorship programs in King county	6/1/2020 2:07 PM
242	More responsive and responsible Board of Governors	6/1/2020 2:06 PM
243	N/A	6/1/2020 2:06 PM
244	More learning opportunities.	6/1/2020 2:05 PM
245	START DISCIPLINING AND DISBARRING PROSECUTORS.	6/1/2020 2:04 PM
246	Not sure	6/1/2020 2:04 PM
247	Anything useful? Free CLE on demand? Better job resources? Possibly more traditional union structure?	6/1/2020 2:04 PM
248	CLEs tailored to new members	6/1/2020 2:03 PM
249	More transparency and more member input in making recommendations about Court rules.	6/1/2020 2:03 PM
250	N/A	6/1/2020 2:02 PM
251	Explaining why the board was a nonfunctional hotbed of self-serving sleezebags who actively ignored a hostile work environment and the predations of a colleague.	6/1/2020 2:02 PM
252	n/a	6/1/2020 2:02 PM
253	Competence	6/1/2020 2:01 PM
254	NA	6/1/2020 2:01 PM
255	Answering the ethics hotline or returning calls	6/1/2020 2:00 PM
256	WSBA website	6/1/2020 2:00 PM
257	ANYTHING useful - the magazines particularly are an absolute waste of money	6/1/2020 1:58 PM
258	A brief/motions bank.	5/6/2020 6:48 PM

Q25 How would you rate your level of familiarity with the WSBA Board of Governors (BOG), the governing body of the WSBA that determines the general policies of the Bar and approves its budget each year?

Answered: 337 Skipped: 36

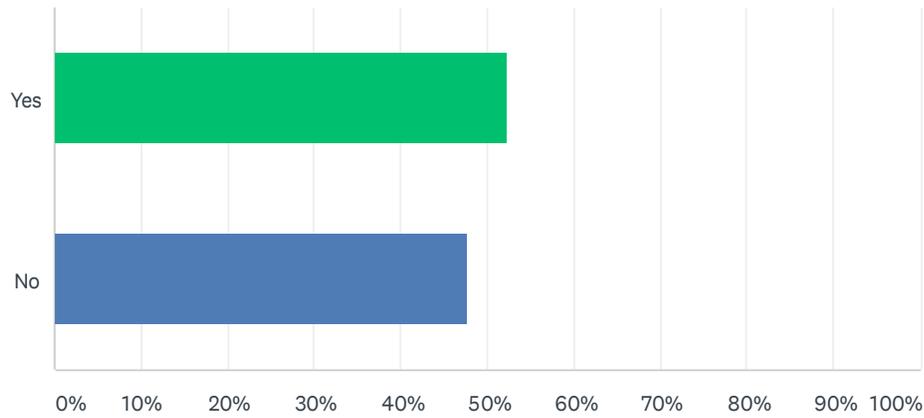


- Very familiar, track BOG work and developments
- Familiar, I know they meet and am interested in some of their discussion topics
- Somewhat familiar, I know they meet but am not sure what they discuss
- Not very familiar, I'm not sure when they meet or what they discuss
- Not at all familiar, don't know who is on the BOG what they do, or when they meet

	VERY FAMILIAR, TRACK BOG WORK AND DEVELOPMENTS	FAMILIAR, I KNOW THEY MEET AND AM INTERESTED IN SOME OF THEIR DISCUSSION TOPICS	SOMEWHAT FAMILIAR, I KNOW THEY MEET BUT AM NOT SURE WHAT THEY DISCUSS	NOT VERY FAMILIAR, I'M NOT SURE WHEN THEY MEET OR WHAT THEY DISCUSS	NOT AT ALL FAMILIAR, DON'T KNOW WHO IS ON THE BOG WHAT THEY DO, OR WHEN THEY MEET	TOTAL	WEIGHTED AVERAGE
(no label)	5.64% 19	21.36% 72	28.49% 96	19.58% 66	24.93% 84	337	2.63

Q26 Are you aware of the At-large seat on the WSBA Board of Governors designated for a new and/or young lawyer?

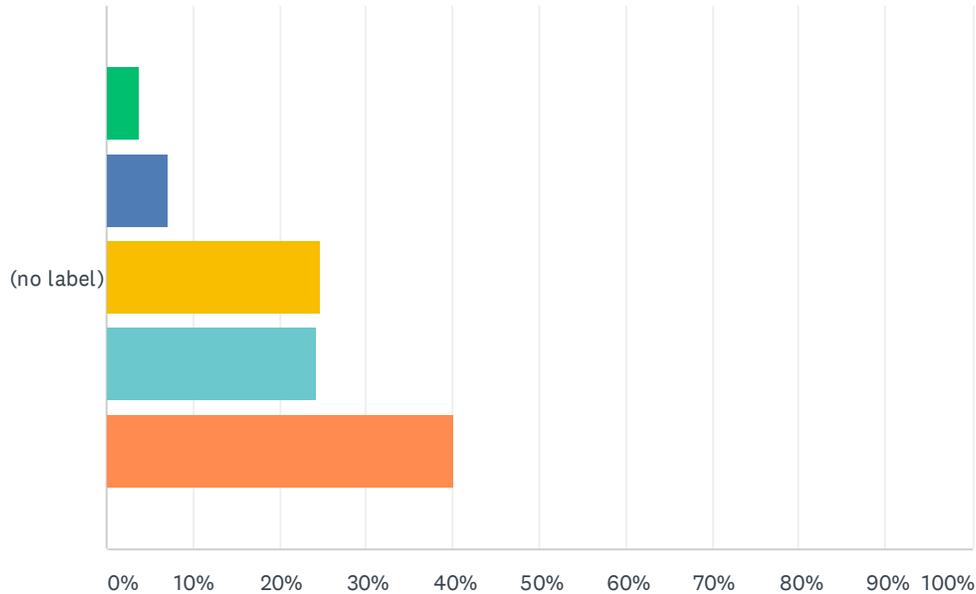
Answered: 339 Skipped: 34



ANSWER CHOICES	RESPONSES	
Yes	52.21%	177
No	47.79%	162
TOTAL		339

Q27 How would you rate your level of familiarity with the Washington Young Lawyers Committee (WYLC), a leadership group of 18 new and young lawyers appointed by the Board of Governors representing different regions throughout Washington state?

Answered: 339 Skipped: 34

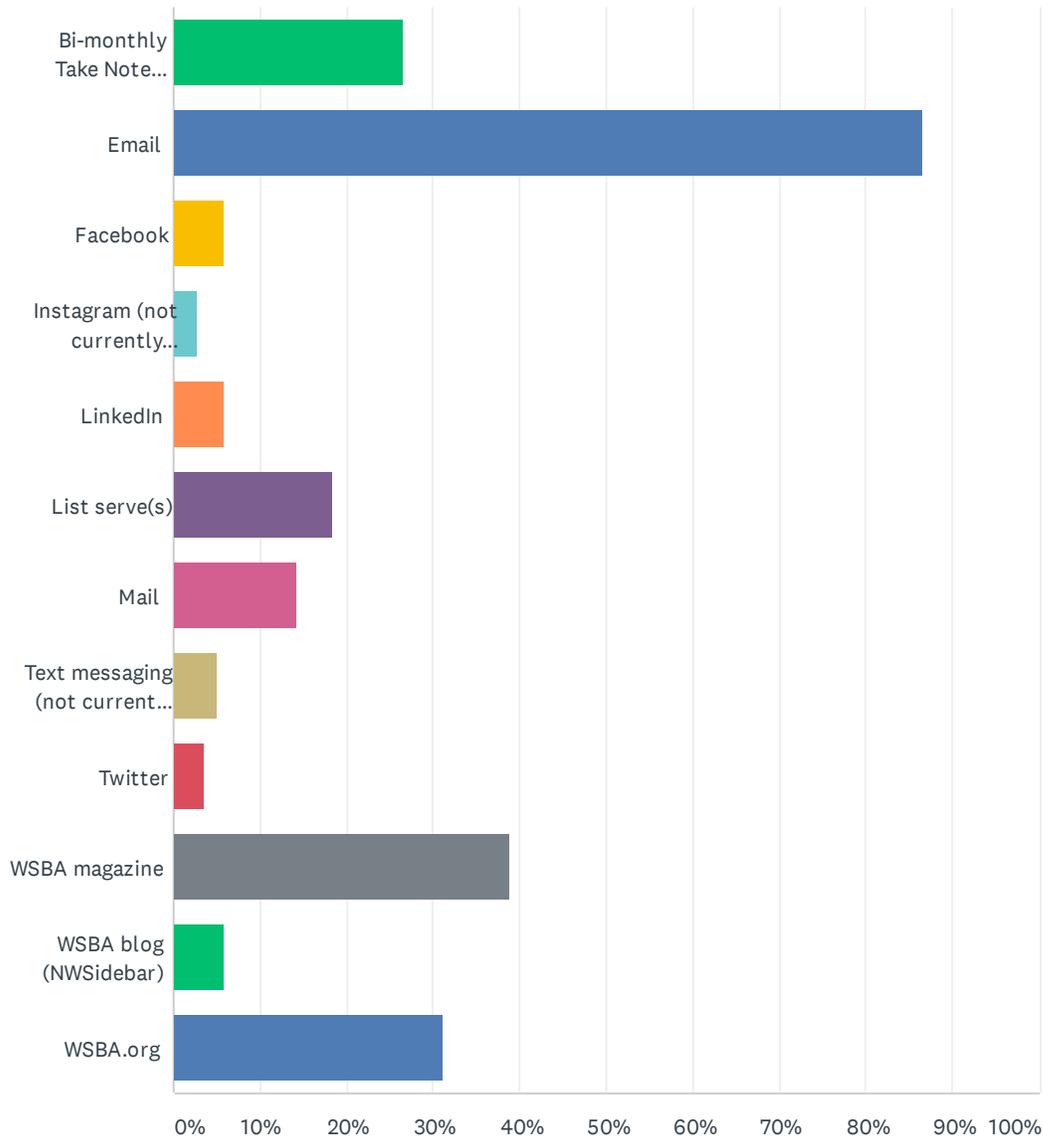


- Very familiar, track WYLC work and developments
- Familiar, I know they meet and am interested in some of their discussion topics
- Somewhat familiar, I know they meet but am not sure what they discuss
- Not very familiar, I'm not sure when they meet or what they discuss
- Not at all familiar, don't know who is on the WYLC, what they do, or when they meet

	VERY FAMILIAR, TRACK WYLC WORK AND DEVELOPMENTS	FAMILIAR, I KNOW THEY MEET AND AM INTERESTED IN SOME OF THEIR DISCUSSION TOPICS	SOMEWHAT FAMILIAR, I KNOW THEY MEET BUT AM NOT SURE WHAT THEY DISCUSS	NOT VERY FAMILIAR, I'M NOT SURE WHEN THEY MEET OR WHAT THEY DISCUSS	NOT AT ALL FAMILIAR, DON'T KNOW WHO IS ON THE WYLC, WHAT THEY DO, OR WHEN THEY MEET	TOTAL	WEIGHTED AVERAGE
(no label)	3.83% 13	7.08% 24	24.78% 84	24.19% 82	40.12% 136	339	2.10

Q28 What are the top three ways that you prefer to receive information about what's going on at WSBA, e.g., CLEs, events, member services, member benefits, volunteer opportunities ? (select three)

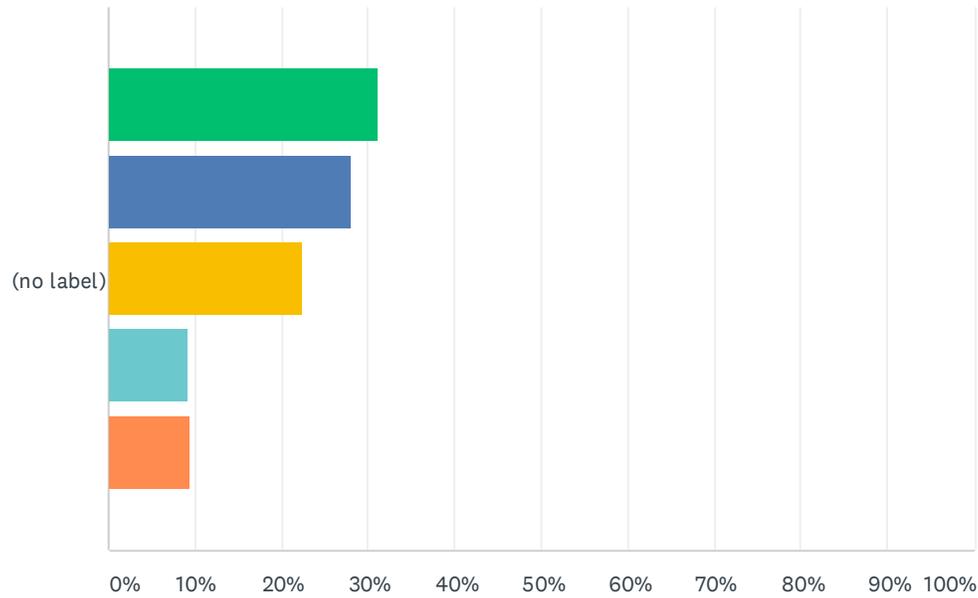
Answered: 336 Skipped: 37



ANSWER CHOICES	RESPONSES	
Bi-monthly Take Note E-Newsletter	26.49%	89
Email	86.61%	291
Facebook	5.95%	20
Instagram (not currently available)	2.68%	9
LinkedIn	5.95%	20
List serve(s)	18.45%	62
Mail	14.29%	48
Text messaging (not currently available)	5.06%	17
Twitter	3.57%	12
WSBA magazine	38.99%	131
WSBA blog (NWSidebar)	5.95%	20
WSBA.org	31.25%	105
Total Respondents: 336		

Q29 How important is it to you that the WSBA maintain services, educational programming, events, and leadership opportunities specifically for a new practitioner?

Answered: 340 Skipped: 33

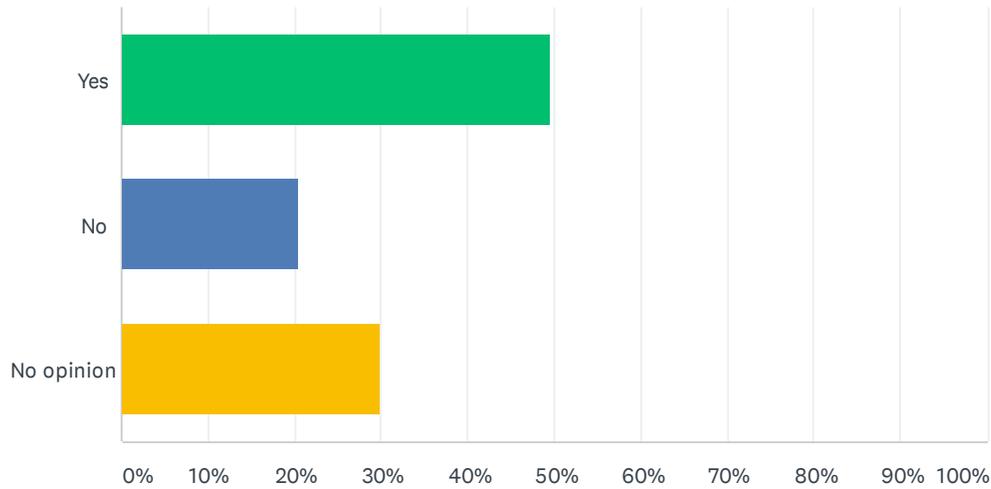


■ Very important
 ■ Important
 ■ Somewhat important
 ■ Not very important
 ■ Not important at all

	VERY IMPORTANT	IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
(no label)	31.18% 106	27.94% 95	22.35% 76	9.12% 31	9.41% 32	340	3.62

Q30 Should the WSBA consider amending the WSBA definition of a young lawyer to remove the age restriction and extend the years of practice to 10 years?

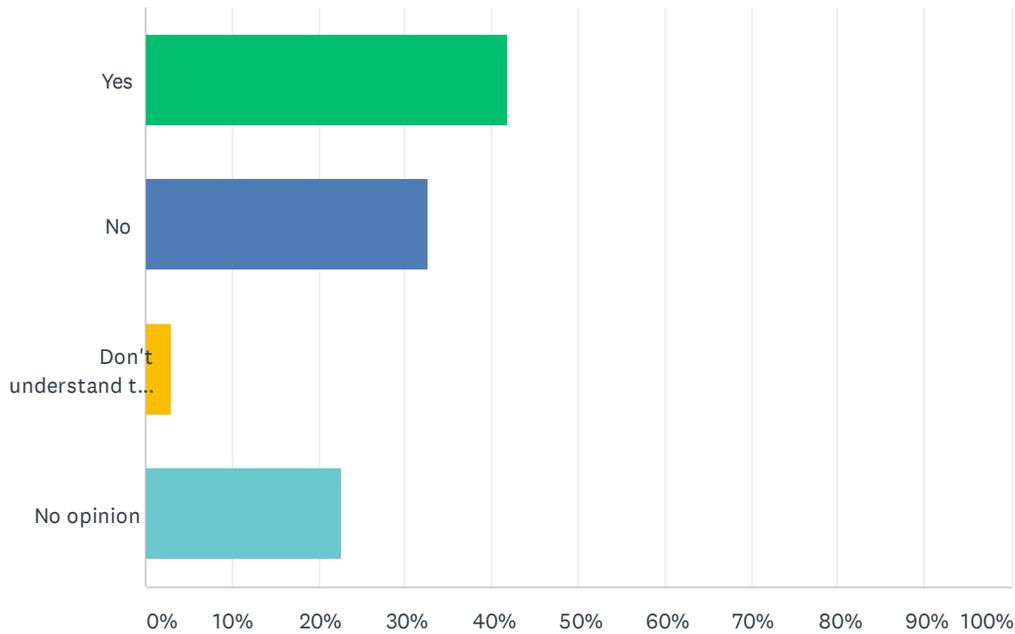
Answered: 337 Skipped: 36



ANSWER CHOICES	RESPONSES
Yes	49.55% 167
No	20.47% 69
No opinion	29.97% 101
TOTAL	337

Q31 Does the current WSBA's young lawyer definition accurately reflect your understanding of a "young lawyer"?

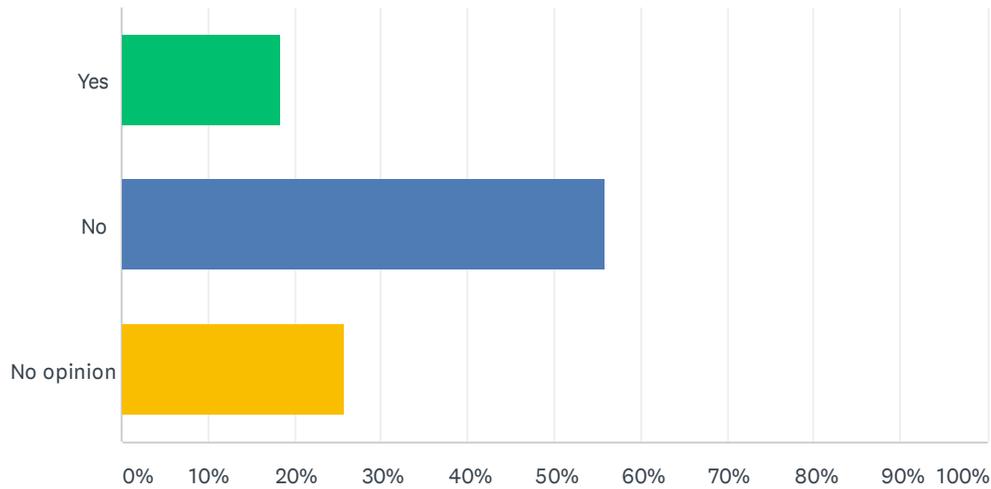
Answered: 337 Skipped: 36



ANSWER CHOICES	RESPONSES	
Yes	41.84%	141
No	32.64%	110
Don't understand the definition.	2.97%	10
No opinion	22.55%	76
TOTAL		337

Q32 Should the age restriction (36 years or younger) remain in the definition of WSBA young lawyer?

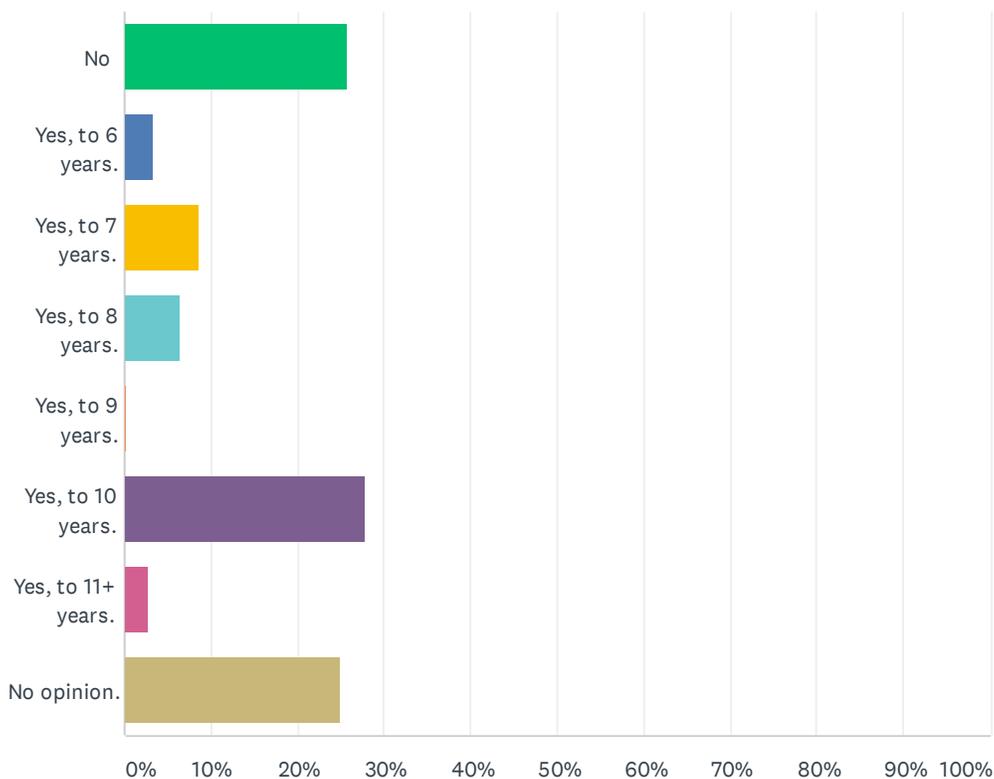
Answered: 338 Skipped: 35



ANSWER CHOICES	RESPONSES	
Yes	18.34%	62
No	55.92%	189
No opinion	25.74%	87
TOTAL		338

Q33 Should years of practice (5 years or less) be extended in WSBA's definition of a young lawyer and, if so, to how many?

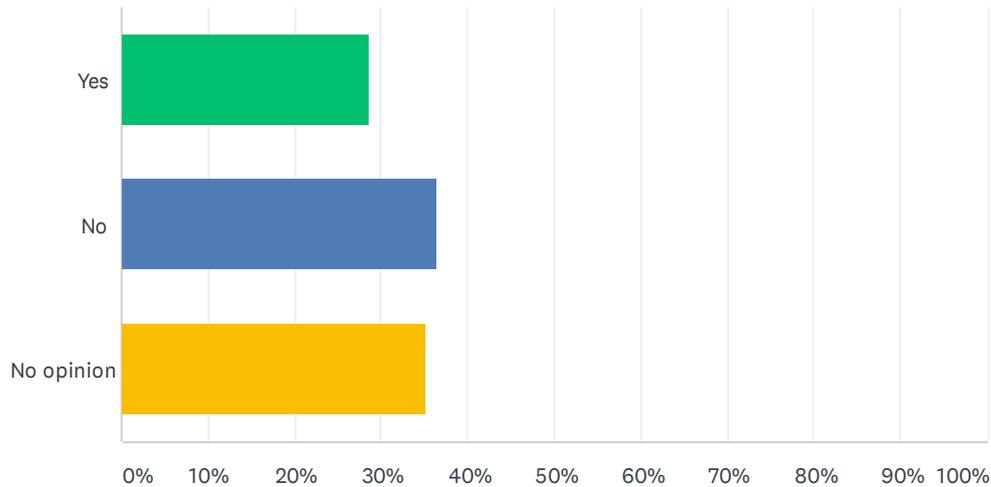
Answered: 337 Skipped: 36



ANSWER CHOICES	RESPONSES	
No	25.82%	87
Yes, to 6 years.	3.26%	11
Yes, to 7 years.	8.61%	29
Yes, to 8 years.	6.53%	22
Yes, to 9 years.	0.30%	1
Yes, to 10 years.	27.89%	94
Yes, to 11+ years.	2.67%	9
No opinion.	24.93%	84
TOTAL		337

Q34 Should the WSBA young lawyer name and definition align with the definition of a WSBA member, which includes lawyers, limited license legal technicians (LLLTs), and limited practice officers (LPOs)?

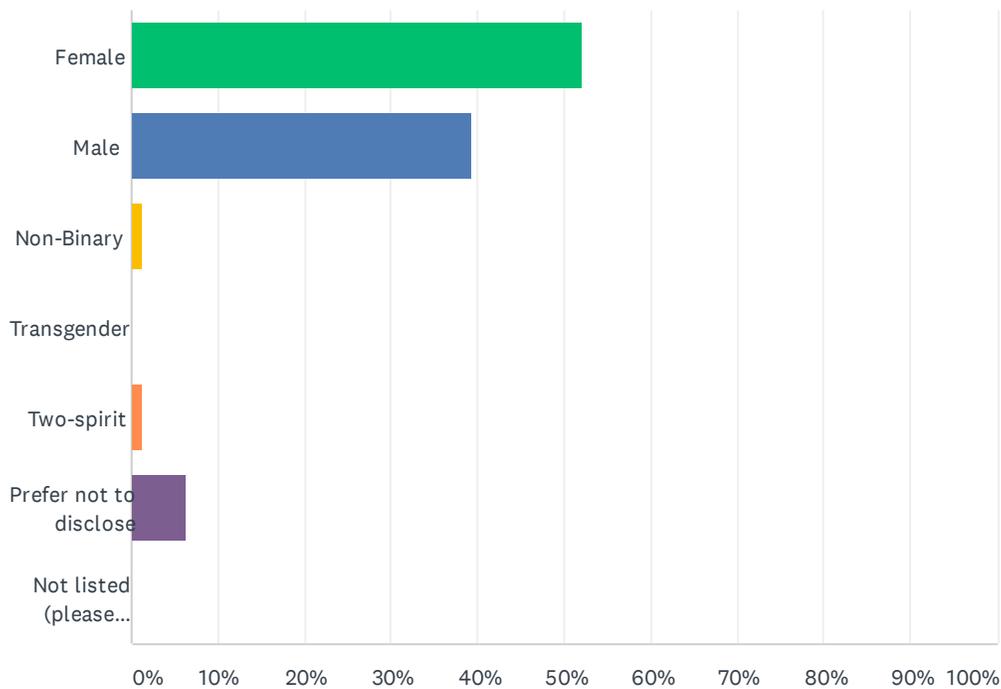
Answered: 336 Skipped: 37



ANSWER CHOICES	RESPONSES
Yes	28.57% 96
No	36.31% 122
No opinion	35.12% 118
TOTAL	336

Q35 Please select the option(s) that most closely represents your identity. Please check all that apply. If you wish to supply a more specific identity, please check “not listed” and fill in the blank.

Answered: 320 Skipped: 53

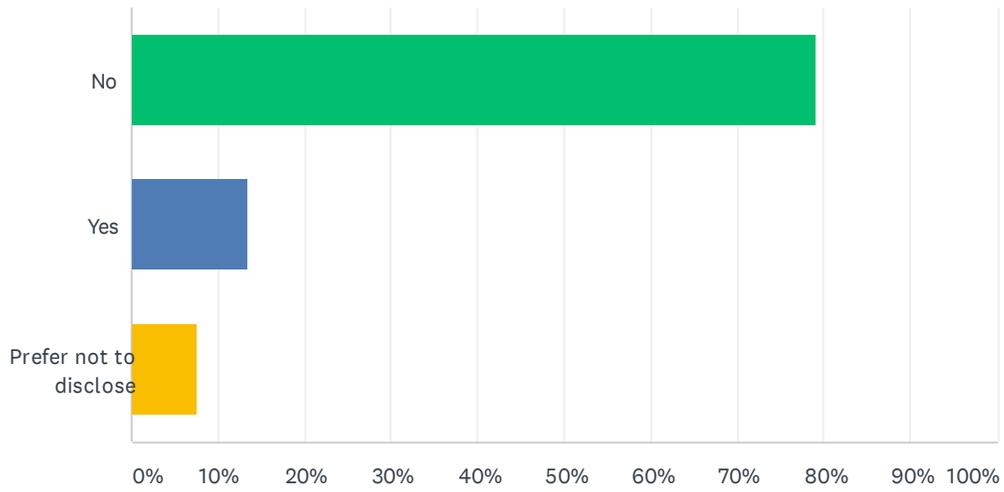


ANSWER CHOICES	RESPONSES	
Female	52.19%	167
Male	39.38%	126
Non-Binary	1.25%	4
Transgender	0.00%	0
Two-spirit	1.25%	4
Prefer not to disclose	6.25%	20
Not listed (please specify)	0.00%	0
Total Respondents: 320		

#	NOT LISTED (PLEASE SPECIFY)	DATE
	There are no responses.	

Q36 Do you identify as having a disability or impairment (visible or invisible)?

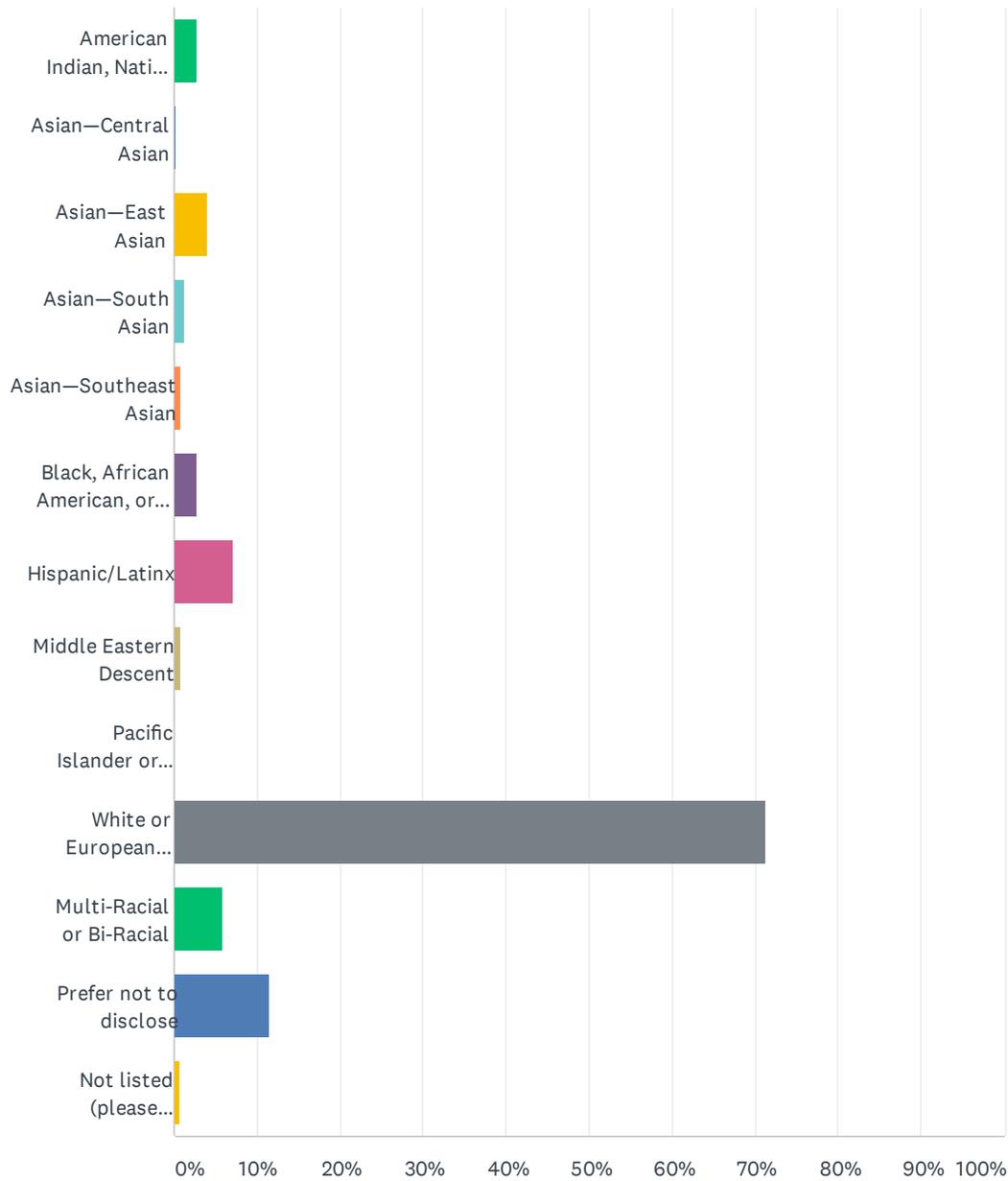
Answered: 319 Skipped: 54



ANSWER CHOICES	RESPONSES	
No	79.00%	252
Yes	13.48%	43
Prefer not to disclose	7.52%	24
TOTAL		319

Q37 Please select the option(s) that most closely represents your identity. Please check all that apply. Checking more than one box will be reported as “multi-racial.” If you wish to supply a more specific identity, please check “other” and fill in the blank.

Answered: 321 Skipped: 52

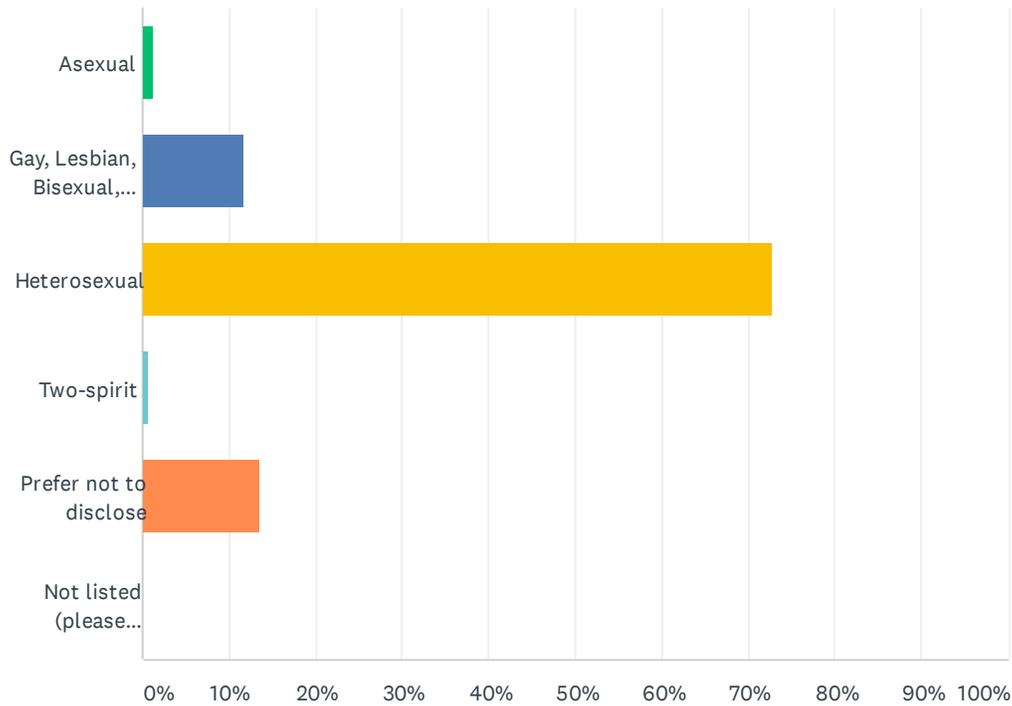


ANSWER CHOICES	RESPONSES	
American Indian, Native American, or Alaskan Native	2.80%	9
Asian—Central Asian	0.31%	1
Asian—East Asian	4.05%	13
Asian—South Asian	1.25%	4
Asian—Southeast Asian	0.93%	3
Black, African American, or African Descent	2.80%	9
Hispanic/Latinx	7.17%	23
Middle Eastern Descent	0.93%	3
Pacific Islander or Native Hawaiian	0.00%	0
White or European Descent	71.34%	229
Multi-Racial or Bi-Racial	5.92%	19
Prefer not to disclose	11.53%	37
Not listed (please specify)	0.62%	2
Total Respondents: 321		

#	NOT LISTED (PLEASE SPECIFY)	DATE
1	Vulcan	6/3/2020 12:21 PM
2	I don't know. I have dark skin and hair but do not know my ethnicity.	6/1/2020 2:29 PM

Q38 Please select the option(s) that most closely represents your identity. Please check all that apply. Checking more than one box will be reported as “multi-racial.” If you wish to supply a more specific identity, please check “not listed” and fill in the blank.

Answered: 316 Skipped: 57



ANSWER CHOICES	RESPONSES
Asexual	1.27% 4
Gay, Lesbian, Bisexual, Pansexual, or Queer	11.71% 37
Heterosexual	72.78% 230
Two-spirit	0.63% 2
Prefer not to disclose	13.61% 43
Not listed (please specify)	0.00% 0
Total Respondents: 316	

#	NOT LISTED (PLEASE SPECIFY)	DATE
	There are no responses.	

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 Jordan Couch (jordan@palacelaw.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: Brian Neuharth

Project: Debt and New Lawyer Benefits

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

Discussed Income Share Agreements as a possible new avenue to address debt.

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

Push for LRAP bill approval by the WYLC and BOG. Once passed off to BOG legislative affairs, continue discussing the possible merits of income share agreements and other new programs. Degree privilege may fall under the purview of the project, as the bar exam presents additional financial barriers to recent graduates (study materials, possible time off, exam expenses, etc.).

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

WYLC approval of the LRAP bill to send to the BOG's legislative affairs department.

4. Anything additional you would like to share?

AN ACT Relating to a loan repayment endowment program for attorneys who provide legal services in public interest areas of the law; reenacting and amending RCW 43.79A.040; and adding a new chapter to Title 28B RCW.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

NEW SECTION. Sec. 1. INTENT. The legislature intends to provide affordable access to legal education and meet the legal needs of the state of Washington in public interest areas of the law. The high cost of attending law school requires that attorneys command high incomes to repay the financial obligations incurred in obtaining the required training. As a result of the need for high incomes, few attorneys are able to practice in public interest areas of the law, which traditionally pay substantially less than other areas. The legislature finds that encouraging outstanding law students and attorneys to practice in public interest areas of the law is essential to assuring access to legal services in areas of public interest.

NEW SECTION. Sec. 2. DEFINITIONS. Unless the context clearly requires otherwise, the definitions in this section apply throughout this chapter.

- (1) "Board" means the higher education coordinating board.
- (2) "Eligible education and training programs" means education and training programs approved by the board that lead to eligibility for a license to practice law as a licensed attorney.
- (3) "Eligible expenses" means reasonable expenses associated with the costs of acquiring an education such as tuition, books, equipment, fees, room and board, and other expenses determined by the board.
- (4) "Eligible participant" means an eligible licensed attorney who is a resident of the state of Washington, and who can provide proof of residency including, but not limited to:
 - (a) Registration or payment of Washington taxes or fees on a motor vehicle, mobile home, travel trailer, boat, or any other item of personal property owned or used by the person for which state registration or the payment of a state tax or fees is required;
 - (b) Permanent full-time employment in the state of Washington; or
 - (c) Registration to vote for state officials in the state of Washington.
- (5) "Forgiven" or "to forgive" or "forgiveness" means to render legal services in a public interest area of the law in the state of Washington in lieu of monetary repayment.
- (6) "Licensed attorney" means an attorney who has successfully passed the Washington state bar exam and been admitted to practice in the state of

Washington or has otherwise been licensed to practice law in the state of Washington by the Washington state bar association and who resides in the state of Washington.

(7) "Loan repayment" means a loan that is paid in full or in part if the participant renders legal services in Washington in a public interest area of the law.

(8) "Participant" means a licensed attorney who has received a loan repayment award and has commenced practice as a licensed attorney in Washington in a public interest area of the law.

(9) "Program" means the public interest attorney loan repayment program.

(10) "Public interest area of the law" means those areas of the law determined by the board in consultation with the advisory committee to serve the public interest including, but not limited to:

(a) Providing direct legal service at a legal services organization, the attorney general's office, prosecuting attorneys' offices, or criminal public defender association or program;

(b) Providing indirect legal services at a legal services organization, the attorney general's office, prosecuting attorneys' association, or criminal public defender association or program; or

(c) Practicing in some other capacity that the advisory committee determines serves the public interest.

(11) "Required service obligation" means an obligation by the participant to provide legal services in Washington in a public interest area of the law for a period of time to be established as provided for in this chapter.

(12) "Satisfied" means paid in full.

NEW SECTION. Sec. 3. PROGRAM--DUTIES OF BOARD. The public interest attorney loan repayment program is established for licensed attorneys who practice or agree to practice in public interest areas of the law in the state of Washington. In administering this program, once the balance in the public interest attorney loan repayment endowment account is seven hundred fifty thousand dollars, the board shall establish an advisory committee. The committee may include, but is not limited to, one representative from the Washington state bar association, one representative from the access to justice board, and one representative from each of the law schools located in the state of Washington. The advisory committee shall also include one law student representative from each law school in the state.

- (1) The advisory committee shall advise the board in performing the following duties:
 - (a) Adopting rules and developing guidelines to administer the program;
 - (b) Collecting and managing repayments from participants who do not meet their service obligations under this chapter; and
 - (c) Developing criteria for a contract for service in lieu of the service obligation where appropriate, that may be a combination of service and payment.
- (2) The advisory committee shall publicize the program and solicit grants and donations from public and private sources for the program, to be accepted by the board and deposited into the public interest attorney loan repayment endowment account.
- (3) The advisory committee shall select licensed attorneys to participate in the loan repayment program. In selecting eligible participants, the committee may consider the following criteria:
 - (a) A demonstrated commitment on the part of the applicant to practice in public interest areas of the law;
 - (b) The financial need of the applicant;
 - (c) The demand for the type of public interest work the applicant seeks to perform;
 - (d) A declared interest by the applicant to practice in rural areas of the state of Washington where the need for public interest attorneys is high;
 - (e) The scholastic achievements of the applicant; and
 - (f) Any other criteria the committee deems relevant to the selection process.

NEW SECTION. Sec. 4. LOAN REPAYMENT--REQUIRED SERVICE OBLIGATION. The board shall establish loan repayments for licensed attorneys who practice in a public interest area of the law. The amount of the loan repayment shall not exceed twenty thousand dollars per year for a maximum of five years per individual. Participants incur an obligation to repay the loan under section 6 of this act unless they practice for one year in a public interest area of the law for each year of loan repayment received.

NEW SECTION. Sec. 5. LOAN REPAYMENT AWARDS.

- (1) The board may grant loan repayment awards to eligible participants from the funds appropriated for this purpose, or from any private or public funds deposited in the public interest attorney loan repayment endowment account.

(2) Funds appropriated for the program, including reasonable administrative costs, may be used by the board for the purposes of loan repayments. The board shall annually establish the total amount of funding to be awarded for loan repayments and such allocations shall be established based upon the best use of funding for that year.

NEW SECTION. Sec. 6. PARTICIPANT OBLIGATION—REPAYMENT OBLIGATION.

Participants in the public interest attorney loan repayment program who are awarded loan repayments shall receive payment from the program for the purpose of repaying educational loans secured while attending a program of legal training that led to a license to practice law in the state of Washington.

- (1) Participants shall agree to meet the required service obligation in a designated public interest area of the law.
- (2) Repayment shall be limited to eligible educational and living expenses as determined by the board and shall include principal and interest.
- (3) Loans from both government and private sources may be repaid by the program. Participants shall agree to allow the board access to loan records and to acquire information from lenders necessary to verify eligibility and to determine payments. Loans may not be renegotiated with lenders to accelerate repayment.
- (4) Repayment of loans under this chapter shall begin no later than ninety days after the individual has become a participant. Payments shall be made quarterly, or more frequently if deemed appropriate by the board, to the participant or the lender until the loan is repaid or until the required service obligation is fulfilled and eligibility discontinues, whichever comes first.
- (5) Should the participant discontinue practicing in a public interest area of the law, payments against the loans of the participant shall cease to be effective on the date that the participant discontinues service.
- (6) Except for circumstances beyond their control, participants who serve less than the required service obligation shall be obligated to repay to the program an amount equal to twice the total amount paid by the program on their behalf in addition to any payments on the unsatisfied portion of the principal and interest. The board shall determine the applicability of this subsection.
- (7) The board is responsible for the collection of payments made on behalf of participants from the participants who discontinue service before completion of the required service obligation. The board shall exercise due diligence in collection, maintaining all necessary records to ensure that the maximum amount of payment made on behalf of the participant is recovered. Collection under this section shall be pursued using the full extent of the law, including wage garnishment if necessary.
- (8) The board is not responsible for any outstanding payments on principal and interest to any lenders once a participant's eligibility expires.

NEW SECTION. Sec. 7. PUBLIC INTEREST ATTORNEY LOAN REPAYMENT ENDOWMENT ACCOUNT.

(1) The public interest attorney loan repayment endowment account is created in the custody of the state treasurer. The account shall be a nontreasury account retaining its interest earnings in accordance with RCW 43.79A.040.

(2) The board shall deposit in the account all money received for the program. The account shall be self-sustaining.

(3) Expenditures from the account shall not exceed half of each appropriation by the legislature until the program becomes self-sustaining and shall be used for loan repayments for eligible attorneys and the board's administrative costs associated with the awarding, tracking, and collection of the loans. Appropriations to the program shall end when the account becomes self-sustaining.

(4) With the exception of the operating costs associated with the management of the account by the treasurer's office as authorized in chapter 43.79A RCW, the account shall be credited with all investment income earned by the account.

(5) Disbursements from the account are exempt from appropriations and the allotment provisions of chapter 43.88 RCW. Money used for program administration is subject to the allotment and budgetary controls of chapter 43.88 RCW, and an appropriation is required for expenditures.

(6) Disbursements from the account shall be made only on the authorization of the board.

NEW SECTION. Sec. 8. POWERS AND DUTIES OF THE INVESTMENT BOARD.

(1) The investment board has the full power to invest, reinvest, manage, contract, sell, or exchange investment money in the account. All investment and operating costs associated with the investment of money shall be paid pursuant to RCW 43.33A.160 and 43.84.160. With the exception of these expenses, the earnings from the investment of the money shall be retained by the account.

(2) All investments made by the investment board shall be made with the exercise of that degree of judgment and care pursuant to RCW 43.33A.140 and the investment policy established by the state investment board.

(3) As deemed appropriate by the investment board, money in the account may be commingled for investment with other funds subject to investment by the board.

(4) The authority to establish all policies relating to the account, other than the investment policies in subsections (1) through (3) of this section, resides with the

board. With the exception of expenses of the investment board in subsection (1) of this section, disbursements from the account shall be made only on the authorization of the governing body, and money in the account may be spent only for the purposes of the program as specified in this chapter.

(5) The investment board shall routinely consult and communicate with the higher education coordinating board on the investment policy, earnings of the trust, and related needs of the program.

NEW SECTION. Sec. 9. TRANSFER OF PROGRAM ADMINISTRATION. After consulting with the board, the governor may transfer the administration of this program to another agency with an appropriate mission.

Sec. 10. RCW 43.79A.040 and 2003 c 403 s 9, 2003 c 313 s 10, 2003 c 191s7,2003c148s15,2003c92s8,and2003c19s12 are each reenacted and amended to read as follows:

(1) Money in the treasurer's trust fund may be deposited, invested, and reinvested by the state treasurer in accordance with RCW 43.84.080 in the same manner and to the same extent as if the money were in the state treasury.

(2) All income received from investment of the treasurer's trust fund shall be set aside in an account in the treasury trust fund to be known as the investment income account.

(3) The investment income account may be utilized for the payment of purchased banking services on behalf of treasurer's trust funds including, but not limited to, depository, safekeeping, and disbursement functions for the state treasurer or affected state agencies. The investment income account is subject in all respects to 4 chapter 43.88 RCW, but no appropriation is required for payments to 5 financial institutions. Payments shall occur prior to distribution of earnings set forth in subsection (4) of this section.

(4) (a) Monthly, the state treasurer shall distribute the earnings credited to the investment income account to the state general fund except under (b) and (c) of this subsection.

(b) The following accounts and funds shall receive their proportionate share of earnings based upon each account's or fund's average daily balance for the period: The Washington promise scholarship account, the college savings program account, the Washington advanced college tuition payment program account, the agricultural local fund, the American Indian scholarship endowment fund, the

students with dependents grant account, the basic health plan self-insurance reserve account, the contract harvesting revolving account, the Washington state combined fund drive account, the Washington international exchange scholarship endowment fund, the developmental disabilities endowment trust fund, the energy account, the fair fund, the fruit and vegetable inspection account, the game farm alternative account, the grain inspection revolving fund, the juvenile accountability incentive account, the law enforcement officers' and fire fighters' plan 2 expense fund, the local tourism promotion account, the produce railcar pool account, the public interest attorney loan repayment account, the rural rehabilitation account, the stadium and exhibition center account, the youth athletic facility account, the self-insurance revolving fund, the sulfur dioxide abatement account, and the children's trust fund((, and the investing in innovation account)). However, the earnings to be distributed shall first be reduced by the allocation to the state treasurer's service fund pursuant to RCW 43.08.190.

(c) The following accounts and funds shall receive eighty percent of their proportionate share of earnings based upon each account's or fund's average daily balance for the period: The advanced right of way revolving fund, the advanced environmental mitigation revolving account, the city and county advance right-of-way revolving fund, the federal narcotics asset forfeitures account, the high occupancy vehicle account, the local rail service assistance account, and the miscellaneous transportation programs account.

(5) In conformance with Article II, section 37 of the state Constitution, no trust accounts or funds shall be allocated earnings without the specific affirmative directive of this section.

NEW SECTION. Sec. 11. CAPTIONS NOT LAW. Captions used in this act are not any part of the law.

NEW SECTION. Sec. 12. Sections 1 through 9 and 11 of this act constitute a new chapter in Title 28B RCW.

--- END ---

Memo

To:	Board of Governors
From:	Washington Young Lawyers Committee Julianne Unite, Member Services and Engagement Specialist, Staff Liaison
Date:	May 9, 2020

Action: Endorse Legislation for Statewide Loan Repayment Assistance Program

Context/history

The WYLC is requesting the BOG endorse a bill to establish a statewide Loan Repayment Assistance Program (LRAP). The proposed bill establishes an endowment for the benefit of public service attorneys and includes provisions regarding funding and administration.

As drafted, the proposed bill includes a financial commitment from the BOG to help establish the endowment. Additionally, the WSBA can provide assistance with lobbying efforts. The WSBA's own executive director testified in Olympia when the legislature considered establishing an LRAP in 2002 and again in 2004 (SB 5336 and SB 6744, respectively).

Currently, there are 24 LRAP programs administered in 23 states. Within Washington, there is already an LRAP for primary care health professionals and all three law schools in Washington have separate LRAPs available to their alumni. It is the opinion of the WYLC that a statewide LRAP would have a significant positive impact on the student debt crisis by broadening the pool of potential applicants and potentially increasing the overall funding available.

Process

The WYLC has a project specifically aimed at addressing student debt issues. A member of the debt project reviewed information available from the American Bar Association's Standing Committee on Legal Aid and Indigent Defendants LRAP webpage. After the debt project team members held meetings about LRAPs, the subcommittee brought their recommendation and proposed bill to the WYLC. The proposed bill was discussed at three meetings.

At the third meeting, the WYLC voted unanimously to present the bill for BOG support. The WYLC is now seeking your approval to endorse the proposed bill establishing a statewide LRAP for public lawyers in Washington State.

Recommendation

It is our recommendation that the WSBA endorse the proposed bill in its current form or amended as the BOG finds appropriate. The WSBA has expressed a strong commitment to helping reduce the burdens of the current law student debt crisis and a statewide LRAP would place Washington in the good company of states who have already adopted statewide LRAP programs.

The WYLC is asking the BOG to vote in favor of endorsing the bill and allowing the WYLC to declare its support.

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 Jordan Couch (jordan@palacelaw.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: Alixanne Pinkerton

Project: RRR/ATJ

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

Team members met to divvy up the various entities that would be contacted for research purposes. Julianne created a spreadsheet used by team members to report the information gain from those entities.

Julianne, Kim and Alixanne also met with the BOG's Rural Outreach Project stakeholders and staff regarding the results of their contacts with rural practitioners in Washington State.

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

We will likely continue to follow-up with various entities while assisting the WSBA in anyway that we can move on to Phase III of the project.

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

Not so much from the WYLC but maybe more from the ABA- One task that we are looking into is compiling a database of what each state is doing regarding the need for rural practitioners. If the ABA has any information on that, that would be helpful.

4. Anything additional you would like to share?

The research/contacts so far have revealed quite a lot of interesting issues and solutions that are going on throughout the country. This really is a fascinating topic.

WASHINGTON STATE BAR ASSOCIATION

Preliminary Summary: Rural Practitioner Outreach Phone Call Discussions

as part of the WSBA Legal Practice in Washington's Rural Communities Project

July 1, 2020

Rural Practitioner Outreach Phone Call Discussion

Law School Outreach Overview:

Overview:

Initial Invite Email:	June 11
Reminder Invite Emails:	June 19, June 26
Dates Calls Conducted:	June 16 - present
Number of Potential Calls:	22
Number of Calls Conducted:	14 (63% return)
Counties where practitioners live/practice:	Adams, Benton, Chelan, Clark, Columbia, Douglas, Ferry, Franklin, Garfield, Grays Harbor, Grant, Klickitat, Lincoln, Pacific, San Juan, Skamania, Wahkiakum, Whitman

University of Washington Dean	6/23 (email)
Seattle University Dean	6/23 (email)
Gonzaga University Dean	6/23 (email); 7/2 (call with Laurie Powers)
Idaho Dean	June 16 (call with Dean Long)
Montana	TBD (call initially scheduled for June 29, but will be rescheduled with Dean Kirgis)
Other	TBD

Rural Practitioner Outreach Calls - Preliminary Themes:

In general, all of the practitioners contacted were supportive of WSBA reaching out and working on this topic. Moreover, all of the practitioners spoke openly and candidly with WSBA staff. Some preliminary common themes are as follows:

- **About the Practice**

- Most rural practitioners are either solo practitioners or work as prosecutors.
- Many of the practitioners are from the communities in which they work.
- Most solo practitioners have little or no staff support (some exceptions exist in Pacific and Adams/Whitman/Lincoln where family owned and/or consolidated firms exist).
- Most concur that a general practice is necessary, but even then, there are gaps in types of legal services provided.
- Gaps in family law practice seem to exist in most rural communities.
- When starting a practice in a rural community, most practitioners agreed it would be helpful to have a mentor to not only help substantively, but to break down barriers of acceptance by the local community.
- Most practitioners acknowledge it would be very difficult to start a practice if an attorney is saddled with a large amount of student debt. Student debt wasn't the case for many existing rural practitioners we spoke with.

- **About the Community**

- Communities are small; everyone knows everyone, and people know each other on a first-name basis.
- Much business is acquired by word-of-mouth and through casual conversations outside of the office. Practitioners make contacts by getting involved in the community (hospital board, school activities, city/county boards, coach youth sports, library, etc.).
- It is difficult for a practitioner's spouse to find employment if they are not already connected in the area, though some practitioners thought that given the cost of living, two incomes wasn't necessary.
- It is very difficult for a practitioner who does not already have a spouse/partner to find a spouse/partner in a rural community.
- Most of the practitioners we spoke with were from the area or a similar small town. They enjoy being a "big fish in a small pond" and could not imagine living in a city. Practitioners have credibility with the community if they are from the area.
- Community members are loyal to their current or family attorney, but would welcome newcomers, especially if the newcomers demonstrate hard work and ethics.
- No one wants to do family law because there is often plenty of work to do in other practice areas, as well as the unique stresses of practicing family law are not for everyone. As such, there is a great need for family law practitioners in every community.
- Practitioners feel protective of their clients, and dislike sending them to other practitioners if a matter is outside their practice area. Practitioners worry about how the client will be treated and how much they will be charged. Most practitioners we spoke with expressed that there is lots of work to do, but that they were "only one person" and couldn't help everyone.
- Practitioners have to want this lifestyle.
- Several practitioners began with a contract for county defense or guardianship, or with the city as city attorney in addition to starting a solo office.

- **Unmet Needs and Barriers**
 - Managing conflicts of interest are common for most practitioners. Often, practitioners may represent both sides (concurrent vs. dual representation); practitioners often have to have clients sign waivers before representation. Many have to refer cases outside their counties/areas. The practitioners we spoke with talked about having a high tolerance for conflicts.
 - Generally, while practitioners acknowledged the need for more attorneys in their area, they also said that there is a maximum capacity of how many attorneys the community can support.
 - Some practitioners provide unbundled legal services due to client's financial restraints. Some also get creative in providing legal services (e.g., in exchange for other services as opposed to money, pro bono, etc.).
 - Barriers to entering the legal profession in their communities include practice area (e.g., knowledge of agricultural law, lack of family law practitioners), geography, infrastructure (e.g., unreliable internet connection), economic, education, and social issues.
 - Most practitioners indicated they were open to mentoring new attorneys, interns, and APR 6 law clerks. One practitioner's firm is currently mentoring two APR6 law clerks.

- **Resources and Next Steps**
 - Generally, practitioners need help in recruitment of attorneys to fill vacancies.
 - Generally, practitioners believed law schools could help support rural practice by offering internships and/or financial incentives (e.g., lower tuition/loan forgiveness). Moreover, law schools can also help by exposing students to rural/agriculture law practice as well as provide training in setting up a law practice office and aspects of running a business.
 - Most practitioners were supportive of a rural placement type program. Some practitioners were familiar with placement programs in the medical profession, but worry that a lawyer's program may not place someone who would be committed to serving in the community long-term. However, practitioners stressed that clients can tell if the lawyer is sincere and dedicated to the community.
 - Many practitioners have used and value WSBA resources (e.g., legal research tools, Legal Lunchbox, on-demand CLEs, sections, list serves, etc.).
 - Some practitioners indicated a need for mentorship and networking resources for those practicing in rural communities.
 - Some practitioners suggested WSBA develop/support a rural legal clinic.
 - All were willing to continue the dialogue with WSBA.

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 Jordan Couch (jordan@palacelaw.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: Zachary E. Davison

Project: New/Young Lawyer Definition

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

Met to discuss potential changes to the new/young lawyer definition for implementation into the bylaws and charter.

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

Field results from WSBA survey, consider feedback from WYLC, and settle on a proposed definition change.

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

No.

4. Anything additional you would like to share?

Not at this time.

WYLC BYLAWS AND GOVERNANCE PROJECT

Project Lead: Zachary E. Davison
Other Member: Paula Kurtz-Kreshel

Current WSBA Definition of “Young Lawyers”:

Active lawyer members of the Bar will be considered Young Lawyers until the last day of December of the year in which the member attains the age of 36 years or until the last day of December of the fifth year after the year in which such member first was admitted to practice as a lawyer in any state, whichever is later.

WSBA Bylaws, Sec. XII.B.

Proposed Changes Based on Survey Feedback & Project Team Analysis:

Active lawyer members of the Bar will be considered Young Lawyers ~~until the last day of December of the year in which the member attains the age of 36 years or~~ until the last day of December of the ~~fifth-tenth~~ year after the year in which such member first was admitted to practice as a lawyer in any state, ~~whichever is later~~.

Comments on Proposed Changes:

1. Current definition should be amended to reflect constituent responses to Q30 and Q31. Amendments should remove age restriction and extend years of practice to 10 years pursuant to responses to Q30.
2. Remove “until the last day of December of the year in which the member attains the age of 36 years or” and “, whichever is later” to reflect constituent responses to Q30 and Q32.
3. Replace “fifth” with “tenth” to reflect constituent responses to Q30 and Q33.
4. No change to “[a]ctive **lawyer** members of the Bar” (emphasis added) pursuant to constituent responses to Q34.

Open Issues/Questions for Committee Consideration:

1. Should “first was admitted to practice as a lawyer in **any state**” (emphasis added) be changed to “first was admitted to practice as a lawyer in Washington state”?
2. Should we revise the phrase “Young Lawyer” to be more inclusive? If so, what should those changes be? Should we poll/survey the constituents on this issue?
 - a. For example, should we follow Oregon’s approach in referring to this category of attorneys as “New Lawyers”?

WASHINGTON STATE BAR ASSOCIATION

Nominator's Name: [REDACTED]	Relationship to Nominee: Former Co-workers.
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Please complete the questions found on page 2

Describe the nominee's leadership in his or her local community: [REDACTED] leads by example in her community of Port Townsend, where she serves as an elected member of the Port Townsend City Council, along with her role as an Assistant Attorney General. Through [REDACTED]'s efforts, Port Townsend has been on the cutting edge of issues of public safety and COVID response by pioneering the use of unarmed mental health crisis responders in responding to community needs, and passing legislation like Resolution 20-037, which is designed to combat systemic racism in policing and increase public safety. [REDACTED] serves as a board member for the local Habitat for Humanity organization and actively volunteers with them as well. She is an active participant in the Washington Women's Lawyers group, and is the former President of the Clallam County Bar Association. [REDACTED] also serves as a member of the board for the Clallam-Jefferson County Pro Bono Lawyers, where she coordinates and arranges CLEs for local attorneys, volunteers at several legal clinics, and attends statewide meetings and discussions about volunteer lawyer programs in Washington State. Prior to working at the Attorney General's Office, [REDACTED] worked for Northwest Justice Project in the Foreclosure Prevention Unit and as a Victim of Crimes Attorney. During her time at Northwest Justice Project, [REDACTED] helped individuals keep their homes and advocated for individuals who had faced traumatic experiences.

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

[REDACTED] began her legal career as an AmeriCorps Equal Justice fellow, a highly selective, nationally-renowned program that helped support [REDACTED]'s placement at the Foreclosure Prevention Unit at Northwest Justice Project in Seattle—the largest civil legal aid provider in the state. In this position, [REDACTED] worked tirelessly to mitigate the effects of the foreclosure crisis on low-to-moderate income homeowners in the aftermath of the 2008-2009 recession. [REDACTED] taught CLEs, lectured at law schools, and attended community events in order to advocate for the needs of her clients and advance the rights of homeowners. During her time at Northwest Justice Project, [REDACTED] was involved with several non-profit organizations and legal clinics. Upon returning to her hometown of Port Townsend, [REDACTED] continued her work at Northwest Justice Project before transitioning to her role at the Attorney General's Office, where she continues to fiercely advocate for those in need. As an Assistant Attorney General, [REDACTED] has been involved in high stakes litigation impacting the rights of LGBT youth, in addition to protecting children facing abuse and neglect, and helping reunite families impacted by poverty.

[REDACTED]'s reputation as a kindhearted, passionate advocate follows her wherever she goes, and [REDACTED]'s continued volunteering with local pro bono organizations cements her status as an eminent advocate for public service. She has dedicated her entire career to public service, often spending time volunteering on weekends and evenings. Through her volunteer and advocacy work, [REDACTED] has become a prominent and well-regarded attorney in her community. Even though she lives and works in a rural area, [REDACTED] has made a significant impact on her clients' lives, as well as her colleagues as a mentor and friend. Her dedication and passion make her a true leader in the State of Washington.

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

[REDACTED]'s convictions and quick thinking help her reach solutions that many others would miss. In one situation, [REDACTED] faced a difficult dilemma with a client—in order for a client to receive relocation assistance to successfully transition to affordable housing, the client needed to move within a matter of days. The client, who was elderly, had few friends, little money, and little ability to move a lifetime's worth of possessions in such a short amount of

2020

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

time. Undeterred, [REDACTED] knew that her client’s future was at stake, and without relocation assistance, her client would face homelessness. [REDACTED] came up with a solution that few attorneys would ever attempt— [REDACTED] organized and implemented her client’s move herself. She helped her client pack items and helped her client move those items in order to meet the deadline needed. [REDACTED] saved the day and her client’s future by going above and beyond in helping her client move. Since that time [REDACTED] has protected clients from wrongful eviction, assisted victims of crime, and advocated for vulnerable children facing abuse and neglect. [REDACTED] lives her life by going above and beyond. She isn’t afraid to be uncomfortable or inconvenienced, and her dedication as a public servant is an inspiration to all who know her.

Additional information:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] and nominee’s resume to newmembers@wsba.org

[REDACTED]

[REDACTED] • [REDACTED] • [REDACTED] • WA Bar # [REDACTED]

EDUCATION

Hamline University School of Law, St. Paul, MN

Juris Doctor ([REDACTED])

- Dean's List; Highest grade Criminal Law, Child Advocacy Clinic, Institutionalizing Peacemaking
- Certified Mediator and Certificate in Advocacy and Problem Solving
- MN Justice Foundation Student Chair, Hamline Women's Legal Chair, Children's Rights Association
- Guardian ad Litem Ramsey County

Lewis & Clark College, Portland, OR

Bachelor of Arts in History ([REDACTED]) - Dean's List, India Study Abroad Program, Women's Lacrosse

PROFESSIONAL ASSOCIATIONS

- City of Port Townsend City Council (Nonpartisan Elected Position, [REDACTED])
- Clallam-Jefferson County Pro Bono Lawyers Board of Directors ([REDACTED], President [REDACTED] 18)
- Clallam County Bar Association ([REDACTED], Board of Trustees [REDACTED], President [REDACTED])
- Jefferson County Bar Association ([REDACTED])
- Washington Women Lawyers Olympic Peninsula Chapter Treasurer ([REDACTED])
- Habitat for Humanity of East Jefferson County Board of Directors ([REDACTED])
- Olympic Community Action Programs and Jefferson County MASH Board of Directors ([REDACTED])
- Seattle-King County Asset Building Collaborative Financial Empowerment Co-Chair ([REDACTED])
- Guardian ad Litem Jefferson County ([REDACTED]); Long-Term Care Ombuds Advisor ([REDACTED] t)

EXPERIENCE

Washington State Attorney General's Office – Port Angeles, WA

Assistant Attorney General ([REDACTED])

- Provide legal representation to various state agencies on a wide variety of legal matters.

Northwest Justice Project – Victims of Crime Advocate, Port Angeles, WA

Staff Attorney ([REDACTED])

- Represented victims of domestic violence, sexual assault, and consumer fraud through advocacy and litigation

Northwest Justice Project – Foreclosure Prevention Unit, Seattle and Port Angeles, WA

Staff Attorney ([REDACTED])

- Represented homeowners facing foreclosure: negotiation, mediation, and litigation experience

Northwest Justice Project – Foreclosure Prevention Unit, Seattle, WA

Equal Justice Works AmeriCorps Legal Fellow (██████████)

- Foreclosure Fairness Act mediations, community outreach projects/CLE's, Washington Law Help publications

Jefferson Associated Counsel, Port Townsend, WA

Rule 9 Legal Intern (██████████)

- Represented juveniles and adults in criminal and dependency matters; motion and trial experience

Southern Minnesota Regional Legal Services - Education Law Advocacy Project, St. Paul, MN

Certified Student Attorney (██████████)

- Represented children in special education and school discipline matters

Legal Aid Society of Minneapolis - Youth Law Project, Minneapolis, MN

Law Clerk (██████████)

- Represented homeless teenagers applying for transitional housing and health care services

Hamline University School of Law Child Advocacy Clinic, St. Paul, MN

Student Director (██████████)

- Directed students in representing clients in third party custody, child protection, and ICWA cases

Minnesota Coalition for Battered Women, St. Paul, MN

Legal Intern (██████████)

- Policy report on economic impact of domestic violence on women and children

San Francisco Unified School District, San Francisco, CA

AmeriCorps VISTA Volunteer (██████████)

- Wrote and administered grants, developed after school programs for Title One Middle Schools

Nominee #1 - Article 1

New baby, same career: City council member wants to set example for new moms

██████████ welcomed daughter ██████████

██████████ — ██████████ held in her arms her newborn daughter, all wrapped up in a blanket and sleeping peacefully.

██████████, knew when she ran for Port Townsend City Council two years ago that she and her husband, ██████████, likely would start a family.

When she was elected, ██████████ didn't want to put their plans on hold.

and welcomed at . She was born two weeks early and weighed 6.78 pounds, “but was definitely ready to rock and roll and is very healthy,” said.

is a family name that means “tree” in Hebrew, said.

In addition to celebrating salmon, she said has a deeper meaning.

“They go out into the depths of the ocean, but they always know their way home,” said.

is the first woman in at least the past 15 years to have a baby while seated as a City Council member, city staff said.

Midway through her first four-year term, she said she welcomes the opportunity to be an example for other women who may be balancing motherhood and a career.

“I really felt strongly that women shouldn’t have to wait for their careers,” said. “Their career should accept women, and I’m hoping to demonstrate to others it can be done.

“It’s certainly possible to do it.”

works for the state Attorney General’s office in Port Angeles, and , is an attorney with Jefferson Associated Counsel.

While they both get the benefit of the state’s new Paid Family and Medical Leave law that went into effect Jan. 1, said it’s her civic duty to continue to serve the public in her elected capacity.

In fact, she appeared by teleconference during last week’s City Council meeting, barely 36 hours after was born.

“One thing I continue to be inspired by is [REDACTED]’s strength and perseverance,” [REDACTED] said. “With her going through the labor process and everything, I didn’t think it was possible to care for my wife more than I already did, but I grew in my respect for her during that process.”

[REDACTED] and [REDACTED] both highlighted support they’ve received from friends, family members and the community.

[REDACTED] also pointed to past examples of women in local elected office who had school-age children, including former council members Freida Fenn and Sheila Westerman, current mayor Michelle Sandoval and Jefferson County commissioner Kate Dean.

“Women have been having children and having their careers without the support system, too,” [REDACTED] said. “I feel really grateful to the women who came before me.”

She said a lot of social progress has been made to be more accepting of women through their child-rearing years, but one area that still needs work is in leadership roles.

“What I really value is when they give you the choice, that you still have an option and you’re not just written off as someone not capable of doing it,” [REDACTED] said.

When she asked her fellow council members if she could attend January meetings by phone, she said they asked, “Are you sure?”

Just a day after [REDACTED] was born, council approved the action and told [REDACTED] she could take more time if she needed it.

[REDACTED] plans to attend meetings in person again in February and said she may even bring [REDACTED] with her once the flu season passes.

“I want to bring her as long as it’s not disruptive or distracting,” she said.

In terms of her committee work, [REDACTED] sits on the Jefferson Transit Authority Board and was expecting a representative to stop by her house Friday afternoon with documents to sign.

Legal scholar to speak in Port Townsend

PORT TOWNSEND — Legal scholar Robert L. Tsai will discuss his book, “Practical Equality: Forging Justice in a Divided Nation,” at 6 p.m. Friday.

Tsai, a professor of law at American University, will speak and sign copies of his book at the Peninsula College Port Townsend Learning Center in Building 202 at Fort Worden. Admission is free.

Tsai will be joined for a public conversation about his book by [REDACTED], assistant attorney general, who works out of the Port Angeles Regional Services Division serving Jefferson and Clallam counties, and serves in Jefferson and Clallam courts on a weekly basis.

Though he was born in Taiwan, Tsai considers the United States his home, he has said.

He spent his formative years working in his parents’ cafe in Port Townsend and dreaming about the world beyond the small town.

In his book, Tsai looks at historically successful tools for achieving equality, such as the concept of fair play or free speech, and offers readers several workable solutions.

He argues that we need to develop a complete arsenal of arguments to reduce inequality in everyday life.

Among the topics covered in the book: President Trump’s ban on Muslim travelers, felon disenfranchisement, oppressive measures against migrants, racist interrogation tactics and police brutality, bans on transgender troops and bathroom regulations that affect transgender people, racial segregation, the wartime internment of Japanese Americans, quality of life

regulations to drive out the homeless, detention of suspected terrorists, and the use of capital punishment against racial minorities, children and intellectually disabled people.

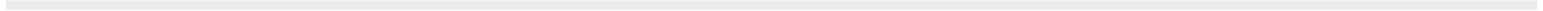
Prior to serving as an AAG, [REDACTED] worked for eight years as a civil legal aid lawyer for the Northwest Justice Project, a nonprofit statewide legal aid firm representing low-income and vulnerable individuals and families.

As a civil legal aid lawyer, she handled a high volume litigation practice, focusing on consumer protection, access to health care and representing victims of crime.

Tsai also is the author of America's Forgotten Constitutions and his essays have appeared in the Boston Globe, the Washington Post, Politico, Los Angeles Review of Books, the Boston Review and Slate.

He lives with his family in Washington, D.C.

For more information and to RSVP contact [REDACTED]
[REDACTED]



[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

City Council members, mayor sworn in

[Redacted]

[Redacted]

[REDACTED]

[REDACTED]

City Council members Michelle Sandoval (left) and [REDACTED] raise their right hands as they are sworn in by City Clerk Joanna Sanders (right) during the Jan. 2 City Council meeting. Sandoval is a returning council member; this is [REDACTED]'s first term. [REDACTED] ran for the position unopposed and fills a vacancy left by retiring council member Catharine Robinson. [REDACTED]

[REDACTED]

[REDACTED]

Port Townsend's mayor, Deborah Stinson, has retained her position after the City Council voted unanimously in her favor Jan. 2.

"I'm ready to hit the ground running this year. So, with humility and honor, I would accept the nomination," Stinson said. "I really appreciate the vote of confidence."

The council elects a mayor every two years.

Council member Robert Gray nominated Michelle Sandoval for mayor, but Sandoval declined.

Also at the meeting, new council member [REDACTED] was sworn in for the Position 2 seat. Also sworn in were incumbent council members Sandoval and Pamela Adams.

Adams, who was unable to attend the meeting, was sworn in via telephone.

REEVALUATE MCCLEARY

The council agreed to send a letter to the state Legislature urging it, in response to the McCleary case, to try to find a better way to fund schools other than using property taxes. Stinson said the Legislature has until Jan. 15 to reconsider the taxation strategy for school funding.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

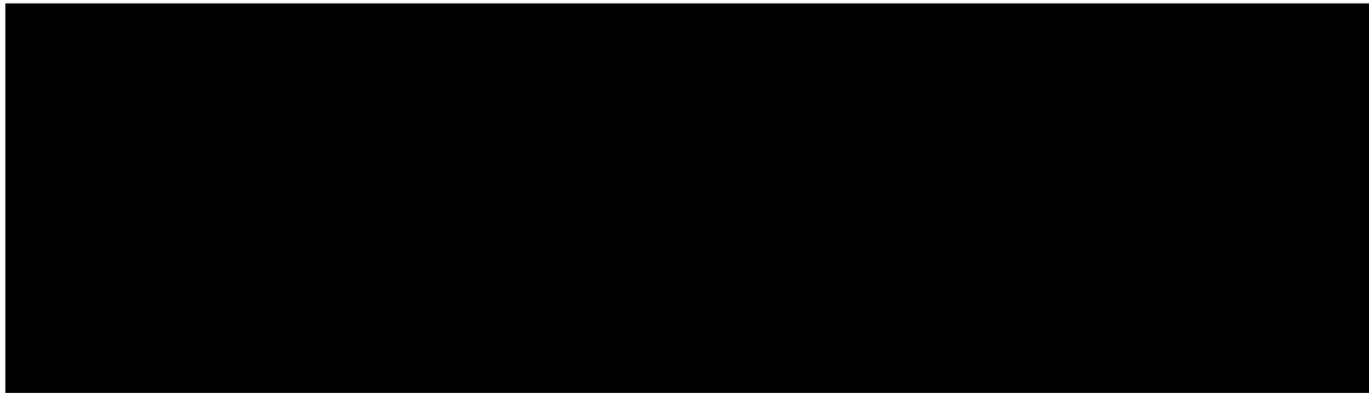
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[Redacted]

[Redacted]



MAIN MENU



Alice's house: It's still hers, saved from foreclosure



"I contacted my friends who were legal eagles and they all said the best person to help is [REDACTED]," said Morey. "I also am very familiar with the Northwest Justice Project. They have a great deal of credibility with me."

[REDACTED] is an attorney in the foreclosure prevention unit with Northwest Justice Project, Washington's publicly funded legal aid program based in Port Angeles. [REDACTED] lives in Port Townsend and knows Jack Range, whom Morey had also contacted for ideas to help McAdoo.

Initially, a Northwest Justice intake secretary had wanted to get some basic information from McAdoo over the phone to be sure she wanted and needed their help. That's the procedure. But it was difficult because McAdoo is hard of hearing. And McAdoo had been getting phone calls from people she wasn't sure she could trust. With Morey's help, [REDACTED] got permission to go to McAdoo's home with Morey on Friday, Feb. 6.

NICK OF TIME

"Once a nonjudicial foreclosure sale occurs, the homeowner has 20 days to vacate the home. So she absolutely would have been homeless," [REDACTED] said of the imminent prospect McAdoo faced. "I think she would have tried to move into her RV, which was less than ideal. I think she's been overwhelmed by everything."

A matter of days after meeting McAdoo, [REDACTED] had stopped the foreclosure.

"I have never had a reverse mortgage situation that was such an easy fix. Usually, someone hasn't paid the insurance or the taxes and that can be a challenge. In this case, all I had to do was verify occupancy," [REDACTED] said.

[REDACTED] also wants to give credit to others. She also had notified the state Attorney General's Office consumer affairs division, and put in a call to Sen. Patty Murray. Those two offices had also put the lender on notice that the Northwest Justice Project was investigating.

"This is a vulnerable citizen and I'm working on it. I want everyone on notice," [REDACTED] said. "We put the lender on notice and the trustee on notice. That was very helpful."

"One of the problems is that [McAdoo] had been sick and hadn't been able to communicate with the bank and they thought she was no longer living there," said [REDACTED].

It was a close call.

"I think the take-away was how close she came and just how easy it was to fix," said [REDACTED]

"If she could do it again, maybe she wouldn't have entered into a reverse mortgage. For some seniors, it's a good option," the attorney said.

Today, anyone who wants to sign up for a reverse mortgage is required to get counseling so that they understand the obligations and how it works. That most likely didn't happen when McAdoo signed up for the reverse mortgage a decade ago, [REDACTED] said.

And it became clear to [REDACTED] that things were confusing to McAdoo.

WHAT HAPPENED

It's a gray winter Thursday in February, the day before her house was set to be foreclosed upon.

McAdoo isn't sure what would have happened if Morey had not listened and [REDACTED] had not acted.

The two are in the living room and invite a reporter to come in and hear the story.

McAdoo explains that the house is a bit cluttered with things she inherited from her mother and things she brought to the house when she moved out of a trailer she was living in Port Hadlock.

After she moved in to the house in [REDACTED], she heard about the reverse mortgage and signed up for it with a company named Financial Freedom, thinking there would be plenty of money to pay off the company once she died.

But in [REDACTED], for some reason unclear to McAdoo, the company stopped paying her the \$580 a month she had been getting. And about the same time, she fell ill.

"Something happened in [REDACTED] to disrupt the payments and then Alice had financial troubles," [REDACTED] said.

In all, McAdoo owed the mortgage company an estimated \$149,000 on that reverse mortgage. The waterfront property is assessed by Jefferson County at \$268,000.

"I knew I couldn't work as hard as I did before. But I owed a lot of money. It's awful the way it piles up. You make payments. Then all of a sudden, they want all the money right now," McAdoo said of getting behind on bills when she fell ill.

Not long ago, someone approached her about buying the house, but that, too, was confusing.

"In order to sell it, Financial Freedom said I had to pay them," McAdoo said of a proposed deal that Morey said [REDACTED] also had to unravel.

"This is a key moment for me," [REDACTED] said, helping McAdoo remember the problem. "It's confusing for a lot of people. Should I sell? Can I sell?"

"It got confusing," agrees McAdoo of how someone wanted to buy the home from her before it went into foreclosure and how there are so many medical bills.

But once McAdoo and [REDACTED] connected, McAdoo said her world changed.

"She's done wonderful. I wouldn't be here now," McAdoo said of the [REDACTED] attorney.

"She says this, 'We'll do it little by little, first things first. We'll work through it.' I put my foot in her mud puddle right away."

"I was all screwed up about my property taxes," McAdoo said.

"Then we got that straightened out," [REDACTED] said of taking McAdoo to the courthouse to get a senior exemption rate for her property taxes. Getting that tax help also means McAdoo should be able to stay in her home longer, [REDACTED] said.

"Lucky for Alice, she has an attorney," [REDACTED] said of other issues that she's investigating. "Part of my job is also piecing things together. That's why it's important for people like Alice to connect with good advocates."

"The good news is that Alice can live here for the rest of her life if she wants to. It's her house."

In between talking about the reverse mortgage company and her health and things she needs to do and the elderly gentleman who drives her wherever she needs to go, McAdoo shares that she's had three husbands and divorced them all. She and one husband delivered yachts between Florida and Boston. She's sailed in the Caribbean. She used to love to go dancing. Oh, how she loved to dance.

And play music. She performed for years in a band that played all over the Olympic Peninsula. She played the clarinet and the oboe and she made money at that, too. She also worked as a lab tech for a doctor in Port Hadlock for years.

"I've never been without a job," the 84-year-old said.

But those medical bills set her back. And sometimes now she forgets things.

‘I get off track real easily,’ McAdoo said.

She might have tried to move things in the travel trailer parked in the front yard. Then again, she can't drive. So that would have been a problem.

‘We're doing a lot of what I call disability and senior planning,’ said the attorney.

‘My goal is to put Alice back in charge. She's now in a position where she can do what's best for her. Maybe it's keeping the house; maybe not. But it's on her timeline.’

McAdoo is now thinking about how she could fix up half the house, maybe rent out another part of it. She has options.

‘Now she's connected not only with me, but other services,’ said

ADVOCATES

As for how it all happened, Morey and point to each other.

‘I think Barbara is an awesome community advocate. Honestly, as a Jefferson County resident, it made me feel good to know there are people like Barbara out there connecting with resources,’ said

Morey has similar appreciation for the attorney.

‘It was the whole community pulling together for Alice, but was the lead.’

‘She went after the company like a tiger and she has it in writing that everything is back as it should be. But it would never have happened if we hadn't had that Point In Time Count,’ said Morey.

So now there is one less person in Jefferson County at risk for being homeless.

Comments

[Redacted comment]

[Redacted comment]

[Redacted comment]

[Redacted comment]

[Redacted comment]

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WASHINGTON STATE BAR ASSOCIATION

2020 Deadline:
Wednesday, July 15, 2020

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2019-2020 Public Service and Leadership Award. Each award recipient will be eligible to attend one free (or no-cost) WSBA-CLE program of up to six credits total to be used within one year of receiving the award. 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 nominee's resume 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 25, 2020 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: 07/15/2020		
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: Director of VLP nominee volunteers for

WASHINGTON STATE BAR ASSOCIATION

Please complete the questions found on page 2

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

██████████ serves as a trustee for the Spokane County Bar Association's Young Lawyers Division. She supports this active section, which (prior to current circumstances) put on monthly events that allow newer attorneys to engage with and learn from more experienced area attorneys. ██████████ was involved in leadership roles in college, as Associate Editor of the Gonzaga Law Review and Vice President of her Student Bar Association.

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

██████████'s dedication to serving her community is remarkable. Even with recent constraints on volunteer work, she has logged over 35 hours for the Volunteer Lawyers Program, and is currently work on direct representation cases for the VLP. These hours are in addition to the fact that she also volunteers for the Cheney Youth Court. She is a modest attorney who takes on these roles because she takes seriously "responsibility [of attorneys] to contribute pro bono service." ██████████ donates an immense amount of time to her community, through pro bono service and her involvement with the local bar.

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

In addition to the time that ██████████ spends volunteering in clinics, supporting direct representation clients for the Volunteer Lawyers Program, and supporting the Cheney Youth Court, she donated her time to help with the creation and passing of SB 5640. The bill, which she worked on for two years, reforms the ways courts are able to approach youth cases, and allows sentencing to reflect scientific understanding of the brain, broadens the scope of Youth Court jurisdiction, and does away with the requirement that youths not have gone through the process previously.

Additional information:

██████████ takes seriously the mandate for attorneys to donate their time to the good of the public. When we have interviewed her for recognition within our organization, she has been surprised to see work that she sees as a natural part of being an attorney as being called out as exceptional. I am delighted to nominate her.

Submit nomination and nominee's resume to newmembers@wsba.org

[REDACTED]
[REDACTED]
[REDACTED]

EDUCATION

Gonzaga University School of Law Spokane, WA

Juris Doctor, magna cum laude, [REDACTED]

- Gonzaga Law Review, *Associate Editor & Membership Committee Chair* [REDACTED]
- Student Bar Association, *Vice President* [REDACTED] & *Interim President* [REDACTED]
- William O. Douglas Committee, *President* [REDACTED], *Secretary* [REDACTED]
- Women’s Law Caucus, *Myra Bradwell Event Chair* [REDACTED]
- CALI Awards in Community Property and e-Discovery/e-Evidence

University of Washington Seattle, WA

Bachelor of Arts, English, [REDACTED]

- College Republicans, *Legislative Director*
- Undergraduate Law Review, *Associate Editor*
- Dream Project, *Mentor*

EMPLOYMENT

Gerl & Whitten, PLLC Spokane, WA

Partner/Member, [REDACTED]

- Cultivated robust legal practice focused on criminal defense, contract-based criminal law, family law, and landlord-tenant law
- Zealous and well-respected advocate for clients both in hearings and at trial
- Dedicated to *pro bono* service and enriching the legal community

Piskel Yahne Kovarik, PLLC Spokane, WA

Associate, [REDACTED]

- Successfully argued civil hearings regarding discovery disputes and employment law
- Drafted motions, pleadings, and discovery responses in complex civil litigation
- Researched issues relating to employment law, construction law, and corporate law

City of Cheney Prosecuting Attorney Cheney, WA

Legal Extern, [REDACTED]

- Appeared weekly in court on behalf of the City of Cheney for pretrial hearings, bench trials, show cause hearings, motions to recall no-contact orders, and arraignments
- Drafted offers and negotiated with opposing counsel

Witherspoon Kelley Spokane, WA

Rule 9 Legal Intern, [REDACTED]

- Researched issues relating to employment, criminal, real estate, and corporate law
- Drafted legal memoranda and delivered findings to attorneys
- Appeared in ex parte and assisted attorneys with hearings

Wolff, Hislop & Crockett, PLLC Spokane Valley, WA

Legal Intern, [REDACTED]

- Researched and reported on corporate law, employment law, and probate issues
- Bates labeled and scanned documents in preparation for litigation
- Drafted various documents and letters for clients

[REDACTED]
[REDACTED]
[REDACTED]

Monique Trudnowski for State Representative University Place, WA
Administrative Director, [REDACTED]

- Oversaw candidate's events, appearances, schedule, and social media presence
- Organized campaign donations and prepared Public Disclosure Commission reports

Jan Angel for State Senate Port Orchard, WA
Communications Intern, [REDACTED]

- Drafted newsletter content and monitored media reports
- Communicated with voters over the phone and at the door

COMMUNITY INVOLVEMENT

Spokane County Bar Association Volunteer Lawyers Program Spokane, WA
• *Attorney Volunteer, [REDACTED]*

Cheney Youth Court Cheney, WA
• *Volunteer, [REDACTED]*

Washington State Association of Youth Courts Washington State
• *Vice President, [REDACTED]*
• *Coordinated Lobbying Effort for SB 5640, [REDACTED]*

Spokane County Young Lawyers Association Spokane, WA
Trustee, [REDACTED]
Chair of Judicial Theater CLE – [REDACTED]
Gonzaga University School of Law Liaison, [REDACTED]
Recipient of the 2017 Bar Prep Scholarship

Gonzaga University School of Law Mentor Program Spokane, WA
• *Mentor - [REDACTED]*

Washington Policy Center Seattle, WA
Second Place Winner of the Jennifer Dunn Scholarship, [REDACTED]

Mainstream Republicans of Washington Tacoma, WA
Board Member, [REDACTED]

PRESENTATIONS

- *"Questioning Techniques"* – Washington State Association of Youth Courts Statewide Conference, [REDACTED]
- *"Washington Youth Courts"* – WSBA Juvenile Law Section Annual CLE, [REDACTED]

HOBBIES

- Baking, crafting, and working at my family's cattle ranch in Cheney, Washington



8 July 2020

Washington State Bar Association
Attn: Washington Young Lawyers Committee
1325 Fourth Ave., Suite 600
Seattle, Washington 98101



SUBJECT: Nomination for Public Service and Leadership Award – [Redacted]

Committee Members,

Please accept this nomination of [Redacted] (also Major [Redacted]) for the Public Service and Leadership Award. [Redacted] is being nominated for her exceptional leadership and service in the local community by me and two of her colleagues from the Washington Air National Guard. I serve as the State Staff Judge Advocate and lead a team of eight attorneys (Judge Advocates) that serve in the Washington Air National Guard. Seven of the eight attorneys are citizen-Airmen meaning we serve part-time in the military in addition to our civilian jobs.

[Redacted] is an attorney in private practice in Spokane [Redacted] is a Special Victims Counsel for the National Guard Bureau and she is stationed at Joint Base Lewis-McChord. I own a private practice and serve of counsel at a firm in Seattle. Each of us has a part-time military position at Camp Murray/Joint Base Lewis-McChord where we serve at least one weekend per month and a few additional weeks each year. The three of us believe that [Redacted]'s extraordinary efforts in support of her community warrant your consideration for the 2019 – 2020 WSBA Public Service and Leadership Award. [Redacted]ki has been admitted to practice for less than five years and she is under 36 years of age.

Thank you very much for your consideration of our most junior team member in the Washington Air National Guard JAG Corps. We are very proud to have her on our team. I can be reached on my cell phone at [Redacted] or via email at [Redacted] with any questions.

[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted] Lt Col, WA ANG
State Staff Judge Advocate

WASHINGTON STATE BAR ASSOCIATION

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

██████████ is an exceptional member of our legal community in Washington State and an outstanding young lawyer. ██████████ attended law school at night at Seattle University from ██████████ while serving on active duty in the Air Force at Joint Base Lewis-McChord, where she served in a command position. Command positions are very demanding and this makes her accomplishment of graduating with honors (summa cum laude) truly remarkable. After earning her law degree, she moved from Washington State to Ohio for another military assignment before leaving active duty under Honorable conditions. ██████████ joined the Washington Air National Guard in ██████████ as a part-time service member to fulfill her passion for service to her state and country. ██████████ also served as a law clerk for the Honorable Justice Debra L. Stephens during her first year of service in the Washington Air National Guard. During that first year of service in the Air National Guard she was selected to be a Judge Advocate (similar to in-house counsel or general counsel) in the Air Force JAG Corps and Washington Air National Guard. After completing the Supreme Court clerkship, ██████████ was hired as a prosecutor in the Kitsap County Prosecuting Attorney's office where she currently serves her community. ██████████ is a lawyer and colleague who epitomizes service before self.

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

██████████'s selection as a clerk for Justice Stephens speaks volumes about who she is as a young lawyer and excellent female role model in the community. By joining the Air National Guard, ██████████ signed up to answer her nation's call at a moment's notice and to serve her community at least one weekend every month and two weeks every year. The commitment to a 12-day period of work each month is significant. Over time, many family activities are missed in the interest of service in the Air National Guard as a citizen-Airman.

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

As the pandemic unfolded in April 2020 and Governor Inslee activated hundreds of service members in the National Guard to support their communities, ██████████ was activated to support a large food distribution operation at a warehouse in Seattle. ██████████'s next 30 days were spent reporting to Seattle from her home in Gig Harbor to fill a leadership role and help distribute millions of pounds of food to local families in need. ██████████'s service tour ended just in time for her wedding. Within days of being married she was activated a second time to help curb the civil unrest that threatened the many peaceful protestors demanding social and racial justice in the community. The training for this mission was physically demanding and intense. Riot control gear and missions are no laughing matter. In the end, she filled a leadership role and supported a mission in Bellevue where the presence of National Guard members stemmed looting and vandalism that occurred in that city. Many citizens of Washington followed the Stay Home Stay Safe orders of the Governor while members of the National Guard, including ██████████, went without showers for days and slept on cots to help keep the community safe.

Additional information: In ██████████, ██████████ was promoted from the rank of captain to major.

██████████ is officially the Deputy Staff Judge Advocate at the Western Air Defense Sector at McChord Field. The mission of that unit is 24/7 monitoring of the skies west of the Mississippi River. You may recall the Horizon Air aircraft that was stolen in ██████████ from SEATAC and flown by a disgruntled employee before it crashed. The women and men accomplishing the mission at the Western Air Defense Sector were alerted to the hijacked aircraft and they were responsible for "scrambling" an F-15 Fighter Jet from an Air National Guard Unit out of Portland. The F-15 was in position above the Puget Sound within a matter of minutes in the event the aircraft needed to be taken out to avoid an attempt to cause a massive loss of human life like that which occurred in New York and Washington D.C. on ██████████. ██████████'s role providing legal advice to the operators at the Western Air Defense Sector is crucial to their mission success and protection of American skies.

2020

License & Education Information:

Washington State Bar Association: License No. [REDACTED]

District of Columbia Bar Association: License No. [REDACTED]

Seattle University School of Law – Seattle, WA

Juris Doctorate, [REDACTED]

- Honors: Summa Cum Laude; GPA: 3.86; Class Rank: 5/235
- Seattle University Law Review
 - Published Works: *Quis Custodiet Ipsos Custodiet?* The Current State of Sexual Assault Within the U.S Military and the Need for the Use of a Formal Decision-Making Process in Further Reform
(Seattle University Law Review, [REDACTED])

University of Oklahoma – Distance Education Program, Spangdahlem AB, Germany

Master of Arts, Focus Area: International Relations, [REDACTED]

- GPA: 4.0

United States Air Force Academy – Colorado Springs, CO

Bachelor of Science, Major: Political Science; Minors: Spanish, Russian, [REDACTED]

- GPA: 3.41; Dean's List; Military Honors (top 10%); Pi Sigma Alpha Political Science Honor Society
- Study Abroad: Ukraine & Spain (language study), India (cultural study), Indonesia (exchange program)

Professional Experience:

Kitsap County Prosecutor's Office –

Deputy Prosecuting Attorney, [REDACTED]

- Reviews, screens, charges, and files misdemeanor cases in Kitsap County District Court
- Represents the State of Washington at criminal proceedings; including arraignments, fact-finding/motion hearings, probation violation hearings and jury trials
- Works with law enforcement officers, citizens, and witnesses to provide legal advice and counsel in investigation, preparation, testimony and status of cases

Washington State Air National Guard –

Judge Advocate (Drill Status Guardsman), [REDACTED]

- Advises command and conducts military justice proceedings to maintain good order and discipline
- Drafts wills, powers of attorney, and other legal documents necessary to maintain service member readiness while providing advise on relevant civil law issues (i.e. Servicemembers Civil Relief Act)

Washington State Supreme Court –

Judicial Clerk, Chief Justice Debra Stephens, [REDACTED]

- Researched relevant legal history to provide recommendations on the effect of legal precedent
- Authored a variety of legal memoranda to provide case overviews and governing law
- Teamed with fellow clerks to organize complex docket and ensure on-time publication of opinions

United States Air Force –

CV-22 Joint Maintenance Manager, PMA-275, [REDACTED]

- Directed aircraft logistics & sustainment operations for the U.S. Air Force's CV-22 fleet
- Negotiated \$40M aircraft structural improvement proposal as government representative
- Drafted and reviewed "Statement of Work" for Department of Defense contracts to ensure that all objectives were met, and sufficient limitations existed for government financial liability

Aircraft Maintenance Unit (AMU) Officer in Charge, 62nd Aircraft Maintenance Squadron, [REDACTED]

- Led 340 military and civilian personnel in the maintenance of 26 aircraft valued at \$5.6 billion
- Developed, prioritized, and implemented maintenance plans to meet Commander objectives and sustain fleet readiness for combat missions, humanitarian operations, and Presidential support
- Directed aircraft maintenance efforts for the Department of Defense's only nuclear airlift mission

Commander, Field Training Detachment 12, [REDACTED]

- Commanded 46 instructor personnel and oversaw initial and advanced C-17A aircraft maintenance skills training program that taught approximately 1K technicians annually
- Managed \$65M/36K-sq-ft facility and 11 maintenance training devices worth \$206 million

AMU Officer in Charge, 5th Reconnaissance Squadron, [REDACTED]

- Oversaw 170 personnel and an undisclosed amount of U-2 aircraft valued at \$1.5 billion
- Managed activities of 35 civilian contractors and oversaw compliance efforts of five Department of Defense contracts with leading industry partners

Asst. AMU Officer in Charge, Maintenance/Armament Flt Commander, 52nd Maintenance Group, [REDACTED]

- Led more than 200 personnel and supervised maintenance actions on 22 A-10 aircraft
- Oversaw the generation of aircraft to support a United Nations backed no-fly zone in Libya

Group Honor Chairperson, Cadet Group Two, United States Air Force Academy, [REDACTED]

- Conducted disciplinary boards and authored recommendations to senior leadership regarding retention of cadets
- Instructed cadet wing honor education classes, briefed congressional panel on importance and operation of cadet wing honor system

Volunteer Activities:

Esperanza Center & Associated Non-Profit Organizations, Baltimore MD & District of Columbia, [REDACTED]

- Provided free immigration law advice, counselled on eligibility for a variety of immigration/visa programs and recommended best course of action

Tacoma Pro Bono/WSBA Call to Service, Tacoma WA [REDACTED]

- Provided free legal assistance to veterans and low-income community members on civil/family law

U.S. Air Force - Deputy Sexual Assault Response Coordinator, Spangdahlem AB & Osan AB, [REDACTED]

- Coordinated response and provided care for any victim of sexual assault in the military community
- Certified Bystander Intervention Training Instructor (taught more than 900 personnel at five Air Force bases and 5 Major Commands)

Certifications & Professional Military Education:

- *Defense Acquisition Workforce Improvement Act (DAWIA) Logistics Level II*
- *Air Command and Staff College*
- *Squadron Officer School*
- *Air and Space Basic Course*
- **Current Security Clearance: Secret**

WASHINGTON STATE BAR ASSOCIATION

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

█████ is tirelessly dedicated to serving the needs of our County. I have known her and worked with her for over a year now and have seen firsthand how much care and effort she puts into ensuring that we achieve the "just result". As a prosecutor █████ is just as fervent in her efforts to prosecute the guilty as she is in protecting the innocent. Even more impressive is that guilty or innocent █████ will never be satisfied unless each and every defendant receives fairness and equity in their treatment. █████ is also incredibly effective at establishing rapport with victims and survivors, particularly victims and survivors of domestic violence. █████ uses her voice as a prosecutor not only hold individuals accountable and protect the most vulnerable and victimized, but is not afraid to challenge the system when she feels that an injustice is being done. At the same time, this ferocity and fervor is tempered by her bright and positive demeanor. Inside or outside the courtroom, you will not find a fiercer advocate or ally. █████, even in her role as prosecutor finds a way to see the goodness inside everyone she encounters and leaves each of those individuals seeing positive aspects about themselves that even they never were aware of.

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

█████'s path becoming an attorney and a Prosecutor is not the typical one. █████ successfully completed the APR6 or Admission to Practice Rule 6 program. Prior to her being sworn in as a general practice attorney she had been working as a Rule 9 Legal Intern. █████ began the four-year APR6 program in █████. When she began that she was working as a full-time Legal Assistant in the Port Angeles City Attorney's Office. She successfully completed it, took and passed the Washington State Bar Exam and was sworn in as a Deputy Prosecuting Attorney on █████. █████ is exactly the kind of person that our legal community needs. She did not take the conventional path and she did not take the easy path. She has fought with a drive and a passion that I have never before seen, to get where she is today. █████ has the unique perspective of having worked in the trenches doing much of the behind the scenes work done daily by Legal Assistants and Legal Interns. She has given her a unique perspective that not only makes her a better attorney and prosecutor but a better person as well. Too often we attorneys can get caught up in our image of ourselves and this oftentimes leads to arrogance and a disconnect between the legal profession and the community that we serve. While █████'s personality is more than enough to ensure she will never fall into this trap, her life story and the trajectory of her Legal Profession has given her great insight and understanding into how to bridge the gap between our profession and the community that we serve. And one of the amazing things is that █████ did and does all of this while being a mother (█████) and wife (█████). █████ stands as an inspiration to any man, woman, or child who has dreams and is willing to take the unconventional path to make their dream a reality

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

█████ was prosecuting a case against, to put it mildly, a "not very nice man", who had assaulted his girlfriend. █████ poured her heart and soul into this case, tirelessly working into the late evening and well past close of business. She also came in on weekends to work this case as thoroughly as possible. She had to work extra hard, because as is too often the case with victims/survivors of domestic violence, the survivor was moving back and forth between outright refusal to cooperate with our office to at best mild ambivalence. But █████ went above and beyond and she built as strong a case as she could and she was so successful that she was able to reach a plea agreement with the Defense, thus avoiding the need for a trial. I was there when this change of plea was entered and although the survivor did not say a word, I could see on her face that she felt that her voice had been heard and that she was

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

vindicated. [REDACTED] will ensure justice will be done in whatever form that may be. This is but one example of her going above and beyond.

Additional information:

I understand that [REDACTED]'s time as an attorney is but roughly [REDACTED], but I urge you to recognize what she has done in that short amount of time as well as consider the journey that she took to make it where she is today. She is a beacon of inspiration to everyone in our office and I humbly request that your organization recognize her and use her story to inspire other young men and women in our state; particularly young women that have any sort of interest in the legal profession.

Submit nomination and nominee's resume to newmembers@wsba.org

EMPLOYMENT HISTORY

[REDACTED]

Deputy Prosecuting Attorney
Clallam County Prosecuting Attorney's Office
Port Angeles WA

[REDACTED]

Legal Assistant / System Based Domestic Violence Advocate
City of Port Angeles – Legal Department
Port Angeles, WA

[REDACTED]

Administrative Assistant / Victim-Witness Coordinator / Deputy Coroner
Wahkiakum County Prosecuting Attorney's Office
Cathlamet, WA

[REDACTED]

Legal Secretary
Cowlitz County Office of Public Defense
Kelso, WA

[REDACTED]

Victim-Witness Assistant
Wahkiakum County Prosecuting Attorney's Office
Cathlamet, WA

ACADEMIC HISTORY

Washington State Law Clerk Program
Washington State Bar Association, Seattle WA – completed [REDACTED]

Bachelor of Applied Science Degree
Peninsula College, Port Angeles WA – graduated [REDACTED]

Associate in Applied Science Degree – Paralegal Program
Clark College, Vancouver WA – graduated [REDACTED]

TRAININGS ATTENDED

- – Trauma Informed Sex Assault Investigation (Sequim, WA)
- – 6th Annual Domestic Violence Symposium (Seattle, WA)
- – 5th Annual Domestic Violence Symposium (Seattle, WA)
- – 4th Annual Domestic Violence Symposium (Seattle, WA)
- – 3rd Annual Domestic Violence Symposium (Seattle, WA)
- – 2nd Annual Domestic Violence Symposium (Seattle, WA)
- – 1st Annual Domestic Violence Symposium (Seattle, WA)
- – National District Attorney’s Association Multi-Disciplinary Domestic Violence Training (TX)
- – Washington Association of Coroners and Medical Examiners Death Investigation Training (WA)
- – National District Attorney’s Association Multi-Disciplinary Domestic Violence Training (TX)

WASHINGTON STATE BAR ASSOCIATION

2020 Deadline:
Wednesday, July 15, 2020

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2019-2020 Public Service and Leadership Award. Each award recipient will be eligible to attend one free (or no-cost) WSBA-CLE program of up to six credits total to be used within one year of receiving the award. 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 nominee's resume 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 25, 2020 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: 7/15/2020		
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: I manage the pro bono program where Ingrid volunteers	

Please complete the questions found on page 2

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 always willing to show up in her community. In law school, Ingrid served as secretary for the Latinx Law Student Association. She has volunteered and interned at civil legal aid programs statewide for many years, including the Northwest Justice Project, Snohomish County Legal Services, Thurston County Volunteer Legal Services, the STAR Project, and Legal Action Center. Through these experiences, ■■■■ helped community members reduce their legal financial obligations and reinstate their driver's licenses, represented community members facing foreclosure and eviction, and assisted families in dependency processes. Thurston County Volunteer Legal Services (TCVLS) has been lucky to have her as a volunteer attorney, a mentoring attorney to other volunteers, and now as a board member. ■■■■ has been involved with TCVLS since ■■■■, after being admitted to the Washington State Bar in ■■■■. Ingrid joined the TCVLS board in ■■■■ and recently volunteered to serve on the board's newly formed Equity committee to lead the organization's anti-racism work. Ingrid is also a former chair of the Thurston County Bar Association's Young Lawyers Section. ■■■■ currently works in the Aging and Disability Services section of the Social & Health Services Division of the Office of the Attorney General helping vulnerable adults.

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

■■■■ participates in the Government Lawyers Bar Association, serves on the board of Thurston County Volunteer Legal Services, has mentored other volunteer attorneys at legal clinics, and chaired the Young Lawyers Section of the Thurston County Bar Association. As chair of the Young Lawyers section, ■■■■ organized swearing in ceremonies for new attorneys, planned events and opportunities for young lawyers to become better connected in their communities. ■■■■ always promoted volunteerism in her role as chair of the Young Lawyers Section. Before COVID-19 interrupted legal clinics, ■■■■ was recruiting legal assistants and assistant attorney generals from her division to volunteer at a legal clinic to introduce more legal professionals to pro bono work. She speaks passionately about the clinic volunteer experience—including the opportunity to learn a new area of law (with the support of a mentor), experience working directly with clients in need of assistance, and the ability to meet and socialize with other local attorneys. ■■■■ is a warm and friendly individual who helps bring people together. She is an amazing asset to the legal profession and to this community.

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

■■■■ consistently goes above and beyond! She has filled in at the last minute when we've been in need of: more attorneys at the clinic, a family law mentor, a Spanish-speaking attorney, a pro bono attorney to take on a case, and a volunteer recruiter! One of the clients I recall ■■■■ helping was referred by CIELO, a partner organization serving Latinx community members in Thurston and Mason counties. She spoke Spanish, but was unable to read or write, and needed to respond to a divorce petition filed in Snohomish County. The client didn't have a copy of the majority of the pleadings. ■■■■ willingly jumped in to help this client, meeting with her on evenings and weekends, and contacting her former colleagues at Snohomish County Legal Services to download documents from the case. This situation is just one of many instances where Ingrid has gone above and beyond to help legal clinic clients.

Additional information:

Submit nomination and nominee's resume to newmembers@wsba.org

WASHINGTON STATE BAR ASSOCIATION

2020 Deadline:
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Date: 7/14/20		
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 [REDACTED]
Nominator’s Name: [REDACTED]		Relationship to Nominee: AGO Division Chief

Please complete the questions found on page 2

WASHINGTON STATE BAR ASSOCIATION

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

■■■■ has contributed significantly as a volunteer in a variety of settings and communities. She is a dedicated public servant, working as an Assistant Attorney General, assigned to the Aging and Long Term Support Administration of DSHS. As part of her legal work, she provides legal support to and represents DSHS in serving vulnerable adults. She also participates in the work of the Attorney General's Office Task Force on Vulnerable Adults. Fluent in Spanish, she is able to assist those with limited English proficiency. Her volunteer activities include:

- Serving on the Board of Directors for Thurston County Volunteer Legal Services, and as an active volunteer and an attorney-mentor.
- ■■■■ recently served as the Chair of the Thurston County Bar Association's Young Lawyer Section

Other public service activities:

- **Northwest Justice Project, Olympia:** drafting motions for relief from traffic and criminal fines for indigent clients seeking to reinstate their driver's license.
- **Northwest Justice Project, Seattle:** Working directly with victims of scams and people losing their homes as part of the Foreclosure Prevention Unit and Foreclosure Consequences Advocacy Team. She worked with tenants and homeowners on the verge of evictions or foreclosures, drafting demand letters on her clients' behalf, and negotiating better outcomes for her clients.
- As a Spanish specialist at the **Legal Action Center** she worked with clients who suffered from severe mental illness, and helped them with creditor debtor and landlord tenant issues
- **El Centro de la RAZA** legal clinic in Seattle, where she worked with clients with limited English proficiency.
- When in private practice, she also took pro bono cases.
- Volunteers as an attorney rater in local speech competitions or mock trials.

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

■■■■ has truly demonstrated her commitment to public service and civil aid during her law school career and during her time working in private practice. Now, as a government attorney with a full caseload supporting services to vulnerable adults, she continues to actively volunteer her time and her legal skills to support those in need, many of whom do not speak English.

Notably, in ■■■■, ■■■■ received the prestigious Legal Foundation of Washington's Goldmark Legal Internship. This is a highly competitive internship with only one law student in Washington being selected each year. ■■■■ served her internship at the Successful Transition

WASHINGTON STATE BAR ASSOCIATION

and Reentry (STAR) Project. As a Rule 9 intern, she represented clients in Walla Walla Superior Court and successfully set local precedent to reduce or eliminate pre-Blazina Legal Financial Obligations (LFOs). She drafted and entered motions to seek relief from LFOs in light of the mandate in the recent Washington State Supreme Court decision *State v. Blazina*, where legal costs were improperly imposed without regard to the defendant's ability to pay. [REDACTED] developed and created Washington's first package of pro se pleadings for distribution to those seeking LFO relief. The executive director of the STAR project, [REDACTED] wrote, "[REDACTED]'s work has changed the lives of countless people through her work with The STAR Project. Her contributions to our cause will continue to climb, long after her internship has concluded. I strongly urge all who receive this Letter of Recommendation to seriously consider hiring [REDACTED]. I have known her to be kind, courteous, professional, and above all—highly effective." [REDACTED] has explained that her work at the STAR Project provided her with opportunities to work closely with former felons and address issues that affect indigent populations.

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

Recently, [REDACTED] encountered an opposing counsel whose name-calling and belligerent behavior was, at best, rude. In addition to being generally contentious and making a straightforward case unnecessarily difficult, the lawyer became angry with [REDACTED] because she did not strike a hearing and agree to a continuance at his insistence. The presentation hearing had been set by the court and she merely informed the other lawyer that she could not strike the court's hearing and that she planned to appear. After calling her names, the lawyer sent his associate to the hearing. At the hearing, the young man proved ineffective at relaying his boss' concerns or in making a clear request to set the hearing over. The court indicated that it was prepared to sign the draft order [REDACTED] had prepared. She politely stopped the judge and explained the opposing counsel's concerns and requested the court reset the hearing so the opposing counsel could attend. [REDACTED] consistently models the type of collegial and professional behavior that our profession aspires to. Her calm demeanor and positive attitude, combined with her desire to continuously improve her craft will serve her – and her clients—well.

Additional information: The pandemic has resulted in some unique challenges for doing our work and representing our clients. The Attorney General's Office has been on mandatory telecommute. [REDACTED] continues to fully perform her work and support her colleagues, AND continues to participate in volunteer sessions for the Thurston County Volunteer Legal Clinic, participating in telephonic meetings with clients.

Submit nomination and nominee's resume to newmembers@wsba.org

[REDACTED]

Assistant Attorney General

Aging and Disability Services, Social & Health Services

Office of the Attorney General

[REDACTED]

Olympia, WA

Associate Attorney

DeWitt Law, PLLC

[REDACTED]

Olympia, WA

At DeWitt Law, PLLC, I continue to focus on my passion for family law related issues. My background in civil legal aid has helped me understand the need to provide a voice for those in need, and to fight zealously for one's rights and the safety of our children. My philosophy is to negotiate when possible, and to be ready to pursue other options when settlement is no longer an option.

Ascher and Denton, PLLC

Attorney At Law

Ascher and Denton, PLLC

[REDACTED]

My area of practice is Family Law. My approach to this area of law is helping my clients find a way through divorce or child custody/support issues with the least cost to my client, financially and emotionally.

Northwest Justice Project

Volunteer, Intern

Northwest Justice Project

[REDACTED]

Olympia, Wa

Assist low-income or disabled individuals waived or reduced their traffic infraction fines and criminal fines in order to reinstate their driver's license privileges.

Draft motions asking for waiver or reduction of fines.

Provide case-management assistance to attorneys in the form of research or drafting pleadings.

The STAR Project

Rule 9 - Goldmark Intern

The STAR Project

[REDACTED]

Walla Walla, Wa

Reduced the burden of Legal Financial Obligations (LFOs) on STAR clients by providing counsel, and filing motions on behalf of clients.

Educated the local defense bar and bench on the mandates of State v. Blazina, which chronicles the burdens of LFOs on defendants.

Hosted a CLE on best practices for attorneys and judges when addressing the issue of LFOs during and post-sentencing.

Created pro-se pleadings for defendants to file motions for relief from LFOs in judgment.

The Defender Association - Dependency Division

Rule 9 Extern

The Defender Association - Dependency Division

[REDACTED]

Seattle, Wa

Provided pre-trial case management such as discovery, interrogatories, etc.

Legal research related to Indian Child Welfare Acts (ICWA) and Dependency related issues

Legal Action Center

Legal Assistant

Legal Action Center

[REDACTED]

Seattle, Wa

Provided direct assistance to tenants, including those with limited English proficiency, with housing issues. Issues ranged from termination of tenancy, request for reasonable accommodations, debtor-creditor issues, etc.

Negotiated with opposing counsel or landlords to provide a better outcome for tenants.

Provided support to volunteer attorneys during the neighborhood legal aid clinic.

Northwest Justice Project - Foreclosure Consequences Advocacy Team

Legal Intern

Northwest Justice Project - Foreclosure Consequences Advocacy Team

[REDACTED]

Seattle, Wa

Provided case management of judicial foreclosures such as client intakes and interviews.

Drafted answers to plaintiff's complaints.

Legal research related to specific foreclosures, such as loan scams, HOA foreclosures, and others.

Northwest Justice Project - Foreclosure Prevention Unit

Legal Intern

Northwest Justice Project - Foreclosure Prevention Unit

[REDACTED]

Seattle, Wa

Conducted client interviews to assess whether clients may use non-judicial mediation to avoid foreclosure.

Snohomish County Legal Services

Rule 9 Legal Intern

Snohomish County Legal Services

[REDACTED]

Snohomish, Wa

Conducted client intake and negotiations with opposing parties during the Housing Justice Project clinic—a fast-paced two-hour clinic for tenants scheduled for show-cause eviction hearings

Negotiated with opposing counsel to either dismiss an eviction proceeding or provide a favorable transition out of housing

Provided assistance to attorneys with administrative and research projects

Foreclosure Mediation Outreach Project

Legal Intern

Foreclosure Mediation Outreach Project

████████████████████

Seattle, Wa

Provided the educational portion of my Rule 9 internship with SNOCO

Performed client intakes, and provided assistance to attorneys in the foreclosure prevention clinic

Education

Seattle University School of Law

Doctor of Law (J.D.)

████████████████████

San Francisco State University

Bachelor of Arts (B.A.) Criminal Justice

████████████████████

Honors & Awards

██████ Equal Justice Goldmark Intern

The Legal Foundation of Washington

████████████████████

PROFESSIONAL EXPERIENCE

DeWitt Law, PLLC—Olympia

Family Law Attorney, and Youth Attorney, [REDACTED]

- Regularly represent clients in contested motion hearings, show cause hearings, settlement conferences, mediations, and depositions. Represent children in dependency actions and trials.
- Discuss strategic planning and conduct cost-benefit analysis with clients to determine the most effective approaches, which builds the client relationship and leads to satisfaction with outcomes.

Ascher & Denton, PLLC—Olympia

Family Law Attorney, September, [REDACTED]

- Carried an independently caseload of family law cases ranging from dissolutions, child support and custody matters, domestic violence protections orders, adoptions, and others.

Northwest Justice Project—Olympia

Legal Volunteer, [REDACTED]

- Drafted motions for relief from traffic and criminal fines for indigent clients seeking to reinstate their driver's license.

The STAR Project (Successful Transition & Reentry)—Walla Walla

Legal Foundation of Washington Annual Goldmark Internship Recipient

Rule 9 Intern, [REDACTED]

- Provided representation for STAR Project clients in Walla Walla Superior Court and successfully set local precedent to reduce or eliminate pre-*Blazina* LFOs.
- Created Washington's first package of *pro se* pleadings for distribution to those seeking LFO relief.

Legal Action Center—Seattle

Spanish Specialist, [REDACTED]

- Reviewed lease agreements to prevent evictions or imposition of charges on a tenant.
- Managed debtor-creditor claims by drafting demand letters and negotiating with collection agencies.

EDUCATION AND EXTERNSHIPS

SAN FRANCISCO STATE UNIVERSITY—BACHELOR OF ARTS (CRIMINAL JUSTICE), [REDACTED]

SEATTLE UNIVERSITY SCHOOL OF LAW—JURIS DOCTOR, [REDACTED]

The Defender Association, Dependency Department—Seattle

Rule 9 Intern, [REDACTED]

- Assisted with pre-trial issues, such as discovery, and performed legal research related to Indian Child Welfare Act matters (ICWA) and other dependency related issues.

Northwest Justice Project, Foreclosure Prevention Unit and Foreclosure Consequences Advocacy Team—Seattle

Legal Intern, [REDACTED]

- Reviewed agreements to assess whether clients may use non-judicial mediation to avoid foreclosure.

Snohomish County Legal Services—Everett

Rule 9 Intern, [REDACTED]

- Negotiated with opposing counsel during a weekly fast-paced two-hour clinic for tenants scheduled for show cause eviction hearings.

VOLUNTEER EXPERIENCE

Thurston County Bar Association, Young Lawyer Section Chair

- Connect young and new attorneys with resources to develop their practice or skills.

Thurston County Volunteer Legal Services, Attorney and Attorney-Mentor

- Assist low-income persons with civil related legal issues, primarily family law.

LANGUAGES: FLUENT SPANISH

WASHINGTON STATE BAR ASSOCIATION

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Date: 07/07/2020		
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: Supervising Partner

Please complete the questions found on page 2

WASHINGTON STATE BAR ASSOCIATION

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

████ is the current █████ King County Bar Association (KCBA) Intellectual Property Section Chair. Under his leadership, █████ organized presentations that brought in many distinguished speakers to discuss important topics in the IP field. █████ also mentored Seattle University School of Law students that attended the meetings and were members of the Section. Moreover, █████ currently mentors the summer associates and first-year associates in the patent group of our firm, Davis Wright Tremaine. 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. Additionally, █████ has served and continues to serve as a mentor for students under the Leadership Council on Legal Diversity Program and the Alumni Program at Seattle University School of Law (since █████).

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

████ has volunteered as a pro bono attorney for the King County Bar Association Family Law Program (████), the Veterans Consortium Pro Bono Program (████), Lawyers Fostering Independence (████) and continues to take on pro bono cases in patent law (████). Specifically, under the KCBA 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. █████ has helped at least three pro bono clients draft and submit patent applications (with one of the cases coming from the Washington Patent Pro Bono Network administered by the University of Washington). █████ was also a Make-A-Wish volunteer (████) 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 being the Chair of the KCBA IP Section, █████ went above and beyond to ensure that all presentations during the COVID-19 pandemic were still being held virtually. █████ had to continuously be in contact with the KCBA and their technical team while keeping the presenters informed on how the presentations would take place. Some of presenters needed extra help with the technical set up, so █████ coordinated with the KCBA to set up personal meetings with each presenter to ensure that the presenters felt comfortable using the virtual platform. █████ also takes the initiative to help our younger associates in the firm with their project management and work flow and further makes sure that lateral associates always feel comfortable upon joining the team.

Additional information:

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

Submit nomination and nominee's resume to newmembers@wsba.org



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

Seattle University School of Law, Seattle, WA

Juris Doctorate, [REDACTED]

Activities: Seattle Intellectual Property Inn of Court Member; Student Body & WA State Bar Assoc. Liaison

University of Southern California, Los Angeles, CA

Master of Science, Electrical Engineering, [REDACTED]

University of Washington, Seattle, WA

Bachelor of Science, Electrical Engineering, [REDACTED]

Activities: Undergraduate Assistant for the Industrial Assessment Center; Phi Kappa Psi Fraternity

Honors: Dean's List ([REDACTED]); The Judge John Meyer Pre-Law Scholarship Recipient

EXPERIENCE

Davis Wright & Tremaine LLP, Seattle, WA

Senior Associate Attorney, [REDACTED]

- Draft patent applications and respond to the U.S. Patent & Trademark Office for Fortune 500 companies in the field of cloud computing, databases, Internet of Things (IoT), mobile devices, and artificial intelligence (AI), etc.
- Conduct freedom-to-operate analysis and draft potential non-infringement opinions for sleep tracking and water filtration products.

Baker & Hostetler LLP, Seattle, WA

Associate Attorney, [REDACTED]

- Researched, analyzed, and provided legal opinions related to employment law including non-disclosure agreements, licensing agreements, and mergers and acquisitions (M&A) transactions.
- Drafted patent applications and responded to the U.S. Patent & Trademark Office for pending cases.
- Drafted trademark applications and provided litigation support for trademark and copyright infringement cases.

Amazon.com, Inc., Seattle, WA

Legal Intern; Patent Group, Focus Area: Amazon Web Services & Amazon Kindle, [REDACTED]

- Conducted disclosure meetings and provided recommendations on pending inventions to determine patentability.
- Drafted claim analysis charts for third party patent infringement cases.

Schwabe Williamson & Wyatt PC, Seattle, WA

Summer Associate; Intellectual Property Group, [REDACTED]

- Drafted patent applications and responded to the U.S. Patent & Trademark Office for pending cases.

F5 Networks, Inc., Seattle, WA

Legal Extern, [REDACTED]

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

Red Hat Society, Inc., Fullerton, CA

Legal Extern, [REDACTED]

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

LANGUAGES

Fluent in Mandarin Chinese; Conversational in Cantonese and Taiwanese

WASHINGTON STATE BAR ASSOCIATION

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

██████ is already a leader within the greater Seattle legal community—known to be a high-integrity legal professional and a thorough, strategic, and supportive contributor to local civic organizations. Her local leadership is perhaps best evidenced by her current role as President-Elect of Washington Women Lawyers (“WWL”), a statewide organization dedicated to furthering the full integration of women in the legal profession and promoting equal rights and opportunities for women. ██████ is taking over leadership as President of WWL this summer, in charge of its programming and support for women lawyers throughout the state.

Before serving as President-Elect, ██████ served as secretary to the organization from ██████, and as Public Service Vice President from ██████.

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

██████ supports and is a member of several organizations in the legal community. She recently became a member of ATIXA, a professional association for school and college Title IX coordinators, investigators, and administrators who are interested in tackling issues of gender equity in education. She also recently represented a prominent Washington nonprofit in a federal lawsuit to protect its interests in affordable housing projects, and represented, on a pro bono basis, dozens of national and regional affordable housing nonprofits filing an amicus brief in a similar federal lawsuit in New York.

With several years of experience, ██████ especially enjoys working on matters involving complex procedural questions, constitutional law, and civil rights. She is a first-rate lawyer.

In June of this year, she reached a significant milestone in a pro bono project that has been several years in the making: submitting petitions for clemency on behalf of two clients serving life sentences for “three strikes” robbery offenses. ██████ and the rest of her legal team are asking the Washington Clemency and Pardons Board, and hopefully the Governor, to find that exceptional circumstances warrant commuting our clients’ severe sentences.

Some of her other work in the legal profession and community includes:

- Working on a team that filed an amicus brief in federal court on behalf of prominent former government officials—including former Secretaries of State and Defense—opposed to the redirection of Department of Defense funds to the construction of a border wall with Mexico;
- Coaching the Thomas Tang Moot Court Team at the University of Washington School of Law; and
- Volunteering as a Professional Mentor at the University of Washington School of Law.

2020

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

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

Mindful of her platform as President of the Washington Women Lawyers, and in response to the widespread calls for racial justice this spring and summer, [REDACTED] signed up to take regular summer classes through the NAACP focused on teaching people nationwide how to take concrete action in support of racial justice in their communities. [REDACTED] is committed to using her platform and her considerable energy to do what she can to make racial justice a priority in her life, her work, and her community. She has already contributed to the formulation of concrete steps we are taking at Hillis Clark Martin & Peterson (HCMP). To my knowledge, no one asked her to do any of this; of course, no one had to.

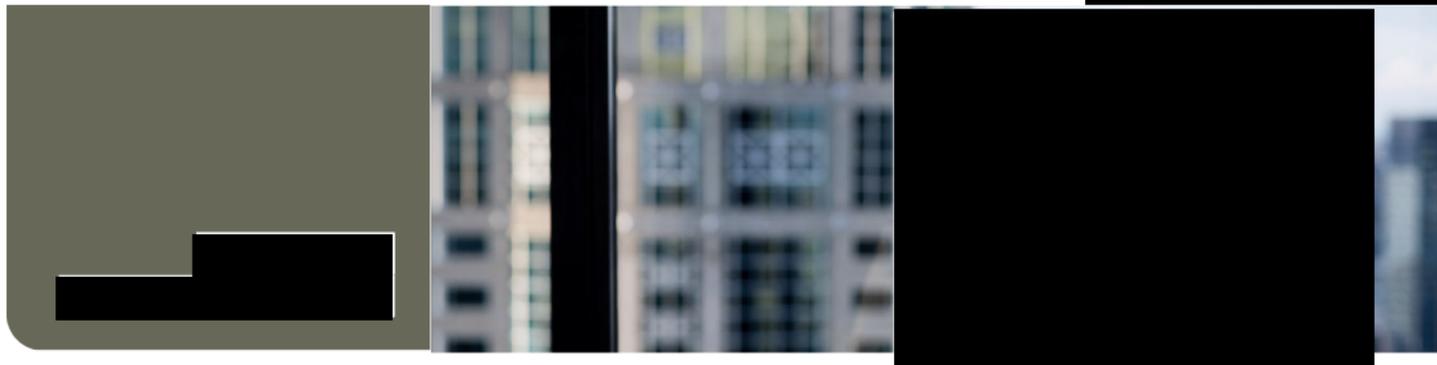
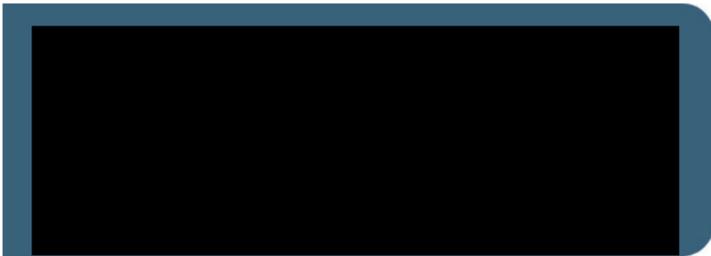
5. Additional information:

[REDACTED] is a young lawyer with exceptional talent, work ethic, and heart. She is the ultimate teammate in any workplace or community setting. She is, above all, a kind, caring, and generous person. She is a credit to the profession.

The following is a list of some of [REDACTED]'s other accomplishments during her short legal career:

- Law Clerk to Justice Mary Fairhurst of the Washington Supreme Court.
- Recognized as a Rising Star by *Washington Super Lawyers* [REDACTED].
- As a member of HCMP's hiring committee, she is overseeing the firm's summer program for its summer associates, including its 1L Diversity Fellow. She will have primary responsibility for training and mentorship.
- [REDACTED] made a CLE presentation to lawyers and legal administrators at the University of Washington regarding new developments in Washington case law.
- She is HCMP's young lawyer representative to a network of international law firms (Meritas—meritas.org) of which HCMP is a member.

Submit nomination and nominee's resume to newmembers@wsba.org



Practice Emphasis and Experience:

LITIGATION

██████ practices civil litigation and appellate advocacy on behalf of public, private, and non-profit clients. Her experience spans all levels of state court practice, federal trial court and appellate work, alternative dispute resolution, and administrative hearings and reviews. ██████ has a varied commercial litigation practice, and she also especially enjoys working on matters involving complex procedural questions, constitutional law, and civil rights. Prior to joining HCMP ██████ served as a law clerk to Justice Mary Fairhurst of the Washington Supreme Court and an extern to Judge Robert S. Lasnik of the United States District Court for the Western District of Washington.

REPRESENTATIVE MATTERS

First chair representation of a university in administrative and court hearings.

Experienced with Title IX issues as they relate to universities.

Represent clients in appellate cases throughout Washington and in the Michigan Court of Appeals.

Experience representing a variety of clients, from large institutional employers to individual employees, in employment litigation and dispute resolution, including wage claims and discrimination issues.

Represent a prominent Washington nonprofit in a federal lawsuit to protect its interests in affordable housing projects.

Experience in a variety of real property disputes and litigation, including cases involving real estate purchase option issues and boundary disputes.

Serve as local counsel in cases with complex substantive and procedural issues, including commercial disputes and products liability cases.

PROFESSIONAL AND CIVIC INVOLVEMENT

Washington Women Lawyers State Board of Directors

Public Service Vice President, ██████

Secretary, ██████

Seattle Clemency Project

Pro Bono Counsel

Thomas Tang Moot Court Team, University of Washington School of Law

Volunteer Professional Mentor, University of Washington School of Law

Washington State Bar Association

King County Bar Association

Federal Bar Association, Western District of Washington

ARTICLES AND PRESENTATIONS

Racial Impact Statements: Considering the Consequences of Racial Disproportionalities in the Criminal Justice System, 89 Wash. L. Review 1425 ()

HONORS / AWARDS / PRIOR EXPERIENCE

Recognized as a Rising star by *Washington Super Lawyers*, ()

Clerk for Justice Mary Fairhurst, Washington Supreme Court

Extern for Judge Robert S. Lasnik, U.S. District Court

University of Washington Law

Order of the Barristers

Order of the Coif

CALI Award (top grade) Torts; Legal Analysis, Research, & Writing; Civil Procedure II; Natural

Resources Law; Administrative Law

Washington Law Review, Chief Notes and Comments Editor

Moot Court Honor Board

Thomas Tang Moot Court Team; () Judson Falknor 2L/3L Appellate Advocacy Champion;

() HCMP Appellate Advocacy Competition Finalist (of 160 participants), Best Brief, and

Second Place Speaker Award; () Mock Trial Second Place Speaker Award

Student Director of the Legal Writing Center

Research Assistant for book chapters on administrative law and election law

University of Puget Sound: Summa Cum Laude; Phi Beta Kappa; Dean's List

Phi Beta Kappa; Phi Kappa Phi; Mortar Board; Phi Eta Sigma (honor society for freshmen); Lambda Pi

Eta (National Communication Association Honor Society)

Peer Advisor Coordinator; Course Assistant; Club Soccer President/Captain; summer research grant recipient

Northwest Communication Association "Top Undergraduate Paper"

EDUCATION

J.D., University of Washington School of Law, ()

B.A. in Communication Studies and in Politics & Government, University of Puget Sound, ()

BAR/COURT ADMISSIONS

Washington State Courts

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

U.S. District Court for the Eastern District of Washington

U.S. Court of Appeals for the Ninth Circuit

PERSONAL

Having grown up in the foothills of Mount Rainier, I enjoy many of the outdoor activities that the Pacific Northwest has to offer, from hiking and camping to fishing and razor clam digging on the coast. I embrace my family tradition of travelling to compete in barbecue competitions and I occasionally author articles in barbecue-themed publications.

WASHINGTON STATE BAR ASSOCIATION

2020 Deadline:
Wednesday, July 15, 2020

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2019-2020 Public Service and Leadership Award. Each award recipient will be eligible to attend one free (or no-cost) WSBA-CLE program of up to six credits total to be used within one year of receiving the award. 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 nominee's resume 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 25, 2020 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:		
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

Please complete the questions found on page 2

WASHINGTON STATE BAR ASSOCIATION

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

██████ is very active on the grassroots political level and focused on creating better access to the legal community. She volunteers within various levels of the Democratic party through phone banking, letter writing and has attended election ballot observer training. ██████ has visited paralegal classes at the Tacoma Community College and talks about what it's like to work at a law firm. She has also helped with teaching at Foster High School through their Street Law Program and organized a tour of our law firm for the students of the program during their Legal Careers Day.

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

██████ is involved in a variety of different legal organizations and activities. She recently presented at two CLEs. ██████ presented case law updates at the RPPT Midyear Conference and at the WSBA's ██████ Annual Trust & Estate Litigation Seminar. She serves as an Editorial Board Member for the WSBA RPPT Newsletter. She is also a Board Member of the Illinois Law Alumni Seattle Chapter, a member of KCBA Young Lawyers Division, and a member of Washington Women Lawyers. ██████ offers pro bono legal services through the KCBA Records Project. She drafts and filings pleadings and appears in court on behalf of a low-income client trying to get his eviction record vacated, and another client trying to get her criminal record vacated.

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

██████ organized a meal-train for a local family. The mother and father were both diagnosed with COVID. The father lost his job while the mother was studying for a certification test on top of struggling to support their five kids during the pandemic. ██████ organized a meal-train with her colleagues to deliver meals and raise funds for the family.

Additional information:

Submit nomination and nominee's resume to newmembers@wsba.org

██████████ • ██████████ ██████████ • ██████████ • ██████████

EXPERIENCE

Ryan, Swanson & Cleveland, Seattle, WA

Litigation Associate, ██████████

- Represent businesses and individuals in all stages of the litigation process, including pretrial negotiations and mediations, drafting of pleadings and motions, taking depositions and conducting discovery, and arguing at hearings, trials, and arbitrations

Washington State Supreme Court, Olympia, WA

Legal Extern to the Honorable Justice Susan Owens, ██████████

- Researched legal issues confronting the court and drafted bench memoranda and opinions
- Observed oral arguments and discussed analysis with judicial clerks

Macy's, Vancouver, WA

Executive Development Program Sales Manager, ██████████

- Supervised sales associates and conducted weekly performance reviews
- Merchandised product displays to drive sales volume
- Interviewed job applicants, made hiring decisions, and taught new hire orientation classes

Vancouver Business Journal, Vancouver, WA

Reporter, ██████████

- Researched and wrote news stories and business profiles for weekly publication
- Assisted in producing photography and video for email newsletters, website, and social media

EDUCATION

University of Illinois College of Law, Champaign, IL

Juris Doctor, Magna Cum Laude, ██████████

- CALI Awards: Family Law, Real Estate Transactions
- Honors Distinctions: Legal Research, Legal Writing and Analysis, Oral Advocacy
- *University of Illinois Law Review*, Member, ██████████; Electronic Media Editor, ██████████
- Professor Charles J. Tabb, Bankruptcy Research Assistant, ██████████
- Community Preservation Clinic, Rule 711 Licensed Student Advocate, ██████████
- Prisoners' Rights Research Project, Volunteer, ██████████ (11 pro bono hours completed)
- *Illinois Business Law Journal*, Staff Writer, ██████████

University of Washington, Seattle, WA

Bachelor of Arts, Communication and Political Science, Minor in Mathematics, ██████████

- Dean's List, 8 quarters
- University of Washington Campus Band, Trumpet Player, ██████████
- *The Daily of the University of Washington*, Reporter, ██████████

PUBLICATIONS

Off the Constitutional Map: Breaking the Never-Ending Cycle of School Finance Litigation
Brigham Young University Education and Law Journal, Volume ██████████, Issue 1

VOLUNTEER ACTIVITIES

King County Bar Association Pro Bono Services, Records Project, ██████████

WASHINGTON STATE BAR ASSOCIATION

2020 Deadline:
Wednesday, July 15, 2020

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

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Date: 7/14/2020		
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 [REDACTED]	
Nominator's Name: [REDACTED]	Relationship to Nominee: Mentor	

Please complete the questions found on page 2

WASHINGTON STATE BAR ASSOCIATION

2020 Deadline
Wednesday, July 15

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Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and nominee's resume 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;
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- c) Volunteering with pro bono or public service programs; or
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Date: 7/14/2020

Nominee Name: [REDACTED]

Firm/Employer: [REDACTED]

Mailing Address: [REDACTED]

City: Seattle

WASHINGTON STATE BAR ASSOCIATION

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

██████ is very active in her community. She has served on the Women's Advisory Board of the King County Council (Appointed by the County Executive) and the Statewide Homeless Advisory Council (Appointed by the Governor).

She has served as a Precinct Committee Officer in the 36th and the 43 Legislative Districts. In her numerous years of volunteering for the democratic party, she has held several leadership positions, including Chair of the King County Democratic Central Committee.

██████ also participates in the Seattle Ppatch community gardening program and is a member of the Belltown Community Council.

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

██████ is a volunteer for the King County Bar Association Domestic Violence LEAD project and participates in the Family Law section. She directly represents domestic violence victims (through KC bar and other referrals) needing dissolution and protection order assistance.

In ██████, ██████ helped organize and moderated a debate between the King County Prosecutor candidates. The debate was for South King County youth and the theme was racial and social justice. The debate was aired on social media and picked up by national racial justice organizations.

██████ also utilizes her years of nonprofit management helping small nonprofit organizations with governance and HR advice.

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

██████ represented a client for King County Bar DV LEAD program beginning in ██████. There was a criminal case running at the same time as the civil protection orders and dissolution. ██████ went above her duty and provided advocacy and support to the client and the children during the criminal trial. In an effort to minimize trauma, ██████ attended the criminal interviews and the trial itself. Both cases went on for extended periods with the respondent / defendant seeking and receiving many continuances. The dissolution was finalized 3 years after Natalie received the case, and ██████ stayed on it the entire time.

I have had occasion to work with ██████ on several cases and she worked tirelessly on behalf of the clients. She is dedicated to social justice and providing help to indigent persons in the community. She has provided countless hours of pro bono work in King County. She has truly provided a great deal of public service and leadership to those in need.

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 19: October 2018 – September 2019

<p>Washington Young Lawyers Committee</p> <p>Chair: Kim Sandher</p> <p>Staff Liaison: Julianne Unite, Ana LaNasa-Selvidge</p> <p>BOG Liaison: Russell Knight</p>	<p>Size of Committee: 18</p> <p>Direct expenses: <i>to come</i></p> <p>Indirect expenses: <i>to come</i></p> <p>Number of FY20 Applicants: 13</p>
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Background & Purpose:
 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.

Per Section XII.A of the WSBA Bylaws, the WYLC’s purpose is to encourage the interest and participation of:

- 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:

This year’s focus on fulfilling the WYLC’s purpose involves seven key areas:

1. Outreach and communication;
2. Debt;
3. Public Service and Leadership;
4. Rural Placement Pilot Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY19 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.

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

2018-2019 Accomplishments and Work in Progress:

Outreach and Communication

1. The WYLC's goal this year was to connect new/young lawyers with WSBA programs, services and activities (for example, the Job Seeking Assistance Program). We updated the WSBA website to better reflect what the WYLC does and restructured the quarterly contact emails in an effort to make them easier to read.
2. The WYLC has had networking events after our in person meetings and has encouraged all WYLC members to check in on social media, post pictures, and liked and shared these posts. We have also been using our Facebook page, which we now have access to, for this purpose. The last meeting in Snohomish County partnered with the local tribal court and bar association and regional representatives to be more inclusive of those outside the Seattle area. We will be doing something similar in Richland, WA this July.
3. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
4. The WYLC is currently still working on finding the best way to get new admittees information about these events. One thing we are working on doing is getting in touch with law schools in Spring and possibly at graduation so law students are aware of the resources available to them once they pass the bar.
5. Explored opportunities to connect with county young lawyer divisions and other new and young lawyer communities, and identified opportunities to develop local CLEs that would benefit new and young lawyers.
6. Will be working on sponsoring an event at the end of the bar year to highlight and celebrate award recipients, scholarship recipients, and young lawyer liaisons. This may be in collaboration with local bar associations.

Debt

1. WYLC continues to advocate and promote the financial planning resources WSBA currently provides.
2. The WYLC is partnering with the New Member Education team to develop another Financial Planning CLE to be delivered this August. This seminar will be free to anyone within their first five years of practice and will focus on assisting new and young lawyers to manage their student loan debt.

Public Service and Leadership

1. Public Service and Leadership Award—to expose new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer*

highlighting the impact of the each lawyer’s work in the community. Applications have closed and selections will take place later on in June.

Rural Placement Pilot Project

1. This project is in the development phase, but it has been put on hold for this fiscal year because the uncertainty of WSBA’s future structure is currently unknown. If it is eventually launched, WYLC will work with staff to connect regional representatives with fellows, help identify counties to participate in the pilot, and provide support for the program.

Northwest Regional Summit

1. WYLC is working on co-hosting a summit in partnership with the Oregon New Lawyers Division. The focus is on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
2. The WYLC plans to apply for an ABA Regional Summit Subgrant for this.

ABA YLD Representation

1. The WYLC worked this year with the ABA YLD District Representative (DR) to select delegates for the ABA YLD Assembly at the ABA midyear and annual meetings to create a stronger connection between the ABA YLD and WYLC so that information is reported back to our meetings.
2. We put a process in place for selecting delegates who are going to be voting on behalf of the WA state young/new lawyers.
3. The WYLC is also administering subsidy scholarships to new and young lawyers who attend ABA meetings as delegates. The WYLC has opened the scholarship and will select two scholarship recipients. Recipients will write a NWSidebar blog post highlighting what they learned from attending the ABA meeting, report back to the WYLC, and provide content to be shared in the WYLC Quarterly Contact emails.

Preadmission Education Program (PREP)

1. WYLC is working with staff to support the preadmission education program and working with local and minority bar association to host live PREP Programs.

2019-2020 Goals:

1. ABA YLD Representation—The WYLC will continue to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. Scholarship recipients will share resources with the nearly 7,000 new and young lawyers in Washington by: (1) writing a NWSidebar blog post highlighting what they learned that is of benefit to new and young lawyers in Washington State, and (2) providing content to the WYLC to be shared in the WYLC Quarterly Contact emails. The WYLC will also work closely with the ABA YLD District Representative and scholarship recipients to identify additional ABA opportunities of value to new and young lawyers.

2. Public Service and Leadership Award—to connect new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the new lawyer’s work in the community.
3. Summit—the WYLC will co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals and access to justice in rural communities.
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.
 - b. Focus 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. Preadmission Education Program (PREP)—work with WSBA staff to support PREP and work with local and minority bar associations to host live PREP programs.
6. Rural Placement Pilot Project—depending on the Bar Structures Workgroup and the Courts decision, the WYLC will work with staff to connect WYLC regional representatives to fellows, help identify counties to participate in pilot, and provide additional support for this pilot program.
7. Investigate opportunities to help new and young lawyers with debt relief and financial planning. Begin implementation of at least one program and present it to the ABA YLD.

Please report how this committee/board is addressing diversity:

- 1) *Are you using any of the tools provided by WSBA and if so, how? 2) Have you sought out training or consultation from the Inclusion and Equity Specialist? 3) How have you elicited input from a variety of perspectives in your decision-making? 4) What have you done to promote a culture of inclusion within the board or committee? 5) 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? 6) Other?*
1. The WYLC received training from the WSBA Inclusion and Equity Specialist in February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. Dana Barnett facilitated discussion about working with the MBA’s at our December meeting.
3. We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

Please report how this committee/board is addressing professionalism:

1) Does the committee/board's work promote respect and civility within the legal community? 2) Does it seek to improve relationships between and among lawyers, judges, staff and clients? 3) Does it raise awareness about the causes and/or consequences of unprofessional behavior? 4) Other?

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 seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
3. 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. A major theme this year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

Please report how this committee/board is integrating new and young lawyers into its work:

1) How have you brought new and young lawyers into your decision making process? 2) 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? 3) Other?

1. The WYLC is entirely made up of new and young lawyers.
2. Yes, the WYLC focuses entirely on these topic areas.

Please report how this committee/board is addressing the needs of the public:

1) How is the public impacted by your work? 2) Has the committee/board sought input from the public, and/or communicated its work to the public? 3) Other?

1. Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
2. We have a subcommittee 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. Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
5. WYLC encourages all new and young lawyers to participate in public service.

FY19 Demographics:

- Gender (Female: Male: Not Listed): 8:9:0 (1 did not answer)

- Number of members self-identified with a racial/ethnic under-represented group: 3 (2 did not answer)
- Number of members self-identified as having a disability: 0 (0 did not answer)
- Number of members self-identified as LGBT: 0 (1 did not answer)

Memo

To: Board of Governors

From: Jordan Couch, Washington Young Lawyers Committee Chair;
Russell Knight, Board of Governors At-large Young Lawyer Member, Board of Governors Liaison to the Washington Young Lawyers Committee; and
Julianne Unite, Member Services and Engagement Specialist, Staff Liaison

Date: April 6, 2020

ACTION/DISCUSSION: The following is meant to provide an update on the work of the Washington Young Lawyers Committee.

Background and Purpose of the WYLC

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.

Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to encourage the interest and participation of:

- 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
- 3) upholding and supporting the Guiding Principles of the WSBA.

2019-2020 Accomplishments and Work in Progress

- Project Management:

This year the WYLC instituted a new project management based approach to achieving our goals. Standing committees were re-structured into project teams with specific defined outcomes identified for each team. Additionally, the roles and expectations of every member were clearly defined with a new bimonthly structure for reporting on progress. This includes defining specific, measurable objectives for regional representatives, and assigning roles for each of our three At-large positions: ABA, Social Media, Other Members (not represented by the regions). This restructuring has allowed us to streamline our work, make our meetings more efficient, increase recruitment, and adapt more quickly to new ideas (one example being our putting together a project team to work on COVID-19 issues).

- Bylaws, Charter, and Definition:

The WYLC has taken on the task of updating the WSBA Bylaws and draft a charter to include a more inclusive name and explore redefining the terms new and young lawyer to be more equitable and aligned with the American Bar Association (ABA).

- Outreach and Communication:

The WYLC assigned social media outreach as a primary duty of one of our At-Large representatives and currently have our past chair working on expanding our use of social media to improve communication with members. The WYLC has also coordinated with the WSBA on sending out a survey to all new members to gather data on their situation and needs. In order to expand law student involvement, the Chair has sent personal invitations to the WSBA law student liaisons and brought them into our work. Though the project team structure has helped us recruit new lawyers and law students to our work, we still struggle with regional recruitment and have reached out to Governor's for their assistance.

- Debt:

The WYLC has put a lot of effort into examining the current student loan crisis. Our primary objective this year has been research, but we expect to have at least one proposal to the BOG by the end of the fiscal year. The three primary areas of research are Loan Repayment Assistance Programs (LRAP), Income Share Agreement (ISA) offerings from local law schools, and expansions in Income Based Repayment (IBR) programs.

- Dress Code:

Based on a discussion raised in the new lawyers list serve, the WYLC has taken on a project to propose court rules and Code of Judicial Conduct amendments to create equitable and inclusive rules for courtroom attire. We are working with the WSBA Diversity Committee on this project.

- Public Service and Leadership:

Every year the WYLC encourages public service by awarding four Public Service and Leadership Awards to new or young lawyers. The WYLC also writes an article for *NWLawyer* (currently renamed as *Washington State Bar News*) about the work of the award recipients.

- Rural Placement Pilot Project:

We are grateful that the BOG has taken up this project. The WYLC continues to offer its support of this project to the BOG and the WSBA in whatever way we can.

- Northwest Regional Summit:

After discussing this proposed Summit under the lens of our new project management approach, it was decided not to pursue an actual summit. Instead, 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:

This year the WYLC formally assigned one At-large positions to be in charge of ABA representation. Additionally, the WYLC expanded our scholarship for new or young lawyers to attend meetings of the ABA Young Lawyers Division (YLD). This expansion allows for more participation in ABA programs that affect new and young lawyers in WA and spread our work more broadly.

- Preadmission Education Program(PREP):

The WYLC assisted the WSBA in completing the recently updated PREP Program. Initially, the WYLC had planned to host watch parties as a recruitment effort. Instead, the WYLC put those efforts toward ensuring new lawyers had access to swearing in ceremonies (or individual swearing in opportunities) in each region.

2020-2021 Goals

- ABA YLD Representation:

Once again, the WYLC is hoping to expand opportunities for new and young lawyers to be involved in the ABA YLD and to collaborate with partners in other states to help achieve and expand WYLC projects.

- Public Service Leadership Award:

The WYLC will continue to award new and young lawyers for public service and leadership.

- Debt:

The WYLC will continue its efforts to confront the student debt crisis. Ideally taking the research done this year and turning that into a series of proposals to be implemented.

- Outreach and Communication:

Next year we plan to increase our social media presence, both in use and platforms to expand our outreach. The WYLC also intends to put more effort into outreach in rural areas through collaboration with the BOG. Finally, the WYLC hopes to increase law student outreach through collaboration with the law schools and holding at least one meeting on a law school campus.

- Rural Placement Pilot Project:

The WYLC will continue to support the BOG on this program.

- Dress Code:

The WYLC will continue to work with the WSBA Diversity Committee to create equitable and inclusive rules surrounding courtroom attire.

How the WYLC is addressing diversity

The WYLC has regional representatives ensuring geographic diversity. In recruitment the WYLC also maintains a focus on diversity of gender, age, background, and nationality. Additionally, the WYLC receives yearly training from the WSBA on diversity and inclusion.

How the WYLC is addressing professionalism

The WYLC gives out awards for public service and leadership, regularly invites speakers to attend our meetings to educate members on various topics, and works with the WSBA to communicate with new and young lawyers about education and professional opportunities available to them on the state, local, and national level.

How the WYLC is integrating new and young lawyers into its work

The WYLC is entirely made up of new and young lawyers. All of our outreach programs are tailored toward serving and bringing new and young lawyers into our work.

How the WYLC is addressing the needs of the public

The WYLC has a number of projects touching on access to justice. Additionally, the WYLC works to help the public by enhancing the professional development of new and young lawyers. The WYLC also encourages all new and young lawyers to participate in public service.

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:	
Staff Liaison:	Julianne Unite
Board of Governors Liaison:	
Size of Committee:	18
Direct Expenses:	
Indirect Expenses:	
Number of Applicants for FY21 <i>(October 1, 2020 – September 30, 2021)</i>	
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 Placement Pilot Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY19 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.

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

2019-2020 Accomplishments and Work in Progress:

2020-2021 Goals:

Please report how this committee/board is addressing diversity, equity and inclusion:

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?

- 1) The WYLC received training from the WSBA Inclusion and Equity Specialist in February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
- 2) Dana Barnett facilitated discussion about working with the MBA's at our December meeting.
- 3) We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

Please report how this committee/board is addressing professionalism:

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?

- 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 seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
- 3) 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. A major theme this

year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

Please report how this committee/board is incorporating new and young lawyers and/or their perspectives into its work:

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?

- 1) The WYLC is entirely made up of new and young lawyers.
- 2) Yes, the WYLC focuses entirely on these topic areas.

Please report how this committee/board is addressing the needs of the public:

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?

- 1) Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
- 2) We have a subcommittee 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) Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
- 5) WYLC encourages all new and young lawyers to participate in public service.

FY20 Demographics: To Be Completed by WSBA Staff

Gender:

Female Male Multi Non-Binary Transgender Two-spirit Not Listed No response

Ethnicity:

American Indian/Native American/Alaskan Native <input checked="" type="checkbox"/>	Asian <input checked="" type="checkbox"/>
Black/African-American/African Descent <input checked="" type="checkbox"/>	Hispanic/Latinx <input checked="" type="checkbox"/>
Middle-Eastern Descent <input checked="" type="checkbox"/>	Pacific Islander/Native Hawaiian <input checked="" type="checkbox"/>
White/European Descent <input checked="" type="checkbox"/>	Multi-Racial/Biracial <input checked="" type="checkbox"/>
Not Listed <input checked="" type="checkbox"/>	
No response <input checked="" type="checkbox"/>	

Sexual Orientation:

Asexual <input checked="" type="checkbox"/>	Gay, Lesbian, Bisexual, Pansexual or Queer <input checked="" type="checkbox"/>	Heterosexual <input checked="" type="checkbox"/>
Two-spirit <input checked="" type="checkbox"/>	Multiple orientations <input checked="" type="checkbox"/>	Not Listed <input checked="" type="checkbox"/>
		No response <input checked="" type="checkbox"/>

Disability:

Yes No No response

New/young lawyer:

Yes No

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Proposed Meeting Dates and Locations

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

- Saturday, November 14, 2020 (Virtual and WSBA Office in Seattle)
- Saturday, January 9, 2021 (Virtual and WSBA Office in Seattle)
- Saturday, March 13, 2021 (Virtual and WSBA Office in Seattle)
- Saturday, May 8, 2021 at (Skamania, Peninsula, or Spokane Region)
- Saturday, July 10 or late July, 2021 (Northwest Region, Olympia, or BOG location)
- Saturday, September 11, 2021 at WSBA Office in Seattle

