

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Virtual via Zoom

Monday, March 17, 2025, | 12:00 p.m. – 1:00 p.m.

[Via Zoom](#) | Meeting ID: 899 4611 1517 | Passcode 608920 | Call In 888-788-0099

AGENDA:

- 1) **Welcome & Introductions; Approval of February Meeting Minutes** – Mason
- 2) **WSBA Updates** –Chelle, Jordan
 - a) BOG Meeting Updates
 - b) WSBA Updates
- 3) **FY26 Budget Planning Update** – Alex, Mason
- 4) **Bylaw Amendment Update** - Mason
- 5) **IOWA YLD MOU Discussion** – Mason
- 6) **Project Team Updates and Regional Reports** – All
 - a) **Financial Focus CLE** – Chawisa
 - b) **Mentorship Project Team** – Janta
- 7) **New ideas for Next Meeting** – All
- 8) **Adjournment** – Mason

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting I Hybrid/WSBA Office Saturday, February 22, 2025, | 10:08 a.m. – 11:18 a.m. Meeting Minutes

WYLC Members Present In-Person or Phone: Mason Ji, Aaron Haynes, Alexander Reaganson, Steven Brown, Janta Steele, Makenzie Spinks, Mackenzie Lloyd, Hanna Harrison, Michelle Mendoza

WYLC Members Absent: Stephan Yhann (excused), Michelle Hesse (excused), Adin Johnson (unexcused), Sydney Sherman (unexcused), Bethany Nolan (excused), Chawisa Laicharoenwat (excused), Matthew Rommelmann (excused), Thomas Garvey (unexcused)

Board of Governors Liaisons: Jordan Couch (absent)

WSBA Staff: Chelle Gegax – WSBA Member Services and Engagement Specialist, Vanessa Sweeney – WSBA Member Services and Engagement Program Coordinator, Julianne Unite – Member Services and Engagement Manager (partial attendance)

Welcome & Introductions; Approval of January Meeting Minutes – Mason

WYLC Chair, Mason Ji, opened the meeting at 10:08 a.m. and welcomed everyone in attendance both in-person and remote, and introduced the WYLC's newest South Central Region representative WYLC Member Michelle Mendoza. On motion by WYLC Member Alexander Reaganson, seconded by WYLC Member Aaron Haynes, the WYLC unanimously approved the January WYLC Meeting minutes.

WSBA Updates – Chelle

WSBA Member Services and Engagement Specialist Chelle Gegax shared WSBA updates including a reminder that it is section membership season, memberships run January through December and encouraged section membership renewal. The APEX Awards, an annual award program to acknowledge professional excellence, including an award for New and Young Lawyer; the nomination window remains open until February 28. Next Board of Governors (BOG) meeting is scheduled for March 21-22 in Shelton, WA.

FY26 Budget Planning Discussion – Chelle

Chelle stated that the Committee is to form a subcommittee to plan the FY26 budget. Typically, the chair elect, and chair is involved. WYLC Chair-elect Alexander Reaganson, Mason, WYLC Member Mackenzie Lloyd, and WYLC Member Hanna Harrison agreed to join. Chelle will schedule a meeting for early next week, as the budget needs to be finalized by mid-March.

Bar Exam Social Updates – Chelle

Chelle reminded the committee of the After-Bar Exam Social scheduled for next Wednesday, February 26, in Tacoma. The event currently has over 70 RSVPs which exceeds the RSVPs from last July's After-Bar Exam Social. Chelle added, the WYLC swag order has been finalized, however there were issues with the logo sizing so items may not arrive in time to distribute at the social. Chelle continued, coming up next week on February 25th is the Mentorlink Mixer, the topic is 'You Passed the Bar, Now What?' As the WYLC is an official partner, ideally a committee representative can join to remark on the WYLC and represent as a mentor. Chelle will send out reminders for both events. Mason will attend the Mixer to share about WYLC and to serve as a mentor.

Chelle introduced Tyler O'Brien, a Young Lawyer Liaison (YLL) to the Solo & Small Practice Section, and planned to be appointed as YLL to Business Law Section in April.

Meeting Date Preference for BOG & WYLC Meeting – Mason

The WYLC will attend a Board of Governors (BOG) meeting this year to present the second reading of proposed bylaw amendments, and additional topics the committee would like to bring before the BOG. Chelle asked if the committee prefers to attend the summer meeting in July, although the July 17-18 meeting agenda is packed as it coincides with the annual BOG retreat. Given the July meeting agenda is different this year, WSBA's BOG liaison has offered alternate dates to the WYLC: May 2-3 in Port Angeles, WA, or September 26-27 in Seattle. The meeting in July in Walla Walla is still an option, but it wouldn't look like years past due to the different agenda. WYLC members are encouraged to attend in person if possible, and travel expenses are reimbursable. WSBA Member Engagement Manager Julianne Unite clarified that if the BOG approves the bylaws in September, they may not take effect until after the start of FY26 as bylaws are subject to approval by the supreme court after BOG approval. Given this timeline, the committee agreed that attending and presenting at the May BOG meeting makes the most sense.

Law Student Engagement Subcommittee Discussion – Alex

Alex shared that the Pro Bono public service committee is facing a large workload at this time. WYLC Member Janta stated interest in pursuing law students engagement, however, as student attendance is challenging it's going to be an ongoing chase, and wonders if they're not attending, how much effort can be put into it. Mason agrees and shared a recent experience at an ABA event held at Seattle University, with a lot of publicizing of WYLC, there was hope to see students at today's WYLC meeting, but nobody joined. Alex stated one option considered was to engage with established WSBA representatives, like Tyler, to reach consistent involvement. This approach seems more practical given everyone's current capacity. The focus would be on law student representatives appointed by law schools. Julianne commented on the challenges WSBA has historically faced over the past ten years, noting law student engagement has been minimal despite efforts from staff, WYLC, and the Young Lawyer Liaison to Sections program. A huge challenge is that students find it hard to dedicate their time to activities outside their law schools. The last strong engagement was in 2017 when students wanted to change bylaws to strengthen their role. Efforts from the Future Lawyers Workgroup is currently underway. Chelle is single point of contact for all law student related things, and the biggest challenge is there is not a single defined role.

Janta proposed extending a standing invitation to law students. Alex noted that a good starting point next year to assist in establishing our presence could be to rotate quarterly in-person meetings at Gonzaga, Seattle University, and the University of Washington. Hanna works at Gonzaga and could help get their law students involved. Janta asked if law student engagement is a BOG initiative. Julianne noted that it is not necessarily a strategic plan however, the Future Lawyers Workgroup was initiated by the board and executive leadership. At a 2023 BOG meeting at the University of Washington, BOG President Hunter Abell noted the lack of student engagement with the board and wanted to understand why. Janta asked whether there can be a conversation between the Future Lawyers Workgroup and the WYLC. Julianne suggested connecting to discuss the workgroup's plans. Julianne continued that a survey is planned for the next fiscal year targeting law students and law clerks, to understand how WSBA can serve future lawyers. Alex asked about the level of engagement the bar has seen from APR6 participants and suggested considering an APR6 representative on the committee. The committee agreed. Julianne noted they engage more with the bar as it is a requirement, however law students do not have the same requirement while they're in law school. APR6 has a committee that programs at the bar. Alex: that itself warrants a position on the committee. Janta asked if it's possible to include APR6 participants on our mailing lists, and quarterly contacts. Julianne clarified that they are not WSBA members and therefore cannot be added to mailing lists. However, the WYLC can potentially share content through the WSBA APR6 staff liaison Katherine Skinner. Chelle and Katherine can collaborate on a newsletter, and other communication such as Quarterly Contacts will need to be tailored as messaging is intended for lawyers and not relevant to APR6 participants. Janta suggested inviting APR6 participants to events, and Mason agreed by suggesting promoting WYLC events via the liaison.

Formal Mentorship Program Discussion – Mason

Mason stated ideally there is traction with law students before a formal mentorship program is in place, this will work in tandem with law school and student outreach. Janta proposed as there are a lot of resources for those with a mentor/mentee relationship, if the committee is interested in presenting ourselves as mentees, would it be useful for the committee to have a formal opportunity to match with a mentee. Chelle explained WSBA does not have a formal mentorship program and the majority of people utilize the self-study/self-guided tools, and submit for CLE credit. Chelle shared the [mentorship program toolkit](#) and noted that sections has utilized these worksheets and toolkits with customizable templates and training agendas with success. Mason asked if BOG approval is required if the committee was to establish a program. Mason proposed establishing a formal committee to determine what steps to take to form formal mentorship program. Janta volunteered to be the lead. On motion by Janta, seconded by Alexander, the WYLC unanimously agreed to establish a formal committee.

Chelle read through the WYLC Projects page on the website which currently identifies the following as WYLC projects: Recruitment and Outreach, Awards, Bylaws and Governance, Debt and Student Loans, Financial Focus CLE, and Trial Advocacy Program. Chelle asked the committee whether it makes sense to keep 'Debt and Student Loans' as a project team, and whether the committee would like to renew the memorandum of understanding with the Iowa Young Lawyers Division, which has changed as WYLC BOG Liaison Jordan Couch addressed at last month's meeting. Chelle will share a copy of the memorandum of understanding and the group can review and discuss. For

now, the Mentorship project team will be a standalone project. Janta asked if other committee members would like to join the project team, with Mason and Hanna volunteering to participate.

Project Team Updates and Regional Reports – All

Financial Focus CLE - Chawisa

Chelle provided an update on WYLC Member Chawisa Laicharoenwat's behalf via the project lead report submitted by Chawisa. Chawisa has compiled potential topics for the Financial Focus CLE:

1. Insurance basics for lawyers
2. Trust accounting and compliance, managing client funds
3. Retirement planning for young lawyers, building long-term financial security
4. Legal billing, ethics, transparency, and best practices

Chelle noted that some of these topics are commonly covered as on-demand CLEs. Janta suggested a scenario-based approach as at times CLEs can be presented as 'dos and don'ts'.

Public Service Awards

Alex shared an update that this year's Public Service Awards planning will kick off at end of April. Chelle noted that documents will be circulated beginning in early April.

STAR Council updates

Chelle shared recent STAR Council updates including the upcoming Rural Job Fair taking place at Gonzaga University on April 4. Applications are being accepted for this year's Rural Practice Summer Internship Grants, there are ten grants available this year, more information can be found on the STAR Council website. The second annual Rural Practice Summit is scheduled for June 27 and will be held at Heritage University. And, the Council is planning the year's first Rural Day of Service, date yet to be determined, the event will be held in Omak in partnership with Northwest Justice Project.

Recruitment and outreach:

Chelle shared that the Committee is currently one seat (Greater Olympia region) short of a full committee. WSBA will kick off organization wide recruiting in April.

TAP

Trial Advocacy Program is taking place in late June and WSBA will be seeking volunteer mock jurors. There will be 2-3 courtrooms taking place in-person at the WSBA office, however the jury is fully remote and can be anybody. Let Chelle know if you or someone you know would like to participate.

Bylaws:

Mason will set up a meeting in March to discuss next steps in finalizing second set of proposals in preparation of May BOG meeting. Janta asked if there is feedback on the initial first pass of bylaw presentation to the BOG, Chelle confirmed this information is available for review.

New Ideas for Next Meeting – All

Future lawyer engagement follow-up.

The March 17 and April 21 WYLC meetings will be via Zoom. The May 2-3 BOG meeting will be utilized as the WYLC in-person May meeting.

Adjournment – Mason

Mason adjourned the meeting at 11:18 a.m.

DRAFT

FY24 Overview for FY25 Budget & Process

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

About the Budget

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

About the WYLC Budget

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

G/L Account #	Expense Name	FY24 YE	FY25 Budget	Actual FY25 YTD*	Est. FY26 Budget
58175	WYLC Awards	\$0	\$1,000	\$0	\$1,000
55266	WYLC Outreach Events	\$2029	\$5,000	\$3511.37	\$5,000
58525	WYLC Scholarships, Donations, and Grants	\$0	\$0	\$0	\$0
55270	WYL Committee	\$2,584	\$15,000	\$703	\$15,000
	Totals	\$ 4,613	\$21,000	\$4214.37	\$21,000

*As of December 2024

- Line item 50095 allocates funding for CLE comps for the Public Service and Leadership Award (PSLA) recipients. Over the past few years, recipients have not redeemed their free CLE, likely

due to the abundant number of free CLE opportunities for those working in public service, CLE costs being covered by employers, etc. The WYLC plans to continue to offer this PLSA in FY26. The WYLC will open PLSA applications in early to mid- April, for FY25. The WYLC is requesting to change the WYLC CLE Comps line item (50095) to WYLC Awards (58175) and continue to utilize this funding to pay for physical awards (e.g., plaques) for recipients, as well as funding for other award opportunities directly related to new and young lawyers in FY26.

- Line item 55266 allocates funding for outreach events. In FY24, the WYLC planned to continue to host outreach events. Persistent quorum issues prevented the WYLC from hosting as many social events as originally planned, however, the WYLC successfully hosted a New and Young Lawyer Social following their July meeting, despite not meeting quorum, a New and Young Lawyer Social following their April meeting and planned and executed a new social event for July bar exam takers to celebrate their accomplishment that had outstanding attendance. Thus far in FY25, the WYLC has hosted a second after bar exam social for exam takers, as well as purchased swag items for committee outreach events and marketing purposes. In FY26, the WYLC plans to continue the execution of the July and February after bar exam socials, as well as post-meeting socials with a plan to travel to areas in which engagement is currently low, including law school campuses.

Line item 58525 was historically for the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21 and FY22, the ABA meetings were free and virtual. As such, in FY21 the WYLC voted to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC did not award any scholarships, however they chose to continue to identify possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants in FY23. In FY23, the WYLC planned to offer scholarships for ABA YLD meetings. The WYLC did not award any scholarships for the Midyear in February 2023 and planned on offering scholarships for the Annual in August 2023. The WYLC did not offer an award for the Annual in August. In FY24, the WYLC requested to reallocate \$3500 budget line item 58525 from the ABA scholarships and to relocate those funds to supporting outreach events to line item 55266. In FY24, the WYLC utilized this shift in funds to host their July after bar exam social event, as well as multiple after meeting social events for New and Young Lawyers. This shift in funds has also allowed the WYLC to purchase promotional (swag) items with newly implemented WSBA approved WYLC branding. The WYLC plans to leave this line item at \$0 for FY26, as they feel that the historical use of this line item does not support an increase or reallocation from other line items in their budget currently. They WYLC may choose to revisit this later in FY26 to re-evaluate.

- Line item 55270 allocates meeting costs, which currently includes some hybrid and outside of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. The FY23 number assumed the WYLC may meet in person/hybrid more frequently than in FY22 and includes costs for the ABA District Rep to travel for ABA YLD meetings. The WYLC had one hybrid meeting in

FY23 with the BOG in Vancouver in June. The WYLC September (FY23) and November (FY24) were cancelled due to quorum issues. The Member Engagement Specialist hosted a virtual orientation meeting for the newly appointed members of FY24 in November to onboard new members. The WYLC is expecting to host multiple meetings/events/socials outside of Seattle in FY25. For FY24, the budget was increased to address increased costs for in-person meetings, with a target goal of having at least four (4) meetings be held in person in different locations across Washington next year. The committee was planning on having an in-person meeting in Vancouver, however that meeting was switched to virtual because not enough members were able to attend in-person. The committee successfully held their April FY24 meeting in-person/hybrid, with a New & Young Lawyer Social in Capitol Hill, following the conclusion of their meeting. The WYLC is expecting to host multiple meetings/events/socials outside of Seattle in FY25. The committee wants to host a social after the July bar exam in Tacoma. The WYLC wants to host a Financial Focus on Forensic Accounting in FY25. The WYLC is considering hosting a CLE on Professionalism/Ethics during FY25, the project team is in early stages of planning a potential free CLE. To date for FY25, the WYLC has hosted two successful hybrid meetings. For FY25, the WYLC has shifted to a monthly meeting during the lunch hour instead of the previous bi-monthly Saturday meeting. Due to this shift the WYLC has yet to cancel a meeting due to quorum issues. In addition to shifting to monthly meetings, a quarterly schedule of in-person meetings was communicated at the first meeting of the fiscal year and agreed upon by committee members. The WYLC is currently planning to attend the May BOG meeting. The WYLC is also planning to schedule an in-person meeting toward the end of the fiscal year to celebrate their accomplishments. For FY26, the WYLC plans to continue with monthly meetings in a hybrid format, with the goal of quarterly meetings in-person. The WYLC would like to host meetings in-person at locations where they could potentially be of service to their community, such as law schools and other New and Young Lawyer focused locations. The WYLC would also like to plan for one of their quarterly in-person meetings to align with a WSBA Board of Governors meeting to continue the opportunity for relationship building with the BOG.

Timeline

The WYLC needs to submit the draft FY26 budget to WSBA staff no later than **March 10, 2025**. WSBA staff will then submit the entire Member Services and Engagement Cost Center budget to WSBA Finance on March 14, 2025. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Julianne Unite julianneu@wsba.org and Chelle Gegax michelleg@wsba.org by **March 10, 2025**. This request must include the following information:

<p>1. What is the change/request?</p>	<p>The WYLC is requesting to change the line-item GL code (currently 50095) to GL Code 58175 for Awards.</p> <p>The WYLC will continue to use the \$1,000 in funding allocated for WYLC Awards under Account # 58175, which serves as the funds to cover the cost of the plaques given to recipients of the WYLC's Public Service & Leadership Award.</p>
<p>2. What is the amount?</p> <ul style="list-style-type: none"> ○ Does this include an overall increase, or are you moving funds from another line item? 	<p>The WYLC would like to reduce line item 50095 from \$1000 to \$0.</p> <p>The WYLC would like to add line item 58175 to their budget in the amount of \$1000. This line item will replace the former 50095 GL Code for CLE Comps. The WYLC has recognized a historical trend that the CLE portion of the PSLA Award has not been redeemed and would like to broaden the applicable use of this GL Code for future budgets.</p>
<p>3. How does this fit in the WSBA strategic priorities?</p>	<p>The WYLC feels that by changing from GL Code 50095 to GL Code 58175, they will be more adept at focusing on valuable and tangible recognition for New and Young Lawyers by awarding a physical award, rather than a CLE that has often historically been failed to be redeemed. They WYLC also believes that a physical award rather than a CLE will help to foster visible integrity and culture by serving as a reminder of the recipient's achievements, as well as promoting diversity, equity and inclusion in their profession.</p> <p>By continuing to focus on expansion of outreach events, especially the after-bar exam social, the WYLC will continue to increase awareness and engagement with legal professionals at all stages of their careers. WYLC socials will continue to foster a sense of belonging and community with the new and young lawyer demographic, while also connecting legal professionals with networking opportunities and resources from the WSBA. Through focused outreach in areas with low engagement, including law schools, will help to create inclusive spaces that encourage participation from diverse backgrounds.</p>

	<p>The WYLC’s decision to maintain line item 58525 at \$0 demonstrates their ability to recognize low demand in that area, as well as a commitment to fiscal responsibility. Should the WYLC recognize a renewed interest from the community in this line item, they may discuss increasing this in the future.</p> <p>By continuing to host monthly virtual meetings, the WYLC will be able to focus their efforts on continued involvement, outreach, and member engagement on a consistent basis. Hosting quarterly in-person meetings allows the WYLC meeting structure to remain cost effective, yet still offer the opportunity for committee members to meet in-person with each other, as well as with entities such as law students and the WSBA BOG, offering a continued pipeline for collaboration and communication.</p>
<p>4. Outcomes or Return on Investment</p>	<p>The WYLC believes that the updates requested will assist in producing the following outcomes:</p> <ul style="list-style-type: none"> • Increased member engagement and visibility among new and young lawyers. • Higher quality and more meaningful recognition for emerging leaders. • Stronger statewide connections and representation. • More efficient use of resources, aligned with real demand and impact. • Improved collaboration with WSBA leadership and alignment with broader organizational goals.

XII.B. DEFINITION

Active lawyer members of the Bar will be considered **New and 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 ~~anniversary year in which~~ when such member ~~first~~ was first licensed by the Washington State Bar Association or the **tenth year** after the anniversary when such member was first licensed in any jurisdiction ~~admitted to practice as a lawyer in any state, including the Washington State Bar Association,~~ whichever is later.

Memorandum of Understanding

Washington Young Lawyers Committee and Iowa Young Lawyers Division

Identification of Partners

The Washington State Bar Association (“WSBA”) is a unified Bar operating under the delegated authority of the Washington Supreme Court to license lawyers and other legal professionals. The WSBA's mission is to serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice. The Washington Young Lawyers Committee (“WYLC”) is established by WSBA’s Bylaws to encourage the interest and participation of (i) new and young lawyers and law students in the activities of the Bar; (ii) develop and conduct 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 (iii) uphold and support the Guiding Principles of the WSBA.

The Iowa Young Lawyers Division (“IYLD”) is a part of the Iowa State Bar Association (“ISBA”) as provided in the ISBA Bylaws. Its purpose is to stimulate and cultivate the interest of new lawyers both in the profession and in their communities. The Young Lawyers Division has an active Executive Council and Committees that work to plan and execute social events, educational events, and community service initiatives.

Purpose and Scope

The purpose of this memorandum of understanding (“MOU”) is to establish a collaborative effort between the WYLC and IYLD, (each a “Partner” and collectively the “Partners”).

The Partners’ mutual interest is to promote entry to the legal profession in a transparent, affordable, and fair manner. New and young lawyers often rank law school debt as a major concern¹, yet individual groups like the WYLC and IYLD may only have a limited, regional impact on student debt. The Partners hope that their collaboration will yield more meaningful results though combined non-monetary resources, including but not limited to the work of their respective volunteer members and nonmembers (“the Collaboration”).

Joining this MOU by additional Partners

The Partners contemplate that additional young lawyer groups and associations may wish to join the Collaboration and the Partners agree to accept young lawyer groups and associations desiring to participate. Any young lawyer group or association apply to join the Collaboration by completing the Annex to this MOU and returning it to the Partners or their designated

¹ [American Bar Association. \(2021\). *Student Debt: The Holistic Impact on Today's Young Lawyer*. The America Bar Association. Retrieved December 26, 2021, from https://www.americanbar.org/content/dam/aba/administrative/young_lawyers/2021-student-loan-survey.pdf](https://www.americanbar.org/content/dam/aba/administrative/young_lawyers/2021-student-loan-survey.pdf)

representatives. By returning the completed and executed Annex, the Partners to this MOU shall vote by a simple majority whether the young lawyer group or association becomes a Partner to this MOU.

The Partners are jointly responsible for advancing their mutual interests.

General Terms and Conditions

1. **Effective date and amendments.** This MOU shall take effect upon signing by both Partners and shall remain in effect for a period of two (2) years from that date unless earlier terminated. Neither party may assign or transfer all or any portion of this MOU without the prior written consent of the other party.

The MOU may be renewed after two years by mutual written agreement of the Partners who desire to renew this MOU. Any Partner that does not complete such renewal will no longer be permitted to participate in the Collaboration

The provisions of this MOU may only be amended or waived by mutual written agreement of all Partners.

Any Partner may terminate their participation in the Collaboration and any related agreement, work plan or budget at any time and for any reason by giving written notice to the other Partners.

The individuals signing this MOU represent that they are authorized to sign this document on behalf of their organization.

2. **Termination:** Either Partner may terminate this MOU by providing ten business days' advance written notice to the other Partner(s). Upon termination, the Collaboration (or in case of more than two Partners, the terminating Partner's participation in the Collaboration) will end, including their respective roles and responsibilities.
3. **Financial collaboration.** The Partners agree that this MOU does not create any financial or funding obligation on either Partner. Financial or funding obligations may arise only upon joint execution of a subsequent agreement or work plan that, based on the purpose and scope of this MOU, explicitly delineates the terms and nature of such commitments.
4. **No joint venture.** Notwithstanding the purpose of this MOU, the Partners agree that they are not entering into a Legal Partnership, joint venture or other business arrangement, or any commercial undertaking for monetary gain. Neither Partner will refer to or treat the arrangements under this MOU as a Legal Partnership or take any action inconsistent with such intention. The Partners agree that their employees or contractors may assist by providing administrative or similar services to the Collaboration, as they customary provide to the respective Partner. Such services may be provided for convenience only to further the goals of this MOU and will be imputed to the respective Partner.
5. **Non-Binding.** This MOU does not create any binding obligations on any of the Partners signing this MOU or joining to the Collaboration later.

6. **Use of intellectual property.** The Partners agree that any intellectual property, which the Partners jointly develop through activities covered under this MOU, may be used by either Partner for non-profit, non-commercial purposes without obtaining consent from the other and without any need to account to the other.

7. **Publicity.** The Partners agree that the announcement of the Collaboration provides strategic value to the success of the Collaboration. The Partners will mutually determine the initial announcement of this MOU and the Collaboration; provided, however, that the Partners are permitted to discuss the Collaboration with potential future Partners for the purposes of recruiting their participation in this MOU.

8. **Entirety.** This MOU, including its Annex, embodies the entire and complete understanding and agreement between the Partners. No amendment will be effective unless all Partners sign according to Section 1 of this MOU, and such signature may be made by telefacsimile or other electronic means.

9. **Contact.** WYLC principal contact for this MOU is Brian Neuharth, the 2021 Debt Project Team Lead. Should Mr. Neuharth now longer serve in this role, the contact shall be whoever is listed on the WSBA’s WYLC webpage: <https://www.wsba.org/connect-serve/committees-boards-othergroups-home/WYLC/wylc-subcommitteesgroups-home/WYLC/wylc-subcommittees>.

IYLD principal contact for this MOU is its then current President, whose identity can be found on the following webpage: <https://www.iowabar.org/page/YLDHome>

WYLC

IYLD

Signature

Signature

Name/Title

Name/Title

Date

Date

Annex A
Additional Partners

All capitalized in this Annex A (“Annex”) has the same definitions as those provided in the MOU to which this Annex is attached.

It is understood that the Partners of the MOU wish to engage multiple young lawyer groups and associations to participate and assist in the Collaboration. Before being permitted to join the Collaboration this Annex must be completed and returned to the then current Partners. The Partners will then vote by a simple majority to admit or reject the interested group or association.

Entity/Affiliation Name:

[INSERT DETAILED DESCRIPTION OF ENTITY/AFFILIATION (PROVIDE INFORMATION SIMILAR TO THE “IDENTIFICATION OF PARTNERS” SECTION OF THE MOU)]

Contact:

By signing and returning this Annex, I acknowledge that I read and understood the MOU, agree to its terms, and wish to participate in and assist in the Collaboration.

Entity/Affiliate

Signature

Name/Title

Date

View results

Respondent

8

Anonymous

01:11

Time to complete

1. What is your name? *

Matt Rommelmann

2. Which Region are you representing? *

- Pierce County
- Southwest Region
- Northwest Region
- King County
- Peninsula Region
- South Central Region
- North Central Region
- Greater Olympia Region
- Snohomish County
- Greater Spokane Region
- Southeast Region

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

4. Any recruitment actions taken since the last meeting? Were they successful?

Outreach at Whatcom County Bar Association. Unsure -- had some nice conversations with young attorneys.

5. Any feedback from constituents on WYLC activities?

N/A

6. What recruitment actions do you plan to take in the next two months? How will they be successful?

Nothing planned currently.

7. Is there anything you need from the WYLC?

No.

View results

Respondent

9

Anonymous

04:41

Time to complete

1. What is your name? *

2. Which Region are you representing? *

- Pierce County
- Southwest Region
- Northwest Region
- King County
- Peninsula Region
- South Central Region
- North Central Region
- Greater Olympia Region
- Snohomish County
- Greater Spokane Region
- Southeast Region

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

Tacoma Pierce County young lawyers are planning a yearly social event that I will provide updates on.

4. Any recruitment actions taken since the last meeting? Were they successful?

I attended the WSBA bar exam social. It was not as well attended as July but still very successful.

5. Any feedback from constituents on WYLC activities?

There is interest in the change in definition of new/young lawyer, but I am still looking for information about the actual proposed language.

6. What recruitment actions do you plan to take in the next two months? How will they be successful?

Attend the Tacoma Pierce County monthly meeting, and ask them for feedback on mentorship programs.

7. Is there anything you need from the WYLC?

I am looking for the most updated proposed wording of the updated definition of new and young lawyer.