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Announcing ...

SNELL & WILMER REMAINS COMMITTED TO ENHANCING DIVERSITY AND INCLUSION WITHIN THE FIRM AND ITS COMMUNITIES

PHOENIX (August 14, 2017) – Snell & Wilmer is committed to diversity and inclusion and demonstrates its commitment through numerous internal and external activities and initiatives. By recognizing the unique qualities of individuals, educating colleagues and building meaningful alliances, the firm strives to promote a diverse group of qualified professionals that reflect the communities and clients it serves. Over the past several months, the firm has engaged in a number of diversity and inclusion related initiatives.

- The firm named Joseph Kemp and Marleca Higgs as the two most recent Fellowship for Advancement and Resources (FAR) fellows. Since FAR's inception, Snell & Wilmer has named 10 FAR Fellows of diverse backgrounds from across the country (Joseph and Marleca are the 11th and 12th Fellows, respectively). FAR is a holistic pipeline initiative demonstrating Snell & Wilmer's commitment to matters concerning diversity and inclusion in the workplace and legal profession. The FAR program provides deserving candidates with resources to assist their efforts to become successful lawyers. Recipients, known as "Fellows," receive a commercial LSAT preparation course, a technology stipend, an audio course with tips on how to succeed in law school, a scholarship for books and a Snell & Wilmer mentor. Eighteen law schools have partnered with Snell & Wilmer and waive application fees for FAR Fellows who apply to those schools – some of those schools also match the book scholarship. Mentoring attorneys maintain contact with the FAR Fellows while the students are in law school, which distinguishes the FAR program from similar pipeline initiatives and further enriches the support available to FAR Fellows.
- The firm is a long-time sponsor of Arizona State University Sandra Day O'Connor College of Law's Chicano/Latino Law Students' Association (CLLSA) annual Fajita Cook-Off. Celebrating its 31st year, the event, held in February 2017, helps fundraise for student scholarships. The mission of CLLSA is to improve and encourage the legal education of Latino students and to inform the legal community of the unique needs, problems and issues of the Latino community. In order to further CLLSA's mission, proceeds from the Cook-Off help to fund student book scholarships, moot court teams, sponsor speakers/events, and provide access to the Los Abogados (Hispanic Bar Association) meetings and luncheons. Last year, CLLSA gifted \$3,500 in book scholarships to its members and contributed \$500 towards travel expenses to a moot court team that participated in the National Latino/a Law Student's Association's Annual Moot Court Competition.
- Phoenix attorney, Ian Douglas, serves as a member of the governing board for Xico Arte y Cultura. Xico is a non-profit organization which promotes the cultural and spiritual heritages of the Latino and Indigenous peoples of the Americas throughout the arts. Phoenix attorney and executive committee member, Barb Dawson, serves on Xico's Annual Event Committee. The firm has been a long-time sponsor of the annual fundraising dinner and art auction, which was held in February 2017.
- Las Vegas attorney, Karl Riley, was elected for a second term to serve as the chair of the Advisory Board for the National Black Law Students Association (NBLSA) in March 2017. The Advisory Board advises the National Executive Board of NBLSA on various issues ranging from governance and policy planning and adherence.

- Phoenix attorney, Tony King, is serving his second term as the treasurer and sixth term as a member of the board of directors for the Arizona Asian American Bar Association (AAABA). AAABA is a voluntary bar association composed of members that are representative of the Arizona legal community, including attorneys, judges, law students and members from the public. Its mission is to promote and advocate for justice, equity, equality, inclusion and opportunity for Asian Pacific Americans in the Arizona legal profession and the community at-large.
- The firm sponsored tables at the Arizona Asian American Bar Association's 21st Annual Banquet in April 2017. In supporting AAABA, the firm is promoting the professional growth of Asian American lawyers and assisting Asian American law students financially and academically.
- The firm co-sponsored an event in June 2017, with AAABA to celebrate Lisa Loo, Vice President for Legal Affairs and Deputy General Counsel at Arizona State University, who just completed her term as the first Asian woman to serve as President of the State Bar of Arizona.
- The firm sponsored the fourth annual Mayor's International Gala for Sister Cities in April 2017. Phoenix Mayor Greg Stanton and Phoenix Sister Cities, Inc., a nonprofit organization dedicated to creating and enhancing global connections, hosted the 2017 Gala which celebrated the cultural diversity of Phoenix.
- Phoenix attorney, Brian Foster, was elected to the executive committee of the Phoenix Sister Cities as board chair-elect. Phoenix Sister Cities exists to create people-to-people relationships between the residents of Phoenix and its sister cities through commercial, educational, cultural and artistic exchange programs and events that create and sustain global, long-term, international partnerships and business opportunities for the citizens of Phoenix.
- The firm sponsored the Lambda Legal fundraiser which took place in April 2017. The event featured Rachel B. Tiven, the Chief Executive Officer of Lambda Legal, who spoke about the challenges facing the organization in light of the current political climate. Lambda Legal is a non-profit organization whose mission is to achieve full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and everyone living with HIV through impact litigation, education and public policy work.
- The firm's Denver office became a member of the Center for Legal Inclusiveness (CLI) in June 2017. CLI seeks to advance diversity in the legal profession by actively educating and supporting private and public sector legal organizations in their own individual campaigns to create cultures of inclusion. The organization puts on a number of events throughout the year, including the Rocky Mountain Diversity Legal Career Fair, which Snell & Wilmer served as the 2017 Cornerstone Sponsor.
- The firm continues its support of the Judicial Intern Opportunity Program (JIOP) by hosting an intern orientation and welcome reception, which was held in June 2017. JIOP is run by the American Bar Association Section of Litigation and provides opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession. Traditionally underrepresented students are provided with an internship opportunity with judges over the summer months. Phoenix attorney, Matt Fischer, is a former past member of the American Bar Association JIOP Working Group. Phoenix attorney and executive committee member, Barb Dawson, previously served as a Co-Chair and Regional Co-Chair of JIOP.
- The Phoenix office hired two diverse first-year law students to join this year's summer associate class. One student was hired through a partnership with Arizona State University's Sandra Day O'Connor College of Law, the goal of which is to increase diversity in law firms. The second student was hired through a unique partnership with Pinnacle West, and its wholly owned subsidiary, Arizona Public Service Company. Through this partnership, the summer associate

spent seven weeks at the firm and three weeks with the in-house legal department at Pinnacle West. As a result, the summer associate was exposed to both a big firm environment and a corporate legal department. The goal of the Pinnacle West partnership is to introduce Phoenix as a destination for diverse first-year law student talent.

- Orange County attorney, Rick McNeil, gave a CLE presentation to the Orange County Bar Association in June 2017. His presentation, titled, "Diversity and Generational Changes in Your Practice, Clients and Juries," gave insight into the impacts of diversity and generational shifts in the practice of law, clients, juries, recruiting and marketing implications flowing therefrom.
- The firm welcomed the Honorable Elizabeth Finn, Presiding Judge of Glendale City Court, to the Phoenix office in June 2017, to present a CLE program that discussed the role Herbert B. Finn, Hayzel B. Daniels, and others played in the civil rights history of Arizona and the fight for desegregation. In her presentation, Judge Finn noted that Arizona schools were desegregated in 1953, a short time before the groundbreaking *Brown vs. Board of Education* U.S. Supreme Court decision.
- The firm completed its 2016 – 2017 firm-wide campaign to recognize the National Heritage Months (as determined by the Library of Congress). The firm's inaugural campaign was in 2014 – 2015. From September 2016 through June 2017, Snell & Wilmer recognized a chef that identified with each Heritage Month. The first month of the 2016 – 2017 campaign was National Hispanic Heritage Month (September), followed by National Disability Employment Awareness Month (October), National Native American Indian Heritage Month (November), African American History Month (February), National Women's History Month (March), Asian-Pacific American Heritage Month (May), Jewish American Heritage Month (May) and LGBT Pride Month (June).
- Phoenix attorney, Tony King, served as a co-emcee for the Asian Corporate & Entrepreneur Leaders (ACEL) Third Annual Dynamics of Leadership Conference at the Wild Horse Pass Hotel & Casino in Chandler, Arizona in July 2017. ACEL is a 501(c)(3) corporation whose mission is to be the proving ground for Asian American professionals and forge future leaders through professional development, cultural awareness, and community service and mentorship.
- Las Vegas attorney, Karl Riley, served on the Steering Committee for the Collaborative Bar Leadership Academy (CBLA). The CBLA is a coordinated effort to strengthen the pipeline of diverse bar association leaders by providing leadership training and professional development programs which will benefit current and future leaders, the bar association community and the legal profession overall. He served as the Chair of the Finance Committee and helped raise thousands of dollars to help the organization with future programs.
- Los Angeles attorney, Lulu Chiu Gomez, and Phoenix attorney, Greg Gautam, were selected to participate in the 2017 Leadership Council on Legal Diversity Succession in Law School Mentoring Program. The Program is a comprehensive mentoring program for first-year law students intended to ensure that diverse law students receive the mentoring that they need to maximize their potential, both during law school and afterwards. As part of the Program, Gomez and Gautam will meet with their mentees multiple times during the academic year, attend group mentoring sessions and serve as a positive example for their mentees.
- Multiple attorneys from the Phoenix and Tucson offices facilitated a discussion with law students at a Black Law Students Association meeting at the University of Arizona in Tucson to discuss diversity in big law firms and to provide tips in connection with the law firm hiring process.
- The firm was pleased to sponsor the State Bar of Arizona's Bar Leadership Institute (BLI) again in 2017. BLI is a nine-month professional program that provides leadership training to a diverse group of lawyers.

- The firm was a sponsor for the Arizona Minority Bar Association's annual scholarship banquet in February 2017. The banquet raises funds for diverse law students at the University of Arizona. Snell & Wilmer received an award at the 2017 banquet for the firm's commitment and participation in the minority legal writing program.
- For the last several years, Snell & Wilmer has been deeply involved in the reinvigoration of the diversity outreach efforts of the Orange County Bar Association. Among other things, Orange County attorney, Rick McNeil, was appointed the Chair of the OCBA Diversity Task Force in 2014 by OCBA President Ashleigh Aitken. Since then, the OCBA Diversity Task Force has undertaken a number of initiatives to address the recruitment, retention and promotion of female and diverse attorneys within the Orange County legal community. The Task Force works with approximately a dozen major law firms and several local law schools, including Chapman and the University of California, Irvine, in sponsoring these initiatives as well as in presenting educational seminars. The OCBA Diversity Task Force also works closely with the Orange County Coalition for Diversity in the Law, an organization that also includes among its members lawyers from Snell & Wilmer and several dozen other law firms offices in Orange County.

About Snell & Wilmer

Founded in 1938, Snell & Wilmer is a full-service business law firm with more than 400 attorneys practicing in nine locations throughout the western United States and in Mexico, including Phoenix and Tucson, Arizona; Los Angeles and Orange County, California; Denver, Colorado; Las Vegas and Reno, Nevada; Salt Lake City, Utah; and Los Cabos, Mexico. The firm represents clients ranging from large, publicly traded corporations to small businesses, individuals and entrepreneurs. For more information, visit www.swlaw.com.

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