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## **SNELL & WILMER REMAINS FOCUSED, ENGAGED AND VESTED IN FOSTERING “ONE COMMUNITY, IDENTITY OF MANY” WITH DIVERSITY AND INCLUSION EFFORTS**

**PHOENIX (April 12, 2018)** – 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, as follows:

- For the second consecutive year, Snell & Wilmer received a perfect score of 100 percent on the Human Rights Campaign Foundation’s 2018 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality. The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign, America’s largest civil rights organization working to achieve equality for the LGBTQ community.
- The firm sponsored the Lambda Legal in Arizona fundraiser that took place on April 12, 2018. Phoenix partner Cory L. Braddock was a featured speaker at the event.
- On April 8, 2018 attorneys from Snell & Wilmer partnered with Arizona Public Service Company to march in the annual Phoenix Pride Parade.
- The firm was a sponsor of the State Bar of Arizona’s annual Diversity & Inclusion Conference on March 22 and March 23, 2018. At the Diversity & Inclusion Conference, Arizona’s legal community (including members of the judiciary and leading experts from the field) gathered to discuss matters relevant to diversity and inclusion in the legal profession. Phoenix partner Greg Gautam served as faculty for programs on personal branding and business development.
- To further the internal education initiative undertaken by Snell & Wilmer’s Diversity & Inclusion Committee, the firm undertook its fourth cycle of monthly abstracts designed to increase awareness about the groups and cultures commemorated during each National Heritage Month (as determined by the Library of Congress). For this cycle, the Committee is highlighting a landmark court case focusing on the rights, liberties and freedoms related to each such group or culture. For example, on March 23, 2018, during National Women’s History Month, the Committee highlighted the United States Supreme Court’s decision in *United Auto Workers v. Johnson Controls*. In this case, the Court held that Title VII of the Civil Rights Act of 1964 forbids employers from adopting fetal-protection policies preventing fertile women from working in jobs that would expose them to lead or other toxins that might harm a fetus. The case represents the Court’s shift in thinking of women as autonomous members of the workforce, and not only as mothers or potential mothers.
- Phoenix partner Marian Zapata-Rossa was honored with the prestigious 2018 “HNBA Top Layers Under 40” award at the 2018 Hispanic National Bar Association’s Corporate Counsel Conference on March 16, 2018. This national award honors accomplished lawyers who have demonstrated professional excellence, integrity, leadership, commitment to the Hispanic community, and dedication to improving the legal profession. Zapata-Rossa was one of 32 award recipients.

- The firm was a sponsor for Xico Inc.'s 30<sup>th</sup> Annual Dinner & Art Auction on March 9, 2018. This year's event, Arte y Cultura: It Takes Two to Tango, recognized 30 years of annual celebrations with Xico, Inc., which works to nourish a greater appreciation of the cultural and spiritual heritages of the Latino and Indigenous peoples of the Americas through the arts. Phoenix partner Marian Zapata-Rossa is currently on the Xico Board and Phoenix partner Barbara J. Dawson and Phoenix counsel Ian K. Douglas are former Xico Board members.
- On March 8, 2018, Snell & Wilmer celebrated International Women's Day with a presentation on Women in the Workplace and Creating Career Energy featuring guest speaker Deane Ilukowicz, Senior Vice President of Global Human Resources and Corporate Responsibility for TPI Composites, Inc.
- The firm was a sponsor for Esperança's 8<sup>th</sup> Annual Hope Breakfast held March 8, 2018 at the Phoenix Art Museum. Esperança's mission is to improve health and provide hope for families in the poorest communities of the world through sustainable disease prevention, education, and treatment. The breakfast highlighted the organization's proudest moments, and celebrated a year of phenomenal accomplishments. Phoenix associate Robert A. Clarke is a member of the Esperança Board.
- The firm sponsored tables at Go Red for Women® luncheons in Las Vegas (February 15, 2018) and in Reno (February 23, 2018). Hosted by the American Heart Association, Go Red for Women® advocates for more research and swifter action for women's heart health.
- On February 21, 2017, firm Chairman, Matthew P. Feeney was a panelist at a Colliers International event on diversity and inclusion. Topics discussed included Diversity in the Workplace, Minorities in the Workplace, Sexual Orientation in the Workplace, Millennials in the Workplace and What Lies Ahead for Those Entering the Legal Profession.
- On February 18, 2018, Snell & Wilmer attorneys participated in a charity boxing event to benefit Team Hernandez, which consists of a Phoenix-based group of championship-level youth boxers (including a national champion). The boxers train in a cinder-block warehouse and have little money for equipment and travel. Participating Snell & Wilmer attorneys "got in the ring" and raised \$3,500 for the benefit of Team Hernandez.
- On February 16, 2018, Snell & Wilmer was a sponsor of the Arizona Minority Bar Association's annual banquet honoring Southern Arizona Legal Aid. Proceeds generated from the banquet fund scholarships to diverse law students at The University of Arizona's James E. Rogers College of Law.
- On February 15, 2018 Snell & Wilmer's Phoenix office hosted a meet-and-greet reception with Dr. Hiral Tipirneni. Dr. Tipirneni is a first generation Indian American, emergency room physician, cancer research advocate and candidate running for U.S. Congress in Arizona's 8th congressional district.
- 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 32<sup>nd</sup> year, the event held February 10, 2018, helps fundraise for student scholarships. CLLSA's mission 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 fund student book scholarships, moot court teams, sponsor speakers/events, and provide access to the Los Abogados (Hispanic Bar Association) meetings and luncheons.

- Phoenix partner Marian Zapata-Rossa won the Latina Leader of the Year award presented by the Latina Mentoring Project (“LMP”) on February 24, 2018. The LMP is a statewide mentoring and pipeline program in Arizona started by The Honorable Mary Murguia, 9th Circuit Court of Appeals. LMP’s objective is to provide support and foster mentoring relationships between Latinas who are undergraduates interested in law, law students, lawyers and judges.
- On January 29, 2018, Snell & Wilmer’s Denver office hosted a roundtable discussion led by Denver partner, D. Scott Martinez, with local civil rights leaders Vanita Gupta, President and CEO; and Ellen Buchman, Executive Vice President of The Leadership Conference on Civil and Human Rights. The discussion focused on pressing civil rights issues including the rights of “Dreamers” and the importance of preserving a fair and independent judiciary.
- On January 24, 2018, Snell & Wilmer’s Las Vegas office hosted a reception marking the 10-year anniversary of its Nevada Bar Professional Fellowship Program, operated in conjunction with the University of Nevada, Las Vegas’s William S. Boyd School of Law. The Fellowship Program was established to provide diverse students from the law school with an educational and practical experience by pairing them with local legal employers who have a long-term goal of increasing diversity in their hiring and retention of lawyers. Snell & Wilmer invited past Fellows to celebrate 10 years of this successful initiative.
- The firm, along with the Arizona Asian American Bar Association (“AAABA”), hosted a celebration in honor of the Fred Korematsu Day of Civil Liberties and the Constitution, as recognized in Arizona by a proclamation issued by Governor Doug Ducey. Taking place on January 30, 2018 at the Sheraton Grand in Downtown Phoenix, the celebration was free for members and non-members of the AAABA. Phoenix associate Anthony T. King is a current AAABA Board member.
- Denver counsel Byeongsok Seo was appointed to the Second Judicial District Nominating Commission in January, 2018. As a commissioner, Seo will serve a six-year term, interviewing and nominating applicants for judicial vacancies.
- Orange County associate Steffi Gascón Hafen was reelected to the Hispanic Bar Association’s Board of Directors on December 7, 2017.
- On November 28, 2017, Snell & Wilmer hosted Hispanics for a Fair Judiciary for a panel discussion on diversity in Arizona state and federal courts, and the process for applying to the bench. Panelists included The Honorable John J. Tuchi, Federal District Court Judge; Kate King, Snell & Wilmer alumna and former Deputy Legal Counsel to Governor Doug Ducey; and Jason Barraza, President of Los Abogados, Arizona’s Hispanic Bar Association.
- On November 28, 2017, Snell & Wilmer hosted the first ever Los Abogados’ LSAT Fellows Law School Admissions Night, a program modeled after Snell & Wilmer’s FAR program which provides support and scholarship opportunities for students applying to law school. During the Law School Admissions Night, prospective law students had an opportunity to meet with and get advice on law school admissions requirements from the Directors of Admissions for Arizona State University’s Sandra Day O’Connor College of Law, and The University of Arizona’s James E. Rogers College of Law. Since this event, Snell & Wilmer has partnered with Los Abogados in an effort to increase diversity in the legal profession by serving as the primary funder of the 2018 class of LSAT Fellows.
- The firm sponsored the Phoenix 2020 Women on Boards Symposium which was held on November 15, 2017 in concurrence with other 2020 Women on Boards events in more than 20 cities. 2020 Women on Boards is a national campaign to increase the percentage of women directors on U.S. public company boards to 20 percent or greater by the year 2020. The campaign redefines good corporate governance and gender diversity standards and creates a cultural imperative for corporate action.

- On November 7, 2017, Snell & Wilmer sponsored The University of Arizona James E. Rogers College of Law, Latino Law Student Association's Arizona Supreme Court oral argument event attended by high school students from Pueblo High School.
- The firm sponsored the 23rd Annual Fresh Start Women's Foundation Charity Golf Classic that took place on November 3, 2017. Hosted by the Fresh Start Men's Board, the Fresh Start Charity Golf Classic is one of Arizona's largest non-celebrity, charity golf tournaments. Proceeds from the tournament benefit the Fresh Start Women's Foundation, which provides education, resources and support for women to positively transform their lives and strengthen the Phoenix community. Phoenix partner Terry Roman is a current member of the Fresh Start Women's Foundation Board.
- In October 2017, Snell & Wilmer hired Mina Méndez as its first Director of Diversity, Inclusion & Community Outreach. In her new role at Snell & Wilmer, Méndez oversees the firm's Diversity, Inclusion & Community Outreach Department and the committees on Diversity & Inclusion, Women's Initiative Committee, Community Involvement and Pro Bono activities. Méndez is very active in the Latino community, including being the coordinator for the Latina Mentoring Project (a statewide mentoring and pipeline program in Arizona started by 9th Circuit Court of Appeals Judge Mary Murguia). Méndez is also a member of Los Abogados, Arizona's Hispanic Bar Association and the Hispanic National Bar Association. She serves as a Deputy Regional Vice President for Region XIV of the Hispanic National Bar Association. Méndez formerly served as a Commissioner on the Maricopa County Superior Court.
- The firm sponsored the annual Arizona Black Bar Hayzel B. Daniels Scholarship and Excellence in Diversity Awards dinner that took place on October 26, 2017. The awards ceremony honored individuals and organizations who exemplify the highest standards of the legal profession as set by the namesake, Hayzel B. Daniels.
- On September 14, 2017, the Committee on Diversity & Inclusion welcomed Evan Wolfson, an internationally recognized civil rights lawyer and strategist, and founder and president of Freedom to Marry, to the Phoenix office for a 1-hour presentation to, among other things, discuss the 2016 documentary, Freedom to Marry. The film provides a behind the scenes look into the campaign that won same-sex couples the right to marry throughout the United States.
- Phoenix partner Bahar A. Schippel was the guest speaker for the September 11, 2017, Professional Women's Alliance Luncheon. During this luncheon, Schippel discussed the lessons she learned from the hardships she experienced during her formative years and how that adversity helped develop the outlook and perspective she uses to succeed in her career and to have a positive influence on others.
- The firm sponsored a table at the Native American Bar Association's ("NABA") annual Arizona Seven Generations Dinner and Silent Auction in September, 2017. The event is NABA's largest fundraiser of the year, and allows the organization to provide law student scholarships, sponsor continuing legal education programs, and fund other events that promote Indian law and policy issues.
- Snell & Wilmer ranked #12 out of 102 law firms nationwide for the "Best Places to Work" in the American Lawyer 2017 Associates Survey that was released in August, 2017.
- The firm sponsored the DirectWomen 2017 Sandra Day O'Connor Board of Excellence Awards Luncheon, DirectWomen Board Institute and DirectWomen Alumnae Institute. DirectWomen is a 501(c)(3) non-profit organization that aims to increase the representation of women on corporate boards.

- The firm was a sponsor for the National League of Cities (“NLC”), Hispanic Elected Local Officials (“HELO”) Annual Leadership Retreat held in August of 2017. Each year a summer retreat is designed to help local leaders develop governance and leadership skills in the national legislative arena with a particular focus on interests of the Latino community. The members of NLC and HELO take this opportunity to participate in a productive leadership retreat and engage in many training opportunities.
- The firm was a sponsor for the 2017 Arizona-Mexico Commission (“AMC”) Summit held during June of 2017 in Scottsdale. The AMC Summit is AMC’s signature, premier cross-border annual event. Top level business leaders and policy makers from Arizona and Mexico gathered under the leadership of Arizona Governor Doug Ducey and Sonora Governor Claudia Pavlovich to promote a strong, cooperative binational relationship.
- The firm sponsored a table at In Business Magazine’s 2017 Women of Achievement event. Phoenix partner Terry Roman was selected as one of 13 women leaders chosen to receive the award based on their business success, connection and service to our community and their efforts to grow business in the Valley.

**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](http://www.swlaw.com).

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