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SNELL & WILMER'S DIVERSITY AND INCLUSION EFFORTS CONTINUE TO HONOR THE UNIQUE QUALITIES OF INDIVIDUALS

PHOENIX (October 29, 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:

- On October 25, 2018, the firm hosted The Florence Project's 2018 Pro Bono Appreciation and Awards Ceremony. At the Ceremony, the firm was recognized for its unwavering support and ongoing commitment to the pro bono work of The Florence Project. The Florence Project is a 501(c)(3) nonprofit legal service organization providing free legal services to men, women and unaccompanied children in immigration custody in Arizona.
- The firm sponsored the Arizona Black Bar Association's Annual Hayzel B. Daniels Scholarship Awards Dinner on October 12, 2018. 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 October 4, 2018, the firm's Phoenix office hosted the Los Abogados' LSAT Fellowship Program end of year reception. The Program provides participants with a Kaplan LSAT course, mentoring, and assistance through the law school admission process. Attendees included the 10 program participants, Los Abogados' LSAT Program committee members, Los Abogados board members, members of the firm's diversity & inclusion committee, and the Kaplan facilitators.
- On September 22, 2018, the firm sponsored the Native American Bar Association of Arizona's ("NABA-AZ") Annual Seven Generations Awards Dinner and Silent Auction. The event is NABA-AZ's largest fundraiser of the year, and allows the organization to provide law student scholarships, sponsor continuing education programs, and fund other events that are important to the Native American community.
- The firm was a sponsor of the 3rd Annual Arizona Collaborative Bar Reception, held on September 6, 2017. The Reception was attended by approximately 115 members of the Arizona legal community. Through the collaboration of its member organizations, the Arizona Collaborative Bar creates a pipeline of communication and resources that are intended to enhance diversity and inclusion in the legal profession. Among other things, the Collaborative Bar sponsors trainings, continuing legal education programming, development programming, and networking opportunities.
- In 2009, the firm established its Fellowship for Advancement and Resources "FAR" Program. FAR provides aspiring law students with resources to help them become lawyers, including, an LSAT preparation course, a technology stipend, a book scholarship, and, perhaps most significant, continued mentorship. In September the firm announced its 2018 FAR Fellows, Divine Holmes and Zorah Zafari. Divine is a recent graduate of Arizona State University, where he studied communications and media production. Zorah is an undergraduate student at Barrett, the Honors

College, at Arizona State University, studying global politics, and scheduled to graduate in May 2019. Since inception, FAR has named 14 FAR Fellows of diverse backgrounds from across the country (Divine and Zorah are the 13th and 14th Fellows, respectively).

- On August 25, 2018, the firm sponsored the 2018 Ally Awards, hosted by the One Colorado Education Fund. The One Colorado Education Fund is a statewide organization dedicated to securing and protecting equality and opportunity for lesbian, gay, bisexual, transgender, and queer (LGBTQ) Coloradans and their families. The evening culminated in an awards presentation to allies who work to advance equality and make a substantive difference in the lives of LGBTQ Coloradans.
- Phoenix partner, Marian Zapata-Rossa, was selected by the Phoenix Business Journal for the 40 Under 40 class of 2018. She was honored at an awards presentation on August 2, 2018 at the Fairmont Scottsdale Princess. Zapata-Rossa's submission showcased her path to success making up one of the only 0.69 percent of partners at large business law firms nationwide that are Latinas.
- On August 1, 2018, our Diversity & Inclusion Committee partnered with Lambda Legal to host "Breakfast with Rachel Tiven," a CLE program featuring Lambda Legal's national CEO, Rachel Tiven. The CLE focused on recent developments impacting the LGBT community including *Masterpiece Cakeshop v. Colorado Civil Rights Commission* and *Brush & Nib Studio v. City of Phoenix*.
- On July 23, 2018, our Diversity & Inclusion Committee partnered with the Florence Immigrant & Refugee Rights Project to host "Family Separation: Crisis on the Border," a CLE program featuring Larry Sandigo, the Pro Bono Managing Attorney of the Florence Immigrant & Refugee Rights Project. Larry discussed the current status of the federal family separation policy and its many impacts on individuals in custody in Arizona.
- On July 21, 2018, Phoenix Partner, Greg Gautam, was a panelist at a Ladder Down breakfast where Greg and his co-panelists discussed the "male perspective" on maternity leave, women's advancement in law firm leadership, inequities in partner compensation, the importance of mentoring and other issues impacting women lawyers. Ladder Down is a 12-month program dedicated to leadership empowerment, business development, and mentoring of women lawyers. There are 25 women in this year's Ladder Down class, including Phoenix associates, Jennifer Yee and Adiba Jurayeva.
- Earlier this year Phoenix partner, Barb Dawson, and Las Vegas partner, Alex Fugazzi, established a partnership with Core Academy, an in and out of school program for underprivileged youth in Southern Nevada. As a result of that partnership, Las Vegas partner, Rick Gordon, accompanied six Core high school scholars to a "Day at Court" event on July 17, 2018. The students had the opportunity to witness civil motion hearings before Judge Elizabeth Gonzalez, as well as a criminal jury trial in front of Judge Joe Hardy. Both Judge Gonzalez and Judge Hardy spent time with the scholars, fielding questions and inviting other lawyers in the gallery to participate.
- The firm was a sponsor of and participated in the Rocky Mountain Diversity Legal Career Fair on July 13, 2018, and also participated in the Cook County Bar Association Minority Job Fair on July 24, 2018.
- On July 13, 2018, Phoenix attorney, Tony King, moderated a luncheon Q&A with Daehee Park, the co-founder of Tuft & Needle, at the Asian Corporate & Entrepreneur Leaders Conference ("ACEL"). The firm was also a sponsor of the event. ACEL is a 501(c)(3) organization that provides Asian American professionals opportunities to work together to enhance Asian American leadership in business, the community and local government.
- The firm completed its 2017 – 2018 firm-wide campaign to recognize National Heritage Months (as determined by the Library of Congress). The firm's inaugural campaign was in 2014 – 2015. From

September 2017 – June of 2018, the firm recognized a court case that touched on each Heritage Month.

- The firm was a Student Sponsor for the Center for Legal Inclusiveness' 2018 Journey to JD Program. The J2JD Program is a one-week residential program that was held this year on June 24-30, 2018, at the University of Denver, for 20 rising high school juniors. Through the program, students gain a basic understanding of the legal system and are empowered to explore the possibilities of a career in the law.
- On June 21, 2018, the firm sponsored the 12th Annual Giving for All Seasons Gala for the Asian Pacific Community Fund at the Los Angeles Music Center. The event had over 400 supporters, including civic, corporate, and community leaders and supporters in attendance. Notable guests included California State Treasurer John Chiang, State Senate President pro Tempore Emeritus Kevin de Leon, and Los Angeles City Councilmember David Ryu.
- On June 18, 2018, the firm's hosted Ray English, Assistant Dean at Sandra Day O'Connor College of Law, to discuss Arizona State University's new High School Pipeline Initiative. The mission of this new Initiative is to enhance the diversity of the legal profession by developing and fostering a pathway for diverse high school students that encourages an interest in the law, promotes the development of critical thinking and writing skills, and fosters values necessary to succeed academically and professionally. The firm has been an active participant in the inaugural year of the Pipeline Initiative by providing financial support and volunteers.
- On June 7, 2018, the firm's Phoenix office hosted the American Bar Association's Judicial Internship Opportunity Program Orientation and Reception. Phoenix Partner, Barb Dawson, was instrumental in bringing the program to Arizona and the firm hosts the Arizona orientation event each year.
- On June 5, 2018, Phoenix Partner, Greg Gautam, in collaboration with the South Asian Bar Association, the Iranian Bar Association and the State Bar of Arizona hosted an Arizona Collaborative Bar CLE Series lunch event featuring a panel of diverse in-house counsel from Honeywell, Republic Services, the University of Arizona and the Arizona Diamondbacks. The event was attended by over 70 members of the Arizona legal community.
- Utah partner, Elisabeth McOmber, was honored as one of Utah Business magazine's 30 Women to Watch for 2018 at an awards ceremony on May 22, 2018. The awards are granted each year in recognition of women who have made outstanding contributions to their organizations and the community.
- The firm sponsored the Colorado Women's Bar Association Annual Convention held on May 18-20, 2018. The 2018 convention theme was WONDER WOMEN!, in recognition of all the big and small ways women lawyers are superheroes—to their clients and to their communities.
- Since its establishment in 2007, the firm has been an active sponsor of, and participant in, the State Bar of Arizona's Bar Leadership Institute. On May 16, 2018, the firm served as the sole sponsor of a half-day diversity summit that generated innovative ideas and solutions for advancing the careers of diverse lawyers and creating a more inclusive legal community.
- On April 28, 2018, the firm sponsored the Mariposa Women and Family Center's 2018 Annual Gala. Founded in 1977, Mariposa Women and Family Center provides high quality, low-cost mental health and substance abuse counseling, life skills, and supportive services to women and families who otherwise would be unable to afford the help they so desperately need. This year's gala "A Toast to Positive Change," was held at The Port Theatre in Corona Del Mar, California.
- The firm sponsored the Asian Pacific American Bar Association of Colorado's Annual Banquet on April 27, 2018. Proceeds from the banquet benefit the Colorado Asian Pacific American Bar

Foundation, a non-profit 501(c)(3) corporation organized in 1995 to receive and administer funds for educational and charitable purposes. Together with the APABA of Colorado, the Foundation serves Colorado's legal and underprivileged communities through scholarships and mentorship programs to students, educational and charitable programs to the community at large, and legal services to communities of color.

- The firm sponsored the 2018 Phoenix Indian Center Silver and Turquoise Ball held at the Scottsdale Resort at McCormick Ranch on April 14, 2018. Funds raised through the Ball support the Phoenix Indian Center's many programs and services; providing hope, support, and opportunities to strengthen American Indian youth and families.
- The firm sponsored 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.
- The firm sponsored the reception for the Denver Business Journal's Top Women in Business on March 12, 2018. Denver associate, Frances Folin, was honored at the event. The annual award recognizes 40 women who are considered key influencers in Denver's energy sector.
- Our 2018 summer associate class was one of our most diverse ever. Of the 23 summer associates firm wide, 10 identified as diverse.
- The firm's Diversity & Inclusion Committee held the first ever Diversity reception at the May 2018 firm retreat. Approximately 100 attorneys and guests attended this well received event.

About Snell & Wilmer

Founded in 1938, Snell & Wilmer is a full-service business law firm with more than 400 attorneys practicing in 12 locations throughout the United States and in Mexico, including Phoenix and Tucson, Arizona; Los Angeles and Orange County, California; Denver, Colorado; Washington, D.C.; Boise, Idaho; Las Vegas and Reno, Nevada; Albuquerque, New Mexico; 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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