

MOFOWOMEN

Setting the Bar for Excellence

MORRISON
FOERSTER

Firm Leadership and Board of Directors



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Committee; Executive
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Co-Chair, Women's
Strategy Committee



Purvi G. Patel
Co-Chair, U.S. Diversity
Committee; Co-Chair,
Consumer Products +
Retail Industry

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Developing Women Leaders

Sponsorship Program – The Women's Strategy Committee and Diversity Strategy Committee work closely with our attorneys to cultivate and promote a culture of sponsorship at the firm. Sponsorship is more than mentorship; it occurs when a partner actively uses their position within the firm to advance an associate's career.

MoFo Women's Spotlights – Throughout the year, the firm spotlights pairs of women partners in live sessions broadcasted to all offices discussing their unique career paths and experience in developing a practice and succeeding at the firm.

Industry Opportunities – The firm sponsors participation of our women partners and associates in outside organizations and conferences. These engagements contribute to career advancement, business development, and knowledge-sharing with groups focused on women within the legal profession and across industries.

Events and Partnerships

Mansfield Certification Plus – MoFo is among a select number of firms that has achieved "Mansfield Certification Plus" every year since Diversity Lab's launch of the Mansfield Rule in 2017. Certification Plus indicates that we have at least 30% women, minority, LGBTQ+, and lawyers with disabilities representation across notable leadership roles within the partnership and lateral hires, as well as in the talent pools from which we select talent for leadership and lateral recruiting opportunities.

Women in Business Series – Two hundred women lawyers and business professionals have participated in this ongoing series. Since 2014, the Tokyo office has hosted the series to give women business leaders a forum to discuss substantive topics, including key trends in global business, privacy and data security, and regional Asia business trends. Through these events, women have the opportunity to create a supportive professional network.

Firm Leadership and Board of Directors *(continued)*



Lisa Phelan
Co-Chair, Global Antitrust Law Practice; Board Member



Bitra Rahebi
Co-Chair, Intellectual Property + Patent Group; Compensation Committee



Shannon Reaney
Co-Chair, Intellectual Property + Patent Group; Board Member



Tessa Schwartz
Co-Chair, Transactions Department; Compensation Committee; Co-Chair, Artificial Intelligence Group



Ruti Smithline
Co-Head, New York Litigation; Co-Chair, Investigations + White Collar Criminal Defense Group; Board Member; Partnership Review Committee



Shirin Tang
Managing Partner of Singapore Office; Executive Committee



Yemi Tépé
Co-Chair, Finance Group; Board Member; Co-Chair, Asia Diversity Committee



Stephanie Thomas
Co-Chair, Private Funds Group; Board Member



Charlotte Walker-Osborn
Co-Lead, European and London Technology & Commercial Practices; Co-Chair, Europe Diversity Committee



Christine Wong
Co-Chair, Global Litigation Department



Jie Zhou
Partnership Review Committee



Miriam Wugmeister
Co-Chair, Global Privacy + Data Security; Compensation Committee; Executive Committee



Janet Xiao
Board Member

Diversity Lab's OnRamp Fellowship Program –

In 2022, MoFo began partnering with Diversity Lab's OnRamp Fellowship Program, which provides an opportunity for experienced female attorneys to re-enter law firms and legal departments after a period of "off-ramping" to focus on personal life matters.

International Women's Day – MoFo annually celebrates International Women's Day by holding events, social media campaigns, and other activities that align with each year's theme.

Keep Company – Keep Company is a coaching program for MoFo working parents and caregivers where over 200 employees based in 18 global offices are grouped with similarly situated attorneys and guided by an expert coach to learn about behavioral science best practices for parents and caregivers in the legal industry.

Dobbs Task Force – The *Dobbs* Task Force was created following the implementation of our program "Navigating *Dobbs v. Jackson Women's Health Organization* – Where do we go from here?" where over 220 attorneys shared ideas on how the firm can continue to support women at MoFo and advocate for women across the country.

Biennial MoFo Summit for Women In-House Counsel

More than 200 women lawyers, on average, attend the MoFo Summit for Women In-House Counsel, a daylong client program that equips women lawyers with the skills needed to become trusted advisers, reach higher professional goals, and thrive in the legal profession. The summit also provides MoFo women the opportunity to network and showcase their practice expertise to clients.

Increasing Community

On the Road – Our Women's Strategy Committee (WSC) annually hosts "What's up with the WSC" meetings in every U.S. office and a six-way video discussion among our Asia and Europe offices to discuss goals, initiatives, and advancements.

A Firmwide Commitment to the Advancement of Women: Work-Life Programs

Reduced Hours Program



Parental Leave



Adoption Leave



**Return from Leave
Parental Transition Time**



Backup Caregiving



Breast Milk Shipping



Flexible Work Options



Practice Leadership



Stacy Cline Amin
Lead, FDA Regulatory
& Compliance



Anita Choi
Co-Lead, Food +
Agriculture Patent
Practice



Alice Connaughton
Co-Chair, REIT
Practice



Kira Davis
Head, Los Angeles
Litigation



Theresa Foudy
Co-Chair, Distressed
Real Estate Group



Kelley Howes
Co-Chair, Investment
Management Group



Hayley Ichlicik
Head, European
Compliance Practice



Bonnie Lau
Co-Head, San Francisco
Litigation



Joyce Liou
Co-Chair,
Trademark Group



Nozomi Oda
Co-Head, Asia
Private Equity
Practice



Mary Prendergast
Co-Head, Washington,
D.C. Litigation



Tina Reynolds
Co-Chair, Government
Contracts & Public
Procurement



Julia Schwalm
Head, Berlin
Litigation



Nicole Serfoss
Head, Denver Litigation



Louise Stoupe
Co-Head, Tokyo
Litigation



Christiane Stuetzle
Co-Chair, Global
Film + Entertainment
Practice



Serena Tan
Deputy Co-Chair,
Private Funds Group;
Chair, Greater China
Private Funds Practice



Yuka Teraguchi
Co-Head, Tokyo
Litigation



Katie Viggiani
Deputy Co-Chair,
Class Actions + Mass
Torts



Marion Waldmann-
Agarwal
Co-Chair, Artificial
Intelligence Group

By the Numbers

47% of the Board of Directors are women

50% of 2024 U.S. Partner Promotions were nonwhite, women, LGBTQ+, veteran, and/or disabled

29% of the Partnership Review Committee are women

54% of the Partner Compensation Committee are women

37% of our total partner promotions have been women over the last six years

30% of our Office Managing Partners are women

44% of the Executive Committee are women

NUMEROUS individual women lawyers representing top rankings in *Best Lawyers*, *Chambers*, *IFLR1000*, and *Legal 500* based on client feedback

Recognitions



Awarded the Gold Standard Certification by the Women in Law Empowerment Forum, which recognizes firms where women have a strong presence in the equity partnership and firm leadership and are among the most highly compensated partners in the firm.



Named Women in Business Law “International Firm of the Year” and “Firm of the Year: U.S. – West” by Euromoney LMG at the Americas Women in Business Law Awards 2024

15x

The firm has been on *Seramount*'s list of the top firms for women 15 times

15 Women's and Working Parents Affinity Groups

Berlin Women, D.C. Women, Denver Women, Los Angeles Women, Los Angeles Working Parents, New York Asian Women, New York Women, Palo Alto Women, San Diego Women, San Diego Working Parents, San Francisco Women, San Francisco Working Parents, San Francisco Women of Color, Singapore Women, Tokyo Women

To learn more about MoFo's women's initiatives, contact [Natalie Kernisant](mailto:nkernisant@mofo.com), Chief Diversity and Inclusion Officer, nkernisant@mofo.com.

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