

MOFOWOMEN

Setting the Bar for Excellence

MORRISON
FOERSTER

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Executive Committee



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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 his/her 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.

Women's Regional Meetings – The firm hosted five women's regional meetings in Hong Kong, Tokyo, Los Angeles, New York, and San Francisco, providing networking and professional development opportunities for our women lawyers. The programs included client panels, a strategic negotiation workshop, a "Build Your Network" session, and self-advocacy discussions.

Partner Leaders Forum (PLF) – For the next generation of partner leaders, the firm launched PLF 2020-2021, a two-year leadership program for select MoFo partners. PLF employs a combination of facilitator-led cohort sessions incorporating senior partner leadership input and one-on-one executive coaching. This intensive program further advances the career development of our women and diverse partners from offices throughout the firm and its practices.

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. In past years, our attorneys have been actively involved in the Leadership Council on Advancing Women, Hastings Leadership Academy for Women, Leading Women in Technology, and Ms. JD's LaddHerUp.

Firm Leadership and Board of Directors *(continued)*



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San Diego Office



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Retail Industry



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Co-Chair, Global
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Bitu Rahebi
Co-Chair, Intellectual
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Group; Compensation
Committee



Wendy Ray
Board Member



Tessa Schwartz
Compensation
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Board Member



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



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Co-Chair, Women's
Strategy Committee;
Head, Global Ethics
and Compliance



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Managing Partner of
Singapore Office;
Executive Committee



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Board Member



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



Christine Wong
Co-Chair, Litigation
Department; Co-Chair,
Global Litigation
Department



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



Janet Xiao
Board Member



Jie Zhou
Partnership Review
Committee

Events and Partnerships

Mansfield Certification Plus – MoFo is among a select number of firms that has achieved Certification Plus every year. Mansfield Certification Plus status indicates that, in addition to meeting or exceeding the baseline certification requirements, the firms have successfully reached at least 30 percent underrepresented lawyer representation in a notable number of their current leadership roles.

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.

Women's Initiative Think Tank – MoFo welcomed leading attorneys and diversity professionals from influential law firms to our New York office for meaningful dialogue and actionable takeaways on women's initiatives within law firms and the legal profession.

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. In 2020, pre-pandemic, the firm celebrated #EachForEqual by hosting New York University Professor Melissa Murray for a discussion on family law and reproductive rights. The firm also organized group photos to showcase this theme and demonstrate male allyship.

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



Kelley Howes
Co-Chair,
Investment
Management Group



Crystal Kaldjob
Co-Lead, FinTech
Practice



Bonnie Lau
Co-Head,
San Francisco
Litigation



Joyce Liou
Co-Chair,
Trademark Group



Nozomi Oda
Co-Head, Asia
Private Equity
Practice



Tina Reynolds
Co-Chair,
Government
Contracts & Public
Procurement



Julia Schwalm
Head, Berlin
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



Jennifer Lee Taylor
Co-Chair, Trademark
Group



Yuka Teraguchi
Co-Head, Tokyo
Litigation



Nancy Thomas
Head, Los Angeles
Litigation

By the Numbers

46% of the Board of Directors are women

53% of 2022 U.S. Partner Promotions were diverse lawyers

40% of the Partnership Review Committee are women

47% of the Partner Compensation Committee are women

40% of our total partner promotions have been women over the last five years

44% of our U.S. Office Managing Partners are women

43% 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



Recognized as one of the “Ceiling Smashers,” a list of firms that have the highest representation of women in their equity partnerships



Named to Yale Law Women's 2021 list of Top Firms for Diverse Partnership

13x

The firm has been on *Seramount's* list of the top firms for women 13 times



Awarded the Gold Standard Certification by the Women in Law Empowerment Forum for meeting objective benchmarks pertaining to the number of women among equity partners and firm leadership

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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