

MOFOWOMEN

Setting the Bar for Excellence

MORRISON
FOERSTER

Firm Leadership and Board of Directors



Alexis Amezcua
Co-Chair, U.S. Diversity
Committee; Executive
Committee



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Managing Partner of
San Francisco Office



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New York Office; Chair,
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Supreme Court Practice;
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Committee; Board Member



Julie Park
Managing Partner of
San Diego Office,
Co-Chair, Women's
Strategy Committee



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

(Firm Leadership and Board of Directors continued on next page)

Developing Women Leaders

Sponsorship Initiative – Sponsorship is a step beyond mentorship and occurs when a partner uses their influence to support the advancement of an associate (i.e., their protégé). Our Sponsorship Initiative is designed to strengthen these career advancing relationships by creating a culture of active sponsorship at the firm and providing resources on effective sponsorship.

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. Mansfield seeks to promote a level playing field by recognizing firms that have implemented transparent advancement processes and have considered at least 30% of their leadership candidates from underrepresented groups. The Plus designation is reserved for firms that voluntarily provided data to show the outcomes of their inclusive processes.

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



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



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



Tabitha Saw
Co-Managing Partner
of Singapore Office



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



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
Support and
Onboarding Program**



**Parental
Leave**



**Adoption
Leave**



**Return to Work
Liaison**



**Backup
Caregiving**



**Breast Milk
Shipping**



**Flexible Work
Options**



Practice Leadership



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 Ichilick
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

40% 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

Boston Women, Berlin Women, D.C. Women, Denver Women, Los Angeles Women, Miami Women, Los Angeles Working Parents, New York Asian Women, New York Women, San Diego Women, San Diego Working Parents, 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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