

MOFOWOMEN

Setting the Bar for Excellence

MORRISON
FOERSTER

Firm Leadership and Board of Directors



Alexis Amezcua
Co-Chair, Diversity
Strategy Committee;
Executive Committee



Caitlin Blythe
Managing Partner of
San Francisco Office



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Chair, Product Liability
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Products + Retail Industry;
Co-Chair, Class Actions +
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Consumer Class Action;
Compensation Committee



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Compensation
Committee



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Co-Chair, Investigations
+ White Collar Criminal
Defense Group



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Partnership Review
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Christin Hill
Board Member,
Partnership Review
Committee



Jamie Levitt
Managing Partner of
New York Office; Chair,
The Morrison & Foerster
Foundation



Jackie Liu
Compensation
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Chair, Environment,
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Practice; Co-Chair,
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Chair, Finance Global
Department; Co-Chair,
Business Restructuring
+ Insolvency Group



Haimavathi V. Marlier
Securities Litigation,
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Collar Defense Group;
Board Member



Deanne Maynard
Co-Chair, Appellate &
Supreme Court Practice;
Executive Committee;
Chair, Compensation
Committee; Board Member



Barbara Mendelson
Board Member

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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)*



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



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



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



Catherine Polizzi
Board Member



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



Tessa Schwartz
Co-Chair, Transactions Department; Compensation Committee



Nicole Serfoss
Head, Denver Litigation; Board Member



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



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



Shirin Tang
Managing Partner of Singapore Office; Executive Committee



Yemi Tépé
Co-Chair, Finance Group; Board Member



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



Christine Wong
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 “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.

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



Kira Davis
Head, Los Angeles Litigation



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



Yuka Teraguchi
Co-Head, Tokyo Litigation



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

By the Numbers

- 50%** of the Board of Directors are women
- 50%** of 2024 U.S. Partner Promotions were people of color, women, and/or LGBTQ
- 33%** of the Partnership Review Committee are women
- 47%** of the Partner Compensation Committee are women
- 36%** of our total partner promotions have been women over the last five 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 2023

14x

The firm has been on *Seramount's* list of the top firms for women 14 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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