

WIN

Women's Initiative Network

Reach.
Advance.
Succeed.

SUMMER 2005

Welcome

Welcome to the first edition of the Women's Initiative Network (WIN) newsletter. In this issue, we outline Wilson Sonsini Goodrich & Rosati's efforts to attract, retain, and advance women attorneys and showcase some of their significant contributions to the firm, our clients, and our communities.

We hope that you'll find the information interesting and helpful, and look forward to receiving your comments. And male or female, member or associate, we also hope that you'll personally get involved in WIN, as we strive to make the firm an even more supportive and rewarding workplace for all our attorneys.

Sincerely,

Donna M. Petkanics *John Roos*



Donna Petkanics
Managing Director
of Operations



John Roos
Chief Executive
Officer

NYSE PRESIDENT ADDRESSES SILICON VALLEY ATTORNEYS AT WOMEN'S LEADERSHIP SERIES FORUM

Catherine Kinney, president and co-chief operating officer of the New York Stock Exchange, addressed 130 attorneys and other legal professionals at Wilson Sonsini Goodrich & Rosati's Women's Leadership Series luncheon on March 30, 2005, in Menlo Park, California. She was introduced by Chairman Larry Sonsini, who has served alongside Cathy for several years as a member of the NYSE board of directors and currently chairs its Regulation, Enforcement, and Listing Standards Committee. He praised Cathy's integrity and leadership skills, and noted her role in helping to restore confidence in the stock exchange during a time of profound change in the business world.



Communication Is Key

In his opening remarks, Larry said that "the more experienced you get, the simpler become your axioms," adding, "I used to think it was all about action. Now I think it's all about communication." Cathy echoed this theme in her speech, saying that "good communication is key to good business." She rejected the widely held assumption that men and women have two basic and different communication styles. "I think it's more accurate to say that everyone, male or female, has a certain communication style that suits him or her best. Learning to pick up on and adjust to your co-workers' differing styles allows for the smoothest and most effective working relationships."

The Path to the Top

Besides being an effective communicator, Cathy attributed her professional success to three main factors: aligning herself with powerful and generous mentors, being willing to take risks and put herself in uncomfortable situations, and developing a good support system at home. She took pride in the fact that half of the NYSE's managerial staff are women, and said that "companies will enjoy a competitive advantage in the future if they encourage and support" their female workforce.

She also cited obstacles to this goal, lamenting the "opt-out revolution" that causes women professionals to "take the off ramp [from their careers] because they don't find their jobs satisfying or meaningful." She quoted research that showed what women want most from their careers, including the opportunity to associate with people they respect, to be themselves in the workplace, to have flexible schedules, to give back to the community, and to receive recognition. "It's not just a matter of earning a good salary," Cathy said. "These factors mean more to women than mere money."

WOMEN'S INITIATIVE NETWORK FOCUSES ON CAREER SUCCESS AND SATISFACTION

Wilson Sonsini Goodrich & Rosati long has been recognized in the legal community for its commitment to diversity. As one component of that commitment, in 2003 the firm launched its women's initiative, which recently was christened the Women's Initiative Network (WIN).

WIN encompasses three primary goals: 1) to enhance the firm's recruiting, retention, and advancement efforts; 2) to support the career development of our female attorneys; and 3) to foster a supportive work environment that gives attorneys the opportunity to find satisfaction in their professional and personal lives.

WIN is managed by members, associates, and professional staff. The Women's Initiative Network Committee establishes goals for the year, forms alliances with outside organizations (such as Catalyst), and provides resources and plans to meet its goals. In addition, our female associates have formed the Women's Task Force, which serves as a liaison between associates and the committee. It is instrumental in ensuring that the viewpoints of associates in all offices, practice groups, and levels are reflected in the program. Together, the committee and the task force are working to promote change at the firm.

Recruit, Retain, Advance

We believe that there is a strong link between women's recruitment, retention, and advancement and the long-term success and profitability of today's professional service firms. Wilson Sonsini Goodrich & Rosati takes pride in its track record of recruiting women at increasingly proportional rates. But like many firms, we have recognized a persistent gap in the subsequent

retention and advancement of women later in their careers. WIN is committed to understanding this turnover situation, communicating its impact on the firm, and reversing any negative trends.

Wilson Sonsini Goodrich & Rosati is committed to fostering a supportive work environment that gives attorneys the opportunity to find satisfaction in both their professional and personal lives.

Tools for Success

Our firm is well known for attracting and developing entrepreneurial attorneys. As such, we invest heavily in training and professional development, and have an aggressive approach in equipping attorneys with the skills they need to become leaders in the profession.

WIN builds on this commitment. A prime example is the Women's Leadership Series luncheons. At these well-attended annual events, female business leaders and general counsel from our client base are invited to offer their perspectives on their careers and the issues facing today's women professionals. The luncheons have proven to be popular social events, as well as opportunities for our female attorneys to gain an insider's perspective on our clients' industries and further enhance their business-development and client-relations skills.

Additional career development, networking, and mentoring opportunities are offered throughout the year for all our attorneys, designed to offer them the opportunity to develop professional relationships and establish meaningful interactions with their colleagues. For female members in particular, the firm has offered customized business-development training and early opportunities in management.

A Supportive Work Environment

Complementing these career-building programs is the distinct sense of community that has been created among women at the firm over the years. Our female attorneys often come together to celebrate important milestones in the professional lives of their colleagues, such as becoming a member or welcoming new female attorneys to the firm.

In addition, the firm understands how important—and often difficult—it is for our attorneys to strike a balance between their professional and personal lives. To further this goal, Wilson Sonsini Goodrich & Rosati offers an array of flexible work policies, including part-time options for members and associates. The firm also sponsors a number of speaking engagements and luncheons centered on managing the demands of a successful professional service career. Benefits frequently are reviewed to ensure they are keeping pace with the needs of our attorneys. Recent improvements include increased paid time-off for new parents and enhanced access to backup childcare. We will continue to look for ways to help our attorneys find satisfaction in both their professional and personal lives, as we consider this a key component of the WIN objectives.

KATIE MARTIN: “DISTINGUISH YOURSELF AS A UNIQUE INDIVIDUAL”

Katie Martin is a woman of many talents who thrives on variety. Not only is she a successful partner and leader of the business department at Wilson Sonsini Goodrich & Rosati, but she's also a corporate securities expert, a mentor within the firm, a wife, and the mother of two: her six-year-old daughter, Emma, and three-year-old son, Kit.

Katie came to Wilson Sonsini Goodrich & Rosati in 1999 as a lateral partner from Pillsbury Madison & Sutro. Soon after her arrival, the business and legal landscape of Silicon Valley changed dramatically. Over the next few years came the Enron and WorldCom scandals and the resultant stock-exchange reforms and the signing of the Sarbanes-Oxley Act. Already expert in the affected areas of law, Katie played a leading role in the firm's corporate governance and Sarbanes-Oxley efforts, helping to build knowledge and expertise in these key corporate areas. Her achievements did not go unnoticed. In July 2004, the management team appointed Katie to a new role: leader of the business law department, which includes more than half of the firm's attorneys.

Katie's rise is the result of talent, hard work, and a clear-eyed vision of what she wanted to achieve. Always interested in mentoring other attorneys, she offers this advice:



- *Start to develop relationships from Day One of your career.* The relationships you develop—and maintain—from the start are very important to growing your client base. As you advance professionally, so, too, do many of your peers. For example, Katie was a first-year associate when she met Nancy Heinen, a young attorney in the legal department of client Tandem Computers. Today, Nancy is senior vice president and general counsel at Apple. And who do you think helps her with Apple's legal matters?
- *Stand out because you're an expert.* Stand out because you are confident.

Stand out because you are great at balancing and managing many issues and people at once. What's driving legal services today is high-value legal advice that requires both legal and industry expertise. Truly invest in becoming an expert in not just one but many areas of the law. Be proactive and get out there to speak, write, and gain recognition as a specialist.

- *Strike a life balance.* As a wife and mother, Katie feels that balancing work and her personal life is very important. The challenge lies in knowing exactly what you want and deciding if you can do it all. Since second grade, Katie knew she wanted to be a lawyer. As a driven, career-oriented woman, the time is never perfect, for example, to have children. But if you also know you want a family, you find ways to manage work and home that do not compromise anyone's happiness.

“To get ahead, flourish as both a person and professional, and solidify client relationships,” Katie concludes, “you really need to be yourself. Be sincere. Have confidence in your own instincts. Distinguish yourself as a unique individual.”

Catalyst Corner

In April, member Donna Petkanics participated in a roundtable discussion entitled “Strategies of Successful Women: Personal Networking & Mentoring Strategies for Senior Women.” The event was hosted by Catalyst and AMN Healthcare in San Diego.

Kara Helander, vice president of Catalyst Western Region, kicked off the event with a presentation of Catalyst's research study “Women & Men in U.S. Corporate Leadership: Same Workplace, Different Realities?” Following the presentation, a panel of senior women executives (including Susan Nowakowski, president

and chief operating officer of AMN Healthcare; Cora L. Carmody, senior vice president and chief information officer, SAIC; Theresa Drew, managing partner of Deloitte & Touche; and Joan Waltman, senior vice president of engineering, Qualcomm Inc.) shared tips on effective networking and mentoring strategies.

ADVANCING WOMEN IN LEADERSHIP: MAKING

Memberships

Bar Association of San Francisco

The firm signed the No Glass Ceiling Commitments in 2002. Member Cathy Kirkman serves on the No Glass Ceiling task force.

Catalyst, *the leading nonprofit research and advisory organization working to advance women in business*

The firm participates in Catalyst's annual benchmarking report and hosts discussion groups and seminars, such as "Be Your Own Mentor" and "The Impact of Women in Corporate America."

Forum for Women Entrepreneurs

(FWE), *the premier networking organization for women building and leading high-growth technology and life sciences companies*

Member Suzanne Bell serves on the national board of directors.

Events

Women's Leadership Series

- 2003 – The annual luncheon featured Debra Zumwalt (VP and general counsel of Stanford University), Laura Fennell (former VP and assistant general counsel of Sun Microsystems; now GC of Intuit), and firm members Donna Petkanics and Cathy Kirkman.
- 2004 – Carol Bartz, CEO of Autodesk, was the keynote speaker at the luncheon.
- 2005 – The luncheon featured keynote speaker Catherine Kinney, president and co-chief operating officer of the New York Stock Exchange.

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Wilson Sonsini Goodrich & Rosati signed the Bar Association of San Francisco's (BASF's) No Glass Ceiling Initiative in 2002. It marked a significant step for the firm, as it publicly affirmed our commitment to women attorneys and further signified our dedication to advancing them into leadership positions. We now monitor and report our progress to BASF on a regular basis.

Angela Bradstreet (managing partner, Carroll, Burdick & McDonough LLP) and

"Frequently mislabeled a women's issue, this glass ceiling is, in fact, a fundamental business issue."

Mary Cranston (partner and chair, Pillsbury Winthrop) serve as co-chairs of the No Glass Ceiling Task Force. Angela Bradstreet, founder of the initiative, said, "Frequently mislabeled a women's issue, this glass ceiling is, in fact, a

Goals and Progress Report

1

Have at least 25% women at the partnership level with an approximate pro-rata percentage in management

In 2004, 19% of members were women, compared with a national average of 17%.

This past year, 29% of members promoted from the ranks of our associates and 37% of our lateral membership hires were women.

Women held 36% of the standing committee chair or co-chair positions. They comprised 10% of the Executive Management Committee and 21% of the Membership Compensation Committee.

2

Have at least one female chairperson or managing partner

Donna Petkanics has served as managing director of operations since 2000.

3

Retain men and women attorneys at approximately equal rates

Retention rates for women attorneys—after being comparable to men in the 1990s—declined in 2001-2004. The trend is improving in 2005, and now is comparable to men's retention rates.

STRIDES ON THE NO GLASS CEILING COMMITMENTS

fundamental business issue that impedes the growth of law firms and legal departments, and severely curtails opportunities for female lawyers to advance within the profession.”

Also serving on the task force is Cathy Kirkman, a member in the intellectual property practice and the firm’s first part-time member. “As a member with young children who not only has helped design flexible working policies at our firm but also has taken advantage of these

policies, I know firsthand the difference that embracing these commitments can mean to the lives of individuals.” Cathy also plays a leadership role on the task force to expand the No Glass Ceiling Initiative beyond the San Francisco corporate community to the greater Bay Area technology sector. Her efforts are paying off, as the number of organizations to sign the initiative has risen to 66.

4

Obtain feedback from employees on their assessment of gender issues in the workplace

We solicit feedback through our Associate Career Development Survey, the annual Associates Roundtable, and through Associates Committee discussions.

Women’s Task Force meetings are held on a regular basis for our women attorneys.

5

Get the message out that senior management embraces these commitments

The firm formally announced the signing of the No Glass Ceiling Initiative in 2002.

Members have been involved in developing new flexibility/part-time policies to support the commitments.

Management members are involved in promoting women’s events and the Women’s Initiative Network.

6

Offer networking opportunities, client development activities, and mentoring programs

The Women’s Initiative Network program sponsors a wide range of events, including educational and networking events featuring prominent outside speakers and clients.

We encourage participation in local women’s programs such as Catalyst and the Forum for Women Entrepreneurs.

In 2004, the firm launched business-development coaching with a pilot group of women members.

7

Embrace the concepts of part-time partners and flexible work schedules

Wilson Sonsini Goodrich & Rosati is one of the few firms to have a formal part-time policy for members, introduced in 2003.

The associate part-time policy was revised in March 2003 to support associates on the membership track.

The effectiveness of our part-time and flexible work policies are monitored and evaluated on a regular basis.

WOMEN’S INITIATIVE ACHIEVEMENTS (CONT.)

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WIN Activities

Panel discussions and receptions are hosted at the firm year-round.

The associates’ Women’s Task Force meetings are held on a regular basis.

Dinners and receptions for new female associates and summer associates are hosted by the firm.

Benefits

Flexible, formal part-time policies have been enacted for members and associates who want to remain on the membership track.

A two-week paid bonding leave is provided for new parents (men and women), in addition to the firm’s regular maternity leave.

The firm has contracted with ChildrenFirst to provide employees with backup childcare assistance. In 2004, this service was expanded from Palo Alto to include our New York, Reston, and San Francisco offices.

Community Activities

Our attorneys have provided pro bono legal services to nearly two dozen women’s organizations, including the Anita Borg Institute for Women and Technology, SHEVentures, Next Door Solutions to Domestic Violence, and the International Museum of Women.

In addition, the WSGR Foundation has a 15-year history of providing financial assistance to scores of worthwhile agencies aiding women and families nationwide.

WILSON SONSINI GOODRICH & ROSATI INTRODUCES CAREER SPECIALIST

In 2004, Wilson Sonsini Goodrich & Rosati hired its first career guidance specialist, Jessica Natkin, making it one of the few firms in the nation to provide its attorneys with this in-house service.

Jessica, a former attorney and associate director for recruitment at UC Hastings College of the Law, meets with associates confidentially one-on-one to develop personalized career plans. "I help associates define their career goals and identify the steps they need to take to reach those goals," she said. Jessica also serves as a resource for information on working toward membership and exploring other opportunities. "Her contributions help associates pursue the professional development opportunities that are right for them in the long term," said Chris Boyd, director of professional development and Knowledge Management.

Last year, Jessica introduced the Career Management Series, a forum for associates to learn about career development choices and opportunities. She partners with attorney training specialist Janice Weekes to run the series, and the two have hosted a number of popular events including "Beyond the Rating: Getting the Most out of Your Performance Review" and a presentation by an outside career guidance counselor that explored the challenges facing professional career couples.

Jessica holds a J.D. from Northwestern University School of Law and a Graduate Certificate in Career Development from the John F. Kennedy University School of Management. She has held leadership positions in the National Association for Law Placement (NALP) and the Bay Area Legal Recruitment Association. This past April, Jessica presented "Let's Get Personal: New Approaches to Associate Career Development" at the NALP conference in Chicago, offering an overview of her role at the firm and giving pointers to other legal professionals on how to create a similar position at their own firms.

INTERVIEW WITH AN ASSOCIATE: ANIE K. ROCHE



Intellectual Property associate Anie K. Roche co-chairs Wilson Sonsini Goodrich & Rosati's Associates Committee and is a member of the Associates Women's Task Force and the WIN Committee. We asked Anie her thoughts on work/life integration.

You're involved in several committees at the firm. Is the topic of work/life integration coming up often?

Yes, and in a positive way. Take the 2005 Associate Roundtable, for example. This is an event that's held about once a year. Associates and members come together to discuss important issues affecting associate life at the firm. This year, about 40 associates and six members participated in the roundtable.

The Associates Committee and firm management put work/life integration on the agenda (the other topic was mentoring). We based our decision on the results of the 2004 Associate Career Development Survey, which showed that a fairly large number of associates (both male and female) were interested in learning more about the firm's existing work/life policies and practices. Currently, the Associates Committee is working with management to enhance our work/life policies based on feedback from that session.

Why do you think professional service firms are focusing on work/life integration?

Three reasons come to mind. First, the issue is increasingly becoming more important to men, as well as to women. Second, the definition of "work/life" has expanded to include more than just child-rearing responsibilities. It includes such things as caring for an elderly family member or participating in a political campaign, for example. Third, and perhaps most important, many firms, including ours, have made a commitment to recruit, retain, and advance women. I think work/life integration policies are the "enabler" that's going to make this happen. Women don't want to downsize their ambitions. We're looking for policies that will help us reach our career goals.

What's next for work/life integration?

It's a challenge for the legal profession to make work/life integration part of a law-firm culture. There's a perception that exists that attorneys can't have a life outside of work. At Wilson Sonsini Goodrich & Rosati, we want to have a culture that supports work/life balance. We're looking for ways to get the word out on our existing work/life policies. I think we've made a lot of progress. The topic is coming up more often, and as I mentioned, more men are participating in the discussion. Here's proof: At a recent Associates Committee meeting, an associate offered to research local daycare centers for the group. Another associate asked for specifics on the firm's bonding policy for new parents. Both of these associates were men. That was really good to see.

MEET THE WOMEN'S INITIATIVE COMMITTEE

Members



Suzanne Y. Bell
Palo Alto
Intellectual Property

Suzanne Bell is a member of the firm's intellectual property practice. She is a member of the national board of directors for the Forum for Women Entrepreneurs (FWE), the premier networking organization for women building and leading high-growth companies. Suzanne received the FWE Recognition Award in May 2004 for her contributions to the organization, and also previously served on the organization's advisory board.

"In this profession, business-development skills cannot be overrated. Women must become effective business developers if they are to succeed, and our firm is committed to seeing that they do. I predict our firm will be the leader in equipping women with the business-development skills they need to rise to the top."



Boris Feldman
Palo Alto
Litigation

Boris Feldman is a member of the firm's litigation practice. Boris is recognized nationwide for his expertise in securities litigation and counseling. He chairs the firm's Policy Committee and is a member of the Executive Management Committee.

"Like the firm itself, our clients tend to be very meritocratic. They hire lawyers based on their skills and their commitment to client service, not based on club memberships or old-school ties. This ethic provides a better opportunity for women lawyers to develop skills for business generation and retention than are present at many other firms with more traditional client bases."



Catherine S. Kirkman
Palo Alto
Intellectual Property

Catherine Kirkman is a member of the firm's intellectual property practice. She is a member of the Bar Association of San Francisco's No Glass Ceiling Task Force.

"I've always known Wilson Sonsini Goodrich & Rosati to be a family-friendly and female-friendly place. I wish more people knew the number of women who hold leadership positions at the firm and how many of them can honestly relate to women's work/life challenges. As the firm's first part-time woman member, I believe bringing this to the forefront can make a real difference in people's perception of the firm."



Page Mailliard
Palo Alto
Corporate

Page Mailliard is a member of the firm's corporate practice. She is a member of the national advisory board of Stanford University's Institute for Research on Women and Gender. Page is also on the steering committee for "Celebration 50"—an event marking 50 years of women at Harvard Law School—and co-author of "Women's Banks and Women's Access to Credit: Competition between Marketplace Regulatory Solutions to Gender Discrimination" (*Loyola Review*). Page is the mother of three boys.

"The guest speakers we bring to the firm are phenomenal. It's inspiring to hear these accomplished women talk about how they made it. I can't imagine any woman walking out of the presentation and not thinking, I can do it, too!"



Donna M. Petkanics
Palo Alto
Corporate

Donna Petkanics is a member of the firm's corporate practice, having risen through the ranks since joining as a summer associate. Donna has been the managing director of operations since 2000, providing leadership and prudent management of the firm's overall performance. She chairs the Operations Committee and is a member of the Executive Management Committee. She also serves on the WSGR Foundation Committee and directs the firm's recruiting outreach program.

"Our firm helps women take charge of their careers. It helps them create real opportunities for themselves and demonstrate their potential early on and in the most effective ways. This is critical to developing the types of skills that are needed for advancement in a competitive legal environment."

Associates

Kristen Dumont
Litigation

Tess Norton
Litigation

Anie Roche
Intellectual Property
Co-chair, Associates Committee

Carol Timm
Corporate

Professional Staff

Debbie Byron
Vice President, Administration

Courtney Dorman
Chief Marketing Officer

Stacey Layzell
Director, Human Resources

Tasha Newton
Business Analyst

Women on the Move

■ Five New Women Members

Former associates **Eileen Marshall** (Tax, Reston) and **Maura Rees** (Litigation, Palo Alto) were promoted to membership in February 2005. In addition, the firm expanded its presence in New York and San Diego in 2004, and three new women members joined the firm: **Alexandra Mahaney** (Litigation, San Diego), **Vicki Norton** (Intellectual Property, San Diego), and **Meredith Kotler** (Litigation, New York).

■ Firm's First Director of Patent Operations

In June 2005, the Reston office welcomed **Esther Kepplinger**, the firm's first director of patent operations. Esther formerly had been the deputy commissioner for patent operations for the U.S. Patent and Trademark Office.

■ Awards

In May, the Travis County Women Lawyers' Association honored Austin associate **Nicole Stafford** (IP Litigation) with its 2005 Litigation Award. In 2004, Nicole had been named a "Texas Rising Star" by *Texas Monthly* magazine, while her fellow associate **Laura Merritt** (Employment Law Litigation) was dubbed one of Austin Business Journal's 26 "Rising Stars." On the West Coast, associate **Karen Stefano** (Securities and Commercial Litigation) was honored with the San Diego Volunteer Lawyer Program's Distinguished Service Award

for her pro bono contributions. Karen is based in the Palo Alto office, but she also does substantial work in San Diego.

■ News at Forum for Women Entrepreneurs

Technology transactions member Suzanne Bell was appointed to the national board of directors of the Forum for Women Entrepreneurs (FWE). FWE's mission is to create an effective networking, educational, and social organization for women entrepreneurs and executives working in growth companies throughout the world. Prior to this appointment, Suzanne had been a member of FWE's advisory board. For more information on FWE, visit www.fwe.org.

■ Keeping Up with Alumni: New Positions

Linda Alvarez
Senior Counsel,
Trademark & Litigation
Align Technology

Julie Bell
Counsel to Commissioner Cynthia A. Glassman
U.S. Securities and Exchange Commission

Claudia Dobrovic
Assistant General Counsel
Freddie Mac

Laura Fennell
Vice President, General Counsel,
& Corporate Secretary
Intuit

Barbara Izzo
Vice President, Corporate Development,
& General Counsel
Digital Chocolate

Ellen Kelly
Corporate Counsel, New Technologies
Amazon.com

Gitanjali Mohindra
Senior Counsel
Apple Computer

Judy O'Brien
Managing Director
Incubic

Dianne Schultheis
Consultant
Law-firm training programs

Karen Seto
Vice President & General Counsel
ZipRealty

Naomi Snyder
Vice President,
Human Resources,
& Corporate Counsel
Symyx Technologies

Karyn Tucker
Vice President & General Counsel
Finaplex, Inc.

Christine Wong
General Counsel
InterVideo



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