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# DIVERSITY

at Wilson Sonsini Goodrich & Rosati

## Welcome

As often happens, law firms have embraced a new buzzword that's cropping up everywhere these days: diversity. It's featured on their websites, it's finding its way into client pitches, it's touted in speeches. And while that's commendable, I'm proud to say that diversity is much more than a buzzword at Wilson Sonsini Goodrich & Rosati—it's always been one of the core values of the firm.

Since its inception more than 40 years ago, the firm has recognized the value that diverse backgrounds, diverse viewpoints, and diverse experiences bring to an organization. A commitment to fostering diversity is both the right thing to do *and* the smart thing to do as we aim to attract, retain, and advance the best legal talent out there, regardless of a person's ethnicity, race, sex, or sexual orientation. That's just good business.

While we still have much to do, Wilson Sonsini Goodrich & Rosati has been recognized as a leader in this arena, and I hope that you'll take the time to read through the articles in this issue to learn more about our achievements and goals in regard to promoting diversity, both within the firm and throughout the legal profession.

Thank you.



John Roos  
Chief Executive Officer

## KEEPING THE PROFESSION ATTUNED TO OUR TIMES

### *An Interview with Fred Alvarez*

Fred Alvarez believes in the old saying about not judging a book by its cover. "If you have too many preconceived notions about people, you'll be wrong," he says. "It's as simple as that."

That conviction has been a driving force throughout Fred's life and career, which has blended an impressive legal practice with service in the federal government, including stints as Assistant Secretary of Labor and a member of the U.S. Equal Employment Opportunity Commission. He joined Wilson Sonsini Goodrich & Rosati ten years ago, and currently heads the firm's employment law litigation practice.



Throughout his career, Fred has been a champion of diversity, particularly in his chosen field. "Diversity is important for lawyers because the world is diverse," the Latino partner observes. "Juries are diverse, judges are diverse, our clients are diverse, and our clients' customers are certainly diverse. We in the legal profession need to understand that reality—and to reflect it."

Fred points out that Wilson Sonsini Goodrich & Rosati isn't ahead of other firms just in terms of diversity numbers, but in terms of responsibility as well. "People of color and women play real leadership roles here, whether it's Carmen Chang, who started as an associate and now heads up our China practice—which makes her a very important player—or Rico Rosales, who has headed our new partner nominating committee, to name two examples," he says. "We're not just talking about serving on committees, but leading them."

That kind of example is both inspiring and empowering for younger attorneys, Fred feels. "Associates thinking about their future can look at a firm like ours and see that it has the most diverse partnership in the country and say, 'I might have a career there.'" He's convinced that for women, gays, and people of color, Wilson Sonsini Goodrich & Rosati is a far more open environment than older, more conservative firms. "Rather than having to blaze a trail while others are wandering a well-worn path, they can come to a place like this one. Because let's face it," Fred adds with a chuckle, "it's hard enough to achieve something like a partnership."

*Continued on page 2...*

### KEEPING THE PROFESSION ATTUNED TO OUR TIMES *(continued from page 1)*

While he's upbeat about the varied talent pool at Wilson Sonsini Goodrich & Rosati, he's been disappointed by the slow pace of change in the legal profession as a whole. Promoting diversity was a priority when he was the president of the Bar Association of San Francisco in 2000, but recent numbers haven't kept pace with the goals and timetables outlined during his tenure and in subsequent years. He points to the diversity report the chapter put out last summer: "The numbers stayed about the same in many areas, and they even slipped in a few categories," he says. "It's been a much slower road than any of us would have hoped. I don't think it's an issue of racist institutions so much as a lack of imagination. I think we have more work to do to get the old guard at law firms to visualize successful lawyers who don't look like them. That's not easy at many places."

"I think we have more work to do to get the old guard at law firms to visualize successful lawyers who don't look like them."

Fred feels fortunate to be working at a firm that's outside the entrenched legal establishment. "We're a new firm, so we don't have those cultural manacles. We need whoever has what it takes to handle a groundbreaking case or IPO to just get in there and do it. Many of the things we handle no one's ever done before, so there's no preconceived notion of who can get the job done. All you have

to do is the work. And that, I think, makes this firm a great place to be."

Fred plans to continue promoting diversity, both at the firm and in the profession as a whole. He recently began his second term on the American Bar Association's Commission on Racial and Ethnic Diversity in the Profession. "The ABA is a pretty big bully pulpit, and the more we can promote the mission of inclusion, the better."

It all comes back to his core conviction that you can't judge a book by its cover. "Talent comes in all sorts of packages. You can't tell how smart or capable people are by their race, gender, or sexual orientation. If you exclude part of the talent base because it doesn't look the way lawyers looked in the past, you're missing out. And why would you want to do that?"

## THE DIVERSITY COUNCIL

Wilson Sonsini Goodrich & Rosati actively promotes diversity as a core value and top priority, and seeks to attract, retain, and reward the best legal talent from all backgrounds—regardless of race, ethnicity, sex, sexual orientation, or other classifications. This commitment to diversity is reflected in its internal and external programs and policies, its diverse workforce, and the recognition received from third-party sources, including the *Minority Law Journal*. Furthering this commitment, the firm

recently created a Diversity Council to formalize its efforts.

Coordinated by Carol Timm, director of Attorney Recruiting and Retention, the Diversity Council is comprised of partners, associates, and professional staff who reflect the diversity of the firm. The council meets regularly to monitor diversity trends and statistics, as well as advise on the firm's recruiting programs. The council also fosters networking within the firm, promotes participation in

diversity initiatives and events, and provides key opportunities for associates from different minority groups to establish relationships with their colleagues. The Diversity Council works in tandem with other firm organizations, including the Women's Initiative Network (WIN; see article on page 4), the Women's Task Force, and our GLBT (gay, lesbian, bisexual, and transgender) group, to further coordinate efforts in this area.

# HARRY BREMOND AND THE “STRUGGLE FOR JUSTICE”

Harry Bremond has traveled a long road in his 71 years. He grew up thinking that the expectation of a bright future was a luxury that he couldn't afford as an African American. But today the Wilson Sonsini Goodrich & Rosati partner—who's active on the firm's Diversity Council, its Pro Bono Committee, and the Lawyers' Committee for Civil Rights Under Law—boasts that he has the “best job in the world.”

Born in Texas, Harry and his brother moved to San Francisco in 1942, joining their mother who'd moved to California to seek employment the year before. “She was very young and worked busing tables at the Mark Hopkins Hotel,” he explains. “It must have been tough, raising two boys on \$5 a week.”

It also wasn't easy being a person of color back then. “When I was young, it was a given that you were going to be discriminated against because of your color. My mother taught me that you had to be better than others to have any chance of ‘making it.’ And even if you *were* better than others, that didn't mean that your dream was going to be realized.”

Harry graduated from high school when he was 15, then went on to earn a B.A. and an M.S. from San Francisco State University. He graduated from the University of San Francisco School of Law in 1962, the only African American in his class and only the second in the history of the school. Upon graduation, he moved to San Jose, but the newly minted attorney's prospects looked bleak. “I had trouble getting a job, so I went to work peeling tomatoes at the Contadina Tomato cannery.”

Then one day, Harry received an offer from Wester Sweet, the only other African-American attorney in San Jose. “He basically said, ‘I have an extra office. Use it and start practicing law.’ The office was above a Mexican restaurant and it

smelled of food all day. The few clients I had—and they were a precious few—were all African Americans, and they all came from East Palo Alto.”

Harry had never been to East Palo Alto before, but an exploratory visit to the city showed him that it was distinctly different from the largely all-white Peninsula. When he moved there and opened a law office in 1964, he was the only African-American attorney in private practice south of San Francisco and north of San Jose. At the time, he didn't have a legal specialty. “Whatever walked in the door, I was the instant expert on it,” he says. “I handled a lot of domestic issues, personal injury cases, and criminal law.”

In 1967, Harry received an offer to join a fledgling law firm in Palo Alto. He was the fifth attorney to join the firm that would become today's Wilson Sonsini Goodrich & Rosati. Initially, he drew on his background in criminal law, but since the firm focused on general business law, he did less criminal law as time went on. If he found it challenging to give up his practice in East Palo Alto and shift his focus to business-oriented law, he didn't complain. “I just did it. I had to keep focused on what I was doing. I couldn't worry about how I was feeling.”

One thing he *was* worried about was the struggle for civil rights. “The country was coming apart,” he reports. “People in the South were just getting brutalized.” Harry traveled to Alabama to join the demonstrations and use his professional skills to aid the movement, acting as a

legal observer and representing students who'd been arrested fighting segregation. He filed petitions to move those cases from the state to the federal courts. His argument, which prevailed, was that the students' arrests were unlawful because state and local segregation laws were a violation of the Constitution's Equal

Protection Clause. “I did all that because it was important,” Harry says quietly. “It was the first time I went back to the South since I left as a boy, and it was really quite something.”

The firm supported his decision to join

the battle for civil rights. “One of the beauties of this firm is that, from that day until this, it has never objected to my social and political activism. That makes this place really unique. At a lot of firms in those days, you could not participate in that kind of activity—and I suspect that's true even today at some firms. But the lawyers here—especially John Wilson—recognized that the struggle for justice was important.”

Harry's career has come a long way since the sixties, as have the country's attitudes about equality. “There's still a long way to go, but certainly things have improved, especially in institutions like Wilson Sonsini Goodrich & Rosati, which are true meritocracies that allow people of talent to flourish regardless of their race, ethnicity, or other background factors,” he says. “For the present generation, there are so many more opportunities. There's a whole different mindset. Young people of color can have a dream—and it can become a reality.”



## Networking and Professional Development

### WIN HELPS CREATE SUPPORTIVE ENVIRONMENT FOR WOMEN ATTORNEYS

Launched in 2003, the Women's Initiative Network (WIN) is another example of the firm's commitment to promote diversity as a core value. The program was established to better serve the needs of our women attorneys, alumni, and clients, and is managed by select partners, associates, and professional staff.

WIN encompasses three primary goals:

- 1) to enhance the firm's recruiting, retention, and advancement efforts;
- 2) to support the career development of the firm's 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 achieves these goals through professional-development training, mentoring opportunities, networking events, flexible work policies, and other means.

A premier component of WIN is the Women's Leadership Series luncheons. These popular annual events provide a forum for the firm's women attorneys, clients, and alumni to hear from prominent female business leaders, as well as to network and discuss professional development, work-life balance, and other issues of concern to working women. Past events have featured such speakers as Carol Bartz, CEO of Autodesk, Cathy Kinney, president and co-CEO of the New York Stock Exchange (pictured, center), and Carly Fiorina, former chairman and CEO of Hewlett-Packard (pictured, top).

To learn more about WIN, as well as Wilson Sonsini Goodrich & Rosati's other diversity efforts, please go to the Careers section of firm's website, [wsgr.com](http://wsgr.com), and click on Diversity.



### NETWORKING EVENTS CELEBRATE ATTORNEYS OF COLOR



As part of its efforts to foster a supportive environment for attorneys of color, Wilson Sonsini Goodrich & Rosati recently sponsored a number of events in the San Francisco Bay Area.

In July, Harry Bremond, joined by co-hosts and fellow partners Caine Moss and Issac Vaughn, welcomed the firm's African-American associates and their

guests to his home for cocktails and dinner. A few nights later, partners Fred Alvarez, Rico Rosales, Bob Day, and Jose Macias hosted the firm's Latino attorneys and their guests at Fred's home. Several other members of the firm, including CEO John Roos and partner Donna Petkanics, attended the dinners. While the hosts and other partners spoke briefly about the firm's commitment to diversity, the dinners were intended primarily as social get-togethers to help the firm's attorneys of color get to know each other better in an informal setting.

In addition, in August, Wilson Sonsini Goodrich & Rosati hosted a Minority Bars and Summer Associates Mixer at its Palo Alto campus (pictured). Approximately

75 attorneys and summer associates from Bay Area firms attended the event, which was sponsored by the Santa Clara County Bar Association and featured an address by the Honorable Wendy Duffy of the California Court of Appeal, Sixth District.

In September, several of the firm's minority partners, along with a number of local judges and prominent outside attorneys of color, hosted two events at Stanford University designed to highlight career opportunities for Latino and African-American law students. The firm currently is working with student groups at UC Berkeley's Boalt Hall School of Law to arrange similar events.

## MEET OUR MINORITY PARTNERS



**John Aguirre**

Palo Alto  
Employee  
Benefits &  
Compensation

John's practice encompasses all

aspects of employee benefits and executive compensation, including tax, the Employee Retirement Income Security Act (ERISA), and federal and state securities law. He represents many large public companies and has been involved in numerous high-profile mergers and acquisitions.



**Steven Baik**

Palo Alto  
IP Litigation

Steven's practice focuses on intellectual property litigation

and counseling and has addressed technologies such as semiconductor devices, power electronics, software, and networking devices. He also has expertise in intellectual property licensing, having negotiated patent and IP licenses with major international corporations.



**Roger Chin**

San Francisco  
IP Litigation

Roger's practice primarily focuses on patent litigation and

counseling for technology companies. In addition to his law degree, he holds an M.D. from Yale Medical School.



**Fred Alvarez**

Palo Alto  
Employment Law

An acknowledged leader in the San Francisco Bay Area and the

state of California in all aspects of labor, employment, and equal opportunity law, Fred leads the firm's employment law litigation practice. He previously served as Assistant Secretary of Labor for the U.S. Department of Labor and Commissioner of the U.S. Equal Employment Opportunity Commission. Fred is a former president of the Bar Association of San Francisco (2000) and currently chairs the Legal Committee of the Employers Group, the largest employer association in California.



**Harry Bremond**

Palo Alto  
Employment Law

Harry joined Wilson Sonsini Goodrich & Rosati in 1967 and is a

founding member of the firm's Pro Bono Committee. He participates in the Alternative Dispute Resolution (ADR) program for the Northern District and is a board member of the WSGR Foundation.



**Robert Day**

Palo Alto  
Corporate Finance

Bob specializes in the areas of corporate and securities law,

including general corporate representation, public offerings, venture capital financings, and mergers and acquisitions. He also has broad transactional experience representing investment banks, venture capital, and private equity firms.



**Carmen Chang**

Palo Alto  
Corporate Law &  
Governance

Carmen leads the firm's China practice and

serves on the Policy Committee. She specializes in corporate and securities law, representing public and private technology companies and financial institutions in the United States and abroad, particularly in the People's Republic of China, Taiwan, and other Asian locations.



**Selim Day**

New York  
Corporate Finance

Selim's practice includes mergers, asset acquisitions, IPOs,

joint ventures, and recapitalizations, as well as private equity financings. He specializes in public and start-up technology companies and has represented semiconductor, software, Internet infrastructure, and biotech clients.

*Continued on page 6...*

## MEET OUR MINORITY PARTNERS



**Cynthia Dy**  
Palo Alto  
Securities  
Litigation

Cynthia represents companies and

individuals in shareholder class actions, derivative suits, contested mergers and acquisitions, and SEC investigations. She serves on the firm's Associate Career Development Committee.



**Raj Judge**  
Palo Alto  
Corporate Finance

Raj serves venture-backed start-up companies, pre-

IPO mid-level companies, and well-established public companies, providing representation in venture financings, IPOs, and merger and acquisition transactions. He plays a leadership role in the firm's India practice, focusing on corporate and securities law for technology companies.



**Caine Moss**  
Palo Alto  
Corporate Finance

Caine specializes in corporate and securities law and has broad

transactional experience, particularly in venture capital and public and private mergers and acquisitions. He also has represented issuers and investment bankers in public equity offerings.



**U.P. Peter Eng**  
Palo Alto  
IP Counseling and  
Patents

Peter specializes in strategic patent and

innovation counseling and litigation for technology start-up companies. He assists academia and private industry entrepreneurs in establishing and protecting valuable intellectual property portfolios within emerging areas of technology such as life sciences, alternative energy, and electrical arts.



**Adit Khorana**  
Palo Alto  
Technology  
Transactions

Adit serves a wide range of technology

companies in connection with complex technology transactions, including strategic alliances, mergers and acquisitions, outsourcing transactions, and the development, licensing, and distribution of technology products.



**Vicki Norton**  
San Diego  
Intellectual  
Property

Vicki focuses on biotechnology litigation and IP

strategy. She has advised clients on all aspects of litigation and on worldwide patent strategy, including auditing technology portfolios and formulating strategic objectives for prosecution.



**Robert Ishii**  
San Francisco  
Mergers &  
Acquisitions

Robert specializes in mergers and acquisitions and

has represented public and private technology companies in transactions, including numerous multibillion-dollar acquisitions. His experience includes domestic and cross-border acquisitions, tender and exchange offers, spin-offs, restructurings, divestitures, and minority investments.



**Jose Macias**  
Palo Alto  
Corporate Finance

Jose specializes in public and private offerings, public company

representation, and mergers and acquisitions. He represents a variety of private and public companies, in addition to investment banks and venture capitalists.



**Rico Rosales**  
Palo Alto  
Employment Law

Rico's practice encompasses all aspects of employment law.

He has represented clients in several jury and non-jury trials, including discrimination, wrongful termination, and class action matters. Rico has successfully defended cases against the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs.

## MEET OUR MINORITY PARTNERS



**Ignacio Salceda**  
Palo Alto  
Securities  
Litigation

Ignacio practices primarily in the area of securities

litigation, where he focuses on the defense of securities class actions, derivative suits, and SEC investigations. He is a frequent speaker and author on securities litigation and disclosure matters.



**Robert Sanchez**  
Reston  
Corporate Finance

Robert's practice covers all aspects of public and private company

representation, including public offerings, private placements, and mergers and acquisitions. He represents technology companies in such sectors as software, semiconductors, entertainment, and e-commerce.



**Yoichiro  
"Yokum" Taku**  
Palo Alto  
Corporate

Yokum represents technology and growth companies

in private financings, strategic transactions, mergers and acquisitions, and public offerings. He also leads the firm's Japan practice, advising U.S. companies on their transactions in Japan, and Japanese companies on their transactions in the United States. Yokum serves on the firm's Associate Career Development Committee.



**Issac Vaughn**  
Palo Alto  
Corporate  
Finance

Issac specializes in corporate and securities law,

including general corporate representations, venture capital financings, public offerings, and mergers and acquisitions. He works with technology, education, and Internet companies, as well as venture capitalists and investment bankers. Issac was recognized as one of "America's Top Black Lawyers" by *Black Enterprise* magazine in 2003.



**Jose Villarreal**  
Austin  
IP Litigation

Jose's practice involves intellectual property litigation

with an emphasis on patent litigation and counseling. He has represented clients in district courts in Texas, California, and Michigan, as well as before the United States International Trade Commission. Jose has worked on cases involving technology related to CD/DVD players, electrostatic discharge circuits, radio frequency tuners, and business methods.



**James Yoon**  
Palo Alto  
IP Litigation

James' practice focuses primarily on intellectual property litigation

and counseling. He has litigated more than 30 patent cases and has tried numerous cases, including matters in state courts, federal courts, and the International Trade Commission. In 2006, *Bay Area Lawyer Magazine* named James one of the top lawyers in the Bay Area for intellectual property law.

# Diversity at a Glance

## LEADERSHIP

- In June 2006, the American Bar Association appointed employment law partner Fred Alvarez to its Commission on Racial and Ethnic Diversity in the Profession.
- CEO John Roos joined the Santa Clara County Bar Association President's Blue Ribbon Commission on Diversity in the Legal Profession.
- Technology transactions partner Suzanne Bell serves on the national board of directors of the Forum of Women Entrepreneurs and Executives.
- Internally, women and minority attorneys hold leadership positions on key management committees, including the Member Compensation Committee, the Member Nominating Committee, and the WSGR Foundation Board of Trustees.

## ACHIEVEMENTS & GOALS

- Currently, nearly a third of the firm's partners and half of our associates are women and/or belong to a racial, ethnic, or other minority group.
- In the last five years, nearly 50 percent of the firm's associates elevated to partner have been women and/or minorities.
- Efforts to promote diversity as a top priority are formalized through several programs, including the Diversity Council, the Women's Initiative Network, the Women's Task Force, and the GLBT group.
- Our recruiting programs aim to attract and retain the best legal talent from all backgrounds. These include diversity outreach at law schools and a focus by senior partners on recruiting and mentoring diverse talent.
- Internal programs, including a part-time policy for partners and a partnership-track part-time policy, domestic partner benefits, and maternity and parental leave policies, help employees balance their professional commitments and the needs of their families.

## COMMUNITY

- The firm sponsors law school fellowships at Stanford University and UC Berkeley, with preference given to students from under-represented communities and economically disadvantaged backgrounds.
- Pro bono legal services are provided to organizations that reflect the firm's commitment to diversity, including the Northwest Immigrant Rights Project, The Nelson Mandela Institution, and La Raza Centro Legal.
- The WSGR Foundation has donated \$6 million to nearly 400 charitable organizations nationwide, including the AIDS Legal Referral Panel, the American India Foundation, and the Lawyers Committee for Civil Rights Under Law.

## AWARDS & RECOGNITION

- In 2006, for the fourth consecutive year, the firm received top marks in the *Minority Law Journal* Diversity Scorecard, including a No. 1 ranking for "Highest Percentage of Minority Partners" among the nation's 250 largest firms.
- In 2005 and 2006, the firm earned an "A" grade from both the Hispanic Bar Association of Austin and the Austin Black Lawyers Association.
- In 2006, the firm was ranked No. 5 for diversity in *California Lawyer* magazine's "California 50" list.
- The Bar Association of San Francisco noted that Wilson Sonsini Goodrich & Rosati was one of only three Bay Area firms to have met BASF's 2005 goal of 12 percent diversity at the partner level.

## MEMBERSHIPS

- The firm recently signed the New York County Lawyers' Association's statement to implement efforts to increase diversity in the legal profession.
- The firm is a signatory of the Bar Association of San Francisco's (BASF's) No Glass Ceiling Initiative, designed to improve career development for women in the legal profession.
- The firm is actively involved in many other external programs promoting diversity, including the Asian Law Caucus, the Silicon Valley Japanese Entrepreneur Network, Bay Area Lawyers for Individual Freedom (an association of lesbians, gay men, bisexuals, and transgender persons in the field of law), and the Forum for Women Entrepreneurs and Executives.



Wilson Sonsini Goodrich & Rosati

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