

2019 WIN Women's Initiative Network

WSGR Holds Women's Leadership Academy

On October 18-19, 2018, Wilson Sonsini Goodrich & Rosati held its Women's Leadership Academy at the Four Seasons Hotel Silicon Valley in East Palo Alto. More than 200 women attorneys from across the firm's locations and practice areas attended. One of many training and development programs offered by the firm, the academy is designed to help women associates build their leadership, mentoring, and relationship



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skills with clients and colleagues, and to help them think about the best strategies to grow and enhance their practices.

The academy kicked off on Thursday evening, October 18, with a fireside chat between WSGR partner and board chair Katie Martin and special guest Mary Cranston. Mary has more than 15 years of experience as a board director, including on the boards of public companies in the financial payments, biotech, networking, semiconductor, engineering, carbon materials, and chemical industries. She currently serves on several company boards, including Visa, Chemours, MyoKardia, and CSAA Insurance. Mary is also formerly the chair and CEO of Pillsbury Winthrop Shaw Pittman LLP.

On Friday, October 19, Katie started off the morning with an official welcome speech, highlighting industry data regarding the percentages of women across the associate and partner ranks. After the welcome, attendees were divided into tables and participated in a facilitated networking session. The tables were strategically seated and arranged to incorporate a mix of women attorneys across various practice levels, practice groups, and office locations.

In addition, the academy hosted two "Client Lean In" sessions featuring women executives from technology companies, including:

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WSGR Holds Women's Leadership Academy *(Continued from page 1)*

- **Vijaya Gadde** - Vijaya was recently promoted to chief legal officer at Twitter. She had previously served as general counsel at the company since August 2013. Before joining Twitter in July 2011, Vijaya worked at Juniper Networks and was an associate in WSGR's San Francisco office from 2000-2010.
- **Judy Bruner** - Judy is on the board of directors for several technology companies, including Applied Materials, Varian, Seagate, and Rapid 7. Previously, she was the chief financial officer at SanDisk and Palm. Judy has 36 years of operational leadership experience in the technology industry, overseeing finance, legal, IT, HR, and facilities.
- **Lora Blum** - Lora is general counsel, senior vice president, and secretary of the board at SurveyMonkey. Prior to joining SurveyMonkey in 2017, she was vice president, legal-corporate and assistant secretary at LinkedIn. Lora was also previously an associate at WSGR.
- **Kate Schuelke** - Kate is senior vice president, chief legal officer, and corporate secretary at Seagate. Prior to joining Seagate in 2017, she was senior vice president, general counsel, and secretary at Altera Corporation, where she helped negotiate the company's acquisition by Intel.

"We are really excited about the conversation we started at our Women's Leadership Academy and the high-quality feedback we received, and we look forward to creating even greater opportunities for women at our firm," Katie noted.

The final two programs of the day were "Show Your Work" sessions, which were moderated by WSGR associate (now partner) Tracy Rubin. During the sessions, participants at each table were given the opportunity to discuss five questions about various situations and challenges that women commonly face in the workplace. Each table was asked to share important takeaways and a key question during

and the firm. "I am honored and thrilled to have been part of the extraordinary group of women who gathered together for this event," Serena said. "Being in the presence of such inspiration—in addition to collecting invaluable suggestions to improve the overall well-being of our firm attorneys—made me prouder than ever to be a part of the WSGR team."



the "Report Back" session that followed, which featured a panel of WSGR partners, including Melissa Hollatz, Manja Sachet, Lisa Stimmell, and Lucy Yen. Topics discussed by the panel and participants included mentoring, balancing the gender gap, time management, and other career-building skills.

WSGR professional development director and Women's Leadership Academy program coordinator Serena Miller expressed her appreciation for being a part of the program

"It was brilliant to collaborate with women who genuinely care about improving the workplace, and I look forward to seeing what we accomplish between now and the next one," Serena continued. "Special thanks to the professional development team—including Jullia Carretta, Andrew Kemp, and Sally Joseph—for assisting with planning and preparing the event."

Getting to Know WSGR's Newly Elected Women Partners

In December 2018, Beth George, Lauren Lichtblau, Tracy Rubin, and Lianna Whittleton were among the 16 attorneys elected to the partnership at Wilson Sonsini Goodrich & Rosati. They officially became partners of the firm on February 1, 2019. Below, Beth, Lauren, Tracy, and Lianna discuss what brought them to WSGR, the opportunities the firm has afforded them, and their paths to partnership, among other topics.



Based in the firm's San Francisco office, Beth George represents companies in complex cybersecurity and data security matters, including providing advice on legal challenges companies experience with respect to preparing for and responding to cybersecurity breaches. She advises clients on internal and government investigations, privacy and compliance, and responding to law enforcement requests for data. Her practice includes advising boards on cybersecurity governance and preparing companies for security incidents, including through hosting table top exercises. Prior to joining WSGR, Beth served in several high-ranking positions in government agencies, including the U.S. Department of Defense, the National Security Division of the Department of Justice, and the Office of the White House Counsel.

Beth earned her J.D. in 2010 from New York University School of Law, where she graduated *magna cum laude* and served as an articles editor for the *New York University Law Review*. She received a B.A. from New

York University, where she graduated *summa cum laude*.

What brought you to WSGR?

When I left government in early 2017, I knew I wanted to practice cybersecurity law in the Bay Area. I wasn't immediately sure what that would look like, so I spent a lot of time looking in-house and at various firms. WSGR was an immediate click—the culture and personalities, the client base and vision of the firm, and the entrepreneurial opportunities all spoke to me early on in the interview process, and I'm happy to say that it's continued to be a great fit.

What kind of platform/opportunities has WSGR afforded you?

WSGR has a culture that allows attorneys to take chances and pursue new ideas. I received a significant amount of support and encouragement to pursue building my practice, which was new for the firm, and I couldn't have asked for a better place to do it.

At what point did you know you wanted to be a partner at the firm?

Being a partner at a firm was not always on my radar. I worked hard during my career to keep as many doors open as possible, and when my government career ended, I began exploring the private sector. I like working on many issues and prefer fast-paced jobs. That made being at a firm feel like a better fit than in-house.

What are your goals as a new partner?

My focus right now is on two big issues: First, how do I scale my practice? Cybersecurity practices vary a lot from firm to firm because it's such a new and interdisciplinary practice. I love that I work on cutting-edge legal issues, but it also means it's harder to find attorneys who are a perfect fit for my group, with the skills and interests that would complement the existing team. I also realize I need to invest

time into mentoring and training our team so that associates can take on and lead more work on their own—so I don't become a bottleneck.

My second focus is on finding balance. I love my job and the work, but I also want this to be a 20- or 30-year career for me. Many of my jobs have been sprints—giving my all to something knowing that it was for a limited time. But I'm also cognizant that, as a partner, this job isn't a sprint but a lifelong career. And part of that has to mean finding a way to balance the job with time with family, making time to go to the gym, having hobbies and other interests outside of my job, and so on.

What skills do you feel are most important for success in the legal profession?

The ability to communicate is often the most important and ignored skill for lawyers. My job requires translating legal concepts into something security engineers can understand—and translating technical forensic findings into something lawyers can understand. But I also spend a lot of time studying how my clients and colleagues communicate, so that I can be an effective communicator to them. And no single communication style works for every situation—you have to be able to adapt to your clients' needs and the situation at hand.

What are the top things you think women should do to develop their careers?

Regardless of whether you're a man or a woman, I think it's important to realize that, in order to excel, we always have to be pushing ourselves out of our comfort zone. Whether that's learning new or evolving laws, or being willing to do things you don't cherish, like public speaking or networking, it generally pays off to keep pursuing new skills and opportunities.

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What role have mentors played in your career/professional development?

Finding a mentor who trusts you and pushes you can be life-changing. Two of my best mentors completely impacted my career trajectory by giving me a ton of responsibility and expecting me to rise to the occasion. In both cases, that broke me out of my comfort zone and made me step up to take on new challenges. I owe them both a great deal, and often think of them when I think of how to mentor others.

If you weren't an attorney, what might you be?

I'd like to think I'm cool (and smart) enough to make it as a white-hat hacker, getting paid to break into networks and test security systems.

Any final words of wisdom?

It's important to love your job. Most people spend a significant amount of their life working, and when people are excited about their job, they do it better.



Lauren Lichtblau

Lauren Lichtblau is based in Palo Alto, where she practices corporate and securities law. Lauren represents companies at all stages of their life cycle, from start-ups to mature public companies, as well as venture capital firms and other institutional investors. She has a broad range of experience working with private and public companies on general corporate and transactional matters, including public offerings and venture capital financings. She regularly advises public

companies on corporate governance, SEC compliance, and disclosure matters.

Lauren earned her J.D. in 2009 from the University of San Francisco School of Law, graduating *cum laude*. She received a B.A. from Tulane University in 2003.

What brought you to WSGR?

I started at WSGR as a summer associate in 2008. During OCI I was thrilled to be interviewing with WSGR—the premier tech law firm in the Valley. Once the summer program started, I immediately knew I wanted to be a part of the firm. WSGR has great clients, amazing opportunities for its lawyers, and attorneys who invest in mentorship and training.

What kind of platform/opportunities has WSGR afforded you?

I have been able to gain a tremendous amount of experience doing a variety of work. I have done all types of corporate work, from working with emerging companies to capital markets transactions. I was given the opportunity early on to take on a lot of responsibility and my training in a broad practice area has allowed me to determine for myself what I enjoy and focus my practice on those areas.

At what point did you know you wanted to be a partner at the firm?

I have always loved practicing at WSGR, and the people and our clients make our work exciting and challenging. Once I had kids, I was a little nervous about managing this job with being a new mom. When I came back from leave, I soon realized I still loved my job and was determined to make sure I could deliver the client service WSGR is known for while still being present and available for my kids. I knew I had the support and confidence of the firm and especially the attorneys I was working with on a day-to-day basis, and I decided I wanted to be here for the long term.

What are your goals as a new partner?

I want to focus on continuing to develop my expertise as well as train and mentor associates.

Do you feel as though men and women approach their work differently at the firm? If yes, how so?

I think every individual approaches work a little differently. This can make working with many different attorneys challenging at times, but also a great learning experience.

What skills do you feel are most important for success in the legal profession?

A good attitude, attention to detail, and the ability to connect with both your colleagues and your clients.

What are the top things you think women should do to develop their careers?

First, work hard to become an excellent attorney—go to trainings, ask questions, read articles—and you will always be valuable.

Second, talk to other women about their practice and their experience, both within your group and throughout the firm, as well as outside the firm. It has been so valuable for me to talk with other women about the highlights of my career and also the frustrations. Someone else has likely had a similar experience and may have advice about how to advance your career, manage your time, or deal with difficult situations. Reach out, make connections, share your experiences, and support each other!

What role have mentors played in your career/professional development?

Mentors have played a huge role in my professional development. It is so important to find mentors who are willing to invest in you. I have been lucky enough to have mentors that have taken the time to teach and train, advise me on my career path, and help me through difficult transitions. Whether these relationships form organically or you seek them out, having a mentor is very important.



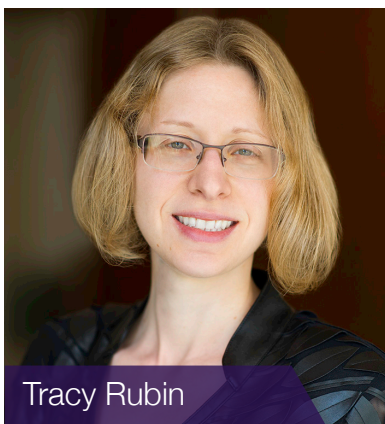
Getting to Know WSGR's Newly Elected Women Partners

If you weren't an attorney, what might you be?

A teacher.

Any final words of wisdom?

This job can be very hard, but also rewarding and exciting if you find the right practice for you. The amazing thing about WSGR is that this firm gives you the flexibility to focus your practice in a way that works for you. Don't lose sight of your passion and use that and your skills to make your practice more fulfilling.



Tracy Rubin

Tracy Rubin is a member of the technology transactions practice in Palo Alto, where she focuses on complex intellectual property transactions, such as technology asset carve-outs, spinouts, patent portfolio acquisitions, and technology mergers and acquisitions, supporting clients in a variety of technology-driven industries and through all stages of growth. She also advises clients on initial public offerings, strategic investments, and a wide range of licensing matters, including settlement agreements, university licensing agreements, joint development agreements, and other agreements pertaining to technology licensing, development, and distribution.

Tracy earned her J.D. in 2009 from Stanford Law School. She received a B.A. from Amherst College, graduating *magna cum laude*.

What brought you to WSGR?

I have been at WSGR since I was a summer associate. I was initially drawn to the firm by the opportunity to work in an area where the clients and legal practice would be innovating constantly, and to do that work with other attorneys who seemed both thoughtful and passionate about their practices. Those initial impressions have proven true again and again.

What kind of platform/opportunities has WSGR afforded you?

WSGR has afforded me the good fortune to work with some of the most interesting and talented colleagues and clients you can find anywhere. There are really incredible opportunities, even from early on in your career, to develop and focus your practice in accordance with your interests. For me, that meant doing the type of work that interests me most, while maintaining a broad client base not focused on any one industry. I find it fascinating to learn about all the different technologies and business models our clients are developing.

At what point did you know you wanted to be a partner at the firm?

Around the same time I realized that when I looked 5, 10, 20 years into the future, WSGR was still the place I wanted to be.

What are your goals as a new partner?

In the short term, my goals are to continue to support and expand some of what has made WSGR a great place to work for me. This includes promoting and planning initiatives and events to help recruit and retain talented female attorneys, particularly through the firm's Women's Initiative Task Force and Women's Initiative Network, training and mentoring attorneys who are junior to me, both in the substantive legal work and in how to navigate their careers, and collaborating with my colleagues throughout the firm to expand learning and opportunities to support our clients.

Do you feel as though men and women approach their work differently at the firm? If yes, how so?

Everyone brings different perspectives, whether that's because of their gender, work experience, ethnicity, hometown, etc. We often need to provide our clients with creative solutions, and maintaining a diverse team helps make that possible.

What skills do you feel are most important for success in the legal profession?

Intellectual curiosity. A strong work ethic. The ability to work as part of a team and find creative solutions.

What are the top things you think women should do to develop their careers?

Women should be confident, and if you are not confident, project confidence until you internalize it. Women have a relatively higher tendency to qualify their advice and comments, and clients are looking to us to provide informed guidance. There is often no guarantee of results from a legal perspective, but there is a difference between saying, "I am 80 percent confident" and saying, "I am 100 percent confident that this is 80 percent likely." The latter is the more effective message.

What role have mentors played in your career/professional development?

Much of this profession and the expertise we develop rely on on-the-job training. My mentors have helped me develop as a lawyer, as a professional, and as a person, including in terms of my knowledge of the legal issues, as well as how I interact with clients and colleagues.

If you weren't an attorney, what might you be?

I would have a food blog called "cooking without a recipe."

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Any final words of wisdom?

In both your career and your life, do not be afraid to ask for what you want. No one is going to volunteer it for you, but they are surprisingly likely to agree if you just ask. If you have a reasoned justification, that helps too.



Lianna Whittleton

Based in Palo Alto, Lianna Whittleton concentrates her practice on representing technology clients in corporate and securities transactions. Her clients range from venture-backed start-ups and entrepreneurs to late-stage private entities and public companies. She counsels entrepreneurs on formation, venture capital financings, corporate governance, and employment matters. Lianna also regularly represents issuers and underwriters in connection with initial public offerings and other capital market transactions. She also provides ongoing corporate advice to clients.

Lianna earned her J.D. in 2009 from George Washington University Law School. She received a B.A. from the University of Southern California in 2005.

What brought you to WSGR?

WSGR has an outstanding brand name and reputation, and my corporations professor would routinely mention WSGR as the leading start-up company law firm. I loved the idea of working with early-stage companies, and WSGR has a fantastic client base.

What kind of platform/opportunities has WSGR afforded you?

WSGR has been an incredible place to learn and grow. I started in the emerging companies practice, and as my clients matured the firm gave me the opportunity to learn with them. Over time my practice grew from working primarily with start-ups to include advising later-stage companies. As those companies began to go public, I gained IPO experience and further developed public company skills as I continued to represent those clients after the offering. I continue to work with start-ups and pre-IPO companies, and I don't believe I could have as varied a practice somewhere else.

At what point did you know you wanted to be a partner at the firm?

Partnership was not a goal when I first started at WSGR, and I did not seriously start considering it until I was a sixth-year associate. At that point I had received invitations to interview with a few of my private companies and I was evaluating what my possible career paths were, both within and outside the firm. I realized that I was very intellectually challenged by my work and enjoyed it, and wanted to continue growing my practice here.

What are your goals as a new partner?

I am excited to keep working with great people for interesting companies, so I want to continue growing our associates and my group's practice.

Do you feel as though men and women approach their work differently at the firm? If yes, how so?

It's hard to generalize across a large group. I think I may be more driven because I feel like I have more to prove, and I probably spend more time with my internal monologue of why I am doing what I am doing. But I think what is important is not how you approach your job, but the final work product. However you get there, you want your work to be high quality and to satisfy your clients.

What skills do you feel are most important for success in the legal profession?

Thoughtfulness and trust. Giving good legal advice can vary depending on who your client is. I think you have to understand your client and be able to thoughtfully tailor your recommendation to their needs. You also want to deliver that good advice to a client who is listening; you need to develop a strong relationship and rapport so your clients feel comfortable reaching out, wanting to call you, and trusting and listening to you.

What are the top things you think women should do to develop their careers?

I think all attorneys should focus on developing professional relationships—with their peers, with senior attorneys who can mentor them, with clients, and with prospective clients. You don't know what path your career is going to take, but the more people you know (or know you), the more options and resources you have.

What role have mentors played in your career/professional development?

I can't emphasize enough the importance of mentors. You can't do everything yourself, and it is easier to learn from the experiences of others than reinvent the wheel yourself. Mentors give you advice, perspective, and introductions. They can help you strategize, and also open doors for you to execute on your plan.

If you weren't an attorney, what might you be?

A diplomat in the foreign service!

Any final words of wisdom?

There are exciting opportunities here—don't be afraid to seek them out, and take advantage of chances to push yourself and stretch. And remember to take time for yourself.

Thought Leadership Spotlight

Women Attorneys Discuss Gender Inequity, Share Experiences During Berkeley Law Panel



On March 15, 2019, WSGR partner and board chair Katie Martin, along with firm alumna Phuong Phillips, spoke on a panel at the Nasdaq Entrepreneurial Center in San Francisco as part of a new quarterly roundtable series organized by Berkeley Center for Law and Business' Women in Business Law Initiative. Moderated by former intellectual property attorney Deborah Kang, who now leads Startup@BerkeleyLaw, the panel shared advice on how women professionals can best realize their business law goals and offered concrete guidance for climbing the corporate ladder and establishing a leadership position.

During the roundtable, the speakers discussed the fact that although the gender gap in the legal sector is shrinking, a cultural divide remains. Katie offered a clear illustration of the cultural rift between the two genders: Sometimes women are not asked to shake hands. In a setting where men are doing so, she said women should initiate handshakes with those in the room.

"Don't be shy," Katie advised. "Get involved. Participate. Look for the people doing things you're interested in and push to create mentor relationships with them. There's no downside to that. Don't sit back and wait for it to happen."

In addition, Phuong and the other speakers suggested setting time aside to focus on developing professional networks—and emphasized the necessity of doing so.

"Men are very comfortable saying to a partner, 'Oh, I'm going to get some new clients,' whereas women say, 'Is it okay if I go to this networking event?'" Phuong said. "With job searches, studies show that men will say, 'I hit 5 of these 10 [listed requirements], I'll apply.' Meanwhile women say, 'I got 9 out of 10, maybe I'm not qualified.' That has to change."

Alumni Profile: Phuong Phillips



Phuong Phillips, Chief Legal Officer, Zynga

As an undergrad majoring in communication studies with a specialization in business administration at UCLA, Phuong Phillips dreamed of becoming a broadcast journalist, the next Connie Chung. But after experiencing a late change of heart, she suddenly found herself without any job prospects just three days before graduation. Anxious to land a job—any job—she interviewed for and accepted a position as a corporate paralegal at Wilson Sonsini Goodrich & Rosati in Palo Alto after learning about the opportunity through her friend's sister, a recruiter for the firm.

Little did she know that the gig would lay the groundwork for her entire professional career. "I was able to work on amazing transactions as a paralegal between 1998 and 2000, the height of the tech boom," Phuong recalls. "It was so busy, everything was top secret, and our deals were on the front page of *The Wall Street Journal*. It was incredibly exciting. That was when my interest in law really came to fruition."

Phuong returned to UCLA for law school in 2000. As fate would have it, the economy collapsed shortly thereafter—and then came September 11. It was a difficult time to secure a law-firm associate position, but Phuong's paralegal experience at WSGR gave her a distinct advantage over her classmates.

"Most of my friends didn't get a single offer," Phuong says. "I got eight to ten. I was told, 'Look, if you can be a paralegal at WSGR for two years, you can do anything.'"

Because of the connections and support system Phuong already had in place at WSGR, it was an easy decision to return to the firm rather than try to launch a legal career elsewhere. She was a summer associate in 2002 and joined Chris Fennell and Bob Latta's group as a first-year corporate securities associate in the fall of 2003.

In this role, Phuong represented companies ranging from start-ups to multinational public corporations on issues related to corporate governance, public reporting, and securities laws. She also amassed significant transactional experience, including mergers and acquisitions, public offerings, and

"As a law-firm attorney . . . you're constantly thinking about all of the risks. . . . What I quickly learned from my CEO at SolarCity was the need to always put your business cap on"

venture and private equity financings. She was one of only a small handful of attorneys to work on Google's historic IPO and follow-on offering, as well as 3PAR's IPO.

Another highlight from her time at WSGR was serving on the firm's Hiring Committee. "I wanted to help find the next generation of amazing lawyers who don't normally fit the bill," she says. "That was important to me."

As much as Phuong played a role in helping to identify the next crop of WSGR

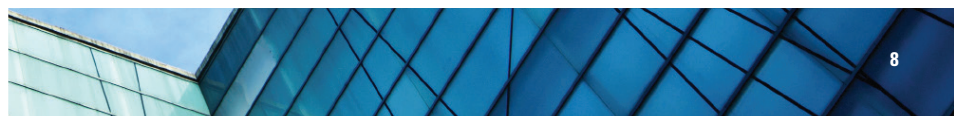
attorneys, she herself was fortunate to be mentored by several prominent corporate partners, including Chris Fennell, Steve Bernard, and Marty Korman. "Steve was really instrumental in me succeeding," she says, "and I've known Marty now for 21 years."

In 2008, Phuong began representing San Mateo, California-based clean energy company SolarCity. Three years later, the company's general counsel called to see if she'd be interested in joining their legal team, to help take them public. By then, she had been at the firm for over seven years and welcomed the opportunity to transition into an in-house role.

Phuong joined SolarCity in February 2011 as senior counsel for corporate securities and compliance, a role she held for just over a year before becoming assistant general counsel, and eventually vice president, deputy general counsel, and head of corporate and securities. According to Phuong, it initially took a few months to shift her mindset to that of an in-house legal practitioner.

"As a law-firm attorney, you're used to giving the most dire news possible—if you're going to do this, you're going to likely have to do this, this, and this," Phuong explains. "You're constantly thinking about all the risks without really needing to understand the costs associated with those risks. What I quickly learned from my CEO at SolarCity was the need to always put your business cap on. I think I've been really successful following that advice."

Phuong joined SolarCity as its fifth attorney and helped grow the legal department to 75 individuals. Among her many early responsibilities, she served as internal lead for the company's complex, year-long pre-IPO process, which culminated in the company's \$92 million IPO in December 2012. Later, she advised senior executives and the board of directors regarding ongoing public



company matters; managed and advised on corporate acquisitions, including international acquisitions in Mexico and China; managed and oversaw all stock administration functions; and worked on first-of-their-kind solar asset securitization financings, debt financings, and convertible note financings that raised hundreds of millions of dollars.

When Tesla acquired SolarCity in 2016, Phuong was the lead SolarCity negotiator, as well as the key business contact for Tesla and the SolarCity board, special committee, and executives. She was also associate general counsel for Tesla, managing the post-acquisition integrations of SolarCity and Grohmann Engineering and serving as the company's lead M&A attorney. By that point, she felt ready for a general counsel role because she had essentially served in that capacity throughout the transition. The difficult part was deciding what her next move would be.

"When I decided it was time to leave Tesla, I was fortunate to have several job offers to consider," Phuong recalls. "To be honest, Zynga wasn't even part of the picture, but a recruiter reached out and said, 'Hey, we think you'd be the perfect fit.' My immediate response was, 'I thought Zynga was dead.' I continued to say no, but my husband persuaded me to talk to them. So I went and met with the management team, and absolutely understood their passion for gaming and for engineering a turnaround. And the truth is, Marty Korman and Steve Bernard were very excited about the opportunity and encouraged me to consider the role. They both had a relationship with the Zynga CEO and truly believed in the management team."

Ultimately, there were three factors that led Phuong to become chief legal officer of leading social gaming developer Zynga in September 2017. The first was that four of the company's eight board members are women. "I had the opportunity to meet with them, and they were ecstatic about supporting me as a first-time woman GC for

a publicly traded company," she says. "They knew this was a step up from my previous role and wanted to give me that opportunity. I'm very grateful for that."

Second, when she was asked by CEO Frank Gibeau about the legacy she wanted to leave by working at Zynga, she told him she was committed to increasing diversity and inclusion within the company so that its employee base would look more similar to its customer base, which is 60 percent women.

And finally, Phuong had a few key questions she considered when mulling over this latest career move: "One was, do I understand the product? If I do, the second is, would I become a customer of the product? And the third and most important one to me was, will my daughters be proud of my job? When we sat down as a family to make a decision, the

"Success is different for everyone, so try not to compare yourself to others. That's something I live by."

girls were very adamant that there was only one that would satisfy all three, and it was Zynga."

As Zynga's chief legal officer, Phuong oversees all legal affairs and government relations for the company. She is the executive sponsor of Women at Zynga, an employee-led resource group spanning seven countries that supports the empowerment and growth of women through such offerings as leadership coaching, mentorship, training, and speaking opportunities. "It's one of the things I'm most proud of at Zynga," she says.

Outside of work, Phuong serves as a board member of the California Minority Counsel Program (CMCP), a nonprofit that promotes diversity in the legal profession by providing

attorneys of color, and women in particular, with access and opportunity for business and professional development, and as director of operations for The Straubel Foundation, a charitable organization started by the co-founder of Tesla that is focused on global sustainability, education, and science.

Over the course of her career, Phuong has a clear track record of upholding and promoting the ideals of diversity and empowerment of women in the workplace—something that is especially important to her as a mother of two girls, Caitlin, 13, and Haley, 11. She spends what little free time she has with her family—including husband Alex, a fellow attorney whom she met 21 years ago at WSGR during her early years as a corporate paralegal—and confesses she loves working out, dancing, and reading as well. Her secret? "I don't sleep," she laughs. "No sleep is part of the repertoire."

When asked if she has any career advice to offer aspiring attorneys, Phuong is more than happy to share a few words of wisdom. "Success is different for everyone, so try not to compare yourself to others," she says. "That's something I live by."

For women in particular, Phuong adds the following: "Network. Be a good listener—more people will approach you. And always pay it forward. If you are able to help other women, I guarantee other women will help you. That's what I feel my success stems from—having the opportunity to help others. Pay it forward, every single time."



WSGR Active in Law School Women's Programs and Events

- In February 2018, the firm participated in a **"Women in Law Panel"** hosted by the **King Hall Women's Law Association** at the **University of California, Davis**. The panel was primarily focused on the struggles women continue to face in the legal field, along with ways we can solve those problems. WSGR Of Counsel **Melinda Douglass** participated on the firm's behalf.
- Also in February 2018, WSGR participated in **"Building Women Up,"** a "shark tank"-style pitch competition to advance women in law and business jointly organized by the **Boalt Hall Women's Association** and the **Haas School of Business' Women in Leadership (WIL)**. The event brought together teams of four to five students from Berkeley Law, Berkeley Haas School of Business, and other law schools and business schools in the Bay Area; attorneys; and business professionals to create and pitch actionable tools for gender equity in leadership. WSGR partner **Lauren Lichtblau** participated on the firm's behalf.
- In April 2018, female law students from Stanford Law School and Santa Clara Law came together to discuss gender issues in the legal profession. Hosted by **WSGR** and **Women of Stanford Law**, the event kicked off with a welcome by **Katie Martin** and followed with roundtable discussions that focused on mentorship opportunities, influencing firm policy to improve the work environment for women, and how to overcome unconscious bias and behaviors. The event concluded with a reception where students and attorneys were able to mingle.
- Throughout 2018, WSGR participated in the **Women in Business Law Mentorship Program**, which is jointly organized by the **Berkeley Center for Law and Business (BCLB)**, the **Women of Berkeley Law**, **Women of Color Collective**, and the **Berkeley Business Law Journal**. Associates and UC Berkeley Law School alumnae **Dennise Martinez**, **Tracy Sevush**, **Jini Chatterjee**, and **Erin Malone-Shkurkin** were mentors for the program, which matches first-year law students interested in business law with female associates from BCLB partner firms and provides junior female attorneys the opportunity to develop relationships with law degree candidates who are interested in learning more about the legal industry. The firm is also participating in the 2019 mentorship program, with WSGR associates **Dani Glazer**, **Nayha Lang**, **Anna Mascoli**, **Brianna Murray**, and **Maureen Howard** serving as mentors.

Firm Hosts 2019 Women in Life Sciences Event

On January 6, 2019, Wilson Sonsini Goodrich & Rosati held its annual Women in Life Sciences Reception at Hotel Bijou in San Francisco. The lively, invitation-only networking event—which was attended by more than 125 women leaders in the life sciences industry—featured special guest Una Ryan. A scientist, entrepreneur, and investor by profession, and an artist in her personal life, Una beautifully demonstrates the integration of science, art, and technology through her creative abilities. During the reception, she presented and discussed some of her artwork that incorporates her life sciences background, including visuals of living cells at the submicroscopic level.

The gathering was coordinated by WSGR partners Farah Gerdes, Donna Petkanics, and Maya Skubatch, who gave a brief welcome once the event was underway.

The event preceded the firm's Biotech Reception at the San Francisco Museum of Modern Art on January 9. Both gatherings took place in conjunction with the 37th annual J.P. Morgan Healthcare Conference.



Women's Initiative Task Force Hosts Events for Female Attorneys



The WSGR Women's Initiative Task Force, a subcommittee of the firm's Associates Committee, organized a series of events during 2018 and early 2019 for women attorneys to give them additional opportunities to network with colleagues in other practices and/or offices, as well as the chance to meet clients and WSGR alumni. Women's Initiative Task Force events from the past year included the following:

- Organized an **event in Palo Alto on the power of peer support to advance women**, which included a presentation by **Katie Miserany**, then head of marketing at LeanIn.Org and former member of WSGR's marketing department, who shared key results from a "Women in the Workplace" report by LeanIn.Org and McKinsey & Company. Katie discussed how women can improve these results, such as supporting each other by creating **Lean In Circles**. Attendees broke into small groups to discuss questions that help form bonds and identify goals. (February 2018)

- Organized a **panel discussion** led by a group of women partners who discussed the topic "What I Wish I Knew as a Summer Associate." WSGR partners **Shannon Delahaye**, **Katherine Henderson**, **Kathy Ku**, and **Myra Sutanto Shen** provided valuable insights to WSGR associates and summer associates on topics that included the unique challenges and opportunities facing female attorneys and how to benefit from mentorship, add value, and establish a work-life balance. (June 2018)

- Hosted a **succulent terrarium workshop** for its women attorneys and 2018 summer associates, which included an educational plant talk led by floral design studio Flourish. The attendees learned tips and tricks to care for succulents and designed their own terrarium to take home. (June 2018)

- The **Seattle office** organized an **informal dinner** at Westward Seattle, which included snacking on oysters

around an outdoor fire pit overlooking Lake Union. (September 2018)

- The **Los Angeles office** hosted a **Paint Night** event (pictured), during which women associates gathered to share wine and hors d'oeuvres while painting their own renditions of Claude Monet's famous water lilies. (February 2019)

Separate from the Women's Initiative Task Force, in January 2019, the Associates Committee hosted a coed private screening of the film *On the Basis of Sex* for all attorneys in the firm's Northern California offices. The film follows a young lawyer, Ruth Bader Ginsburg, as she works with her husband to bring gender discrimination issues to the federal courts.

WSGR Women Attorneys Earn Top Honors

Several women attorneys at Wilson Sonsini Goodrich & Rosati were recognized by outside sources since the publication of last year's newsletter, including the following:

- **Susan Creighton Honored as a Top Woman Lawyer**

In the 2018 edition of *Washington DC Super Lawyers*, Susan was recognized as one of the top 50 women lawyers in Washington, D.C.

- **Katie Martin Recognized by *Daily Journal*, *San Francisco Business Times***

In May 2018, Katie Martin was named among California's top women lawyers by the *Daily Journal*. Katie was recognized for her role as a lead attorney in the high-profile acquisition of Brocade by Broadcom for \$5.9 billion. She acted as legal counsel to Lyft for its \$1 billion Series H round of financing and was a lead lawyer for the underwriting syndicate that took Stitch Fix Inc. public in November 2018.

In addition, Katie was recognized by the *San Francisco Business Times* as one of

the "Most Influential Women in Bay Area Business" for 2018. These women, the publication wrote, all share a passion for what they do and are leaders in their organizations and communities.

- **Carrie Kibler Named Among Next Generation Women Leaders in Tech Law**

In November 2018, *The Recorder* named Of Counsel Carrie Kibler one of the year's "Next Generation Leaders," recognizing her role in advising Generate Capital in a landmark \$200 million investment, allowing the company to continue building renewable energy, energy efficiency, waste, agriculture, and water projects. It was the first time *The Recorder* recognized a group of "next generation leaders," or women in their first 10 years of practice who have shown promise as leaders in law and technology.

- **Jennifer McGrew Featured in *The Journal of Law and Technology at Texas***

In January 2019, Austin-based technology transactions associate Jennifer

McGrew was profiled by *The Journal of Law and Technology at Texas* as part of the publication's "Technology Lawyer Highlight" feature. Among other topics, the profile addressed Jennifer's previous work experience in various technological industries, the difference between technology transfers and other transactions, and the nuances of international technology transactions. Jennifer also offered advice for those interested in pursuing a career in technology law.

- **Jamillia Ferris Recognized as an Emerging Woman Leader in Private Practice**

In March 2019, *DCA Live* recognized antitrust partner Jamillia Ferris as one of its "Emerging Women Leaders in Private Practice" for 2019. Jamillia was recognized as part of a leading group of women lawyers in the Washington, D.C., region who strengthen their firms and broaden the legal community.

THE **RECORDER**



**SAN FRANCISCO
BUSINESS TIMES**

Daily Journal

Keeping Up with Alumnae

The following Wilson Sonsini Goodrich & Rosati alumnae started the new positions below within the past three years:

Aparna Bawa

General Counsel
Zoom Video Communications

Deanna Butler

Associate General Counsel
Grand Rounds

Cassandra Cameron

Faculty
Rutgers University

Elizabeth Cheever

Vice President of Corporate Development
Keysight Technology

Michele Connors

Assistant General Counsel
Cirrus Logic

Irina Dardik

Senior Counsel
Credit Karma

Kate Fern

Director of Legal Affairs
Bertelsmann

Stacey (Prochaska) Giamalis

Senior Vice President and Chief Legal Officer
PagerDuty

Kiki Haar

General Counsel
Sumo Logic

Ava Hahn

Executive Vice President, General Counsel, and Corporate Secretary
CA Technology

Sasha Hahn

Director of Legal and Corporate
ServiceNow

Neta Hamou

Senior Corporate Counsel
Checkr

Sara Harrington

Vice President of Legal (Privacy, Product, and IP)
Chan Zuckerberg Initiative

Monika Jedrzejowska

Chief Privacy Officer
Hearst

Jenn Kercher

Chief Operating Officer and General Counsel
Section 32

Kelley Kinney

Director of Ethics and Compliance
Lam Research

Cynthia Ladd

General Counsel
MyoKardia

Ira Lam

General Counsel
Forte Labs

Olga Mack

Vice President of Strategy
Quantstamp

Laura Malinasky

Chief Legal and People Officer
Planet Labs

Anavelys Ortiz-Suárez

Assistant General Counsel
Bellicum Pharmaceuticals

Hillary Schroeder

Senior Counsel of Trademarks
JUUL

Jeanna Steele

General Counsel
Sunrun

Dawn Smith

President and Chief Operating Officer
Cologix

Margo Smith

Chief Legal Officer
Snowflake Computing

Lisa Wakida

Senior Corporate Counsel
Apptio

Jenny Yeh

Vice President and General Counsel
Ooma

Kathy Zhu

Senior Counsel, Head of Commercial
DoorDash

Meet Our Women Partners



Josephine Aiello LeBeau
Regulatory and Compliance
Washington, D.C.



Wendy Devine
IP Litigation
San Francisco



Olivia Kim
IP Litigation
Los Angeles



Megan Baier
Corporate
New York



Vera Elson
IP Litigation
Palo Alto



Tonia Ouellette Klausner
Litigation
New York



Colleen Bal
IP Litigation
San Francisco



Jamillia Ferris
Antitrust
Washington, D.C.



Jennifer Knapp
Corporate
Palo Alto



Miranda Biven
Technology Transactions
San Diego/Palo Alto



Beth George
Privacy and Cybersecurity
San Francisco



Katherine H. Ku
Corporate
Los Angeles



M. Madeleine Boshart
Employee Benefits and
Compensation
San Francisco



Farah Gerdes
Technology Transactions
Boston



Lauren Lichtblau
Corporate
Palo Alto



Zhan Chen
Corporate
Shanghai/Hong Kong



Katherine Henderson
Litigation
San Francisco/New York



Nina (Nicki) Locker
Securities Litigation
Palo Alto



Susan Creighton
Antitrust
Washington, D.C.



Melissa Hollatz
Corporate
Palo Alto



Jessica Margolis
Litigation
New York



Becki DeGraw
Corporate
SOMA



Charlotte Kim
Corporate Finance
New York



Eileen Marshall
Tax
Washington, D.C.



Shannon Delahaye
Corporate
Palo Alto

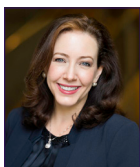


Jeana Kim
Corporate
Seattle



Katharine (Katie) Martin
Corporate
Palo Alto

Profiles



Catherine Moreno
Securities Litigation
Palo Alto



Dan Ouyang
Corporate
Beijing/Hong Kong



Lydia Parnes
Privacy and Cybersecurity
Washington, D.C.



Donna Petkanics
Corporate
Palo Alto



Sabrina Poulos
Patents and Innovations
Austin



Maura Rees
IP Litigation
Palo Alto



Julia Reigel
Corporate
Palo Alto



Susan Reinstra
Real Estate
Palo Alto



Kathleen Rothman
Corporate
Palo Alto



Tracy Rubin
Technology Transactions
Palo Alto



Manja Sachet
Technology Transactions
Seattle



Amy Simmerman
Corporate
Wilmington



Maya Skubatch
Patents and Innovations
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Allison Berry Spinner
Corporate
Palo Alto



Nicole Stafford
IP Litigation
Austin



Lisa Stimmell
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Palo Alto



Myra Sutanto Shen
Tax
Palo Alto



Marina Tsatalis
Employment Law
New York/Palo Alto



Michelle Wallin
Employee Benefits and Compensation
Palo Alto



Wendy Huang Waszmer
Antitrust
New York



Lianna Whittleton
Corporate
Palo Alto



Lucy Yen
Litigation
New York



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