

# WIN

Women's Initiative Network

Reach.  
Advance.  
Succeed.

WINTER 2006

## Welcome

On behalf of the firm and the Women's Initiative Network Committee, we welcome you to the second edition of the WIN newsletter. We are thrilled with the feedback we received from the launch of our first newsletter as well as the momentum and progress of our women's initiative program.

This edition of WIN will introduce you to the remarkable women we are fortunate to have in our partnership—including four accomplished women who joined the partnership in February. We're also very pleased to highlight the return of corporate and securities expert Carmen Chang to the firm.

Thank you for your enthusiasm, feedback, and support. We look forward to a terrific year of continuing progress!

*Page Mailliard*

**Page Mailliard**

Partner

WIN Committee

## WOMEN'S LEADERSHIP SERIES

Please join us for the third annual Women's Leadership Series luncheon: *Developing the Next Generation of Leaders*. **Carly Fiorina**, former chairman and chief executive officer of Hewlett-Packard, will share her insights and experience in leading one of the country's foremost technology companies.

Watch for your invitation to this special event.

**Wednesday, March 29, 2006**

**12:00 p.m. - 2:00 p.m.**

**Four Seasons Hotel, East Palo Alto, CA**

## A VERY HAPPY RETURN

It's been said that timing is everything. For Carmen Chang, her return home to Wilson Sonsini Goodrich & Rosati was indeed a matter of timing—perfect timing.

The firm, after a careful analysis of the Asian market, decided in July that it was prepared to make Carmen the offer she'd wanted: an office in Shanghai and the opportunity to build the firm's China practice. Her temporary hiatus—a two-year stint with Wall Street firm Shearman & Sterling—had been motivated mainly by her need for a China platform to support her increasing transactions abroad.

"I grew up at Wilson," Carmen noted. "I only left because I wanted to do more in China. Now that the firm has committed to expanding its business and offering broader services in China, it's very exciting."

Today, having taken up the reins of the China practice, Carmen is spearheading expansion in the Asian region, working closely with Don Williams, who is overseeing the Shanghai office opening, and Lucas Chang, who, as the firm's chief representative in China, already has made significant inroads in the country. As a corporate securities expert, Carmen has broad experience in representing public and private technology companies and financial institutions in public offerings, mergers and acquisitions, joint ventures, financings, and many other types of transactions in the United States and abroad. This technology background combined with a unique knowledge of the Chinese business environment make her the perfect person to lead the firm's official foray into China.

"Carmen is a proven commodity," said Chief Executive Officer John Roos. "She has that unique combination of assets. Not only is she an outstanding corporate attorney, but she possesses a knowledge of the Chinese market and culture along with the business development and people skills to make everything come together seamlessly."

In leaving Shearman & Sterling, Carmen not only brought her entire team with her to Wilson Sonsini Goodrich & Rosati, but she was able to bring on board her enviable roster of clients, including Semiconductor Manufacturing International Corporation of Shanghai, UTStarcom, Spreadtrum Communications, and Alchip Technologies Limited.

"With my team intact, everything has been going very well. It's been an extremely smooth transition and, for ninety-nine percent of my clients, nothing has really changed," she pointed out. "Our current focus is on ramping up. We're spending considerable time on recruiting and training."

*Continued on page 3...*



# WOMEN'S INITIATIVE COMMITTEE

## Members

### Suzanne Y. Bell

Palo Alto  
Intellectual Property

### Boris Feldman

Palo Alto  
Litigation

### Catherine S. Kirkman

Palo Alto  
Intellectual Property

### Page Mailliard

Palo Alto  
Corporate

### Donna M. Petkanics

Palo Alto  
Corporate

## Associates

### Kristen Dumont

Litigation  
Co-chair, Women's Task Force

### Carolynn Jones Levy

Corporate  
Co-chair, Women's Task Force

### Tess Norton

Litigation

### Anie Roche

Intellection Property

### Olga A. Tkachenko

Litigation  
Co-chair, Women's Task Force

## Professional Staff

### Debbie Byron

Vice President, Administration

### Courtney Dorman

Chief Marketing Officer

### Stacey Layzell

Director, Human Resources

### Tasha Newton

Business Analyst

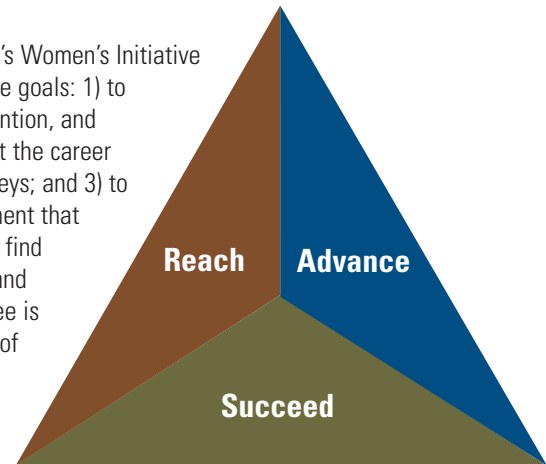
### Carol Timm

Director, Attorney Recruiting and Retention

## Program News

### WIN MODEL

Wilson Sonsini Goodrich & Rosati's Women's Initiative Network (WIN) encompasses three 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. The WIN Committee is developing specific goals in each of these areas for 2006.



#### Reach

##### Recruiting and Building Community

The firm reaches out to women with wide-ranging recruiting efforts and programs that build community among attorneys both within and outside the firm.

#### Advance

##### Career Planning and Flexibility & Choice

Wilson Sonsini Goodrich & Rosati understands that, in order to advance their careers, attorneys need access to career planning tools as well as flexibility and choice.

#### Succeed

##### Business Development and Leadership

The firm helps women succeed by providing outstanding business development and leadership opportunities.

## CATALYST CEO SUMMIT

Wilson Sonsini Goodrich & Rosati Chief Executive Officer (CEO) John Roos took part in the Catalyst **CEO Summit: Inspiring Action, Leading Change** on November 9, 2005, in San Francisco, California. The inaugural event drew twenty-nine CEOs and more than fifty other senior executives from Fortune 1000 companies. Feedback from the sessions will be used to develop action plans for Catalyst's new gender diversity initiatives. "The discussions focused on many of the same issues that we address internally at the firm—namely, expanding women's opportunities and strengthening their networks," John said. WIN Committee members and firm partners Page Mailliard, Cathy Kirkman, and Donna Petkanics joined John at the event.

### WELCOME OUR NEWLY ELECTED WOMEN PARTNERS



#### **Julie Holloway**

Palo Alto  
IP Litigation

Julie is on the front lines in today's patent wars. She has

litigated a number of patent infringement cases in district court and has brought several cases before the International Trade Commission (ITC). Early on in her career, as a second-year associate, Julie took major responsibility in a "bet the company" ITC case for a small technology start-up. Her work helped the company take on key adversaries and win. In addition to her litigation practice, Julie serves on the Hiring Committee. She received her J.D. from the University of California, Boalt Hall School of Law in 1998.



#### **Julia Reigel**

Palo Alto  
Corporate

Since joining the firm in 1996, Julia has built a solid

reputation as a savvy negotiator. She has negotiated and documented more than twenty public and private company buy-

and sell-side acquisition transactions, including three transactions valued at more than \$1 billion each. Julie takes great pride in making sure her clients receive the highest level of support and responsiveness. In turn, her clients rely on her as a creative, results-oriented advocate. Julie received her J.D. from Stanford Law School in 1996.



#### **Allison Spinner**

Palo Alto  
Corporate

Allison is celebrating her eighth year at Wilson Sonsini

Goodrich & Rosati, having joined the firm initially as a summer associate. She has built a successful corporate practice over the years and works with a variety of public and private companies, VC firms, and leading investment banks. She is also spearheading the firm's business development efforts in Israel. Allison is active on the Hiring Committee and the Women's Task Force. She received her J.D. from Columbia University Law School in 1996.



#### **Nicole W. Stafford**

Austin  
IP Litigation

Nicole has a proven track record for

handling complex technology cases. From state-of-the-art biomedical devices to elaborate computer applications, Nicole plays a vital role in patent litigation related to today's leading technologies. She is currently representing biotech leader Amgen in a case involving its pharmaceutical treatment for rheumatoid arthritis, which is a major advancement in the fight against that disease. Nicole received her J.D. from the University of Texas School of Law in 1997. She also holds a Ph.D. in chemistry from Texas A&M University and an M.S. in chemistry from Harvard University.

### A VERY HAPPY RETURN *(continued from page 1)*

In addition to her China practice responsibilities, Carmen now holds a seat on the firm's Policy Committee—and thus a voice in the firm's direction. She hopes this position will help her to push the firm and her team further in the competitive Chinese market.

"In China, a relationship-based business plan is essential," explained Carmen. "I think it's important to note that in cultivating client relationships, it's different for a woman than a man in this business. I certainly never suffered

because of my gender, but I do think I had to work a bit harder *initially* to prove myself a competent and capable attorney. Establishing expertise is certainly a key to success with clients—in the United States and abroad.

"Along those same lines," she added, "I feel that being a woman also has been a benefit to me in my career. Many women seem to have an innate sensitivity that enables them to make people comfortable, to put them at ease. That's certainly important in building good relations,

especially in a culture like China's, which prizes cordial personal relationships as part of business dealings."

The firm applied in November 2005 for a license to open an office in China and hopes to open its doors in Shanghai by the summer of 2006. That won't be too soon for Carmen, who said, "Having an office to call our own will give tremendous credibility to our China practice and truly signals the firm's commitment to the region."

## Feature

# TAKING ATTORNEY RECRUITING TO THE NEXT LEVEL: NEW, MORE COMPREHENSIVE FOCUS LOOKS BEYOND HIRING—TO ATTORNEY CAREERS



Wilson Sonsini Goodrich & Rosati has long understood that attorney recruiting and retention are inextricably linked—and vital to its continued

success. Recently, the firm has taken steps to expand its efforts in these areas, and new initiatives—including career development and counseling, diversity, improved communications, and a focus on work/life integration—are intended to take the firm's recruitment and retention efforts to the next level.

As part of this strategy, in September 2005 the firm announced plans to merge the Attorney Recruiting department with its internal attorney-retention efforts. Carol Timm (pictured above) was

promoted to director of recruiting and retention, a new role at the firm. Previously, Carol was a senior corporate associate and had been very active in attorney recruiting.

In her new role, Carol manages the Attorney Recruiting group and the Career Services Center. She also serves as a liaison among internal groups that focus on recruiting and retention, such as the Hiring Committee, the Associates Committee, and the training/professional development department. Her job is to keep all groups thinking long-term. "What I bring to the table is a focus on tomorrow's attorney," Carol explained. "It's my job to make sure our initiatives will be on target today as well as in the years to come."

Law school students are particularly focused on the firm's career development

efforts: they zero in on programs related to professional development, mentoring, and flexible work policies. These programs have been expanding at Wilson Sonsini Goodrich & Rosati: already, Carol's group has introduced a new formal mentoring program for first-year associates as well as focused career guidance for sixth-year associates.

Carol also oversees the firm's diversity programs, including the women's initiatives. "My work with the women of the firm began as a grassroots effort with a group of talented female associates who were hoping to make a career with the firm," she said. "That group has been strengthened by the efforts of the Women's Initiative Network, which is led by our women partners and executives. This two-pronged effort, focusing on the support and advancement of women, has worked tremendously well for us."

## Associate Life

### Laura Merritt



**Laura Merritt**  
Austin  
Employment  
Litigation

While building a successful litigation practice, senior associate

Laura Merritt has been active in her local community. Laura tells us about her community service and shares her thoughts on women and professional development.

**Tell us about your professional activities and your pro bono service.**

I really enjoy this aspect of my career.

I'm president of the Austin Young Lawyers Association and am very active in the Travis County Women Lawyers Association. Currently, I'm receiving pro bono projects through a wonderful organization called the Texas C-BAR (the Texas Community Building with Attorney Resources). This program gives me the opportunity to break away from traditional litigation while still using my business law experience in a new and meaningful way. Some of my most recent projects have centered on childcare advocacy and AIDS services.

**Describe Wilson Sonsini Goodrich & Rosati's commitment to pro bono.**

It's the best of both worlds. Attorneys with a passion for something, who know

what they want to do, will find that they can get a lot of support. My passion for serving my local community is important to me, and I believe that it's important to the firm, too. On the other hand, for those who are less sure about what type of pro bono projects they'd like to work on, we'll help them figure it out. We have the behind-the-scenes resources and the leadership from experienced attorneys to make those connections.

**What do you see on the horizon for women and professional development?**

Two topics will continue to be front and center: the path to partnership and flexible work policies. I think Wilson Sonsini Goodrich & Rosati is making

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MEET OUR WOMEN PARTNERS



**Colleen Bal**  
Palo Alto  
IP Litigation

Colleen specializes in intellectual property litigation and complex commercial litigation for technology companies. She serves on the firm's Associate Career Development Committee.



**Suzanne Y. Bell**  
Palo Alto  
Technology  
Transactions

Suzanne's practice focuses on technology and intellectual property transactions for a wide range of companies. She is a co-manager of the firm's technology transactions practice and serves as co-chair of the Nominating Committee.



**Carmen Chang**  
Palo Alto  
Corporate Law and  
Governance

Carmen leads the firm's China practice and also 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.



**Cynthia Ann 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.



**Ellen H. Ehrenpreis**  
Palo Alto  
Securities Litigation

Ellen practices primarily in the areas of securities and commercial litigation. She has also handled a wide range of cases involving intellectual property, antitrust, constitutional, and white collar criminal law.



**Sara Duval  
Harrington**  
Palo Alto  
Technology  
Transactions

Sara focuses on counseling companies that are involved in the development, distribution, and acquisition of technology. She is a co-chair of the firm's Associate Hiring Committee.



**Catherine S.  
Kirkman**  
Palo Alto  
Technology  
Transactions

Catherine's practice focuses on media, copyright, and Internet law, with an emphasis on counseling, licensing, and commercial transactions. Her background is unique in Silicon

Valley, having previously practiced at an entertainment law firm in Los Angeles. She serves on the firm's Nominating and Education Committees.



**Meredith E. Kotler**  
New York  
Litigation

Meredith's practice focuses on commercial and securities litigation, government and internal investigations, and appellate work. She previously served as an assistant U.S. attorney in the Southern District of New York.



**Nina (Nicki) Locker**  
Palo Alto  
Securities Litigation

Nicki has represented companies and their officers and directors in more than 50 shareholder class actions and derivative suits throughout the United States. She serves on the firm's Policy and Member Compensation Committees.



**F.T. Alexandra  
Mahaney**  
San Diego  
Intellectual Property  
Litigation

Alexandra practices in the area of intellectual property litigation and has been trial counsel on numerous patent cases in the life sciences field and other technological fields. She joined the firm, opening the San Diego office, in 2004.

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## MEET OUR WOMEN PARTNERS



**Page Mailliard**  
Palo Alto  
Corporate Finance

Page's practice focuses on public and private emerging

growth companies across a range of industries, including information technology infrastructures, telecommunications, software, e-commerce, and life sciences. She serves on the firm's Policy Committee.



**Stacy B. Margolies**  
Palo Alto  
IP Litigation

Stacy's practice focuses primarily on patent litigation and

has included actions pending before the International Trade Commission and federal district courts. She serves on the firm's Associate Hiring Committee.



**Eileen Marshall**  
Reston  
Tax

Eileen's tax practice includes public and private mergers,

acquisitions, and divestitures, including spin-offs. She also advises clients on partnership tax issues and on tax issues in connection with public and private equity and debt financings and restructurings.



**Katharine A. Martin**  
Palo Alto  
Corporate Law and Governance

Katharine represents public companies in

all aspects of corporate and securities law. She is the leader of the firm's Business Law Department and serves on

four firm committees, including the Policy Committee and the WSGR Foundation.



**Peri Nielsen**  
Palo Alto  
Securities Litigation

Peri practices primarily in the areas of commercial and securities litigation. She has defended clients in class actions, derivative lawsuits, internal investigations, SEC proceedings, and other litigation and arbitrations.



**Vicki G. Norton**  
San Diego  
Intellectual Property

Vicki focuses on biotechnology litigation and IP

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



**Jennifer A. Ochs**  
Palo Alto  
IP Litigation

Jennifer serves a wide range of technology companies in both IP litigation

and IP counseling. Her litigation practice focuses on patent infringement, copyright misappropriation, and trade secret misappropriation cases. She serves on the firm's Associate Career Development Committee.



**Donna M. Petkanics**  
Palo Alto  
Corporate Law

Donna is chair of the firm's Operations Committee, a member

of the firm's Executive Committee, and a member of the WSGR Foundation board. Her practice focuses on growth companies, with an emphasis on corporate and securities issues. She represents companies across a broad range of industries.



**Maura Rees**  
Palo Alto  
IP Litigation

Maura's practice focuses on commercial and

intellectual property litigation and has included issues such as patent infringement, the Sherman Antitrust Act, and securities fraud. She is a co-chair of the firm's Education Committee and serves on the Associate Hiring Committee.



**Susan P. Reinstra**  
Palo Alto  
Real Estate & Environmental

Susan's focus is on real estate

transactional law, including acquisitions and dispositions, financing, construction, leasing, and subleasing. She serves on the firm's Associate Career Development Committee.

## MEET OUR WOMEN PARTNERS



**Kathleen D. Rothman**  
Palo Alto  
Corporate Finance

Kathleen specializes in debt financing transactions, including secured and unsecured loans, bridge loans, and convertible debt. She serves on the Associate Career Development, Technology, and Associate Hiring Committees.



**Elizabeth M. Saunders**  
San Francisco  
IP Litigation

Elizabeth focuses on intellectual property litigation—including trade secret, patent, copyright, and antitrust lawsuits and counseling—and handles commercial business disputes and securities cases. She is a co-chair of the firm's Associate Career Development Committee.



**Stephanie L. Sharron**  
Palo Alto  
Technology  
Transactions

Stephanie specializes in corporate partnering and outsourcing transactions. Her clients range from start-ups through the Fortune 50 and include companies within the software, semiconductor, life sciences, retail, and other industries. She serves on the firm's Associate Career Development Committee.



**Debra S. Summers**  
Palo Alto  
Real Estate &  
Environmental

Debra provides legal counsel to Silicon Valley's leading technology and growth companies with respect to their real estate and environmental matters. She is chair of the firm's Real Estate & Environmental group.



**Marina C. Tsatalis**  
New York/Palo Alto  
Employment Law

Marina specializes in employment law, with an emphasis on litigation matters. She has extensive experience serving as lead trial counsel and has successfully litigated a broad spectrum of cases in state and federal courts. She serves on the Associate Career Development and Associate Hiring Committees.



**Ann Yvonne Walker**  
Palo Alto  
Corporate Law and  
Governance

Ann specializes in corporate and securities law, with a particular emphasis on public company disclosure obligations and SEC compliance issues. Ann, who is very active in bar association activities, is a former chair of the California State Bar Business Law Section and a former member of the Council of the ABA Business Law Section. She serves on the firm's Opinion Advisory and Education Committees.



**Michelle Whipkey Edwards**  
Palo Alto  
Corporate Finance

Michelle's expertise covers a broad range of general corporate and transactional matters, including mergers and acquisitions, public offerings, and venture capital financings.

### LAURA MERRITT *(continued from page 4)*

progress on both. For starters, the path to partnership is becoming less mysterious because we do a better job at reaching out to mid-level associates about the process. Back in November [when new partners were announced], we invited each of the new women members to talk about their career paths, the choices they made, and how they navigated work/life integration. I predict that women associates will keep this type of dialogue going. The other topic on the radar is flexible work options. The part-time policy is often a topic of conversation, and we continually look for ways to promote that policy and help associates and partners in implementing it.

## Women on the Move

- Member and Business Law Department Leader **Katharine A. Martin** was named one of five finalists for the "Women Deal Maker of the Year" award as part of the 2005 M&A Advisor Awards.
- Member **Cathy Kirkman's** blog on digital media, copyright, and Internet law—called the Silicon Valley Media Law blog ([www.svmedialaw.com](http://www.svmedialaw.com))—is now being syndicated through American Lawyer Media's [www.law.com](http://www.law.com).
- Member **Vicki G. Norton** was recognized as a "Top San Diego County Attorney" for Intellectual Property by *The San Diego Daily Transcript* in August 2005.
- Member **Suzanne Bell** addressed second-year graduate students at a new course entitled "Entrepreneurship from a Women's Perspective," which was taught at the Stanford Graduate School of Business. The class was co-developed with the Forum for Women Entrepreneurs and Executives (FWE&E), of which Suzanne is a member and serves on the National Board of Directors.
- Member and Managing Director **Donna Petkanics** hosted a "Summer Associate Dinner" at her home to welcome new summer associates and introduce them to a cross section of the firm's women partners and associates.
- Associates **Kristen Dumont**, **Carolynn Levy**, and **Olga Tkachenko** are the co-chairs of the firm's Women's Task Force starting in 2006.

## EVENTS

Wilson Sonsini Goodrich & Rosati hosted its first **Women's VC Roundtable** on December 7, 2005. Four venture capitalists offered empowering information on earning one's seat at the table and establishing credibility with clients and colleagues. Member-elect Allison Spinner moderated the event. The four panelists were: Susan Mason, general partner, OnSet Ventures; Cindy Padnos, venture partner, Outlook Ventures; Heidi Roizen, managing director, Mobius Venture Capital; and Sharon Wienbar, managing director, BA Ventures.

Women associates participated in a new pilot study: **Sales and Business Development for Women Lawyers**. The study, conducted by The Legal Sales and Service Organization (LSSO), is believed to be the first of its kind to examine these particular issues facing women attorneys today. Results will be presented at the firm in 2006.

Wilson Sonsini Goodrich & Rosati sponsored the **Women's Technology Cluster 2005 Entrepreneur Venture Conference** in November 2005.

## KEEPING UP WITH ALUMNI

**Susan Edwards**  
Corporate Counsel  
Integrated Device Technology, Inc.

**Nicole Fortune**  
Corporate Patent Counsel  
Chiron

**Joilene W. Grove**  
Program Director  
Foundation of the State Bar of California

**Kathleen Hamm**  
Managing Director  
Promontory Financial Group, LLC

**Samantha Harnett**  
(formerly **Samantha Lewis**)  
Legal Counsel  
ZipRealty, Inc.

**Melissa Maccarone**  
Vice President  
Morgan Stanley DW, Inc.

**Jennifer Mathe**  
Associate General Counsel  
Freedom Communications

**Kate Merrill**  
M&A Counsel  
Intel Corp.

**Alicia Morga**  
CEO  
Consorte Media

**Usha Rodrigues**  
Assistant Professor of Law  
University of Georgia Law School

**Victoria Yeager Sawyer**  
Corporate Counsel  
Genentech

**Naomi Snyder**  
Associate General Counsel  
Mercury Interactive Corporation

**Margie To**  
Corporate Counsel  
Genentech

**Stefanie Valentini**  
Attorney  
Illumina, Inc.

**Lorelei Westin**  
Law Clerk to the Honorable  
Judge John A. Houston  
USDC, Southern District of California



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