



**Weil**

**Silicon Valley Office's**  
**Corporate**  
**Social**  
**Responsibility**  
Review

Celebrating  
**25 Years**  
of Innovation  
1991-2016

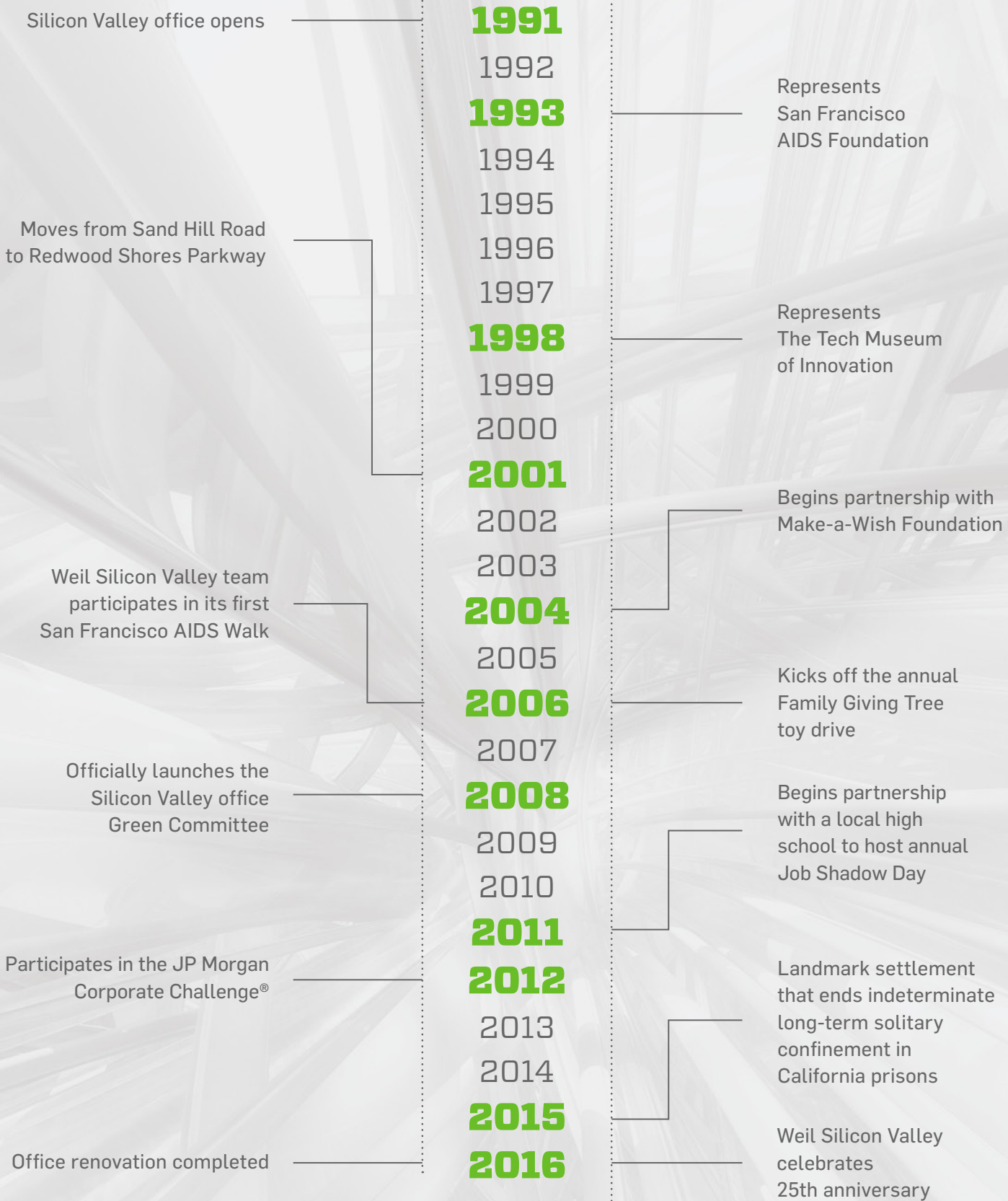




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Weil Silicon Valley  
**Timeline**

Celebrating  
**25 Years**  
of Innovation



Weil's Silicon Valley office celebrated its 25th anniversary on November 5, 2016. Since 1991, we have built one of the most impressive law firm practices on the West Coast. Our lawyers are consistently ranked at the top of their practice areas, and we represent many of the world's most successful and innovative companies and private equity funds.

An integral part of the office's culture is our dedication to the community. In the last 25 years, we have had the privilege of collaborating with local organizations that are greatly impacting the lives of our community members. From our efforts in the Pelican Bay class action that ended indeterminate, long-term solitary confinement in all California state prisons and our early work with the San Francisco AIDS Foundation to our annual partnerships with the Family Giving Tree and the Greater Bay Area Make-A-Wish Foundation, we are proud to have partnered with numerous Bay Area nonprofits.

Our lawyers, young and seasoned alike, hone their skills and grow in their own legal careers through these opportunities, and that allows us to give back to the community while at the same time gaining valuable transactional and trial experience.

To commemorate and reflect upon our 25 years in Silicon Valley, we created this corporate social responsibility (CSR) review. We invite you to learn more about the key elements that make up the Silicon Valley office's CSR initiative: Pro Bono, Community Service, Diversity & Inclusion and Sustainability.

On behalf of Weil, I would like to thank you for your support as our office has grown and evolved over the years. We look forward to many more successful and impactful years in Silicon Valley.

A handwritten signature in black ink, appearing to read 'Craig W. Adas'.

**Craig W. Adas**

Managing Partner, Silicon Valley Office

# Pro Bono

Our office's dedication to the community is deeply ingrained in our culture. Since we opened the Silicon Valley office in 1991, our lawyers have committed over 45,000 hours to pro bono. In 2015 alone, we accumulated more than 4,000 hours. We have a policy that strongly encourages each lawyer to perform at least 50 hours of pro bono a year.

Over the years, the lawyers in Silicon Valley have had the opportunity to work on matters ranging from children's rights to the Eighth Amendment rights of prisoners in solitary confinement. Our commitment to community is evident through a long-standing history of pro bono success.



**25** years

## Safeguarding Children's Welfare

Partnering with the national child advocacy group Children's Rights, a Weil team has pursued a civil rights lawsuit in Rhode Island that seeks to reform the Rhode Island foster care system. Rhode Island historically has been ranked as one of the worst states in the country in terms of the rate of maltreatment or neglect of children in state foster care. Children in the care of the Rhode Island Department of Children, Youth and Families (DCYF) face a high rate of maltreatment, unreasonable caseloads for state investigators who routinely fail to complete investigations in a timely fashion, and the lack of an adequate array of homes for children in foster care. The Rhode Island lawsuit was filed on behalf of all children who are or will be in the legal custody of the DCYF due to a report or suspicion of abuse or neglect. The action alleges violations of the children's constitutional substantive due process rights and their statutory rights to adequate case plans and foster care maintenance payments.

Since Weil undertook this representation in 2007, approximately 65 Weil lawyers and paralegals have devoted more than 3,000 hours to this litigation, making it one of the Firm's most significant pro bono litigation matters ever in terms of duration, hours contributed and potential impact.

## Pro Bono Stars

Weil attorneys and paralegals in the Silicon Valley office who worked 50 or more pro bono hours in 2015

Karen Ballack

Amanda Branch

Anne Cappella

Mei Dan

Hannah Jones

Bambo Obaro

Cristiana Blauth Oliveira

Jessica Raynor

David Singh

John Stratford

# Defending a Church Beset by Threats of Secession

Since 2005, Weil has advised and represented the Presbyterian Church (U.S.A.), a national Presbyterian denomination, on church-property matters arising from lawsuits filed by local churches seeking to leave the denomination over the PCUSA's ordination standards for clergy in same-gender relationships. Rather than following the PCUSA's process for dismissal, these churches seek to sever ties with the denomination and keep the local church property by filing suit to quiet title. State trial courts have applied the U.S. Supreme Court precedent in this area inconsistently, and Weil has counseled the PCUSA to develop and apply a consistent approach to these disputes throughout the country. As these cases reached state appellate and supreme courts – such as those of California, Georgia, Oregon and New York – Weil has represented the PCUSA as a party or as an *amicus*. The client has noted that Weil's team "dramatically altered the National Debate surrounding Church Property legal issues" and "forced the courts to develop a unified body of work." The client has praised Weil's intervention as an "unqualified success."



## Why We Prize Pro Bono Service

“ Some of the most rewarding and meaningful experiences I've had at Weil have been working on pro bono cases, which have ranged from helping a Khmer Krom monk petition for refugee status with the United Nations High Commissioner for Refugees to being part of the team behind the high-impact federal class action lawsuit on behalf of prisoners challenging the constitutionality of prolonged solitary confinement as well as taking a civil rights jury trial to verdict. In that civil rights case, the judge subsequently wrote to the Firm to thank the Weil team for the excellent representation provided to our client and to encourage the Firm's continued participation in pro bono matters. ”

**An Tran**

Associate  
Complex Commercial Litigation



“ Weil's Pro Bono Committee does a great job of informing associates of pro bono opportunities and events. One such event was The New Americans Campaign (NAC) Citizenship Workshop in September 2015, where I, alongside several other Weil team members, assisted low-income clients in organizing and completing U.S. citizenship applications. My parents went through this process many years ago, and it was extremely rewarding to assist those families in need. ”

**Luis Gonzalez**

Associate  
Technology & IP Transactions



# Securing Veterans' Survivor Benefits

A team led by **Edward Reines** successfully represented three widows of disabled veterans in their efforts to secure survivor benefits for themselves after their husbands' deaths. Despite the seemingly low stakes – about \$1,000 per widow per month – the case generated a great deal of attention, because, as all parties agreed, it involved a pure issue of statutory interpretation and the outcome was likely to affect an entire class of veterans' widows with a total benefit value of approximately \$35 million. The U.S. government brought a motion to dismiss the case, and after the Weil team's oral argument before the Court of Federal Claims, the judge noted that he might grant summary judgment for our clients. That is indeed what happened after the judge denied the government's motion in a 25-page opinion fully adopting our reading of the statute. The Weil team also represented the widows as appellees before the U.S. Court of Appeals for the Federal Circuit, which found in their favor.



**Edward Reines**  
Partner  
Patent Litigation

## Assuring Prisoners' Safety

Appointed by Judge Claudia Wilken of the U.S. District Court for the Northern District of California, our lawyers represented a prisoner at Solano State Prison who alleged that a few years earlier several prison guards at the San Francisco County Jail had assaulted him, thereby subjecting him to “unreasonable force” and violating his constitutional rights. After settlement discussions at the prison proved unsuccessful, Judge Wilken presided at a four-day trial in April 2011 that resulted in a jury verdict favorable to the accused prison guards.

In response to our efforts, the judge personally thanked the Weil team for our “excellent representation” and “vigorous” advocacy, despite the “difficult nature” of the case. The matter was referred by the Federal Pro Bono Project.

“ I am incredibly proud of the diverse array of pro bono matters on which our attorneys and staff have worked over the years – from assisting individuals in our local community seeking access to justice to working with nonprofit organizations on issues having a global impact. I am grateful to have the support and resources of Weil and our office in providing pro bono legal services to The Progeria Research Foundation (PRF) in connection with its mission to discover treatments and the cure for Hutchinson-Gilford Progeria Syndrome (a rare, fatal genetic condition characterized by an appearance of accelerated aging in children) and its aging-related disorders. My life has truly been enriched by being able to use my expertise to help PRF and, ultimately, the children with Progeria. ”

**Karen Ballack**  
Partner  
Technology  
& IP Transactions



## Why We Prize Pro Bono Service

“ Pro bono work has expanded my legal training by allowing me to practice in venues where I don't normally practice, such as state courts. It's given me the opportunity to gain experience with more practical areas of the law that impact people on a daily basis. ”

**Derek Walter**  
Counsel  
Patent Litigation



“ As a first-year, I assisted on a pro bono elder abuse case that was ultimately taken to trial. The case gave me the opportunity to speak in court as a first-year associate, and I received invaluable on-my-feet experience at an early stage in my career. ”

**Amanda Branch**  
Associate  
Patent Litigation

## Protecting a Cancer Victim from Elder Abuse

At trial, our attorneys secured justice for an elderly California woman suffering from brain cancer who was manipulated by family members into taking out a second mortgage on her home for their own financial benefit. The family members promised to pay back the proceeds from the second mortgage but refused to keep their word, despite knowing that our client was suffering from cancer and needed the money. The case, referred by the Legal Aid Society of San Mateo County, lasted more than two years as a result of delay tactics used by the defendants. Weil continued to fight for our client and ultimately took the elder abuse and breach of contract claims to trial. Our client won a complete victory in the case and was awarded \$48,800 in compensation as well as attorneys' fees. Weil was recognized with the Legal Aid Society of San Mateo County's Guardian of Justice Award, in large part because of the work on this case.

# Fighting for a Prisoner's Right of Religious Expression

Weil represented a prisoner incarcerated at the Pelican Bay State Prison in California in his fight to practice the Aztec religion, including the right to access materials on the Nahuatl language and to create religious murals and other artwork, sometimes in collaboration with other inmates. Our client's artwork and murals contained religious symbols, such as the Huelga Eagle, the Aztec Shield, and the symbol for the Aztec Calendar. The prison identified our client as a member of the Northern Structure prison gang and confiscated several murals that he tried to send to his family, because the artwork included the Huelga Eagle symbol, which is commonly associated with the gang. The prison also prevented our client from gaining access to information on the Nahuatl language. Our prisoner filed a lawsuit pro se in the U.S. District Court for the Northern District of California against several prison employees, alleging claims under the Religious Land Use and Institutionalized Persons Act, the First Amendment rights to free exercise of religion and to outgoing mail, and the due process right to possess personal property. After the suit survived summary judgment, the court appointed Weil as pro bono counsel. Under the leadership of partner **David Singh**, Weil attorneys **Jessica Raynor**, **Jevechius Bernardoni**, **John Stratford** and **Bambo Obaro** assisted in fact and expert discovery and defeated a second motion for summary judgment. Our team represented the prisoner in two settlement conferences before a magistrate judge, winning a favorable settlement for our client.

“As attorneys at an elite law firm, we enjoy extraordinary privileges. I believe that with those privileges comes the obligation to ensure that justice is accessible to the most vulnerable among us.”

**David Singh**  
Partner  
Complex Commercial  
Litigation



# Winning Asylum for a Young Victim of Abuse

Our office represented a young woman from the Mexican state of Michoacán in her successful application for asylum. The matter was referred to Weil by the San Francisco office of Lawyers' Committee for Civil Rights, a Washington-based not-for-profit organization that involves the private bar in providing legal services to address the cause of civil rights. Our client and other female members of her family were victims of repeated abuse by the client's father. In rural Michoacán such forms of abuse are common and often go unchecked by authorities. Our client's case presented a challenge because it involved domestic violence and child abuse, both of which are developing areas of asylum law. Because our client is from Mexico, an extra level of approval was required. Following the mandatory one-year waiting period after grant of asylum, the Weil team assisted our client in a successful application for permanent residency.





# **Ending Indeterminate Long-Term Solitary Confinement in California**

In September 2015, Weil served as co-counsel with the Center for Constitutional Rights (CCR) and others in reaching a landmark settlement in the federal class action *Ashker v. Governor of California* that effectively ended indeterminate, long-term solitary confinement in all California state prisons. The agreement with the state that followed the decision resulted in a dramatic reduction in the number of people in solitary across the state and a new program that could be a model for other states.



The class action was brought in 2012 on behalf of prisoners held in solitary confinement – alone in cramped, windowless cells for 22½ to 24 hours a day, oftentimes for a decade or more – at the Pelican Bay State Prison's Security Housing Unit (SHU). Prisoners were often sent to solitary confinement without any violent conduct or serious rule infractions, and all without any meaningful process for transfer out of isolation and back to the general prison population.

*Ashker* argued that California's use of prolonged solitary confinement constitutes cruel and unusual punishment and denies prisoners the right to due process protected by the Eighth Amendment. Since 2011, hundreds of prisoners in California, including the plaintiffs in the class action, fought to address the conditions and effects of long-term solitary confinement. Mental health professionals have argued that such conditions, for as little as 15 days, can cause profound suffering and long-lasting psychological damage.

The impact was immediate and the implications are vast. Only four months after the settlement, roughly 80% of the prisoners reviewed had been cleared for release into the general prison population. Ultimately, thousands of prisoners will be released from solitary confinement and strict guidelines will limit future use of solitary confinement practices in California state prisons. Specifically, it transforms California's use of solitary confinement from a status-based system to a behavior-based system – prisoners will no longer be sent to solitary based solely on gang affiliation, but rather based on serious prison infractions like violence, weapons possession or attempted escape. The ruling also limits the amount of time a prisoner can spend in solitary confinement, ensuring that virtually no prisoner will ever be continuously held in solitary for more than 10 years, and provides a two-year step-down program for transfer from solitary back into the general prison population.

Our team, led by **Anne Cappella**, consisted of more than 75 lawyers, paralegals and support staff who devoted more than 5,000 pro bono hours to this case.



“ Pro bono allows us to make a difference for our pro bono clients and make the community a better place, whether it be on a small scale with a single client or a larger scale by helping to set socially responsible policies across the country. ”

**Anne Cappella**  
Partner  
Patent Litigation



## Ashker Timeline

### December 9, 2009

Todd Ashker and Danny Troxell initiate litigation in Northern District of California

### July 1, 2011

Approximately 6,600 prisoners participate in the first Pelican Bay hunger strike, which lasts until July 20

### September 26, 2011

Hunger strike resumes

### May 31, 2012

CCR and co-counsel file amended complaint

### June 22, 2012

Weil joins efforts as co-counsel to CCR

### **Marco Perez**

*On August 6, 2016, I received my first contact visit in over 32 years when I got to the visiting room and seen all those people in there, I was really nervous because I had not been around people in years. I was standing there waiting for my visitor and I felt like I was in front of a stage about to make a speech. I really felt awkward. A sergeant came to me and told me it would be a minute. I seen my sister and her husband coming my way. I hugged her and shook her husband's hand and gave him a hug too. It had been over 32 years since I hugged my sister or had any contact with the outside world. In fact, this was the first time I met my brother-in-law. My sister, who I grew up with when we were kids, began to tear up; it was natural and normal. I held myself back from crying, it was really happening, I was before my little sister. We talk about plans for my education and we ate some junk food. I also had me a cheese chicken sandwich, ice cream, and soda. We really had a great time. Time just went too quick. My other sister wanted to come visit me too but she was not able. But they plan to come together again soon. It was a blast for me.*

*To me, the simple pleasure I most looked forward to, which I had been deprived of during my days in SHU at Pelican Bay State Prison from 1991 through 2003, was contact visits.*

### **Dolores Canales, mother of former Pelican Bay prisoner John Martinez**

*The California prisoners of Pelican Bay launched a hunger strike in July 2011, followed by several other hunger strikes over the next three years, to challenge the conditions of solitary confinement and extreme isolation. During that time, while hundreds of family members organized around the suffering of our loved ones, it was hard to imagine what it would be like for my son to be released from the SHU. After the settlement in CCR's case Ashker v. Governor of California, the vision became so real that at times I felt as if my heart would burst from hope!*

*So as I waited with anticipation for my son to enter the visiting room, I was filled with a million different emotions... and then in an instant, I watched him enter the room with no chains, shackles or handcuffs, not even a staff escort as he had when he was in the Pelican Bay Security Housing Unit. As he walked over to me with a smile, he looked so free in comparison to the years of visiting him behind glass. My eyes started to fill with tears. But as he reached out to hug me I must have had the biggest smile on my face and I was overtaken with laughter and hugs, and a moment of clarity that this was really happening, I was hugging my son for the first time in over 15 years!*

## **Ashker Timeline**

### **August 12, 2012**

Agreement to end hostilities is signed and released by men imprisoned at Pelican Bay

### **December 17, 2012**

State files motion to dismiss

### **January 17, 2013**

Legal team files opposition to motion to dismiss

### **April 9, 2013**

Judge denies State's motion to dismiss

### **May 2, 2013**

CCR and co-counsel file motion for class certification

**Ernesto Rodriguez**

*In December of 2015, I was released from solitary confinement and sent to High Desert State Prison general population in D facility. I remember the first time I went out to the main yard, it was snowing heavily. However, I began to run around the big track. As I began to run, I began to pick up the pace. Soon enough my shirt was off and I was flying, soaring around the track with all my might and speed! I was truly flying! When I finally stopped, and as I gasped for air and tried not to pass out from the lack of oxygen in my brain (High Desert has thinner air due to the high altitude), I noticed all of the inmates looking at me as if I was a mad man. What they did not fully understand was that after years of being buried alive in a concrete casket at Pelican Bay SHU, being able to run as I did, allowed me to feel as free as I've felt in years! No wire blocking the sky, no concrete walls stopping me from running as I did – I truly felt as if I was flying!*

**Pelican Bay's long-term solitary population has fallen from**

513  
to 5

**Thanks to the settlement, more than**

1,500  
prisoners  
have been transferred  
out of solitary

**The number of prisoners in indefinite solitary confinement in California has dropped by**

99%

**July 8, 2013**

Beginning of third Pelican Bay hunger strike

**June 2, 2014**

Court classifies case as an Eighth Amendment class action

**September 1, 2015**

Landmark settlement ends indeterminate solitary confinement in prisons throughout California

**January 26, 2016**

Court grants final approval of settlement agreement



# Weil **Gives** **Back**

Community service is a fundamental part of Weil's Silicon Valley office culture. Over the past 25 years, our staff and lawyers alike continue to work together to help charities reach their goals and potential. Everyone is encouraged to support community projects working with local charities and schools.

**25** years



## Make-A-Wish Foundation

Our office began contributing to Make-A-Wish Greater Bay Area in 2003. The Make-A-Wish mission is to grant the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy. This local chapter has granted nearly 8,000 Bay Area wishes since 1984.

Since 2003, we have sponsored the Make-A-Wish Greater Bay Area's "Wishes in Wine Country" benefit – one of the office's largest annual events! Friends of Weil's Silicon Valley office also participate in the fundraising efforts in beautiful Sonoma County, including the Pro-Am Croquet tournament. Our very own Managing Partner, **Craig Adas**, has taken home first place in the tournament for the last two years!



## J.P. Morgan Corporate Challenge

In 2012, our Wellness Committee started participating in the J.P. Morgan Corporate Challenge®, a 3.5-mile run benefiting local nonprofits in San Francisco. Our lawyers and staff have logged more than 150 miles over the years.

### J.P.Morgan



## American Lung Association's Fight for Air Climb

We have taken part in the American Lung Association's Fight For Air Climb in San Francisco every year since 2013 to help raise funds for research, patient education and advocacy efforts in the fight for healthier lungs and cleaner air. Our team climbed a grueling 52 flights of stairs and, in 2016, raised \$2,600 for the cause.



# Partnering with Lynbrook High School for **Job Shadow Day**

Part of our strategy is working in partnership with schools to give young people real-world insight through a day in the life of Weil. Since 2011, our office has hosted Lynbrook High School students in an all-day Job Shadow Day. Throughout, students are given the opportunity to ask a wide range of questions about careers in the legal profession. In addition to careers in law, students learn about careers in IT, accounting, HR, facilities management and business development. At the end of the day, the students participate in a hands-on mock trial, led by our attorneys. It is a fun and rewarding experience.

**Ramya Auoprem** was a sophomore at Lynbrook High in 2011 when she attended the office's Job Shadow Day. The program sparked an interest in patent litigation because of its nexus between law and technology, and she sought out an internship opportunity with Weil. For the past three summers, Ramya has found herself back at Weil as an entry-level paralegal, assisting the Patent Litigation group. She has worked hand-in-hand with associates and paralegals across the Firm to support some of the practice's most high-profile cases. Ramya has not only gained a tremendous amount of legal exposure, but has also become an important part of the Silicon Valley community.

"Everyone at Weil is receptive and welcoming. They've been patient and always willing to answer my questions. I'm really interested in pursuing law, and the people here have been more than supportive of that," Ramya said. Ramya is now a senior at the University of California at Berkeley and majors in chemical biology.



**Ramya Auoprem**

# Family Giving Tree's **Holiday Wish Drive**

Our office began partnering with Family Giving Tree in 2006. The Family Giving Tree's Holiday Wish Drive fulfills gift wishes for more than 1 million Bay Area low-income children. Attorneys and staff raise funds and purchase over 100 gifts each year to let every child know that someone is thinking of them during the holidays.



Family Giving Tree™

Bringing Hope and Joy to Those in Need

# Progeria Research Foundation

We regularly collaborate with longtime Firm pro bono client The Progeria Research Foundation, the only nonprofit organization in the world dedicated to finding a cure for Progeria. Our office has raised awareness about Progeria, a rare, fatal genetic disease that accelerates aging in children, through documentary screenings of *Life According to Sam*, which captured the life of Sam Berns, who suffered from Progeria. We even hosted a sand volleyball tournament, pitting partners against associates, to fundraise for the cause.



Together, we *WILL* find the cure!®



“ The Gives Back Committee did a terrific job spearheading efforts to marshal the Firm's resources to aid the victims of Typhoon Haiyan in the Philippines. It was inspiring to see how well the Silicon Valley office teamed up to solicit donations, convert areas of the office into bustling staging centers for the relief supplies, carefully determine, purchase and pack the most needed supplies and nonperishables, and coordinate logistics to ensure that the relief supplies would reach some of the hardest-hit areas on the island of Cebu. I have fond memories of how the great ideas brainstormed from dedicated volunteers during the early coordination meetings turned into substantial and meaningful aid. ”

**Edric Itchon**  
Associate  
Technology & IP Transactions



# ‘There’s a Lot of Heart in This Office’

## How CSR Became Part of the Culture

**Geri Ward**  
Silicon Valley Office Administrator

**Gerilyn (Geri) Ward** started at Weil in October 2005, as Human Resources Manager in the Silicon Valley office. Six months later, she was promoted to her current role of Office Administrator. Under Geri’s leadership, the office’s corporate social responsibility initiatives took shape on a grassroots level.

The Silicon Valley office’s CSR initiatives are generated through the work of four primary committees: the Green Committee, which promotes sustainable projects for the office; the Wellness Committee, which is dedicated to health-oriented programs; the Weil Gives Back Committee, which offers staff and lawyers ways to get involved with the larger community; and the Diversity Committee, which fosters a culture of inclusion.

### Q: How did the CSR initiatives get started in the office?

**A:** It began with a modest goal of finding ways to give back to our community through both charitable and nonprofit organizations. As you might imagine, there are many different organizations to choose from in the Bay Area. The original concept was to find something that we could do on a long-term, annual basis, but again, on a modest level, not knowing what we were going to be able to accomplish.

We started with the Second Harvest Food Bank. We thought we would do one big project a year to help the organization, but we ended up doing two in our first year. First, we held a canned-food drive and to promote it, we encouraged people to design structures made of the canned food they collected. They did incredibly creative things. One team built an Etch A Sketch-like toy and another team built a replica of the city of San Francisco that included the Golden Gate Bridge. It was amazing! We probably had four or five different groups building these designs. The participation and enthusiasm in the office was greater than anybody expected, so we decided to do more.

Later in the year, we held a fall drive for canned foods and had an equally impressive response. That was our first year. It was extremely encouraging. Over time, these efforts helped us create a vibrant office culture of philanthropy.

### Q: What motivated you to start the office committees?

**A:** It has always been very important to me to find ways to give back to the community that we’re a part of.

We started the committees to give attorneys and staff an opportunity to work with people they normally wouldn’t. We get everyone in the office participating in some form, through one of the committees – usually a committee they can relate to, which is why we have so many. The idea is to give everyone an opportunity to find a cause or an activity that speaks to them.

These activities range from cleaning up hiking trails, all the way through very large events like Wishes in Wine Country and the kinds of grander things we’ve been able to do as an office. People are driven to try to do more. Every year, we’re raising thousands of dollars to give back to the community.

I feel very fortunate to work at a firm like Weil and to have the opportunities to support fundraising and our committees. They allow us to feel more like a community, instead of just an office where you come to work every day but don’t particularly care about it. I think it does build community.

### Q: What makes these efforts so special?

**A:** The people. Every time we’ve done something, it hasn’t been a faceless act – it’s personal for everyone. We’re doing a variety of projects, such as Recycled Art, which is built around Earth Day. Recycled Art started out with one elementary school and has grown to half a dozen elementary schools within the Bay Area. We’d love to do more, but there’s not enough space for us to be able to exhibit all the pieces of art that are submitted. We go to each school, meet with each class and work with the teachers to coordinate the curriculum. You get to interact with everyone who’s involved.

Likewise, we do an event for Parca, an organization providing quality care, support and advocacy to adults and children with developmental disabilities. We have hosted various events where representatives from Parca come and



“ I feel very fortunate to work at a firm like Weil and to have the opportunities to support fundraising and our committees. They allow us to feel more like a community, instead of just an office where you come to work every day but don't particularly care about it. I think it does build community. ”



present us with certificates and thank us. Usually, we will get four or five people from the organization – not just on the administrative side but also the people it's actually benefiting.

You really do get a sense of the community you're having an impact on, and it's not just donations of canned food, where you can hand it off. It's more valuable thanks to the interaction.

**Q: How has CSR become part of the office culture?**

**A:** If I think back to where we started, it is such an integral part of our culture now. I never expected it to turn into something quite this grand. We're still a smaller office, but everyone participates. That shows not only the robust culture of philanthropy we've developed – but also how strongly everybody in the office feels about giving.

When I started in my role as Administrator, there was an award called "Zero to Hero." The award is given to offices that have dramatically increased their level of pro bono participation from one year to the next. We received that award very early in my administration here. That again highlights what was – and continues to be – a vital feature of our office culture.

The pro bono effort here is substantive and significant. It's work that doesn't feel like work, and it touches people.

Registering people to vote and conducting eldercare legal clinics, in addition to winning the Pelican Bay solitary confinement matter – which represents a huge change in the way our prison system operates – it's all important. All the work is just so impressive.

Another event we did in the first year was the AIDS Walk. None of us expected to have as much fun as we did. We had a table and people came into the city from all over the Bay Area to participate. We had around 20 people join us, and everybody raised money. We had the best time. It was so much fun to have employees and their families and friends participate in something that's so meaningful.

There's a lot of heart in this office. It's not hard to get people to do it. Everyone thinks it's just as important as their office work.

**Q: What makes CSR in Silicon Valley special? What do you hope to see in the future for this office?**

**A:** Our office is special because of the participation. People are willing to do silly things like relay races on tricycles to raise money, as well as far more serious things. They're willing to put their position (and sometimes pride) aside to raise money for people, and I think they enjoy it. We all feel that we need to give back. There isn't a single person in this office who doesn't feel that need. We also have partners who over time have taken it upon themselves to drive pro bono specifically.

Having leaders in the office participate at that level has been key. Every single one of our partners participates in pro bono, and they encourage the associates to take the time to do it. There are so many smaller-scale pro bono opportunities in the office, from helping with the eldercare clinic to voter registration. Or you can do something that's going to give you experience either in court or outside your practice group that you would not otherwise get, and it's the experience of a lifetime, literally. It's uplifting.



# Diversity & Inclusion

**Frank Weil, Sylvan Gotshal** and **Horace Manges** found many doors closed to them because of their ethnicity and religious beliefs. They founded Weil in 1931 to open doors for themselves and many others. A commitment to diversity and inclusion has always been a core value of the Firm. We have long been a leader in cultivating an inclusive culture where all feel comfortable and encouraged to excel. Weil was among the first law firms to develop formal affinity groups for LGBT, women, Asian, black and Latino attorneys.

**div  
ers  
ity**  
@Weil

Inclusion.  
Leadership.  
Connections.

**25** years

# Silicon Valley Diversity Leaders

**Craig Adas**, Managing Partner of the Silicon Valley office, also serves as office liaison for TOWER (Taskforce on Women's Engagement & Retention), a committee of female and male partners who are focused on the advancement and development of women attorneys globally.

**Karen Ballack** is the Management Committee Sponsor for Weil's LGBT affinity group, WEGALA, which was established with the primary purpose of enhancing the recruitment and retention of LGBT attorneys and fostering a better understanding of the unique issues facing the LGBT community at large. She is also an active member of AsianAttorneys@Weil, which promotes the recruitment, retention and professional development of Asian attorneys, including attorneys of East Asian, Pacific Islander, South Asian and Southeast Asian descent.

**Anne Cappella**, partner in Patent Litigation, serves as one of the four global leaders of the Firm's Women@Weil affinity group, a global network that focuses on mentoring, recruiting, retention and business development for women across Weil.



**Craig Adas**  
Silicon Valley Office  
Managing Partner  
TOWER Liaison



**Karen Ballack**  
Partner  
Silicon Valley  
Management  
Committee



**Anne Cappella**  
Partner  
Silicon Valley  
Women@Weil  
Office Leader

37%  
women  
attorneys

37%  
attorneys  
of color

in the Silicon Valley office

## affinity groups at Weil

Women@Weil

Asian Attorneys@Weil

Latinos@Weil

The Black Attorney  
Affinity Group

WEGALA

(LGBT association of Weil)



Building off a long-standing commitment to engage everyone in our diversity efforts, the Firm launched Upstanders@Weil in 2015, an innovative initiative to inspire all attorneys and staff to stand up for inclusion in the workplace, in the community and at home by expanding the powerful "ally" concept to people of color, LGBT, women and other groups. In recognition of retired partner and longtime Diversity Committee Chair **Andrea Bernstein**, Weil recognizes lawyers and staff, nominated by their peers, for actions large and small to promote diversity and inclusion at the Firm and the broader community through the Upstander award.

### Silicon Valley Upstanders

Karen Ballack    Mei Dan

Anne Cappella    David Singh

# Women@Weil

## Influential Women Partners

Weil partners **Karen Ballack** and **Anne Cappella** are consistently recognized by clients, peers and industry publications for their leadership, innovation and groundbreaking successes across a variety of practice areas.

- Anne Cappella named 2016 Woman of Influence by *Silicon Valley Business Journal*
- Karen Ballack named among the Top 100 Women Lawyers in California of 2016 by the *Daily Journal*
- Karen Ballack and Anne Cappella named among the 60 Women Leaders in Tech Law by *The Recorder* in 2015 and 2016
- Karen Ballack named a "Trusted Advisor" for Tech Transactions by *The Recorder* as part of its 2016 Corporate Departments of the Year Awards

For the past several years, the Silicon Valley office has hosted annual dinners and networking events that bring together female clients, alumni and friends of the Firm.



## Women in Law Hackathon

In 2016, Weil sponsored the Women in Law Hackathon, a pitch competition geared toward the advancement of women in the legal profession. Created by the Diversity Lab in collaboration with Stanford Law School and Bloomberg Law, the competition's goal is to generate innovative ideas and solutions that will lead to greater retention and advancement of experienced women in law firms. Teams awarded receive a donation to their charity or nonprofit of choice. Weil partner **Anne Cappella** and her team were awarded "Crowd Favorite" for their presentation on The Mansfield Rule, and chose Catalyst to receive the donation. The Mansfield Rule will be piloted in 2017 with several law firms to increase the representation of women in leadership.



## A Napa Retreat for Women Clients and Partners

In March 2016, Weil held its inaugural female client and partner retreat in Napa, California. The firmwide organized event featured partners and clients from Weil's global offices who participated in a variety of activities, professional development workshops and networking sessions.



## The Fall Breast Cancer Awareness Event

In 2015, Women@Weil in Silicon Valley partnered with Patent Litigation client Under Armour to co-host its fall event in honor of Breast Cancer Awareness. Approximately 20 clients were in attendance from a wide range of Bay Area companies. Under Armour outfitted all of our guests, and UA athlete Shauna Harrison led a full yoga class.

The event supported the organization Bright Pink, the only national nonprofit focused on the prevention and early detection of breast and ovarian cancer in young women. Weil and UA set up a vehicle for clients to donate directly to support this organization, and are continuing to collect donations.



# Learning How to Fight Unconscious Bias

In 2016, Weil's Silicon Valley office hosted a California Elimination of Bias CLE workshop titled "Managing Unconscious Bias: Strategies to Address Bias & Build More Diverse, Inclusive Organizations." The interactive workshop addressed the science behind unconscious bias and why it exists, and provided tools for managing it. The event was followed by a networking reception for clients. The training brought over 30 guests to Redwood Shores.



# Celebrating Diversity in Silicon Valley

Our diverse backgrounds are what make our lawyers and staff special. The Silicon Valley office consistently celebrates diversity with events and programs highlighting various cultures.

In 2011, Weil initiated a two-hour annual diversity education requirement for all U.S. attorneys and staff. Each year, a new program is developed and customized specifically for Weil to provide concrete skills for achieving inclusion. The 2015-2016 diversity training utilized interactive diversity theater to bring the Upstander behaviors – "Listen Up, Show Up, Talk Up, and Speak Up" – to life.





“ In September 2014, Weil sponsored the AsianAttorneys@Weil conference in New York. Weil invited esteemed speakers across practice groups to present, and they were able to cultivate a safe space to discuss issues that affect Asian attorneys. The very fact that this event existed showed a true dedication to diversity, not just lip service. I was beyond thankful to have the opportunity to attend and include my voice in the conversation. ”

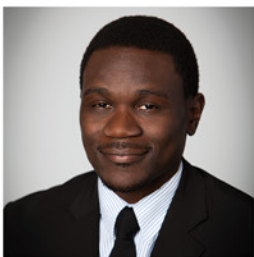
**Mei Dan**  
Associate  
Private Equity and  
Mergers & Acquisitions

## Two Rising Stars in the Community



### David Singh

David Singh, a partner in Weil's Complex Commercial Litigation practice, is actively involved in the American Bar Association's Section of Litigation. He is currently Chair of the Section's Corporate Counsel Committee and Vice-Chair of the Section's inaugural Professional Success Summit, a conference focused on how diverse attorneys can take the next step in their legal career. In 2003, he co-founded Weil's Asian Affinity Group, establishing such an affinity group well before it was a norm at top-tier law firms. David served as a leader of the affinity group throughout the course of his career as an associate at Weil. He currently serves on Weil's Diversity Committee. In 2012, he was selected as a Leadership Council on Legal Diversity (LCLD) Fellow, in an exclusive program reserved for diverse attorneys identified by their employers as rising stars in the legal community.



### Bambo Obaro

Bambo Obaro, a Complex Commercial Litigation associate, was sworn in as Vice President of the Federal Bar Association's (FBA) Northern District of California Chapter in 2015. The FBA, which has more than 80 local chapters across the country, works to strengthen the federal legal system and administration of justice by serving the interests and the needs of the federal practitioner, both public and private, the federal judiciary, and the public they serve. Bambo previously served as Co-Chair of the Young Attorneys Division of the FBA's Northern District of California Chapter and is a member of Weil's Professional Development Committee. He also dedicates a significant portion of his practice to the Firm's pro bono efforts, including serving as a member of the Silicon Valley Office Pro Bono Committee. In 2013, Bambo was selected for Lawyers of Color's Inaugural Hot List for the Western Region, recognizing lawyers under 40 who are excelling in their profession. In 2016, Bambo was chosen to participate in the CUP (Council of Urban Professionals) Executive Leadership program, an exclusive program intended for cross-industry professionals of diverse backgrounds who have been identified as rising stars by their nominating firms.

# Chipping Away at Tech's Glass Ceiling

When Weil alumnae Mallun Yen and Emily Ward joined five other women who were leaders in intellectual property in the Bay Area to found ChIPs ten years ago, the organization was little more than a dinner group. With women leaders in IP so few and far between, the group of seven decided they should get to know each other. Creating ChIPs, which stands for Chiefs in IP, was, of course, professionally advantageous but it also started lifelong relationships.



A decade from its founding, ChIPs has transformed into something else altogether: a nonprofit that boasts more than 1,000 members, and hosts events and training sessions that impact even more women. At a recent global summit that ChIPs held in Washington, D.C. in October 2015 celebrating the organization's tenth anniversary, hundreds of women from private and public corporations, academia, law firms, the judiciary, governmental agencies, and public interest groups gathered to discuss everything from unconscious bias to patent reform. They heard from such distinguished speakers as Supreme Court Justice Ruth Bader Ginsburg and her daughter, Columbia University School of Law Professor Jane Ginsburg, along with five judges from the Federal Circuit Court of Appeals, including Chief Circuit Judge Sharon Prost, and many other major names in the legal world.

"ChIPs has grown into a really incredible community," said RPX Executive Vice President Mallun Yen. "The organization really took off four years ago, when we decided to have a cocktail party on the East Coast. One thing led to another, and five weeks later, we had a full-blown summit. We also became a nonprofit corporation that year. We're grateful that Weil has been a great supporter every step of the way."

As more women have distinguished themselves in IP over the years, the co-founders continue to be exemplars: Emily Ward is CEO of Calla Nava and former Vice President and Deputy General Counsel at PayPal, Inc., and among her fellow co-founders are senior leaders at Apple, Inc. and Intuit, Inc., and



**Mallun Yen**  
RPX Executive Vice  
President



**Emily Ward**  
CEO of Calla Nava



the Under Secretary of Commerce for IP, Michelle Lee, who serves as Director of the U.S. Patent and Trademark Office (USPTO).

What has tied the co-founders together, Mallun said, has been their resolve to promote and support diverse talent in the legal field – so that it doesn't become front-page news whenever a woman takes over as the chair of a top law firm. How does that happen? ChIPs co-founders have reached out and mentored associates and partners, but the group wanted to do even more.

"All of us ardently believe that diverse teams are far more effective advocates than a bunch of cookie-cutter folks who all think and sound alike," Mallun said.

“At ChIPs, we realized... we had the ability to influence firms to reflect the diversity we believe is critical.”

"We realized that we collectively controlled hundreds of millions of dollars in legal spend. As a result, we had the ability to influence firms to reflect the diversity we believe is critical. But we don't just say 'Give us diverse teams' – we take concrete steps to help enable successful, diverse teams."

Emily observed that despite diversity making "good business sense... women continue to face significant barriers to advancement." Yet she is hopeful, because "relationships are powerful, and together we can make real, meaningful change."

ChIPs has organized a series of hands-on training sessions, including: a mock pitch in which mid-level women lawyers pitched to in-house leaders, who then provided candid feedback; a mock argument with feedback from judges and agency officials; and a mock arbitration at the latest ChIPs conference. The nonprofit also works with law firms to support their efforts to build more diverse teams.

Mallun recalled that in the early days of her career as a patent litigator, all of the partners she worked with were males who had stay-at-home spouses who didn't work, while female associates were either unmarried or did not have kids.

"It is really hard to see how you could possibly do what you are doing when you don't see anyone else like you doing it," Mallun said. "However, it's even harder to succeed if there is no one who is willing to make a nontraditional choice. All of us succeeded because someone helped us, and we all have a desire to now pay it forward."

Its influence is continually growing, but ChIPs is certainly not resting on its laurels. Under the leadership of ChIPs co-founder and USPTO Director Michelle Lee, the Girl Scouts added an intellectual property badge, alongside more long-standing badges like sewing and cooking. It is now working with Weil partner **Anne Cappella** to put on an event to help girls from underprivileged areas earn their IP badge.

"We love being able to partner with firms like Weil on programs like these," Mallun said. "They are incredibly impactful in helping to inspire the next generation of women leaders."



# Sustainability

In 2008, the Silicon Valley office officially launched its Green Committee. The goal of the committee is to work more sustainably and reduce our carbon footprint. For example, our office installed water filtration systems and water pitchers in conference rooms, replaced to-go containers, plastic utensils, and receptacles with reusable or compostable ones, and provided mixed-use recycling and composting containers. The office regularly hosts E-Cycling events through which we recycle or donate unused tech equipment.

**25** years

## Recycled Art Project

Beginning in 2009, our office has sponsored the Recycled Art Project contest with local Bay Area schools. Students create art using only materials that are recyclable or reusable. Lawyers and staff judge the competition, and winning schools receive awards and an ice cream or pizza party.



“The work of the Green Committee helps ensure a better, healthier environment for my kids. Through the committee, I can give back to the community and help make the world a greener place.”

### Jevechius Bernardoni

Associate  
Complex Commercial  
Litigation



“While serving on the Green Committee, I have met countless passionate advocates for sustainability both within and outside Weil. These different perspectives have shaped and fueled my own beliefs regarding sustainability advocacy.”

### Alex Purtill

Counsel  
Private Equity and  
Mergers & Acquisitions



# Renovations

Beginning in 2015 and completed in early 2016, the renovation of our office yielded a state-of-the-art conference center and Bistro.

Green ideas heavily influenced the design. They include an increased architectural use of natural light, the implementation of smart LED lighting and thermostats, the expansion of locations for recycling and composting within the offices, as well as the installation of electric car charging stations. We also made a concerted effort to reuse existing furniture and fixtures in the new setting and donate what we couldn't use to local charities. Our new Bistro uses sustainably grown vegetables and meats from locally sourced vendors.



## Encouraging Sustainable Practices

In addition to these specific projects, the Green Committee encourages sustainable practices among all lawyers and staff, both at work and at home. To this end, each incoming employee receives a green orientation promoting eco-friendly practices, such as duplex printing, public transit commuting, recycling and waste options, and responsible use of paper and kitchen choices. We also encourage new employees to provide suggestions and new ideas for promoting sustainability at the Silicon Valley Office.

### Annual Plant Growing Contest

In 2012, we organized the first of our annual plant-growing contests to recognize Earth Day and promote greater awareness of the natural environment. Every year, our lawyers and staff compete for bragging rights for the best plant. Participants are given pre-planted pots and only allowed to use sun and water to help their plants grow.



### Earth Day 1.5

The Green Committee hosted its first "Earth Day 1.5" in 2016. Through this initiative, our committee aims to keep eco-issues in focus throughout the year. We presented the inaugural "SV Green Advocate" award, which recognizes a member of the Silicon Valley office who has made "a distinct, conscious effort, during the year, to promote sustainability in their work, lifestyle or community, in a way that is connected to Weil."

We hosted three recycling programs as part of the festivities: the E-Cycling program which celebrates America Recycles Day through the recycling of electronic items; smart phone donations on behalf of the CORA organization (Community Overcoming Relationship Abuse); and book, CD and DVD donations, on behalf of The Children's Book Project (kids' items) and Better World Books, which sells used books online to generate funds for literacy initiatives worldwide.

### WeilGreen





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