



WWL State Reporter

A publication of WASHINGTON WOMEN LAWYERS

SPRING 2008

Pulling back the corporate curtain: Demystifying In-House Counsel's Role

INSIDE THIS ISSUE

Demystifying In-House Counsel's Role	1
Law Blawgs	1
President's Letter	2
Arbitration	3
Member Spotlight	4
Whatcom County highlights Electronic Media	4
WWL Student members	5
Capitol Chapter News	6
Pajama Program	6
Briefly Speaking	6
Member Perspective	7

By Elizabeth "Betsy" Weiler, Margaret Lee and Gwen Marie Forrest, WWL VP-Newsletter

For many attorneys in law firms, an in-house counsel position is a dreamed-of escape from billable hours; accordingly, the image of what it is like to work in-house is loaded with misconceptions, mystery, and myth. Working in-house can certainly be a



Kathy Surace-Smith, SonoSite, Inc.

good option for women who are looking for something new and challenging in their careers. However, while many women who switch to in-house positions thoroughly love their jobs, most indicate that the perceptions that accompany the in-house counsel positions are far from accurate, and that they wish they had known the nitty-gritty prior to taking the job, such as the pay difference. We spoke with several women currently working in-house, and they helped to unveil some common misperceptions about their daily activities, their relationships with outside counsel, and how they actually made the move.

Myth #1: Days are relaxed
Perhaps one of the best-known – and incorrect myths – about working in-house is that without the pressure of the billable hour, the workday is relaxed. However, the daily activities of in-house

counsel vary along a wide spectrum. Thus, in fact, the job is not “cushy” and in some cases, is much more demanding than working at a firm. According to Kathy Surace-Smith, Vice President, General Counsel and Corporate Secretary of SonoSite, Inc., her daily agenda can vary greatly depending on whether she must focus her attention on advising management and the Board on corporate governance matters, SEC compliance, contract issues, patent prosecutions, mergers and acquisitions, or employment issues. As a result, her days can be very long, and while no one cares if she is at her desk by 9 a.m., her workload is still significant.

The demanding nature of the job can also result from having fewer support staff and a lack of buffer between in-house counsel and their “clients”— i.e., the businesspeople in the company.¹ For example, Kore Koubourlis, Senior Attorney at Microsoft, has about 800 clients. Further, many

in-house counsel find themselves frustrated by having fewer support staff; they often must handle all administrative tasks on their own.² Ms. Surace-Smith, for example, has only two staff attorneys and a paralegal, and thus does not have the luxury of delegating work to others.

However, as a result of in-house counsel's varying tasks, the work is never boring. Echoing Ms. Surace-Smith, Ms. Koubourlis notes that her position is always interesting, in part, because of the wide range of engineers and businesspeople with whom she works and their new and exciting products.

Myth #2: In-house and outside counsel don't get along
While it is often complicated for attorneys who have left firm life for in-house positions to return to a firm, the working relationship between in-house counsel and outside counsel can be quite congenial. There used to be a stigma regarding in-house counsel, as a result of “the notion that

(Continued on page 2)

WWL Mission Statement

The principal purposes of Washington Women Lawyers are:

- to further the full integration of women in the legal profession, and
- to promote equal rights and opportunities for women and to prevent discrimination against them.

This Blawg's for You: Using the Right Law Blog

By Kerry Fitz-Gerald, Seattle University School of Law, Librarian

When blogs first appeared, back in the early 90s, it was hard to imagine that they would ever serve a legitimate research purpose. Eventually, enough lawyers and law professors were blogging that Denise Howell, herself blogging at *Bag and Baggage*, coined the term “blawg” to describe blogs with a legal focus. And today, law blogs have entered the main stream to the point that law professors are arguing that blog postings should count as legal scholarship for tenure purposes. And in perhaps the ultimate affirmation--in the legal community anyway--the United States Supreme Court has cited to a blog.

Blogs serve so many purposes that it is hard to know which to

(Continued on page 3)

PRESIDENT'S LETTER



By Janet Chung,
WWL President

Inspired by Women's History Month (March), I recently found myself perusing a list of landmark Supreme Court cases affecting women's rights. One case in particular, *Muller v. Oregon*, caused me to reflect on developments for women in the workplace. In this 1908 case – famous in part for the debut of the “Brandeis” brief (a brief that uses factual and empirical data to support an argument) – future Supreme Court Justice Louis Brandeis's brief relied on purported expert reports about the harmful physical, economic and social effects of long working hours on women. The Supreme Court unanimously upheld an Oregon state law limiting women to working no more than ten hours a day.

Frankly, from the perspective of a 21st century working mother, working no more than ten hours a day doesn't sound entirely like a bad thing! In all seriousness, though, here we are, exactly 100 years after the *Muller* case, still fighting legal battles over equality in the workplace. For instance, ask any woman – lawyer or not – whether refusing to hire someone because she is pregnant

constitutes sex discrimination. Chances are, she'll say “of course.” Thankfully, our own state supreme court agreed. Yet this was not a 1908 case; rather, it wasn't until November 2007 that the Washington Supreme Court (in *Hegwine v. Longview Fibre Company*) affirmed what seems like a relatively basic concept.

Of course, generally speaking, there has been a sea change in women's legal workplace rights since 1908. Workplace discrimination based on sex is explicitly prohibited under various federal and state laws. Sexual harassment is now a recognized form of discrimination. Other laws provide job protection when workers need to care for their family's or their own medical needs.

On the other hand, just the other week, a young lawyer who recently left a job – let's call her Maggie – told me that her former employer simply assumed that because she was a newlywed, she must be leaving the job because she wanted to start a family. Maggie smiled and said yes, sure. The reality was more complex, but for now, agreeing was easier than telling them the truth – that she just didn't want to work for them anymore. (And their sexist assumptions didn't help matters.) So even though it is 2008, employers can find all kinds of ways to rationalize the bald fact that women in the legal profes-

sion don't advance at the same rates as their male counterparts. In each office, for each person, each Maggie, there is something they can point to as an explanation, whether it be purported family needs, lack of the right “fit,” or something else.

It's time instead for legal employers to face head-on those stereotypes that hinder or delay women's advancement and search for affirmative ways to attract and retain qualified women. For instance, rather than using higher salaries or bonuses to stem the flow of departures, give junior attorneys challenging work, room to be creative, a safety net for when they make a misstep. Provide mentorship and constructive, regular feedback. Institute policies – such as flexible work schedules, job shares, telecommuting – that allow both men and women to contribute their best efforts. Get rid of “face-time” and other formalistic requirements that amount to the 21st century equivalent of the law upheld in *Muller*. Make your workplace a place that Maggie – future children or not – would want to stay. Let's make some new history.

Washington Women Lawyers is planning several projects to help women lawyers and their employers identify best practices to advance women in the profession. If you'd like to support or participate in these efforts, please contact us at wwl@wwl.org.

Demystifying In-House's Role

(Continued from page 1)

in-house jobs were less demanding and chosen for the regular hours -- which many now say is a myth.”³ Fortunately, that image of in-house counsel has dramatically changed. According to a Minority Corporate Counsel Association report, “The role of corporate law departments has evolved from being primarily an intermediary between the company and its law firms to being a full-service legal team involved in every major business decision.”⁴

The fact that in-house counsel often have diverse roles within a company is now impacting relationships with outside counsel. Just as in-house counsel are viewed more as part of the business team, outside counsel likewise often work with in-house counsel, and sometimes with each other, as a team as well. For example, Courtney Fuller, Assistant General Counsel, Guidant Financial Group, reports that all outside counsel who work with her company must complete a training session regarding ethical issues that

may arise by representation of Guidant's clients. This offers a common ground from which both in-house and outside counsel can work and helps clarify why certain actions are appropriate, while others are not. As with all attorney-client relationships, communication between the parties is critical to the success of the relationship.

Myth #3: Finding a job is too much of a challenge to even attempt

Like any legal position, getting the job can be about being in the right place at the right time, knowing the right person, and building the “killer” resume. There are numerous avenues to find the right in-house counsel job. Ms. Surace-Smith, for example, was contacted by a former law school professor who thought she would be perfect for a job as in-house counsel. Taking a less typical route, Ms. Koubourlis was on a sabbatical from the legal profession working as a yoga instructor in California when a friend contacted her about a position at Microsoft. Ms. Fuller started as in-house counsel as her first job out of law school, thus breaking another myth (that you always must work at

a white-shoe firm for several years before moving in-house). While these were all different routes to acquiring an in-house position, the advice is essentially the same—build a solid network of contacts, keep former professors and professional contacts up-to-date, and let people know you are looking for a new challenge as in-house counsel.

As with any job, it's best to research the arena thoroughly prior to leaping. But as more and more women make the leap, they are shattering the misperceptions and myths and paving a road for fellow women lawyers to switch to in-house counsel. Perhaps you'll join them.

¹Gloria Noh Cannon, “A View from the Other Side: My Life as an In-House Attorney,” LawCrossing, March 2008, <http://www.lawcrossing.com/article/index.php?id=4122>

²*Id.*

³Kathryn Hayes Tucker, “Career Path From In-House to Firms Becomes Round-Trip,” Law.Com, March 2008, <http://www.law.com/jsp/ihc/PubArticleIHC.jsp?id=1206528540812>

⁴*Id.*

Tired of Litigating? Your Answer Might be Alternative Dispute Resolution

By Serena Lee, Vice-President, American Arbitration Association

The American Arbitration Association® (AAA) is global leader in conflict management and dispute resolution. Because of the breadth of its work and the global reach of its services, the AAA recognizes the importance and contribution of a diverse work force, a diverse Roster of Neutrals, a diverse Board, and commits to respect and to increase diversity in all its endeavors.

The AAA's Advisory Committee on Diversity – comprised of business and legal professionals and alternative dispute resolution (ADR) practitioners – is committed to encouraging the inclusion of individuals who historically have been excluded from meaningful and active participation in ADR. Each year, the AAA promotes the expertise of diverse ADR professionals, encourages businesses and law firms to select diverse neutrals, and encourages opportunities for future diverse ADR leaders to gain the skills they need to succeed.

Serena Lee, AAA Vice President based in Seattle, is meeting with minority bar associations throughout the State of Washington to share leading practices that maximize the convenience, speed and economy of alternative dispute resolution (ADR). Throughout

the arbitration process, there are a number of strategies that can be used to select the appropriate subject matter expert who will decide the case, effectively exchange information and evidence, persuasively present your case, and consider settlement options. In addition, the AAA has launched new mediation services including an online mediator profile search available at www.aamediation.com.

The AAA plans to develop and attract top quality minority candidates to the Pacific Northwest to better accommodate AAA's customers, building a panel that is representative of the increasingly more diverse U.S. population.

Clients who are advised to use arbitration or mediation in the right circumstances can enjoy the benefits of avoiding litigation. And attorneys that incorporate the use of ADR in their practice gain valuable experience that can ultimately provide them with the knowledge, reputation and judicial temperament to serve as a mediator or arbitrator.

Due to an increase in the AAA's commercial caseload in 2006, it is nationally recruiting professionals with expertise arbitrating and mediating commercial disputes. Recruitment efforts will support the AAA's Shared Commitment to Diversity.

Specifically, applicants with more than 10 years of experience in the following areas are most needed to serve on AAA cases in Washington:

- Practicing in-house or outside counsel with responsibility for resolving commercial contract disputes using arbitration or mediation

- Practicing in-house or outside counsel and/or construction professionals responsible for resolving construction disputes using arbitration or mediation

Practicing in-house

or outside counsel and/or business professionals responsible for resolving copyright, trademark, or patent disputes using

arbitration or mediation, resolving personal injury insurance disputes using arbitration or mediation

To discuss strategies for effective dispute resolution or to learn more about opportunities to join the AAA's Roster of Neutrals, please contact Serena Lee at LeeS@adr.org.



Blawging

(Continued from page 1)

recommend, even within the charge of recommending blogs that might be of use or interest to women lawyers. You may want to read a blog for its particular slant, for its coverage of issues you are passionate about, because you know the blogger or because it addresses your practice area. Perhaps you want advice on managing your practice, or for technical support, or to keep current with new research tools and options. Perhaps you need community and moral support. I have listed some blogs that address these types of needs. This is by no means an exhaustive list, nor is every blog on it for everyone. Take the time to look around, and find something that speaks to you.

* *Bag and Baggage*. Denise Howell, an appellate, intellectual property and technology lawyer has been blogging since the beginning, musing on a wide range of topics. Law and technology issues loom large, but you'll

also find interesting posts about comments made by children, amusing YouTube videos, and politics. <http://bgbg.blogspot.com/>

* *Feminist Law Professor*, a combined effort of feminist law professors around the country, highlights the issues and work likely to be interest to feminist legal scholars. <http://feministlawprofs.law.sc.edu/>

* *Related Topics*, by Seattle University Law Professor Julie Shapiro, is a recently started blog. She hopes to "create a forum for intelligent and sustained discussion of some of the more compelling family law issues" and has begun with a series of posts on the nature and meaning of parentage. <http://julieshapiro.wordpress.com/>

* *Brains on Purpose: Neuroscience and conflict resolution*, by lawyer Stephanie West Allen in collaboration with Jeffrey M. Schwartz, MD. This blog examines how neuroscience can inform our understanding of conflict resolution. Ms. Allen also blogs at *Idealawg*, where she discusses issues around the legal profession, mediation and mind/body/spirit/practice balance. http://westallen.typepad.com/brains_on_purpose/

westallen.typepad.com/brains_on_purpose/

* *MyShingle.com*. Carolyn Elefant hosts this terrific resource for solos and small firms. Her posts cover everything from starting a practice and working from home, to finding autonomy and satisfaction in the law. She is also the author of the book *Solo by Choice*.

<http://www.myshingle.com/>

* *BeSpacific: accurate focused law and technology news*. Sabrina I. Pacifici has been a valued contributor to the online world for a number of years. She founded the webzine LLRX.com (well worth monitoring for its numerous legal research tips) and started blogging in 2003. Posts provide daily law and technology news, with links to primary documents. <http://www.bespacific.com/>

WWL's new website, currently under construction, will collect useful resources for women lawyers such as these blangs. If you have a favorite, please submit it, with a short description of what you like about it, to WWL board member Gena Bomotti at gbo-motti@yahoo.com.



By Carla C. Lee, WWL co-VP
Membership

Member in the Spotlight: Blanca Rodriguez, Eliminating Injustice, One Client at a Time

As part of our member spotlight series, we would like to highlight a passionate and inspiring woman from the east side of the mountains. Blanca Rodriguez, a staff attorney for Northwest Justice Project, was born in Mexico and came to the U.S. at the age of five. As a young girl, Blanca witnessed many of the injustices experienced by farm workers in the Yakima Valley where her father worked as a farm worker, which inspired her to become a public interest attorney. "The law is a good tool to eliminate injustices in my community and these injustices have a tremendous impact on farm workers," Blanca explains.

During law school, Blanca found it was difficult to gain work experience in the public interest field. Through hard work and diligence, she was awarded the Equal Justice Works Fellowship where she worked for the United Farm Workers of America. She then went on to work for the Northwest Immigrants Rights Project (NWIRP), and finally moved to the Northwest Justice Project where she works today in the Yakima Valley.

Blanca's practice in Yakima includes working with a very diverse clientele and

handling a variety of legal issues. The sense of community she feels, the clientele from widely varying cultural backgrounds, and feeling her work on behalf of farm workers



is appreciated are just some of the reasons Blanca enjoys her career in the Yakima valley. As part of her community commitment, Blanca became involved with Washington Women Lawyers' Judicial Evaluations Committee (JEC).

Blanca's diverse clientele include monolingual Spanish speaking local farm workers, migrant farm workers from other states, and foreign farm workers from border countries. New programs such as the Guestworker Program allow farm workers from other countries to work in the U.S. on a temporary basis as requested by agricultural farmers.

When these migrant farm workers and the foreign farm workers travel to the Yakima Valley during the harvest season to earn wages, they inevitably experience legal issues such as not receiving payment for earned wages, not receiving payment for overtime,

and exposure to unsafe conditions. Because of the diverse demographics of her clients, outreach programs are an important way to educate the community. This is where Blanca and the Northwest Justice Project are best able to assist and address these important issues. Blanca educates farm workers, farmers, and growers about federal and states laws on minimum wages, standard work hours, safety policies and regulations, and how to avoid violations.

Blanca notes one important issue is that although the number of farm workers traveling to Yakima Valley continues to rise, women remain a minority in the farm worker field. It's not that women are not interested in farm work as a means to earn money for their families, Blanca states, but because the industry is dominated by men, women may be discouraged from pursuing these positions. Also, women are still the primary caretakers of children and elderly parents in many of these cultures and may be encouraged to stay near the home.

There are not only few women in the farm worker industry, says Blanca, but few women practicing law in the Yakima Valley. Blanca and her colleagues were surprised to find that there are more women working for NJP than there are working in law firms in

(Continued on page 5)

Whatcom County Explores Reliance on Electronic Media

By Kenni B. Merritt, Crowe & Dunlevy, PC

The Whatcom County Chapter sponsored a CLE program on February 28, 2008, entitled "Electronic Communications: Friend or Foe?" The program was presented by WWL member Dominique Zervas, Langabeer & Tull. Dominique is past President of the Whatcom County Chapter and 2006 Chapter Member of the Year. Twenty-six local attorneys attended the CLE program, which was approved for one ethics CLE credit. Dominique's presentation focused on practical, real-world issues that arise in connection with our reliance on electronic media for communications, the lawyer's ethical duty to preserve client confidences and secrets, and the attorney-client privilege. Dominique discussed the key disciplinary rules and ethical considerations impacting e-mail, disclosure of metadata, and other electronic communications. Dominique said that "Looking ahead, one thing of which we can be certain is that the use of e-mail and other electronic communication tools will continue to transform and gain popularity as a means of transmitting information to clients, third parties, and opposing counsel. As usage increases and the tools transform, lawyers will need to increase their ability to anticipate, identify, understand, and mitigate the risks." Thanks to Dominique for an excellent presentation!

Are you an aspiring writer? Do you have any ideas for changes in the WWL State Reporter? Have your voice heard!

Please contact
Gwen Marie Forrest at
gwen.m.forrest@gmail.com

WWL STUDENT MEMBERSHIPS ARE NOW FREE!

By *Abigail Daquiza*, WWL co-VP Membership

It is undeniable that the student leaders at Gonzaga University, Seattle University, and University of Washington will be the future of Washington Women Lawyers. That is why it is fitting that as WWL looks to its future in evaluating its membership structure, its first major change is to make it easier for law students to join. In February, the WWL board unanimously voted to make all student memberships FREE!

Students, take note that signing up is easy! Go to the WWL website at www.wwl.org to access the membership form. Fill out and send by mail to P.O. BOX 2026, Seattle, WA 98111 or by email to abigail.daquiza@gmail.com. In addition to your contact information, don't forget to tell us your graduation year, what practice areas you are interested in learning more about, and in what ways you want to give of your time and talents! Attorneys, this is the perfect time to reach out to that student in your life and introduce her to WWL. Each of us can think of a student who would be a perfect fit for WWL! We ask you to send her the membership application and encourage her to get involved. There are countless ways you interact with law students: she was a summer associate at your firm; she was an extern in your courtroom or office; she volunteers for the same non-profit that you care about; she contacted you for an in-

formational interview and it's time to follow up!

There is one (easy) way for her join! WWL membership introduces her to a network of attorneys who can provide guidance, mentorship, support throughout her career, and in some instances, help her to her first job as an attorney. WWL membership also allows students to gain valuable leadership experience by serving on committees, speaking at CLE's and working along side practitioners to facilitate programming important to our members.

This is a great opportunity to begin a dialogue with students about the role of women in the law – both celebrating the great strides made by women in our profession and acknowledging the current challenges we still face. It's the reason why Washington Women Lawyers exists – what better place to continue this dialogue than with the future leaders of WWL, future leaders of the profession, and the future leaders in our communities.

Welcome New WWL State Newsletter Team Members!

Grace Wiener and Margaret (Meg) Lee

Thanks for your great writing and editing skills!

Member in the Spotlight

(Continued from page 4)

Yakima. Blanca encourages practitioners to consider setting up shop in Yakima so that access to justice concerns can be more effectively addressed.



Blanca finds her practice, in an area where the legal issues are as diverse as the unique population, challenging and rewarding. As far as challenges specific to practicing law in the Yakima Valley, Blanca points out that there are issues with representative jury panels, juror bias, and a rise in racial tensions that all contribute to access to justices concerns. Although the Yakima Valley population is diverse, jury panels lack diversity. While the NJP is doing incredible work to assist farm workers with meritorious claims, for those claims that fall outside of NJP's scope of legal services, Blanca has a difficult time finding an employment law plaintiff's attorney to refer clients. She would like to see more representation, including more women lawyers, in this area where lawyers prepared to address these issues are needed.

As a woman practicing law in rural Yakima and as a leader in her community, Blanca feels that the Washington State Bar Association Leadership Institute (WLI) was a benefit to her and her ability to effectively deal with the challenges impacting her community. Although Blanca's journey to becoming a public interest attorney in Yakima may be unique, Blanca points out that it is important for lawyers from the Yakima Valley to return to the community to help increase resources available to attorneys, potentially increase the number of women practicing in the area, and help eliminate the access to justice concerns.

A NOTEWORTHY OCCASION

*Seattle University School of Law's
35th anniversary gala celebration*



5:30 P.M. • FRIDAY, APRIL 25, 2008

*Reception, Concert, Dinner and Dancing
Benaroya Hall • Seattle, Washington*

www.law.seattleu.edu/35thanniversary



Standing for **excellence**. Reaching for **justice**.



WWL Capitol Chapter is Heating Up!



By Margaret Lee,
Judicial Clerk to the
Hon. Charles Johnson,
Washington State Supreme Court

Our state's WWL Capitol Chapter, thanks to great leadership, has had an event filled and educational year thus far. In January, Steffani Powell presented a lunchtime discussion of issues surrounding immigration law. The discussion grounded those attorneys in the audience new to immigration law with some basic education, and for those with some immigration law knowledge it was a great collaborative experience.

In February, the Capitol Chapter held a panel discussion on "Secrets of Success" with Justice Fairhurst, Chris Meserve of Connelly Tacon and Meserve, and Leslie Owen from the Northwest Justice Project. Justice Fairhurst and Chris Meserve were both once presidents of the statewide WWL, and Leslie was instrumental in the birth of NW Women's Law Center. They shared some terrific advice for younger attorneys and stories that reminded us to feel grateful for those who paved the way before us.

Also in February, newly admitted women lawyers in Thurston County were invited to attend a cocktail party at a local restaurant. It was a wonderful opportunity for those of us new to the law practice to meet more women lawyers in our community and understand that as we start out we have a great support group available to us.

In March, the Capitol Chapter co-hosted with the Government Lawyers' Bar Association (Gov't Lawyers) an introductory CLE on collaborative law.

The line up of events for the upcoming spring looks truly inspiring! Current members will receive updates about upcoming events in WWL's semi-monthly e-mail blasts. Special thanks to Rebecca Glasgow, Capitol Chapter President, for providing information on this year's events.

BRIEFLY SPEAKING: REPORTS AND ANNOUNCEMENTS



Don't Miss

The WSBA Women in Solo Practice Group: Join women actively engaged in solo practice to learn practical solutions and feel more connected and energized about your work. Wednesdays, 8:30-9:30 a.m. Contact Rebecca Nerison [206.727.8269] or Abby Smith [206.733.5988].

"Demystifying the Academic Track" by Carla Lee and Cynthia Jones: Check out the February/March 2008 issue of the American Bar Association's *The Young Lawyer*, including a Special Employment Feature by these WWL VPs. [<http://www.abanet.org/yld/tyl/febmar08/febmar08.pdf>]

WWL Snohomish County Chapter's upcoming membership meeting and 'happy hour' gathering on April 10th. For more information, contact melanie@zachorthomas.com or elizabeth.cullen@co.snohomish.wa.us.

Continuing Legal Education

Women In-House Counsel: April 8th, 4:00-6:00pm at SU Law, \$35/\$25 for WWL members/free for students. Contact Megan McCloskey [mmccliskey@rafellawgroup.com] for more info.

"Pakistan: Subverting the Rule of Law": April 15th, 12:00-1:30pm, presented by SABA/KCWWL at SU Law, free. Contact Tahmina Watson [tahminawatson@yahoo.com] for more info.

Oral Advocacy (featuring Justice Deborah Stephens) & Women Judges Reception: May 14th at the law offices of K&L Gates. Contact Tracy Sarich [tsarich@yahoo.com] for more info.

"Dos and Don'ts from the Bench Perspective": May 16th, noon, presented by Superior Court Judges Anna Laurie and Leila Mills at the Kitsap County Courthouse. Free brownbag event. Contact Karen Klein [kklein1203@comcast.net] for more info.

SU Student Starts Non-Profit, Helps Foster Children in Need

By Cindy Hunter, SU WLC Member and founder of Pajama Program

There are approximately 9,300 children in foster care in the state of Washington. Of which, 73% of these children are under the age of twelve. The Pajama Program, a 501(c)(3) not-for-profit organization, is dedicated to assisting foster care children in need. As of 2007, a new Pajama Program Chapter now exists in Washington State and is a Better Business Bureau Accredited Charity. Our mission is to provide a loving environment for foster children who often are abandoned and deprived of love. These are youngsters, who may not know the comforts of a mother or father to tuck them into a cozy bed and read them a bedtime story. The Washington State Chapter identifies organizations in need such as a licensed shelters, group homes, orphanages or foster care facilities. The Pajama Program delivers new pajamas and books to children living in these temporary conditions.

The Pajama Program depends on the generous support of volunteers and financial donors to help raise new cozy pajamas and children's books for Washington State. Volunteers may contribute their time by hosting pajama events or drives in their communities. The long-term goal of the Washington Chapter is to build a reading center to serve those children in need. Every donation makes a difference. If you are interested in supporting the children of your community, please contact Washington State Chapter President, Cindy Hunter, at cindy@pajamaprogram.org.



Member Perspective: Is Going In-House for You?

By Rachel McCall, T-Mobile USA, Inc.

Several years ago while I was on maternity leave with my second child, I sat bouncing my son to sleep (who knew how handy that exercise ball would be) wondering how I was going to be able to go back to work as a litigator at a law firm and still be a present mom for my two children. *I was about a year away from being up for partner and I couldn't fathom how I would manage to bill almost 2000 hours, develop a stable of clients, actively participate on one or two key boards of directors (in hopes of finding horses for said stable) and make it home each night in time to sing Rock-A-Bye-Baby to my children before they drifted off to sleep.*

I now realize that I also was dissatisfied with my job; even though people were great and the work was interesting, it was more that I was itchy for a new challenge. I had already managed many cases on my own, had been to trial several times, argued many motions, and taken countless depositions. But, I just could not picture myself doing that over and over again for the rest of my career. My father had this saying whenever we went on family sight-seeing vacations: "You've seen one [insert notable tourist attraction such as church, monument, whale], you've seen them all." I was beginning to feel that way about my cases and I didn't see that changing if/when I made partner. I wanted a new twist, new challenges, and a change of pace. I just didn't know exactly where to look.

The answer presented itself to me a couple of weeks before the end of my maternity leave. A friend called to see if I might be interested in going in-house. That one phone call was the light bulb that led me down the dark path to find a challenging and satisfying legal career. I started talking with other friends and colleagues who had moved in-house. After each of these conversations, I scratched my head and wondered how in the world someone could be that giddy, yes giddy, about their job.

Almost immediately, I began an active search for in-house positions using all the strings I could locate – headhunters, former colleagues, trusted friends, relatives, clients, old law school professors, even monster.com. I made a list of all Seattle-based companies, highlighted the ones I found intriguing and religiously checked their websites for job openings. Ten months (and

many hundreds of billable hours) later, I found myself sitting in a cubicle (albeit a coveted "window cubicle") working as Corporate Counsel for Litigation at T-Mobile wondering whether the leap of faith I'd just made was a mistake.

I thought about that question for maybe a minute. The truth is that for the first several months I was the one who was giddy. *I couldn't believe that I was excited to get up and go to work every day.* The differences are astounding. I work for a single client. I am developing a deep learning of one industry and am operating at a much higher level of strategic thinking. I'm not just trying to win the case, but I also need to make sure that our case strategy is aligned with our business objectives.

When I moved in-house, I was worried about missing three things: writing, appearing in court, and the variety. I still miss the writing; my desire to appear in court has been supplanted by the opportunities I have to present issues and recommendations to senior level management; and I could not have imagined how much variety I would get working for a single client. The cases I manage run the spectrum from consumer class actions, to patent infringement, to regulatory. I also have had the opportunity to expand my horizons beyond litigation.

Yes, of course, there are some downsides to working in-house (ahem, salary!). As a lawyer in a law firm, you are the cream at the top, you are the maker of the widgets, and thus, you are catered to by the firm. In a company, lawyers are an expense side of the

ledger. At best, we are seen as supporting the makers of widgets or the sales team. At worst, we are a necessary (thank god!) evil. I do not have an administrative assistant. The first time I had to write a real letter on letterhead, it took me longer to figure out how to print the letter than it did to write it. I have a boss who needs to know my daily schedule and when I'm going to be out for a few hours for a dentist appointment. I have had to learn to be comfortable with not knowing everything about a particular case and consistently feeling behind in my work. My days are jam packed with meetings and conference calls so that I have little time left for any concentrated period of thought, which then often takes place in the evenings after I put my kids to bed.

If you can handle the salary cut, the lack of administrative support and not being the top dog, the benefits are tremendous. But even the effect of the salary cut is minimized by several factors: no billable hours, your vacations are truly your own – you do not have to make up those hours, health insurance is much cheaper, parking is free. *Did I say no billable hours?* You are evaluated solely on your substantive, not quantitative, contribution. Also, I have never seen as many women in positions of power at law firms as I do in-house. It is a great place to find true mentors who not only understand the challenges you face as a professional woman, but have experienced them herself.

Rachel is Senior Corporate Counsel, Litigation, at T-Mobile USA, Inc, and is a former member of the WWL Judicial Evaluations Committee.

I am developing a deep learning of one industry and am operating at a much higher level of strategic thinking.

Thank You to Our Generous 2007 Annual Event Sponsors!

Premiers:	Dorsey & Whitney LLP, Garvey Schubert Barer, K&L Gates, Perkins Coie, Starbucks
Visionaries:	Luvera Law Firm, Stafford Frey Cooper
Associates:	Barron Smith Daugert, PLLC, Carrie M. Coppinger Carter, McNaul Ebel Nawrot & Helgren, PLLC, Keller Rohrback LLP
Colleagues:	Lane Powell, Riddell Williams PS, Tousley Brain Stephens
Friends:	Christensen O'Connor Johnson Kindness PLLC, Summit Law Group, PLLC



WASHINGTON WOMEN LAWYERS

P.O. Box 2026
Seattle, WA 98111-2026

e-mail: wwl@wwl.org
website: www.wwl.org

ADDRESS SERVICE REQUESTED

TO:

The WWL State Reporter is a publication of Washington Women Lawyers. It is published quarterly in most years. Please send change of address notices to wwl@wwl.org with the word "Member change of address" in the subject line.

WASHINGTON WOMEN LAWYERS STATE BOARD 2007-2008

<i>President</i>	Janet Chung	<u>Chapter Representatives</u>	
<i>President-Elect</i>	Amy Robinson	<i>Benton-Franklin</i>	Sharon Raye Brown
<i>Secretary</i>	Jessica Skelton	<i>Capitol</i>	Alicia Ozanich
<i>Treasurer</i>	Pat Foster	<i>Clark/St. Helens</i>	Emily Sheldrick
<i>Immediate Past-President</i>	Joan Tierney	<i>Pierce</i>	Andrea McNeely
<i>VP, Newsletter</i>	Gwen Marie Forrest	<i>King</i>	Beth Terrell, Tracy Sarich
<i>VPs, Website</i>	Gena Bomotti, Sara Springer	<i>Kitsap</i>	Karen Klein
<i>VPs, Diversity Affairs</i>	Zabrina Jenkins, Rashelle Tanner	<i>Snohomish</i>	Hillary J. Evans
<i>VP, Events</i>	Lynda Jonas	<i>Spokane</i>	Holly Brajcich
<i>VP, Governmental Affairs</i>	Cynthia Jones	<i>Whatcom</i>	Marie Gallagher
<i>VPs, Heritage</i>	Jennifer Johnson Grant, Kerry Keefe	<u>Law School Liaisons</u>	
<i>VP, Judicial Affairs</i>	Marcia Meade	<i>Seattle University</i>	Grace Wiener, Lindsay Fisher
<i>VPs, Membership</i>	Abigail Daquiz, Carla Lee	<i>University of Washington</i>	Elizabeth Mills, Deborah Byrne
<i>VPs, Professional Development</i>	Megan McCloskey, Renea Saade	<i>Gonzaga University</i>	Ilaria Hare Heiderich