



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Stoel Rives LLP

Address: 500 Capitol Mall Suite 1600

City, State, Zip: Sacramento, CA 95814

Phone: 9163194645

Fax: \_\_\_\_\_

Email: heraclio.pimentel@stoel.com

Please mark if your firm is:

Minority Owned

Woman Owned

*Describe your firm's level of commitment to diversity.*

Diversity is one of Stoel Rives' values and a key element of our Firm's strategic vision. In today's increasingly mobile, multicultural world, many of our clients recognize that diversity and inclusion are not only beneficial social values, but also vital ingredients in business innovation and success.

Diverse viewpoints and creative thinking are essential in developing innovative, workable solutions in every aspect of life. For a multifaceted law firm such as Stoel Rives, diversity within our Firm is critical to the quality of our legal work, our client service, and the professional development of our attorneys and staff.

Our diversity plan is driven by two goals: (1) to successfully recruit, develop, and retain attorneys and staff of diverse backgrounds and characteristics and (2) to foster an inclusive professional environment that respects and values differences among our attorneys and staff and supports professional development and advancement for all. Additionally, as part of our participation in Diversity Lab's Move the Needle Fund (MTN), we have committed to improving the retention rate of our diverse attorneys (specifically women, racial/ethnic minorities, individuals identifying as LGBTQ+, and individuals with disabilities) to at least equal the retention rate of our non-diverse attorneys by 2025, with the ultimate goal of increasing the percentage of diverse partners in the Firm. MTN is a five-year model program funded by a small group of law firms and involving over two dozen corporate general counsels to test and measure innovative DE&I strategies, with the goal of developing demonstrably successful tools to help the legal profession diversify.

We are proud of our accomplishments toward meeting these goals. In 2022, over 60% of the Firm's attorney hires were diverse. Today, nearly 70% of Stoel's top leadership positions are held by diverse attorneys and 55% of our attorneys are diverse. We received Mansfield Rule 5.0 Plus Certification (2022), a perfect 100% rating on the Corporate Equality Index (2022), and an Aspire Diversity Award from Lawyers of Color (2023). Lastly, we were named a "Tipping the Scales" law firm by the Diversity & Flexibility Alliance (2022) and received the Women in Law Empowerment Forum's 2022 Gold Standard Certification.

### OTHER FIRM LOCATIONS

Anchorage, AK

Washington, D.C., DC

Portland, OR

San Diego, CA

Boise, ID

Salt Lake City, UT

San Francisco, CA

Minneapolis, MN

Seattle, WA

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### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |   |   |   |   |
|---|---|---|---|
| <input checked="" type="checkbox"/> Commercial Litigation   | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law         | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law        | <input checked="" type="checkbox"/> Environmental Law and Toxic Torts | <input checked="" type="checkbox"/> Intellectual Property | <input type="checkbox"/> Professional Liability               |
| <input checked="" type="checkbox"/> Drug and Medical Device | <input checked="" type="checkbox"/> Health Care                       | <input type="checkbox"/> Premises Liability               | <input checked="" type="checkbox"/> Transportation Litigation |
- Other: Corporate Law  
Employee Benefits Law  
Estate Planning  
Energy Law  
Natural Resources Law  
Real Estate Law  
Indian & Alaska Native Law  
Labor Law  
Retail, Fashion, Consumer Products

### REPRESENTATIVE CLIENTS

The Greenbrier Companies, Inc.

St. Luke's Health System, Ltd.

Washington State Department of Transportation

Grimmway Enterprises, Inc.

Darigold, Inc.

ConocoPhillips Alaska, Inc.

sPower, LLC

PeaceHealth

Precision Castparts Corp.

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Heraclio Pimentel

**Email:** heraclio.pimentel@stoel.com

**Curriculum Vitae** (100 Words or Less)

Heraclio Pimentel is an environmental litigation associate in Stoel Rives' Environment, Land Use and Natural Resources group. Heraclio advocates for public and private entities' interests in the environmental sphere including water rights and regulation, the oil and gas industry, and land use. Heraclio has assisted clients in litigating contract disputes, settling citizen suits, and disputing adverse governmental determinations, and assisted water agencies in defending their interests. Prior to becoming an attorney, Heraclio spent four years teaching English in Japan. Heraclio is a member of the firm's DEI planning subcommittee. Heraclio is the first in his family to attend college.

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## Diversity Expo Law Firm Interview Application

Firm Name: Stoel Rives LLP

Attorney #2

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)

Attorney #3

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)



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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Wong Fleming

Address: 821 Alexander Road Suite 200

City, State, Zip: Princeton, NJ 08540

Phone: 609-951-9520

Fax: 609-951-0270

Email: lwong@wongfleming.com

Please mark if your firm is:  Minority Owned

Woman Owned

*Describe your firm's level of commitment to diversity.*

Wong Fleming is a law firm rich in diversity. The firm has been a minority- and woman-owned law firm committed to diversity in the legal profession since its founding 29 years ago in 1994. The firm's commitment to diversity is pervasive and is reflected in the firm's ownership, associate ranks, and support staff. Many of our offices are managed by minority Partners who are members of diverse cultures. Many of the associates are either minorities and/or women. The firm is supportive of its diverse staff of paralegals and legal support staff. Simply hiring minorities is not enough to solve the underlying structural issues that inhibit minorities from attaining equal workplace opportunities and ascending the ranks of a firm. Wong Fleming has committed itself to cultivating an environment where diverse attorneys are assigned significant work commensurate with their experience and qualifications. The firm celebrates the diversity of its employees because we feel it makes us more responsive and better able to meet the needs of our clients. Wong Fleming also recognizes it is part of a diverse community that is made richer through the many cultures and ethnicities that have made the United States their home. Wong Fleming's commitment to diversity is an integral part of every facet of our firm including our recruitment, hiring and training efforts as well as the organizations we belong to and programs we sponsor. We believe that the interests of our clients are best served by a diverse group of attorneys, with strong advocacy, who maintain high standards of professional conduct. Our firm's CEO, Linda Wong, is both a woman and minority and many of our offices are managed by minority Partners. Several of our minority and women attorneys were promoted this past year to partner and management positions. Some of these minority attorneys have been with the firm for more than a decade. We also aim to design attorney case and trial teams that reflect gender and racial diversity, and continually reevaluate the policies of our law firm to ensure commitment to diversity in the workplace. Wong Fleming attorneys vigorously pursue their clients' interests with civility to the bench and fellow members of the Bar.

### OTHER FIRM LOCATIONS

420 Walnut Avenue

125 South Wacker Drive

1500 John F Kennedy Blvd, Two Pen

1200 G Street, NW

118 N. Delaware

77 Sugar Creek Center Blvd

2675 Paces Ferry Rd.

1 Rockefeller Plaza

9840 Willows Road NE

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- |   |  |   |   |
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| <input type="checkbox"/> Construction Law                 | <input type="checkbox"/> Environmental Law and Toxic Torts | <input checked="" type="checkbox"/> Intellectual Property | <input checked="" type="checkbox"/> Professional Liability    |
| <input type="checkbox"/> Drug and Medical Device          | <input type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability    | <input checked="" type="checkbox"/> Transportation Litigation |
- Other: The firm is nationally recognized for its practice in the areas of Creditors' Rights and Bankruptcy, Corporate Asset Recovery, Commercial Litigation, Trial, Insurance Defense and Coverage, and more.

### REPRESENTATIVE CLIENTS

<u>Keybank</u>	<u>Honda</u>	<u>Ford</u>
<u>Allstate</u>	<u>Bank of America</u>	<u>Harley-Davidson</u>
<u>Prudential</u>	<u></u>	<u>Sandoz</u>

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Dafney Dubuisson Stokes, Partner

**Email:** dstokes@wongfleming.com

**Curriculum Vitae (100 Words or Less)**

Dafney Dubuisson Stokes is a Partner of Wong Fleming. Ms. Stokes concentrates her practice in creditors' rights, bankruptcy and automotive finance. She has led creditors' rights teams on a national level for clients who have experienced their highest recovery rates. She has also successfully defended many automotive finance companies in connection with complex Fair Credit Reporting Act, Truth in Lending and bankruptcy litigation. Prior to a career in litigation, Ms. Stokes worked for almost a decade in the social service sector advocating for youth in specialized foster care placement and instructed classes on critical life skills geared towards inner city young adults that would empower them to gain independence and move forward in life. With a desire to develop a strong relationship with every client and consistently steer them in the most productive direction, Ms. Stokes consistently goes above and beyond to help the client arrive at a beneficial and satisfactory solution.

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Firm Name: Wong Fleming

Attorney #2

**Name:** Florelee Lyles, Partner

**Email** flyles@wongfleming.com

**Curriculum Vitae** (100 Words or Less)

Florelee Lyles is a Partner of Wong Fleming. Ms. Lyles concentrates her practice in commercial litigation, insurance coverage and defense, products liability, premises liability, creditors' rights and employment and labor law. She has served on trial teams that successfully defended insurance companies in insurance coverage cases and that also successfully defended many products liability cases at trial. She currently serves on the New Jersey Supreme Court Committee on Jury Selection in Civil and Criminal Trials. Ms. Lyles also is a past president of the Asian Pacific American Lawyers Association of New Jersey. She has an AV® Preeminent™ Peer Review Rating from Martindale-Hubbell and was recognized as a Top-Rated Lawyer for ethical standards and legal ability in Litigation in 2015. She is also one of 100 attorneys honored in the Lawyers of Color Inaugural Eastern Region 2013 Hot List.

Attorney #3

**Name:** \_\_\_\_\_

**Email** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)