

**Leadership Council on Legal Diversity**

# **2016 Pathfinder First Meeting**

**April 14-16, 2016  
Microsoft Corporation  
Redmond, Washington**



# Agenda

## April 14, 2016

6:00 - 8:00 PM

### Welcome Reception at Pearl

*Hosted by Lane Powell, PC, with Remarks by Tom Sondag, Vice President, Lane Powell, PC*

Pearl restaurant is located at 700 Bellevue Way NE, Suite 50, which is less than a five-minute walk from The Westin Bellevue.

## April 15, 2016

7:20 AM

### Meet in The Westin Bellevue Lobby for Shuttle to Microsoft

The shuttle will leave promptly at 7:30 am to go to Microsoft. If you do not take the shuttle, then you will be responsible for your own transportation. The meeting will take place at Microsoft's Redmond Campus at the Conference Center Building 33 in the Hood Conference Room, which is located at 16070 N.E. 36th Way, Redmond, WA 98052.

8:00 - 9:00 AM

### Breakfast

9:00 - 9:15 AM

### Welcome & Orientation

*Lori L. Lorenzo, Program Director, LCLD  
Andrea Grieco, Attorney, Microsoft Corporation; 2015 Pathfinder*

9:15 - 10:15 AM

### The Leader Within

*Angela Vallot & Mitchell Karp, Partners, VallotKarp Consulting*

Every leader has a different path to success, but there are often similar challenges along the way. One such challenge is a phenomenon known as the imposter syndrome. While everyone experiences feeling like an imposter at some point in their career, research shows that women, people of color, and others in the numeric minority may be more susceptible to this phenomenon. In this opening session you will learn about the imposter syndrome and how to overcome it.

10:15 - 10:45 AM

### Break

10:45 AM - 1:00 PM

### Know Thyself: Self-Awareness Using the TypeCoach MBTI Tool

*Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education*

Every successful professional must have the desire and ability to engage in self-assessment. This session will use the TypeCoach Myers-Briggs Type Indicator tool to help you understand your own default preferences around communication, information processing, and decision making. You'll also

## April 15, 2016 (Continued)

learn to identify key aspects of preferences that differ from your own, and will strengthen your ability to tailor your interactions with others so that you communicate with increased clarity and effectiveness.

1:00 - 2:00 PM

### **Lunch**

*Remarks by Brad Smith, President and Chief Legal Officer, Microsoft Corporation; Chair, LCLD Board of Directors*

2:00 - 3:30 PM

### **Getting to Know the Company: Microsoft**

*Rima Alaily, Assistant General Counsel, Marketing, Microsoft  
Erich Andersen, Vice President and Deputy General Counsel, IP, Microsoft  
Dev Stahlkopf, Deputy General Counsel, HR Legal, Microsoft  
Moderated by Jason Barnwell, Senior Attorney, Microsoft; 2016 Fellow*

3:30 - 4:45 PM

### **Microsoft Campus Tours**

You will get an inside look at the Digital Crimes Unit (DCU), Cyber Defense Operations Center (CDOC), Hardware Lab, and 88 Acres.

4:45 - 6:30 PM

### **Branding, Networking & Relationship Building**

*Elise Holtzman, President, The Lawyer's Edge*

Growing and nurturing worthwhile professional relationships will lead you to opportunities that won't come from simply doing good legal work. First, learn the most effective ways to engage in networking and how to do so in a manner that aligns with your goals, personality, and values. Then, discover how identifying and conveying your unique brand can help you stand out from a very crowded field of lawyers so you can create the professional future you want and deserve.

6:30 PM

### **Board Shuttle to The Westin Bellevue**

If you do not take the shuttle, then you will be responsible for your own transportation back to the hotel. The Westin Bellevue is located at 600 Bellevue Way NE, Bellevue, WA 98004.

7:15 PM

### **Dine-Arounds**

Join your fellow Pathfinders for dinner at a local restaurant. Meet with your group in The Westin lobby 30 minutes prior to your reservation time. All restaurants are located within walking distance or a short cab ride from the hotel. Please note that Dine-Arounds are at the Pathfinders' expense.

## April 16, 2016

7:20 AM

### **Meet in The Westin Bellevue Lobby for Shuttle to Microsoft**

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8:00 - 9:00 AM

### **Breakfast**

9:00 - 9:30 AM

### **Networking Debrief**

*Elise Holtzman, President, The Lawyer's Edge*

This is a short discussion of your experience networking with fellow Pathfinders during last night's Dine-Arounds. What did you do differently? What approaches worked or didn't work for you and why? Share your observations with the group and start considering how you might adjust your networking style in the future.

9:30 - 11:00 AM

### **Case Study**

*Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education  
Chuck Riley, President, Lane Powell, PC; LCLD Member*

Our session on the Harvard Law School case, "Sponsorship at Wilmer Cutler & Pickering: Yoon-Young Lee," will involve a discussion of sponsorship, mentoring, professional/people development, and how different members of an organization can contribute to (or detract from) attempts to establish cultural norms and behaviors. You will learn the difference between sponsorship and mentorship, and what you can do to find and develop your own sponsor-based relationships.

11:00 AM - 12:30 PM

### **LCLD Fellows Panel: My Path to Success**

*Caldwell Camero, Senior Trademark Counsel, Fluke Corporation; 2014 Fellow  
Jack C. Chen, Assistant General Counsel, Employment Policy & Strategy,  
Microsoft; 2011 Fellow*

*Jill Long, Shareholder and Director of Professional Development and Diversity,  
Lane Powell, PC; 2014 Fellow*

*Elke Suber, Assistant General Counsel, Retail, Microsoft; 2011 Fellow*

*Katrina A. Thornock, Director, Corporate Counsel, Starbucks Corporation;  
2014 Fellow*

*Moderated by Eva Turella, Talent Acquisition Director, Microsoft*

A panel of law firm and in-house Fellows discuss key elements to success in their organizations and true stories of their own successes (and failures) along the way. They will share tips for navigating difficult choices and things they wish they had known earlier. Fellows will also host breakout discussions with small groups of Pathfinders after the panel presentation.

## April 16, 2016 (Continued)

12:30 - 1:30 PM

### Lunch

1:30 - 3:30 PM

### Scenario Work

*John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC*

There are critical decisions to be made at every step in one's career. This program will focus on the challenges facing young attorneys as they begin to move up in their organizations. Rather than simply sharing tips and best practices, this workshop will be highly interactive with role plays and small group activities to allow each participant to explore critical career decisions like developing mastery in an area of their interest rather than a supervisor's desire, soliciting feedback about all aspects of their work, adding value to the organization, and its customers and clients, and figuring out how to overcome institutional obstacles.

3:30 - 5:00 PM

### Leadership Essentials: Build Your Ability to Deliver and Receive Feedback

*Chris De Santis, Specialist in Management and Organization Development*

Both giving and receiving tough feedback is difficult, but feedback is an essential part of learning and growth. Learn to master two skills in this session: first, build the trust required to elicit difficult but career-building feedback from colleagues and, second, develop the courage necessary to give honest feedback to others.

5:00 - 5:15 PM

### Closing Session

*Lori L. Lorenzo, Program Director, LCLD*

5:15 PM

### Board Shuttle to The Westin Bellevue

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## Speakers



**Rima Alaily** is an Assistant General Counsel, in the Corporate, External, and Legal Affairs (CELA) department at Microsoft Corporation. Her team provides legal advice and counseling to the Office Marketing and Cloud and Enterprise Marketing groups. She also leads CELA's diversity and inclusion initiative. Alaily is on the Board of Directors of Kids in Need of Defense (KIND), whose mission is to provide pro bono representation to unaccompanied children in U.S. immigration proceedings.

She also is President of the Campaign for Equal Justice Board, which raises unrestricted funds for all civil legal aid organizations in Washington State.



**Erich Andersen** is Vice President and Deputy General Counsel for Microsoft Corporation with responsibility for leading the company's Intellectual Property Group.

Andersen joined Microsoft in 1995, and has worked very closely with the Microsoft business groups over the years on legal, regulatory, technical, and policy issues, handling many of the company's strategic relations with partners. Andersen has traveled extensively in Europe and Asia during his time with the company and was based in Paris, France from 2006 – 2009, where he led the EMEA legal and government affairs team. He previously held the positions of vice president and deputy general counsel for the company's Office and Windows product divisions.

Before joining Microsoft, Andersen served as a law clerk for Judge Diarmuid F. O'Scannlain of the Ninth Circuit Court of Appeals in Portland, Oregon, and the Honorable James P. Churchill of the United States District Court for the Eastern District of Michigan. He began his law practice with Davis Wright Tremaine in Seattle, Washington.

Andersen graduated from the University of California, Los Angeles (UCLA) in 1986 and from the UCLA School of Law in 1989, where he served as chief managing editor of the law review.



**Jason Barnwell** is an Attorney in Microsoft's Corporate, External, and Legal Affairs department. He leads Microsoft's open source software counselling team and is a frontline product counsellor to the Developer Division of Microsoft's Cloud and Enterprise Business. Prior to joining Microsoft, he was an associate in the Emerging Companies practice group at Cooley LLP. Before entering law school, he worked as a software engineer developing enterprise software. He earned his B.S. in mechanical engineering from MIT and his J.D. from the University of Southern California Gould School of Law.

Find out more at [www.linkedin.com/in/jbarnwell](http://www.linkedin.com/in/jbarnwell).



**Caldwell Camero** is Senior Trademark Counsel with Fluke Corporation, a global manufacturer of industrial electronic test and measurement tools and software. Prior to Fluke, Camero was Senior IP Counsel – Trademarks with General Mills, one of the world’s largest food companies. General Mills has some of the most highly recognized brands, such as Cheerios, Yoplait, Betty Crocker, Pillsbury, and Green Giant, and Camero had a fun time protecting marks like Lucky Charms, Cocoa Puffs, Old

El Paso, Progresso, Hamburger Helper, and Totino’s. Camero’s international experience includes work focused on Latin America and Europe and she has enjoyed the challenges of complex licensing of various food and entertainment equities.

Before joining General Mills, Camero was in-house with Best Buy for seven years and before that in-house with Menards for four years. A Los Angeles native, she received her undergraduate degree in political science *cum laude* from Providence College and law degree from Mitchell Hamline School of Law, where she was a member of the law review and active in the Minnesota Justice Foundation. Camero stays active in the community through her volunteer work for Junior League.



**Jack Chen** is an Assistant General Counsel for Employment Policy and Strategy at Microsoft Corporation. Chen is responsible for a broad portfolio of employment policy engagements and strategic initiatives relating to talent acquisition and retention. His principal issue areas include emerging labor and employment regulations, workforce diversity and inclusion, employment-based immigration reform, and global workforce planning.

Chen was a 2011 Fellow of the Leadership Council on Legal Diversity and currently serves on the Advisory Board of One Day’s Wages.



**Chris De Santis** is an independent consultant specializing in the design and delivery of management and organization development interventions. He assists individuals or groups in identifying obstacles to effectiveness and subsequently works with them to create user-friendly solutions aligned with the company’s strategic initiatives. He brings with him 30 years of experience in training and development, graduate degrees in organization development and marketing, and work experience in

manufacturing, service, and not-for-profit environments. He has an undergraduate degree in business from the University of Notre Dame, an M.B.A. from the University of Denver, and an M.A. in organization development from Loyola University.

De Santis has done training and instructional design work with service organizations such as Accenture, Abbott Labs, and Navigant. He has been the director of training and development for the American Medical Association and he was part of the Human Resource Development group for Brunswick Corporation, a leader in the manufacture of leisure products. He has worked as an independent practitioner for the past 18 years serving professional services firms focused in the areas of law, consulting, and accounting. He has done management and executive development course design, implementation, and facilitation, as well as the delivery and evaluation of training initiatives. He has numerous vendor certifications (including DDI, Forum, ODI, TAI, Blanchard, Rummel-



Brache, Myer-Briggs,) and has done both needs assessments and the subsequent course deliveries to address those needs.

He has special expertise in dealing with generational differences in the workplace, gender socialization at work, applying the principles of emotional intelligence to leading and managing change, mentoring, and the application of a variety of instrumentation including multi-rater feedback to develop and enhance performance, and how to develop and leverage long-term relationships in the selling process. He also teaches and has a depth of knowledge in facilitation, listening, and presentation skills developed through his work experiences and background in theater games.



**Carrie J. Fletcher** is the Executive Director of Executive Education at Harvard Law School (HLS), where she works with faculty and an administrative team to develop leadership programs that serve law firm managing partners, emerging law firm leaders, and general counsel from across the globe. Fletcher also teaches in HLS Executive Education programs, works with law firm clients to develop and deliver tailored leadership programming to their attorneys, and runs the business operations of the Executive Education department.

Before joining HLS Executive Education, Fletcher was the executive director of law programs at the Fullbridge Program, where she designed curricula focused on professional and business skills development and managed ongoing and new client relationships. Prior to her time at Fullbridge, Fletcher spent 18 years in both practicing and business-side roles at large law firms. From 2007-2013, she was a member of the Professional Development & Training team at Goodwin Procter LLP, where she created and implemented programming for partners and associates that focused on leadership development, core professional skills instruction, and substantive legal skills training. Fletcher also practiced complex commercial and soft intellectual property litigation from 1996-2007, initially in Chicago, and then at Foley & Lardner's Boston office for the last nine years of that period.

Fletcher received her J.D. from the University of Michigan Law School (December 1995) and her B.A. (April 1993, with honors) from the University of Michigan.



**Andrea Grieco** is an Attorney at Microsoft supporting the engineering teams. She is currently the lead advisor on legal matters arising from development and operation of Power BI, a business analytics and data visualization cloud service, as well as Azure cloud platform offerings for media, mobile, and website workloads. She was previously the frontline attorney for Microsoft's cross-platform developer tools team and Microsoft Open Technologies, Inc., a subsidiary devoted to open source and open standards.

Prior to joining Microsoft, Grieco was an associate in the corporate department of Morrison & Foerster LLP in Silicon Valley, where her practice focused on advising tech start-ups on venture capital financings, mergers and acquisitions, and other commercial transactions. She was previously an attorney at Immersion Corporation, a Silicon Valley company specializing in haptic technology.

Grieco received her B.A. with honors from Fordham University and her J.D. from Santa Clara University School of Law where she graduated *summa cum laude*.

She is admitted to the state bars of California and Washington.



**Elise Holtzman**, *The Lawyer's Success Coach*, is an experienced lawyer and certified business coach who specializes in helping attorneys become more successful, more satisfied with their legal careers, and by extension, more fulfilled in their personal lives.

As the Founder and President of The Lawyer's Edge, Holtzman works with partners and associates in private practice as well as in-house counsel to help them maximize career opportunities and minimize obstacles to success. The philosophy that drives Holtzman's practice is that the happiest and most successful lawyers are the ones who engage in the strategic pursuit of professional excellence by developing insights and capabilities that go beyond technical legal skills.

Her areas of expertise include:

- Networking and business development training and coaching
- Preparing high-potential attorneys for leadership roles and partnership
- Honing "career intelligence" skills, such as communication, management, and client service

Holtzman frequently speaks on leadership development topics for organizations including the New York State Bar Association; the New Jersey State Bar Association; the New Jersey Women Lawyers Association; Lawline.com; and Columbia, Cardozo, and Rutgers law schools.

Prior to founding The Lawyer's Edge, Holtzman practiced at large law firms in the area of commercial real estate transactions. She earned a B.A. in psychology from the University of Pennsylvania and her J.D. from Columbia Law School, where she was an editor of the *Columbia Law Review*. Holtzman is a past president of the New Jersey chapter of the International Coach Federation (ICF) and is accredited by the ICF. She continues to be an active law school alumna as a member of the Board of Directors of the Columbia Law School Association.

Holtzman lives with her husband, a practicing attorney, and their three children in central New Jersey.



**Mitchell Karp** is a Partner in VallotKarp Consulting, which provides a broad range of services to corporations, law firms, and other organizations on issues relating to diversity and inclusion, cultural competence, mentoring/sponsorship, gender dynamics, and conflict resolution. He is a former civil rights attorney who brings two decades of pioneering work to human rights issues, communications skill-building, executive coaching, and organization development.

Karp has helped a wide range of leadership teams (global teams as well as U.S.-based teams) identify potential problem areas and to develop appropriate strategies to improve workplace dynamics. In 2003 he completed a study for the U.S. Agency for International Development interviewing CEOs in Egypt and the U.S. to identify best practices to enhance global competitiveness.

Prior to launching his consulting career, Karp founded the New York City Commission on Human Rights Training Institute. As director of the Training Institute, Karp designed and presented training programs to hundreds of organizations, firms, and agencies on topics such as: Cultural Diversity; Improving Inter-Group and Interpersonal Communication Skills; and Conflict Resolution Skill-Building. His skills as a trainer and group facilitator have won Karp praise from senior partners at law firms and corporate executives.

Karp holds a B.S. in industrial and labor relations from Cornell University, a J.D. from Rutgers Law School, and a master's degree in organization development from American University. He has received awards for his precedent-setting litigation and community service. He is currently an adjunct instructor for the Management Development and Human Resources Programs at the Cornell University School of Industrial and Labor Relations in New York City. His coaching clients include corporate executives, partners in law firms, and executive directors of not-for-profit organizations.



**Jill Long** concentrates her practice in the areas of land use and real estate, with a focus on obtaining land use entitlements for retailers, developers, and property owners. She has successfully obtained entitlements for a broad range of clients, from national retailers to local family-owned shopping center developers. Long has appeared successfully before city and county boards throughout Oregon and Washington, the Oregon Land Use Board of Appeals, the Oregon Department of Transportation, and the Columbia River Gorge Commission, advocating for clients involved in a variety of projects including property development, zone and comprehensive plan changes, legislative lobbying, design review, variances, and appeals. She also represents borrowers in new markets tax credit financings.

In addition to her active practice, Long is the Director of Professional Development and Diversity at Lane Powell, providing leadership and strategic direction for the firm's professional development and diversity programs. She oversees the design, implementation, and monitoring of a wide variety of programs related to professional development of the firm's attorneys, increasing diversity, and fostering an inclusive work environment.



**Lori L. Lorenzo** is the proud mom of four kids: Amanda, 14; Mark, 11; Kyle, 8; and Ethan, 6. In her role with the Leadership Council on Legal Diversity (LCLD), she is responsible for supporting LCLD's efforts to promote diversity and inclusion among Member organizations, developing and managing LCLD's strategic programs, and promoting understanding of legal diversity issues generally.

Lorenzo has published several articles and she is a frequent speaker on diversity with organizations including the American Bar Association, the National Association for Law Placement (NALP), and the Association for Legal Administrators, among others.

Lorenzo received her B.A. with honors from the University of Florida and her J.D. from Duke University School of Law. Before joining LCLD, her work experience included law practice in structured finance and securitization, small business ownerships (a martial arts company), and several years managing diversity initiatives for law schools.



**John Mitchell** is a lawyer and a leader. He is committed to helping lawyers discover their leadership potential so that they continuously develop themselves and their organizations in pursuit of changing the world. Mitchell specializes in working with lawyers in formal roles like general counsel, managing partner, practice group leaders and committee chairs, and those in informal leadership roles. He also supports in-house lawyers transitioning to business roles, junior associates, new partners, major rainmakers, and senior lawyers considering their “second season” in life.

Helping leaders transition to new leadership positions is one area of Mitchell’s expertise. He has extensive experience assisting women and attorneys of color in successfully applying their talents in new roles and new environments. Mitchell’s unique background brings personal experience to these types of transitions and his educational experiences ground those firsthand experiences with sound theory and applied research.

Mitchell’s 20-plus years of business experience ranges from working as a professional in a social service agency, to practicing law in a large international law firm, to leading a large urban affiliate of an internationally known not-for-profit housing development organization, to starting a successful company that helps leaders develop and hone their own unique leadership style.

When he is not working with clients, Mitchell can often be found running or cycling along Chicago’s beautiful lakefront. He and his wife can be found at one of the city’s many restaurants, cultural institutions, or music festivals. An annual pilgrimage to the New Orleans Jazz & Heritage Festival, visits with friends around the country, and bicycle trips anywhere the terrain is more varied than Chicago’s keep Mitchell on the move. So, if you get his voicemail leave a message. More likely than not he is out someplace having fun. But do not worry—he will return your call!



**Chuck Riley** is the President of Lane Powell. He works closely with the firm’s Board of Directors, senior management, and practice group leaders to ensure that the firm effectively meets its clients’ needs.

Riley also maintains his active practice as a trusts and estates lawyer. His practice focuses on tax-sensitive estate planning, and estate and trust administration for high net-worth families. Riley is a Fellow of the American College of Trust and Estate Counsel and was named Seattle’s 2013 “Lawyer of the Year” in Trusts and Estates by *Best Lawyers in America*®.

Riley is active in the Seattle community, sitting on the Executive Committees of the Seattle Police Foundation and the Downtown Seattle Association. He also serves as General Counsel for the Downtown Seattle Association. Riley is involved with the United Way of King County, where he sits on the Fundraising Cabinet.



**Brad Smith** is Microsoft's President and Chief Legal Officer.

In this role, Smith is responsible for the company's corporate, external, and legal affairs. He leads a team of more than 1,300 business, legal, and corporate affairs professionals working in 55 countries. These teams are responsible for the company's legal work, its intellectual property portfolio, patent licensing business, corporate philanthropy, government affairs, public policy, corporate governance, and social responsibility work. He is also Microsoft's chief compliance officer. Smith plays a key role in representing the company externally and in leading the company's work on a number of critical issues including privacy, security, accessibility, environmental sustainability, and digital inclusion, among others.

Smith joined Microsoft in 1993, and before becoming general counsel in 2002 he spent three years leading the Legal and Corporate Affairs (LCA) team in Europe, then five years serving as the deputy general counsel responsible for LCA's teams outside the United States.

Smith has overseen numerous negotiations leading to competition law and intellectual property agreements with governments around the world and with companies across the IT sector. He has played a leading role within Microsoft and in the IT sector on government surveillance, privacy, intellectual property, immigration, and computer science education policy issues. As the senior executive responsible for ensuring that Microsoft fulfills its corporate responsibilities, he has helped the company achieve its consistent ranking in the top two percent of the S&P 500 for corporate governance scores. He has played a leadership role locally and nationally on numerous charitable, business, and legal initiatives. In 2013 he was named by *The National Law Journal* as one of the 100 most influential lawyers in the United States. In 2014, *The New York Times* called Smith "a de facto ambassador for the technology industry at large."

In addition to his work at Microsoft, Smith is active in several civic and legal organizations and in the broader technology industry. In March 2015, Smith joined the Netflix Board of Directors. He also works to advance several significant diversity and *pro bono* initiatives, serving as Chair of the Board of Directors of Kids in Need of Defense (KIND) and as Chair of the Leadership Council on Legal Diversity (LCLD). In addition, Smith chairs the board of the Washington State Opportunity Scholarship program, at the appointment of the governor.

Smith grew up in Appleton, Wisconsin, where Green Bay was the big city next door. He attended Princeton University, where he met his wife, Kathy (also a lawyer), and graduated *summa cum laude* with a concentration in international relations and economics. He earned his J.D. from the Columbia University School of Law and studied international law and economics at the Graduate Institute of International Studies in Geneva, Switzerland. Prior to joining Microsoft, he was an associate and then partner at the Washington, D.C.-based firm of Covington and Burling, where he is still remembered as the first attorney in the long history of the firm to insist (in 1986) on having a personal computer on his desk as a condition for accepting a job offer.



**Tom Sondag** is Vice President of Lane Powell PC, and Partner in Charge of the firm’s Portland office, where he also serves on the firm’s Diversity Committee. In addition to his management roles, Sondag maintains an active appellate practice, and has been a Fellow of the American Academy of Appellate Lawyers since 2007. Chair of the firm’s Appellate Practice Group, he has been lead counsel on more than 200 appeals in state and federal courts, and was named Portland’s 2013 “Lawyer of the Year” for Appellate Practice by *Best Lawyers in America*®. Sondag has served on numerous bar and community organizations, and is a past president of the U.S. District Court of Oregon Historical Society. He received his undergraduate and law degrees from University of California at Berkeley.



**Elke Suber** is Assistant General Counsel, Retail at Microsoft Corporation in Redmond, Washington. She is a 2011 LCLD Fellow.



**Katina Thornock** serves as Director, Corporate Counsel, Litigation at Starbucks Coffee Company in Seattle, Washington. She is responsible for overseeing tort, commercial, and ADA litigation on behalf of Starbucks in North America. Thornock also advises internal business units, including Global Operations, Store Development, Supply Chain, and Safety and Security and Risk Management. Thornock began her career in the Prosecuting Attorneys Offices of King and Pierce Counties, Washington, where she guided misdemeanor and felony prosecutions through trial. Prior to joining Starbucks, Thornock gained extensive experience in private practice working at the Reed McClure law firm and then Cozen O’Connor where her practice focused on insurance coverage, bad faith, premises liability, products liability, and commercial litigation. In 1996, she graduated from the University of Washington with a B.A. in English and political science. She is a 2001 graduate of Seattle University School of Law.



**Eva Turella** leads Microsoft’s Global Talent Acquisition Team for Human Resources, Finance, and Corporate and External Affairs. Turella has been at Microsoft for just shy of 12 years and has held various Recruiting and Human Resources roles across the company. Turella considers herself a native of the Pacific Northwest, although she spent many of her elementary school years growing up in Europe as her father is a physician in the U.S. Army. Turella attended the University of Washington for undergrad and then the University of San Diego School of Law. She currently lives in Seattle with her husband and two daughters, Dylan, 9, and Sadie, 2.





**Angela Vallot** is a Partner in VallotKarp Consulting, which provides a broad range of services to corporations, law firms, and other organizations on issues relating to diversity and inclusion, cultural competence, mentoring/sponsorship, gender dynamics, and conflict resolution. Vallot is also a frequent panelist and keynote speaker on the topics of women’s leadership and diversity and inclusion as a business imperative.

Vallot began her career in Washington, D.C., where she worked as an attorney for 17 years with the law firms of Jones Day and Arent Fox, representing Fortune 500 corporations, financial institutions, and foreign governments on a broad range of issues, from government relations and real estate to business and international transactions.

In 1997, she was recruited by the CEO of Texaco to lead the company’s diversity efforts and transform its image and reputation following the settlement of a \$176 million racial discrimination lawsuit. During her tenure at Texaco she created and managed the Office of Corporate Diversity Initiatives, chaired Texaco’s Corporate Diversity Council, and managed the work of six regional Diversity Councils with a combined membership of over 100 employees, and worked closely with the seven-member court-appointed Task Force on Equality and Fairness. She also developed and managed the company’s partnerships with key national organizations such as the NAACP, National Urban League, National Council of La Raza, and Hispanic Association on Corporate Responsibility, which resulted in transforming Texaco’s image from “pariah” to corporate diversity leader (subject of *Fortune* feature story, September 6, 1999). She remained at Texaco until the company merged with Chevron in 2001.

Vallot was recruited by the CEO of Colgate Palmolive in 2001 to serve as the Vice President of Global Workplace Initiatives. In this role, she worked both nationally and internationally in company’s global subsidiaries to develop and implement country-specific diversity and inclusion strategies. She traveled to subsidiaries in Brazil, South Africa, London, and Paris, working closely with local business and HR teams in each location.

Vallot graduated from Mills College and Georgetown University Law Center.



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# LCLD 2016 Pathfinder First Meeting: Additional Speaker Biographies

Microsoft Corporation | Redmond, Washington | April 14-16, 2016

## Getting to Know the Company: Microsoft

Presented April 15, 2016



**Hossein Nowbar** is the Vice President and Deputy General Counsel for Microsoft's Cloud and Enterprise Business, and Microsoft Research & Advanced Technologies. Hossein leads the legal strategy and execution on intellectual property, antitrust, open source, interoperability, privacy, security, regulatory compliance, and other issues related to the design, development, marketing, distribution, and usage of Microsoft's Cloud, Server, Management, Security, Database, Datacenter, Tools,

Dynamics CRM & ERP, and Research and Advanced Technologies products and services. He also leads Microsoft's Open Source Software legal counseling team.



**Nick Psyhogeos** leads the IP Licensing function at Microsoft, as President of Microsoft Technology Licensing, LLC, a wholly-owned subsidiary that owns, manages and licenses Microsoft's patent portfolio. In that role, Psyhogeos oversees the patent licensing strategy for Microsoft, including the Android licensing program. He manages a team of legal and business professionals responsible for a range of IP transactions, including in-bound and outbound licensing, cross-licensing, and

divestures.

Previously, Psyhogeos served as VP of the OEM Business Solutions Group and managed licensing, programs, and policies with Microsoft's Original Equipment Manufacturer (OEM) partners globally. In his 17 years with Microsoft, he has held multiple roles within Microsoft's Legal & Corporate Affairs Group (LCA), including LCA Director for the Central and Southern Europe Region based in Paris; Northern Europe Regional Counsel based in London; and Corporate Attorney based in Washington, D.C., in charge of Microsoft's anti-piracy enforcement program for the East Coast of the U.S.

Prior to joining Microsoft, he worked as an attorney in the litigation group of Sherburne, Powers & Needham (now Holland & Knight) in Boston, Massachusetts, specializing in trade secret, copyright, and trademark litigation. He started his legal career as a law clerk to the Rhode Island Supreme Court in Providence.

## LCLD Fellows Panel: My Path to Success

Presented April 16, 2016



**Elke F. Suber** has 15+ years of experience successfully launching consumer technology and interactive entertainment products, closing complex multi-national transactions, and advising on new media services, intellectual property, privacy, data protection, and technology related matters. Suber serves as Assistant General Counsel for Worldwide Retail Stores at Microsoft Corporation.

She oversees global legal support for Microsoft retail store's marketing, promotions, events, and new store openings. She supported the launch of Microsoft's first Flagship retail stores in New York City and Australia, and managed the legal aspects of Microsoft's retail store expansion into China.

Prior to this role, Suber was lead counsel for Microsoft's Windows 8 communications applications, Windows Live Messenger (a leading instant-messaging service with over 300+ million users worldwide), and Windows Live mobile applications. Suber first joined Microsoft as a copyright specialist for its Interactive Entertainment Business (Xbox and Zune), Windows Mobile, and Microsoft Research, providing copyright counseling and guidance on the launch of the Xbox 360 and video games like Halo, Gears of War, and Lips, as well as the launch of the Zune device and music service, and other matters.

Suber speaks regularly on issues related to technology, intellectual property, interactive entertainment, and diversity. At Microsoft, she is a member of Microsoft's Corporate, External, and Legal Affairs Diversity Team. Suber has led the department's Pipeline and Community Building initiatives, and serves on the steering committee for the department's Black Affinity Group. Suber is Chair of the Board of Directors for the Black Entertainment and Sports Lawyers Association (BESLA).

She has served as a speaker for BESLA, the National Bar Association (NBA), the Leadership Counsel on Legal Diversity (LCLD), the American Bar Association (ABA), and American Law Institute, among others. She has also guest-lectured at various law schools, and has been featured in issues of *Corporate Counsel* and MCCA's *Diversity and the Bar*. Suber is a 2011 Fellow of the Leadership Counsel on Legal Diversity, and was named one of the NBA and IMPACT's 2012 Nations Best Advocates: 40 Lawyers Under 40.



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