

## Diversity

Wilson Turner Kosmo is one of the largest certified women-owned law firms in the region. Our diversity did not develop as a result of a formal plan, but instead from our commitment to finding top talent regardless of race, color, national origin, religion, sex, age, disability, citizenship, marital status, gender identity, sexual orientation, and genetic information, or any other status as defined and protected by applicable law.

The best way to evaluate our firm's commitment to diversity is to consider our current make-up. Approximately 63% of firm partners are women; Nearly 80% of our attorneys are women and 45% are minorities; and greater than 80% of all firm personnel are either women or minorities.

### Certifications

Our firm is certified by the following organizations:

- > Women's Business Enterprise National Council
- > National Association of Minority and Women Owned Law Firms
- > The Supplier Clearinghouse for the Utility Supplier Diversity Program of the California Public Utilities Commission

### Organizations

Our firm's commitment to diversity is illustrated by our support, leadership and involvement in groups that support and foster diversity, including:

- > California Women Lawyers
- > Corporate Council Women of Color
- > Earl B. Gilliam Bar Association
- > Hispanic National Bar Association
- > Lawyers Club of San Diego
- > National Asian Pacific American Bar Association
- > National Association of Minority and Women Owned Law Firms
- > National Bar Association
- > Pan Asian Lawyers of San Diego
- > San Diego County Bar Association & Association of Corporate Counsel (San Diego) – Diversity Fellowship Program and SDCBA Diversity Pledge Signer
- > San Diego La Raza

### Initiatives

Our firm is committed to a diverse and inclusive workplace, which is reflected in our support of employee involvement and firm support of the following initiatives:

- > Recruiting, retention and training of diverse personnel
- > Commitment to organizations supporting diversity and equality in the legal profession
- > Support of employee interest and involvement in non-billable activities and organizations
- > Support of creative workplace practices to support flexibility and retention

### Diversity Committee

# WILSON TURNER KOSMO

LLP

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- > Hugh Kim, Senior Counsel, Co-Chair
- > Hang Do, Senior Associate, Co-Chair
- > Carolina Bravo-Karimi, Managing Partner
- > Jennifer Arnold, Partner
- > Kirsten Gallacher, Partner
- > Marissa Lyftogt, Partner
- > Robin Wofford, Partner
- > Ana Hartman, Senior Counsel
- > Elvira Cortez, Senior Associate
- > Vivian Adame, Associate
- > Susan Henderson, Associate
- > Simone Leonard, Associate
- > Joel DeVos, Chief Operating Officer
- > Claudia Leigh, Paralegal
- > Kilsha Castro, Legal Administrative Assistant
- > Morgan Brownlee, Administrative Assistant
- > Devin Ashmore, IT Director