

THE Utah State Bar®

Outstanding
Mentor Awards



PRESENTED AT THE
2018 FALL FORUM

The James B. Lee, Charlotte L. Miller, Paul T. Moxley Outstanding Mentor Awards

are designed in the fashion of their namesakes;

honoring special individuals who care enough to share their wisdom and guide you
along your personal and professional journey.

Mentors help you lay out possible options to pursue, or directions
you might take in your career, or in life.

They share their years of experience and wisdom, and inspired ideas and help you set goals
that you probably would not think of without their help.

They challenge you.

They push you to question your assumptions about your abilities and potential
and urge you to set your sights on higher goals.

They hold you accountable for reaching those goals.

Charlotte L. Miller helps those she mentors see open doors and opportunities. More importantly, Charlotte helps open those doors, even when they are a bit sticky. She builds trust, champions others, and is a thoughtful teacher who listens with compassion and advocates with grace. She spearheaded a celebration honoring the first one hundred women to become members of the Utah State Bar. Charlotte served as President of the Utah State Bar. She has been honored with such prestigious awards as the Bar's 1990 Pro Bono Lawyer of the Year, 2013 Dorothy Merrill Brothers Award, and the 2014 Lawyer of the Year, and was named "One of the 50 Most Powerful Women in Business in Utah."

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CHARLOTTE L. MILLER MENTORING AWARD RECIPIENT

William F. "Bill" Atkin

Since 1996, Bill Atkin has served as an Associate General Counsel of The Church of Jesus Christ of Latter-day Saints and is responsible for the international legal affairs of the LDS Church.

Formerly, Bill was an international partner in the law firm of Baker & McKenzie for almost 18 years (from 1979 to 1996). He was the managing partner of Baker & McKenzie offices in Taipei, Taiwan, San Francisco/ Palo Alto and Moscow, Russia. He also worked in Baker & McKenzie's Chicago and Caracas, Venezuela offices.

Prior to joining Baker & McKenzie, Bill was a trial attorney with the Civil Division of the US Justice Department from 1976-1979 representing the US Government in the Court of International Trade. Prior to that, he worked as a law clerk to the Honorable David T. Lewis, then Chief Judge of the US Court of Appeals for the Tenth Circuit (1975-76).

Bill received an LL.M. degree from Columbia University School of Law (1979) (with an emphasis on international and comparative law). He graduated magna cum laude with a J.D. from Arizona State University College of Law in 1975 where he served as Editor Chief of the Arizona State Law Journal. Bill received his B.A. from Brigham Young University in 1972.

He is married to Ann Atkin.



Nomination Made By:

**Elaine Campbell Young
Megan J. Nelson
Diane D. Card
Scott Isaacson
Lee Wright**

We would like to nominate William F. “Bill” Atkin for recognition as an outstanding mentor.

Bill Atkin is Associate General Counsel of The Church of Jesus Christ of Latter-day Saints, where he has managed the Church's international legal affairs for over 20 years. Prior to that, Bill was an international partner at Baker & McKenzie for 18 years, a trial attorney with the Justice Department for three years and clerked on the Tenth Circuit. Bill received an LLM from Columbia, and his J.D. magna cum laude from ASU.

Bill's genuine interest in mentoring law students and attorneys has blessed many lives. He created an international summer associate program which allows law students to spend their first summer working in-house for the LDS Church abroad or at international law firms. Since 1999, he has helped place over 500 law students in these summer clerkships. He also created an internship program for foreign attorneys who complete U.S. LLM programs. These students are able to obtain a year of invaluable I.J.S. law firm experience before returning to work in their home countries. Bill involves many of these students in international LDS Church legal matters, regardless of their faith background.

Bill has been a highly effective sponsor of women attorneys. At Bill's direction, female attorneys currently serve as lead counsel for the LDS Church on complex international finance and tax matters, employment, micro-lending, immigration, and distribution/sales initiatives, among other things. In his roles with the J Reuben Clark Law Society, he has promoted women into the highest leadership roles and created programs that encourage the participation of women law graduates, even if they are not actively practicing law. He has also ensured that the LDS Church's outside law firms maintain flexible work arrangements in an effort to ensure their best attorneys remain available to represent the LDS Church.

Bill keeps an open lunch calendar and is always available to talk to law students and young attorneys. He is a deeply thoughtful mentor who cares about his mentees both professionally and personally. Those of us nominating Bill know that he celebrates our personal and family milestones with us, and that he sorrows with us in our time of need. Many attorneys, male and female, from all walks of life, countries and religious backgrounds, view Bill as their mentor and friend and, in many respects, credit him for helping them establish an international legal career.

James B. Lee has been a stalwart of the Utah Bar for more than 50 years. James has been a constant mentor to lawyers in his many capacities in a myriad of ways. James has taken a particular interest in mentoring women lawyers and advocating for them. He pushed for the election of the first woman partner in a major Utah firm. In 1998, he became the first male recipient of the Dorothy Merrill Brothers Award for the advancement of women in the legal profession. James has served the Bar as a Commissioner, as Bar President and on innumerable Bar committees, many of which required extraordinary leadership. In each of those capacities he has mentored those around him to become better lawyers, better leaders, and better people.

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JAMES B. LEE MENTORING AWARD RECIPIENT

Cheryl M. Mori



Cheryl M. Mori joined the Salt Lake Regional Office of the Securities and Exchange Commission in 2003 as a Staff Attorney in the Division of Enforcement. Cheryl has investigated and brought cases in the areas of offering fraud, financial and accounting fraud, broker-dealer and investment adviser violations, pump and dump schemes, among others. In 2014, Cheryl became Counsel to the Regional Director.

Cheryl has served on several boards and committees, including the Judicial Nominating Commission for the Utah State Third District, the University of Utah S.J. Quinney College of Law Board of Trustees, the Utah State Bar Leadership Academy, the Utah Chapter of the Federal Bar Association, the Utah Minority Bar Association, the Women Lawyers of Utah, the Access to Justice Council, and the Salt Lake County Council on Diversity Affairs.

Prior to joining the SEC, Cheryl was a litigator in private practice, where she focused on securities and accounting fraud defense and other complex commercial litigation. Cheryl served as a law clerk to the Honorable Christine M. Durham of the Utah Supreme Court and graduated Order of the Coif from the University of Utah's S.J. Quinney College of Law.

Nomination Made By:

**Yvette Donosso
Angelina Tsu**

It is an honor to nominate Cheryl Mori.

We have known Cheryl for about 18 years. During the time we have known her, she has personally mentored many female and minority lawyers, including those who have gone on to hold leadership positions in the Bar. She is always willing to offer advice and support, whether it is by encouraging women and minority lawyers to apply for judicial clerkships, judgeships or community boards.

She is wise, kind, objective and very respected by her peers and colleagues. But she is very humble about the service she provides, especially to the Bar at large. Even during difficult personal times, when she was a single working mom, she found time to serve. She has served as a Board Member for the Young Lawyers Division and Women Lawyers of Utah, as well as a Past-President of the Utah Minority Bar Association (UMBA). She was on the New Lawyer Training Program Committee, which was instrumental in shaping the way new lawyers are now “mentored” as they learn to become lawyers in our State.

In addition, she has served as a founding Board Member of the Utah Leadership Academy. The mission of the academy is to mentor and train members of our Bar to become leaders—not just in their practice area but the community at-large. It is in this capacity where Cheryl has especially excelled in sharing her knowledge and passion. Although she is a successful lawyer who has worked both in the private and public sector, she thrives on inspiring others to “shine.” She believes helping others achieve their dreams in part of “her calling.” She actively recruits young women and minority lawyers for the Utah Leadership Academy with the hope that these lawyers will gain the confidence, skills and networks to become future partners, professors, judges and community leaders.

She truly personifies the motto: “Be the change you wish to see in the world.” The ripple effect of her quiet yet consistent service is invaluable to the Utah Minority Bar Association and the Bar at-large. Finally, she currently she serves on the Judicial Nominating Commission for the Third District. Her insight has been invaluable to UMBA as we strive to recruit more applicants of color to the bench—especially in light of the fact that Utah ranks last in the nation in terms of gender and race for judicial appointments.

In summary, it is difficult to summarize all of Cheryl’s mentoring endeavors because she truly is an outstanding individual making a difference in the life of under-represented lawyers who may have never had anyone offer to mentor or guide them in their professional journey before.

Nomination Made By: Amy Oliver

Women Lawyers of Utah submits this nomination of Cheryl Mori for the Utah State Bar James B. Lee Mentor Award.

Cheryl has served on the Boards of the Federal Bar Association, the Utah Minority Bar Association and the Women lawyers of Utah. In each of those capacities, Cheryl has sought to include and encourage new lawyers to become involved in the legal profession and to personally develop their own skills. Whenever her service for one of these organizations has concluded, she takes special effort to recruit a new individual to join the organization.

At the Securities and Exchange Committee, Cheryl has supervised the law student Honors Internship program. To maximize this opportunity for the law students, Cheryl arranged a brown bag lunch series where the summer law clerks would meet with various local, state, and federal agencies throughout the course of their internship. Cheryl takes a genuine interest in these law students and is invested in their individual success.

Just last year, Cheryl was honored by the Securities and Exchange Commission with the Chairman's Diversity and Inclusion Award, which recognizes an individual who has made a significant contribution toward enhancing diversity and inclusion in the SEC's workforce, business activities or in the community, reflecting the diversity of the nation and public it serves.

Over the past three years, Cheryl has been instrumental in the creation of the Utah State Bar Leadership Academy, which teaches the ethical, professional, and service-based values the participants need to become future Bar leaders. Cheryl encourages many young lawyers to consider applying to the program and is an active participant in the planning necessary to make the Academy a success. Cheryl's involvement is indicative of her dedication to helping others succeed.

Cheryl is a tireless advocate for others and always makes time to assist. She takes the time to talk to young lawyers, but more importantly, she takes the time to listen. She also takes the time to review resumes, cover letters, and applications. Cheryl is a past recipient of the Raymond S. Uno Award, and has dedicated a great deal of her time, effort, and career to advancing minorities in the legal profession. Cheryl is a wonderful resource and provides invaluable mentorship to so many members of the legal community.

Nomination Made By: Kate Conyers

When I need advice on anything related to my involvement in the legal community, I go to Cheryl Mori. She is a close friend, confidant, and mentor. She has spent countless hours reviewing resumes, cover letters, applications, and other materials to further my career. She has also helped provide direction in my professional involvements and encouragement and support in my various Bar activities. Cheryl is always available for a phone call, or mid-afternoon meeting. She is incredibly thoughtful in her approach and fair in her resolutions. Her even-handedness has helped me through issues I've experienced as a public defender and in my Bar activities. I feel very fortunate to have Cheryl as a mentor and promoter and I absolutely join WLU in its nomination of her for a mentoring award.

Nomination Made By:

Jenifer Tomchak

I have been very fortunate during my short legal career to have a number of truly great mentors. Cheryl Mori is one of those mentors, and I am writing in support of her nomination for the Utah State Bar's James Lee Mentorship Award.

I first met Cheryl when I was only a law student. She was involved in the Utah Minority Bar Association, and I was a member and officer of the Minority Law Caucus. Our organizations worked together on a number of events, most notably the annual UMBA dinner. Although I was only a student, or perhaps because of that, Cheryl went out of her way to talk to me and make sure that I felt like a valued and contributing member of the organizations.

After law school, Cheryl made sure I stayed active in UMBA and other legal organizations. She continued to show an interest in my development as a lawyer. She would take me to lunch or pull me aside at lawyer functions to see how I was doing. She was always happy to answer any questions I had about practicing law or how to balance life and career. Her guidance has been a tremendous help to me over the years.

Cheryl continues to be a strong promoter, not just to me, but to other women in the legal community. Cheryl is one of the few mentors who takes her mentees to all of the legal functions and sets up special lunches for the mentee to meet other lawyers Cheryl believes will be beneficial to their careers. Cheryl has gone out of her way to identify opportunities for the women she mentors, including me. As a direct result of these efforts, a number of women have Cheryl to thank for the advancements in their careers.

Cheryl is dedicated to mentorship even when it's hard and there is no real benefit to her. For example, one of the beneficiaries of Cheryl's mentorship was having an especially difficult time. This friend had been elected to a leadership role of a fairly large organization, but this friend's leadership style alienated some of the people she was supposed to be leading and some were threatening to resign. Even though Cheryl was not a member of the organization, Cheryl recognized her friend's struggles and had several conversations with her about effective communication and leadership styles. With Cheryl's guidance, the friend has turned into a much more collaborative leader and has gone on to be one of the most enthusiastic and recognized leaders in the legal community.

Cheryl is also one of the original board members of the Utah State Bar's Leadership Academy. In that role, Cheryl has developed (with the other board members) a world class mentorship program. She continues to actively participate in the program, developing content, presenting, and mentoring the participants individually. She has fostered an environment of open communication, resulting in many participants reaching out to her personally when they have issues come up. And when she is approached, she goes above and beyond her official role to help the participants solve whatever issue has arisen. I am especially proud of her presentations on diversity issues in the law. I'm certain that the results of these presentations will have a more far-reaching impact than just the participants in Leadership Academy.

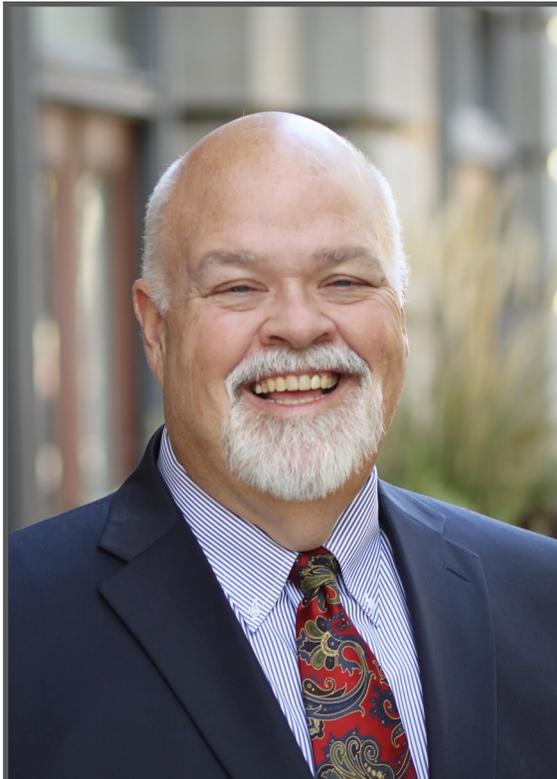
Cheryl's mentorship has benefited me and countless others. She richly deserves this award.

Paul T. Moxley sincerely values and respects the input of the first-year attorney as much as that of the fifteen-year attorney. For younger attorneys, that attitude is empowering. They see themselves as members of the team as opposed to a laborer on an assembly line. Paul teaches positive traits to those whom he mentors. He helps them advance and perfect their writing, legal analytics, oral advocacy, and client management. Passing on these lawyering skills is where Paul Moxley shines and it is what makes him a leader in the Utah legal community. Paul has received numerous Utah State Bar awards including the 2009 Lawyer of the Year. Paul has also served in many capacities at the Bar, including Bar President in 1994-1995.

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PAUL T. MOXLEY MENTORING AWARD RECIPIENT

Shawn McGarry



Mr. McGarry is Vice-President and shareholder of Kipp & Christian and has an active trial and litigation practice. His experience is extensive in jury trials, bench trials and binding arbitrations. While Mr. McGarry's practice has an emphasis in defense of health care providers, he handles complex litigation and defends product liability and catastrophic injury cases.

Mr. McGarry is an AV peer review rated attorney and is a Fellow in the International Society of Barristers. He has repeatedly been named by his peers as one of the top litigation attorneys in the state of Utah in Utah Business Magazine and Mountain States Super Lawyers. He is also listed in "The Best Lawyers in America."

Admitted to Bar: 1988, Utah and U.S. District Court, District of Utah and U.S. Court of Appeals, Tenth Circuit.

Education: University of Utah (B.S., 1984; J.D., 1987).

Member: Salt Lake County and American Bar Associations; Utah State Bar.

Practice Areas: Medical Malpractice Defense; Products Liability Law; Commercial Litigation; Personal Injury Litigation; Insurance Defense Law; Complex Litigation.

Nomination Made By:

Nathan D. Alder

I am writing to nominate Shawn McGarry for a mentoring award. I think he is quite worthy of one of the three named awards, and certainly for an "outstanding mentor" recognition.

You might ask how a lawyer at Christensen & Jensen (1995 bar year) was mentored by a lawyer at Kipp & Christian (bar year 1987?). No formal program back then. Instead, we had the school of hard knocks. Back when I was a young lawyer I was handed a case that was much more intense, sophisticated and difficult than my few years at the firm would suggest, and I was learning by the seat of my pants, as it were. It was a rough introduction to high-stakes litigation, and it got worse (for me) as the case went along. It is the case that caused me to question whether I was cut out for this rough-n-tumble field (litigation). I distinctly remember walking back to my office after a horrific deposition experience, and saying: "I won't be what is required of me to be that kind of lawyer. I need to find a different job." Most of the other lawyers in the case were aiming their sights at my client for financial recovery. The first part of the case was "all eyes on me," beating up my client's defenses. Without going into more detail, I truly suffered through the experience, but with the exception of one significant and career-altering development. I met a true gentleman lawyer, a role model, a friend, and someone I looked up to who inspired me to work harder, to not take the many defeats personally, to find a way out of the situation, and to work together with him on ideas and solutions for our mutual benefit. He was a remarkable "find" in an otherwise frightening situation. Wouldn't you have guessed that an opponent like him would have taken further advantage of my precarious situation? He didn't seem to — instead, kind words, warm welcomes, generous extensions, courtesies, cooperation, ideas, suggestions, offers of lunch. I'll never forget him sending out emails to the rest of us indicating his flight schedule and hotel location (encouraging us to travel together), and also offering to split cabs with anyone to save costs. I had never seen that done before. And then after the day's battle, he'd ask who was interested in dinner, and he'd end up taking the check. I wanted to be like him. I wanted to be successful in life like him. Our trips, depositions, conferences, motions and hearings in that case led to my calling him to "just talk things through," to propose things, to work together. All of a sudden I saw his way of doing things — transparency, openness, civility, professionalism, genuineness, and a real sense of caring for others.

As it turned out, he and I, and others, were traveling to my expert's deposition on September 10, 2001, with the depo the next day. I'll never forget walking into the room for my expert's deposition and seeing Shawn moved to tears. I had not followed the news that morning in my hotel room as I hurried to leave. I was oblivious to the tragedy that was taking place -- 9/11. All of us in that room were mortified. I felt like the world was coming to a premature end (... perhaps war). I started to feel alone, confused, anxious and sick. And there I was in a professional setting with opposing counsel. I couldn't speak. I was the youngest one there, surrounded by veteran lawyers, an experienced expert, and an accomplished court reporter. Perhaps my age showed that day as I excused myself to go cry in the bathroom and call home to talk to my wife and little kids. As I returned to the deposition room, it was clear that Shawn had shifted to a "new mission;" he was going to get me through the day, and he was going to get me home to Salt Lake. He would not abandon me, or the others. His leadership kicked in.

He offered to return to Atlanta in the coming weeks to do the deposition so we would not have to continue that day -- class act. He told me I should move from my hotel to his downtown hotel so I could be near him, and so we could eat meals together and be together (all of us made the decision to move to Shawn's hotel — the Marriott Marquis Downtown). Shawn told the group he would be the point person on our return travel. He would make all the necessary calls. Over the course of the next few days he spent hours on the phone trying to find ways for us to return to Salt Lake. His "elite status" with Delta, notwithstanding, he kept trying and trying, even calling specific people, remembering names, and constantly checking his phones for return calls and updates. At the same time he called a car dealership friend of his in Salt Lake to try and buy a car in Atlanta (from another dealer) so we could drive it home to Utah and then re-sell it in Utah (amazingly, something that almost happened). He looked at renting cars, and even a moving truck with cab space (room for four). Shawn didn't "bill" time or work on cases, instead he led the effort to care for three of his colleagues.

There's no doubt who the leader of the group was; it was Shawn. That rang true when we were at the airport, and he made sure that the Delta agents focused first on getting me home, then the other two colleagues, and finally him. He was fine staying another day or two if it meant I would get home (in his place). I had no status with Delta back then, and Delta would have preferred sending "Gold Medallion" Shawn home first. Pretty sure Shawn does not have military in his background, but it felt like he was our company commander who would stay behind and let others go to safety first.

Nomination by Nathan D. Alder, continued . . .

When I saw Dunkirk recently, I kind of saw Shawn in the Naval Captain's character ("I'm staying to help the French"). We were the very first flight to leave Atlanta and cross the Mississippi going west. That was a tribute to Shawn and his constant dedication to our return home. The plane was full of Delta pilots, flight attendants, and a few other passengers. I felt honored to be on that flight. I'll never experience anything like it again. The only other flight out of Atlanta's Terminal E that day was to Madrid, Spain. The airport was eerily quiet, and empty. No services, very few people. It was surreal. Shawn didn't let anything get to him. Like I said, he was on a mission. He came up with activities for us during the long days, including walks, museums, and plenty of time at restaurants, watching the news and talking. He made sure that I called my wife and kids, and that I was upbeat. We exercised in the hotel gym. The case which had taken us to Atlanta was a distant memory. I felt like I was with brothers, especially a caring big brother, instead of competitors trying to notch a win at my expense. Shawn did so much for me in that experience, but it was consistent with his goodness and genuine caring for me prior to 9/11.

To end a long story, Shawn was the ultimate solution to the case, too. Even though we had hired a reputable mediator (a retired judge), it was Shawn who walked the mediator around to each room throughout the day, often sitting in each room to establish points and considerations, and it was Shawn who achieved the final outcome, a mediated resolution. It is the only time I've seen the parties trust opposing counsel so much that the mediator was secondary to the outcome; they were looking for Shawn's suggestions, Shawn's ideas, and Shawn's language to achieve resolution. To this day, I am convinced that Shawn was particularly motivated to find an equitable solution to our very traumatic case because he was, in part, worried what the devastating loss would do to my career. His client was well served by his graciousness, hard work, and tireless effort to find a solution to the predicament we all faced. I learned from him that aggressive posturing, excessive litigation and harsh tones are worse for a client than moderate approaches and reasonable solutions. Indeed, a win-win.

I am very grateful to have had a front-row seat to one of the best lawyers in our bar. It was painful in the beginning, but amazing by the end. I promised myself then that I would model my behavior after Shawn McGarry. I wanted to be a dad like he was (e.g., I got to see him interact with his daughters; they adore him). I wanted to treat others like he did. I wanted his genuineness, savvy, smarts, care, skill and endearing approach. I wanted to somehow be the lawyer that he had already become. He had become my mentor, whether he knew it or not. Shawn and I have remained friends over the years. He's been someone I've trusted with ideas, concerns, questions. He makes time for me, and he shows genuine interest. He's also "spot on" when I ask a question or seek a favor. I can't say enough about him. Those who have been within his mentorship influence over the years are truly fortunate. He's caring, devoted, loyal and most of all deeply interested in another person's success, even ahead of his own.

When I think of great people in the Utah State Bar, I think of Shawn McGarry. If I hadn't seen Shawn in action back in the day, or benefited from his fine example, guidance and interest over the years, I am not sure I would be a practicing lawyer today. He showed me how "nice guys" can finish first in this business. He exemplifies the best parts of the profession. He knows how to mentor.

Nomination Made By: Patrick Burt

I would like to nominate Shawn McGarry of Kipp and Christian for a mentoring award. Interestingly, nominate Shawn despite him not being my assigned mentor within the firm. My assigned mentor was outstanding (and in fact received this award last year), but Shawn stands out to me because of his valuable mentoring to me IN SPITE of not being assigned to me. He was always willing to reach out to me and give me valuable guidance and just "good, common sense" insight into the practice of law. He is fantastic attorney, a great friend and an outstanding mentor. He deserves this recognition.

Nomination Made By: Chelsey Phippen

I would like to nominate Shawn McGarry for the outstanding mentor award. He is my assigned mentor at my firm and work directly with him each day. He completes all the necessary and expected mentoring responsibilities such as, review and revision of my work, general advice and guidance and teaching me the proper way to interact with clients and other counsel. However, his additional mentorship is why he deserves this award. He is constantly showing me how to be fair to the client and opposing counsel at the same time. I see his ethics and his professionalism on a daily basis. He takes a common sense approach to the practice of law and makes sure that I am not unnecessarily filing or opposing motions or creating more work and expense for all parties. He is generous with extensions and has instructed me that "what goes around, comes around." He welcomes me to attend depositions and join meetings so that I may learn by seeing before I do and he is always ready to include me in the conversation. He makes time for my questions and follows up with me to make sure it sinks in. From him, I have learned to not take myself too seriously and to enjoy the practice of law. I look forward to giving back to the profession and those that come after me just the way that he has. He absolutely deserves this award.

Nomination Made By: Gary T. Wright

I would like to endorse Shawn McGarry for a mentoring award. He has been a wonderful mentor to me throughout my entire legal career, from law clerk to shareholder. He is an excellent addition to the bar and, frankly, the best attorney I've ever encountered.

2018 UTAH STATE BAR

OUTSTANDING MENTORS

MENTOR: **K. Dawn Atkin**

Nominated By: **Chad Gessel**

I was, and still am, a newly sworn-in attorney. I know how difficult it can be for new attorneys to find employment so I was thrilled when Craig Swapp brought me on to blaze a trail into the worker's compensation area of the law. No one at the firm had much experience in the matter, so I dove in and quickly learned that I would need someone who could help me find my way a little. I reached out to many attorneys who I found through the Utah Association for Justice. I sent many emails to attorneys begging to come work at their offices for one day a week; do their menial tasks and learn what I could from them.

From the beginning of my search, Dawn Atkin was high on my list. From re-watching old workers compensation annual seminars I knew that she was very knowledgeable and experienced. After sending her perhaps one too many emails then etiquette would have said was wise, I received the following response that confirmed that I was correct to want her as my mentor.

"There is some hesitancy about training another firm to take workers comp cases, but in the end, we have always believed the most important thing is to make sure a injured workers are well represented. Our personal income is not the top priority. So I would be happy to help you get your footing."

Helping to "Get my footing" is a vast understatement. Since this moment Dawn (and the other members of the firm) have given me hundreds of combined hours of their time. Dawn has since accepted to be my mentor in the New Lawyer Training Program. Her willingness to make her expertise and experience available to me through meetings, phone calls and emails have been irreplaceable to my legal education and successful representation of injured workers. I will be forever grateful for the personal responsibility she feels to constantly grow and improve the legal community.

Dawn we selflessly gives to her time and talents to train a new lawyer without worrying about how she will benefit. She exemplifies what I think we will strive to be for someone one day and I can think of no one more deserving of the a mentoring award.

MENTOR: **Catherine L. Brabson**

Nominated By: **Alison Parks**

Cate and I have worked together in the City Attorney's office for about a year and a half. I came to the City with roughly 2 years of experience in the legal profession and looked to the more senior attorneys for guidance and support. While our office is filled with amazing mentors, Cate has always stood out. Almost instantly, Cate provided me with projects that I initially thought were beyond my beginner capabilities, including drafting pleadings for federal district court and 10th Circuit. She always thoughtfully reviewed my work product and writing and provided feedback to make the final product better, but also to make me an overall better writer. Cate has continued to recommend and add me as counsel in cases when I would have been hesitant to request I be involved. She recognizes that as a young attorney, I need to practice certain skills like drafting pleadings, taking and defending depositions, meeting with clients and witnesses and will assign me responsibilities that often do not feel comfortable taking because I do not have the experience. Despite being uncomfortable (and internally terrified), I have always appreciated the opportunities she has created for me and the guidance she has provided along the way. Because Cate has pushed me, my skill set has grown immensely.

In addition to being a stellar work colleague, she is one of my personal role models. Cate is one of the best examples of an excellent, intelligent, powerful, and confident female attorney. Recognizing the lack of female leadership in the legal profession, Cate once told me that she hoped, by just being a woman in the position she is in, she has helped other women see themselves as strong and powerful attorneys. By being who she is, she has given me the permission to be confident, not apologize for being intelligent, and not fear being a powerful woman.

MENTOR: Bradley R. Cahoon
Nominated By: Scott Rosevear

Bradley has been a mentor to me since I started practicing in 2003. In those early days, he regularly met with me to review my work, offer suggestions for improvement and to help me plan out my career path. Even after I left his firm years later, he continued to schedule regular lunches with me to check in and find out how my career was progressing. He has always been genuinely interested in my development as a lawyer and as a person.

MENTOR: Dominica De La Cruz
Nominated By: Remington Jiro Johnson

Ms. De La Cruz is an excellent mentor to the attorneys she works with. As a public defender she is a tireless advocate for indigent criminal defendants. On a daily basis she works with other attorneys to give them guidance and understanding in helping with, at times, a very difficult clientele. As a public defender she actively manages a case load of hundreds of clients while also helping to mentor the new attorneys who work with her handling misdemeanor criminal cases.

Emblematic of her excellent in mentorship is an experience we shared together in a criminal jury trial, I was having difficulty managing a client in front of the jury and during one of our breaks, Ms. De La Cruz calmly explained to me how better to interact with my client so he would not only relax but present a more positive image to the jury. Although I was frustrated and tense, Ms. De La Cruz's simple yet piercing advice helped me to regain control of the situation. Ms. De La Cruz does the same for the attorneys she works with on a daily basis, providing superb advice and helping attorneys work through difficult problems in an atmosphere that helps the new attorney learn in a caring and supportive environment. Ms. De La Cruz, as a senior misdemeanor attorney, works throughout our office to help other attorneys better understand their craft and better work with our difficult clientele.

MENTOR: Abby Dizon-Maughan
Nominated By: Remington Jiro Johnson

I would like to nominate Abby Dizon-Maughan for a Mentoring Award. I have personally known Abby for many years and when t started as a public defender she was pivotal in helping me learn how to navigate the often times dizzying criminal justice system. Abby would frequently give me advice about how to present arguments to certain judges, would help me hone trial strategy, and ultimately fostered a sense of self-confidence necessary to be a successful criminal defense attorney. There were numerous times where Abby would help me hone my craft as an attorney by applying her experience to the legal issues that encountered and she would not only help me arrive at an answer, she would give me the tools necessary to resolve similar situations as they arose in the future.

Aside from my own personal mentoring story, Abby, through her role as president of the Utah Minority Bar Association, has been instrumental in fostering lawyer-student mentorship relationships for high school, college, and law students throughout Utah. She has led efforts to help law students transition into becoming attorneys by directly engaging with law students at BYU and the U of U and making herself available to provide guidance to those students as often as she can. She also has created specific partnerships within each of Utah's universities to identify students of color interested in becoming an attorney and provided mentoring and support for those students to make them feel welcome within our legal community. As another example of Abby's mentorship capabilities, Abby directly supported West High School's mock trial team and helped those students address their concerns about transitioning to college and ultimately into the legal field.

Ultimately, I believe that Abby is an excellent mentor and someone worthy of recognition. Her leadership in UMBA and my personal experience demonstrate that she is a dedicated and compassionate mentor who willingly gives herself to help others thrive in the Utah's legal community.

MENTOR: Abby Dizon-Maughan
Nominated By: Shamim Monshizadeh

Abigail is a dynamic and dedicated person. As an attorney, she is driven to mentor young students and lawyers, especially those who are minorities. Abby mentors junior high and high school students of color to encourage them to pursue a law career. She has and currently mentors SJ Quinney law students. And she mentors undergrad students of color at the U to encourage them to pursue a law career. She does all this, in addition to these extracurricular activities:

Chair of the Professional Standards Review Board, WVC Police Department
Chair of the Criminal Justice Committee, NAACP — Salt Lake Branch
Immediate past-president of UMBA
Ex officio member of the Utah State Bar Commission

Most importantly, she is the most important mentor to her two young children.

MENTOR: Abby Dizon-Maughan
Nominated By: Zaven Sargsian

Abby Dizon-Maughan has demonstrated an exceptional commitment to the mentorship of Utah lawyers. Abby's commitment to mentoring affects Utah lawyers of all ages and from all backgrounds. As a leading member of the Utah Minority Bar Association (UMBA) Abby is frequently interacting and mentoring new lawyers (and law students) that are of a different racial background. In 2017, Abby was the president of UMBA and used that role to promote UMBA's mission, which includes mentoring diverse Utah lawyers. Abby is involved in several organizations and uses her role in those organizations to provide mentorship to Utah lawyers. Abby is a member of the Women Lawyers of Utah, LGBT & Allied Lawyers of Utah, and the Salt Lake County Bar Association.

MENTOR: Gary E. Doctorman
Nominated By: Brian M. Rothschild

Gary is an active member of the Bar's mentoring program and has mentored countless young attorneys, both inside and outside of the firm. Gary places young associates in positions of trust, giving them substantive motions and arguments before courts, and encourages them to form direct relationships with his own clients. He is always available for an open-door or closed-door consultation on any issue. He shares his time freely, a refreshing contrast to some attorneys concerned about "Is this billable?"

Gary mentors young attorneys to become the type of lawyer that he is: ethical, caring, and thorough. He holds himself and his mentees to the highest ethical standards, imparting in them that a lawyer's reputation is fragile and irreplaceability, both among colleagues and with the court. He encourages young associates to take on pro bono cases and even spends time finding and assisting them to help people who cannot pay for legal services. He is thorough. Everyone he has ever mentored knows his mantra: "The day before the due date is the due date." He also teaches his mentees to be civil, often telling them that their greatest asset in service of their client is often their relationship with opposing counsel. Gary is an active member of Temple Har Shalom, a board member of the JCC at the University of Utah, and sits on the board of countless charitable organizations. He has helped establish a number of this city's great institutions, including the JCC and the Children's Center of Utah. He is an example of what a lawyer should be, and he spends his days passing on his knowledge to those around him.

MENTOR: David R. Hall
Nominated By: Justin Woodward

I would like to nominate Dave Hall for the mentoring award. Dave has been an outstanding mentor during the New Lawyer Training Program. I chose Dave to be my mentor because I was aware of his reputation as a respected litigator in Utah and because he also clerked for Judge Kimball, my current boss. Dave has gone beyond the required duties of a mentor by not just supervising that the NLTP required sections are completed, but most importantly by sharing his breadth of experience from practicing. Dave is approachable and a pleasure to meet with. He has fulfilled the intent of the NLTP by ensuring that new lawyers are integrated into the legal community and have a resource to go to with questions. I think Dave is deserving of this recognition.

MENTOR: Danielle Hawkes
Nominated By: Justin R. Hamady

Danielle is a mentor in every sense of the word. She started mentoring me when I was still a law student and later brought me on as her associate. The particular characteristics that make Danielle an outstanding mentor are as follows:

Danielle takes mentorship very seriously. She sees mentoring as a duty to share the knowledge she has built from her experiences and from the mentoring she received when she was an upcoming lawyer. In other words, Danielle cares about the individuals she mentors. Danielle not only cares about providing practical knowledge and guidance related to business management, the substantive law, and practice, but she also provides intellectual, philosophical, and supportive mentorship that are critical to being a successful attorney, but are also important to well-being and contributing to community.

Danielle takes the time. No matter how many questions I ask or how many obstacles I face, Danielle is willing to speak with me about them and to help find a solution. She has taken One time to mentor me so that my understanding of the law and practice are not streamlined or rushed. She provides a very thoughtful and reflective approach to mentorship and to addressing issues and questions. I have always felt that her mentorship comes before anything else.

Danielle expects her mentees to be involved in their community. Danielle facilitates opportunities for involvement within the community, both out of care for her community and for her mentees. She constantly discusses ways in which I can be involved in the community and contribute to the well-being of our communities. Danielle is also very culturally-sensitive and aware and is always open to discuss the realities of gender-based or race-based issues in the law and our communities, among other issues.

Danielle does not approach her mentoring role in a hierarchical manner. While she continuously shares her experiences and knowledge with me, she has always treated me as an equal and we share a mutual respect for one another. In other words, there are no power-dynamics whatsoever, and her mentoring approach is grounded in a genuine concern for her mentees and for her desire to pass on the knowledge and experiences she has for the betterment of our legal community.

MENTOR: Christopher R. Hogle
Nominated By: Melissa Moeinvaziri

I nominate Chris Hogle of Holland and Hart. Chris deserves this nomination solely because of the great work he does mentoring high-achieving, minority law students through the UMBA Pipeline Program. However, his mentoring has gone above and beyond the Pipeline program. After graduated from law school and came back work at my small firm, Perretta Law Office, Chris continued to be my mentor (although he was under no obligation to do so). And E don't mean he just still continued to take me out to lunch. When I came back the first case I was put on was a huge, time-sensitive civil litigation case in federal court, something myself nor the other attorneys in my firm had much experience with. We were bringing this action to stop the immediate deportation of a client to a very dangerous country—this was literally a matter of life and death. Chris gladly spoke with me on the phone and answered numerous frantic emails guiding me through civil procedure, court rules, and specific Judge's tendencies. I can say without a doubt, without Chris's help we would not have been able to put a stop to this client's immediate deportation. Chris needs to be recognized for incredible mentoring work he does with the UBMA Pipeline program and everything he does above and beyond that.

MENTOR: W. Kevin Jackson
Nominated By: Donald Reay

I would like to nominate W. Kevin Jackson for a Mentoring Award. Kevin was not an assigned mentor nor was he in the same law firm. I started out as solo practitioners in an office-share situation where Kevin had his office. Without his mentorship there is no way I would have been able to successfully make it in the practice of law. I continually harassed him with questions multiple times a day for years. He graciously gave advice, shared forms, threw work my way and ensured I was making ends meat. There was never an expectation of return and never an official duty to mentor anyone. He just took it upon himself to help because I would flounder through cases and stay late trying to figure out how to practice when jumping in after law school. I have always felt he was the main reason I survived those first years as an attorney.

I would imagine you are going to get a lot of nominations for attorneys that mentored someone at their own firm or that were assigned to do so through the bar's mentoring program. Very few people I know have taken as much time and effort as Kevin did without an assignment. I know he also helped establish a number of other attorneys that came and went through the years prior to when I joined that office. I have moved from sharing an office front with him but I owe much of my success and expertise to Kevin.

MENTOR: Remington Jiro Johnson
Nominated By: Zaven Sargsian

I'd like to nominate Remington ("Jiro") Johnson for a mentoring award. Jiro is a state public defender and has been a mentor to many law students and lawyers. The LDA gets many student law clerk. Jiro has provided these law clerks mentoring on how to think like a lawyer, and has also taught them what it is to be an advocate. In addition, Jiro instills in law clerks and new lawyers the passion of representing individuals that are often the most vulnerable among society.

Recently, Jiro has been mentoring a law clerk. As part of the mentoring relationship, Jiro has provided the law clerk with significant responsibility, such as participating in a trial. While Jiro is always around to provide guidance on legal and non-legal questions, he also encourages this law clerk (like many law clerks) to take a substantive role in these cases. Through Jiro's mentorship, this law clerk is not only developing the knowledge to be a great lawyer, but also developing confidence and passion in ethically advocating for a client.

***MENTOR:* Kristina Kindl**
***Nominated By:* Amy Martz**

Kristina Kindl serves as in-house counsel for Salt Lake City School District, a highly diverse area. Kristina has dedicated her career as an attorney to public service. Kristina has a big heart and compassionately fights to protect children. She engages in practices to keep students in school where they can learn. She maintains the dignity of students who have made mistakes. Kristina carefully considers both the human and legal effects of the policies she authors and implements. She works long hours in pursuit of fair and efficient answers to complicated problems.

Kristina is a respectful, kind, and witty mentor. She shares experiences and advice for the benefit her mentee. Her enthusiastic storytelling skills make learning fun. She is easy to talk to and schedule appointments with. Her sense of humor makes challenging situations tolerable.

Kristina is active in the Education Section of the Utah State Bar. She has provided a general overview of attorneys working in the field and indicated how each contribute to the profession. She provides suggestions for mediators and arbitrators based on her experiences.

Kristina is quite brilliant. She sees all the moving parts of a problem and identifies the key issues. She looks not only at the legal ramifications, but at the social-emotional impact that her employers decisions can have on employees and students. It is my pleasure to recommend Kristina Kindl for a Mentoring Award.

***MENTOR:* Mona Lyman Burton**
***Nominated By:* Holland & Hart**

On behalf of Holland & Hart, we nominate our partner, Mona Burton, for a Utah State Bar mentoring award. Mona has more than 35 years' legal experience and has a reputation in the community for integrity, credibility, and hard work. She has been a strong contributor to the advancement of women in the Salt Lake City legal community, and has embraced her position as a go-to mentor in her professional and personal life.

One of Mona's mentees, now a fellow partner, describes Mona's influence: "my entire licensed legal career has been spent as a beneficiary of Mona's amazing mentoring skills." This female mentee began working for Mona in 2002, during her last year of law school, when Mona was at another firm. While the graduate was studying for the bar exam, Mona received an offer to join Holland & Hart. She accepted this offer and encouraged Holland & Hart to also hire the young graduate, laying the ground work for this mentee to join the firm. That outreach forever impacted this woman's professional and personal future.

Mona has worked tirelessly "to guide and inspire Utah lawyers to achieve professional excellence." In addition to being a dedicated/inspiring mentor, Mona has also been described, befittingly, as a "champion" for younger attorneys. She supported the early career of one our litigation partners. As an associate, this partner knew it was essential to get real trial experience, in addition to "paper" litigation experience. Mona helped him gain that experience and took risks to expose him to the trial work he craved. His first two trials were a result of Mona's commitment to support his career development and he has since gone on to be lead counsel in seven trials. Not only did Mona guide him through those first two trial experiences, she showed by example how to handle the pressure, and demonstrated professionalism in the way she conducted her trial work. This mentee says he is "forever grateful for Mona's selflessness towards him."

Mona has always devoted time in her busy practice to help young attorneys build a successful career, including counseling, encouraging, patiently teaching legal principles, scheduling monthly luncheons to advise young associates, and helping track the progress of business development plans.

Many attorneys within and outside the firm, have benefited from Mona's mentorship. She has opened doors for business development opportunities and helped others find self-confidence.

MENTOR: **Mona Lyman Burton**
Nominated By: **Doyle S. Byers**

I have worked with Mona for the past 7 years. I have met very few lawyers who are as concerned about the development of younger attorneys' careers as Mona Burton. I joined Holland & Hart as a brand new partner in 2011. She took me under her wing and helped me to learn how to be successful as a partner at Holland & Hart. We worked together on matters, and she went out of her way to make sure I was getting good experience by allowing me to be first chair and otherwise participate in taking the lead. I was able to lean on her wise advise when I was insecure in doing so. Just last spring, she allowed me to be first chair in a jury trial where we prevailed for our client. She showed me how to do the work effectively, and then allowed me to develop my own style. She has helped me tremendously to learn how to network and build client relationships. I have personally watched her mentor many others in the same ways. While she is one of the most talented and effective attorneys I've ever known, Mona has no ego and selflessly spends great effort helping other attorneys grow and be successful.

I would not have succeeded without Mona's constant guidance, correction, and mentoring. She has earned the outstanding mentoring award whether she receives it or not.

MENTOR: **Mona Lyman Burton**
Nominated By: **Michael Jewell**

I would like to nominate Mona Burton as a fantastic mentor of mine. I was a brand new attorney when I first worked with Mona. Mona and I worked at different firms and we served as co-counsel to a business entity during the particularly nasty breakup of the entity's partners. While I certainly learned a lot from Mona about legal principals, writing skills and oral advocacy, what I consider to be the most important lesson was in civility and ethics. The litigation we worked on together was over the course of a few years and both sides (including their respective attorneys) were increasingly uncivil. As frustrating as it can be to practice with opposing counsel who seem to flout the Bar's standards of professionalism and civility, Mona was a rock of professionalism. She never allowed us to stray from the standards of civility, regardless of how we were treated in return. Of course, Mona also zealously represented our client's interests, which provided me with a perfect example of how to appropriately represent a client thought difficult litigation.

Mona was also a teacher, rather than an overseer. Although I was a new attorney, she treated me as an equal in our co-counsel relationship. She often encouraged me to bring ideas to the table and to provide my own insight. Instead of simply taking my thoughts and deciding whether or not to incorporate them into her work, she engaged in discussion until we determined the best way to move forward together. It is a true mentor who encourages and participates in the growth of younger attorneys, rather than simply correcting their work or simply providing feedback.

Mona is a fantastic example of what a mentor should be and deserves all the recognition she can get for her years of helping other attorneys be successful.

MENTOR: **Mona Lyman Burton**
Nominated By: **Ellen Ostrow**

Mona is wonderful. She is a phenomenal mentor. I have two pictures on my desk at work. One is a depiction of Chicken Little running around screaming "The sky is falling! The other is of a cucumber sitting on an ice cube (a cool cucumber — get it?). I put those pictures there after a about two years of working with Mona. Mona is cool and calming. In a stressful profession, she is a voice of wisdom and offers guidance on how to navigate the practice of law. If a misstep occurs, she provides guidance and mechanisms to prevent any future missteps. She also offers young practitioners opportunities that many attorneys do not get to see until years of practice. For example, she's allowed me to co-chair a seven day jury trial where I was able to examine a witness, argue jury instructions, and make other motions before the court. I have the pictures on my desk to remind me where I started (and sometimes still am) and where I want to be. I'm hoping with Mona's continued mentorship, I can one day be like her.

MENTOR: **Mona Lyman Burton**
Nominated By: **Sherilyn Olsen**

In addition to my firm's nomination of Mona Burton of Holland & Hart for an outstanding mentoring award, I wanted to provide my own personal story and nomination, only a portion of which was shared in the firm's nomination.

Honestly, it is difficult to put into words the impact Mona has made on my career. I have worked with Mona for 15 years. My entire licensed legal career has been spent as a beneficiary of her amazing mentoring skills. I originally started working for Mona in 2002 during my last year of law school while Mona was practicing at McKay Burton & Thurman. She volunteered to be my mentor and supervisor and provided me with great research projects and advice. Just before I took the Bar exam, Mona received an offer to go to Holland & Hart. She encouraged Holland & Hart to make me an offer and laid the groundwork for me to move firms with her. That move will forever impact my professional and personal future.

At Holland & Hart, Mona continued to provide me with great projects, feedback, and experiences. Early in my career Mona provided me with opportunities to argue motions in court, take depositions, first chair trials, and argue appeals while my counterparts at other firms were still providing backroom support for others.

Mona met with me regularly in my associate years and provided me with guidance on tricky firm political issues. She helped me pave a career path that worked with my personal goals (I have 3 crazy kids), guided me through the firm's partnership process, and cheered when I made partner 6 years ago. I could not have done it without her.

I am not the only one who has benefited from her amazing mentorship skills. Over the years I have watched Mona counsel, advise, and encourage countless associates. She is a patient teacher of legal principals, writing skills, and oral advocacy. She is a calm force in an otherwise highly stressful, fast paced, and crazy work environment. She opens doors for business development opportunities and helps others find faith in themselves. She is not judgmental. She provides a safe place to talk about issues of concern.

Mona is a true example of what a mentor should be and is more than deserving of this recognition for her 38 years of helping others be successful.

MENTOR: **Hon. Michael D. Lyon**
Nominated By: **Chad B. McKay**

My first job was with the law firm of Lyon, Helgesen, Waterfall and Jones. Although all of the partners gave me good advice and tips on practicing law. I particularly remember Michael Lyon bringing me into the conference room and telling me a story about the makers of fine clam chowder. They use the finest ingredients and cook it slowly and it always tastes delicious. Like soup, developing clients over time, treating them with kindness, respect and like real people. He taught me not to see them merely as a part of a fee or my pay check. Over time, as these clients "simmer" and have legal needs they will come to you.

Now almost 30 years later (28 1/2) following this advice has brought me great blessings. I have not advertised for years. All of my business is by referral. I have represented my old professors families, and current judges families and many other notable citizens.. They see the quality work, like the finest ingredients, and they send their family and friends to me. Judge Lyon's lesson about the soup, as well as a myriad of other lessons, have helped me to develop a wonderful solo practice, and have inspired me to help other attorneys to learn these same principles.

I think Judge Lyon would be surprised about this nomination, as he typically did these things in a quiet, but effective way.

MENTOR: Carlos Navarro
Nominated By: Abby Dizon-Maughan

Please accept this email as my nomination of Carlos Navarro as an outstanding mentor.

Carlos Navarro is an incredibly talented immigration attorney who never hesitates to share his knowledge and wisdom with new and seasoned attorneys alike. Mr. Navarro is quick to answer any question posed to him by his peers and colleagues, and often goes above and beyond what is required of him to find not just the quick answer, but the right (and complex) answer.

Mr. Navarro shares this talent with new and aspiring attorneys. In his years of practice, I have witnessed Mr. Navarro undertake to mold law students and new attorneys into true advocates for members of our community who most need our help, guidance, and assistance. Mr. Navarro will take law students and new attorneys to lunch, to court, and to meetings to demonstrate how to truly champion for the rights of others. I am awed and inspired by Mr. Navarro, his commitment to the underserved in our community, and his tireless drive in teaching other attorneys to have the same passion he embodies.

MENTOR: Randall R. Smart
Nominated By: Rachel Peirce

I nominate Randall R. Smart to be recognized as an excellent mentor. I have been employed by and worked with Mr. Smart for the last 12.5 years. Mr. Smart has an open-door policy, such that any time, any attorney can discuss any legal issue or case with him. I have benefited from this many times. Although extremely busy, Mr. Smart will use his keen intellect and great ability to reason to logically discuss and resolve issues. He has expertise in many legal subjects and will freely share his knowledge with others.

In addition to the mentoring in the law, Mr. Smart is a wonderful mentor on how to treat all clients (and employees) with respect, regardless of background, age or financial circumstances. (An example includes his willingness to return client calls quickly.) As a result, Mr. Smart has many repeat clients. Years ago, Mr. Smart worked for the Utah Division of Corporations. A couple of consumers needed help with a business issue, and Mr. Smart discussed the issue with the consumers for a lengthy period of time. Recently, one of the consumers saw Mr. Smart and remarked on how patient and helpful Mr. Smart was to him those many years ago. This is one of many reasons why Mr. Smart's clients and other attorneys regard him highly. Any attorney who wants to become a successful, professional attorney should shadow Randall R. Smart for a couple of weeks. That attorney will begin to benefit from Mr. Smart's goodness and expertise like I and countless others have.

Thank you for the opportunity to nominate and recognize an attorney who has helped me greatly in my life!

MENTOR: Ann Marie Taliaferro
Nominated By: Kurt London

Annie has gone above and beyond in every aspect of her capacity as a mentor. She is fun, nice, and easy to work with and be around. She will send e-mails to check up, arrange lunch meetings, and presents numerous opportunities to network and gain more exposure in the legal community. She is also a fantastic example of what it means to be active in the community (she serves on numerous committees). She provides service where ever she can and she does so with a smile. Literally, she is always smiling.

In essence, she does without being asked and she is assertive with helping me as I start my career. It is obvious that she has taken a personal investment in my success. She searches for the chance to help me in anyway. Once she sees something with which she can help, she takes immediate action to make it happen. Annie isn't just a great mentor, she is a great person.

MENTOR: **Jeremy J. Stewart**
Nominated By: **Braden W. Johnson**

I want to nominate someone who means a lot to me. Jeremy Stewart, from Snell & Wilmer, has been an amazing mentor to me — one in a million — even while persevering through a very difficult year for him. I have considered him my "mentor" for about two years now, though we were friends even before that.

Jeremy is the type of mentor that all young attorneys hope for. He is extremely bright, personable, and completely honest. In responding to my questions about the firm and the practice of law, his answers are always direct and realistic. He doesn't try to "sell" me on any point of view — he describes his experience without any hint of persuasion. I have learned a lot from him, yet he has still allowed me to form my own ideas. He drops everything to help when I have questions or problems. He has met me for lunch every few weeks since we first started chatting, even when his work schedule has been difficult. And he always lets me direct the conversation, saying "I want this to be valuable for you and your needs". There's never any pretention, condescension, or self-congratulations from him — he is only interested in helping me.

But, even beyond the typical mentor visits, Jeremy has advocated for me with decision-makers in my firm. He regularly conducts closed-door meetings with my supervisors to discuss my performance and my needs. When I expressed to him that I felt overworked, he printed my hours report and challenged each of my supervisors to manage my work-load more effectively. He reached out to the firm's compensation team to make sure my annual bonus was fair given my contributions over the past year. And he did all of this without my asking — he took it upon himself to advocate for me.

What means more is that Jeremy has been such an exemplary mentor while persevering through a tough year. This was Jeremy's first year as a partner, which comes with a huge learning curve, plus many new administrative and financial challenges. He was heavily involved in one of the most stressful and challenging cases our office has ever worked on. He was travelling out of state several times a month for arduous depositions, contentious settlement conferences, and other meetings. He missed his anniversary for these meetings, yet he never missed an opportunity to mentor me. Meanwhile, he and his wife have been caring for several refugee children who were re-settled in their neighborhood. Jeremy and his wife registered the kids for school, tutored them, helped them deal with personal health problems, and integrated them into the community. At one of our lunch visits, Jeremy mentioned that his home was broken-into and vandalized two nights earlier. Yet he was still at lunch with me, since he didn't want to cancel our appointment. This is a fantastic example of Jeremy's commitment to mentoring even through difficult personal challenges.

MENTOR: **Paul Johnson**
Nominated By: **James Wright**

For the past three years Paul Johnson has mentored me as I have started my legal career.

Paul has taken significant time to teach me the skills of my area of practice. Paul has reviewed many of my projects. He has been careful to give me thoughtful and thorough feedback and comments. I'm sure he has spent hours writing comments that only I will read to explain why he has changed things that I've written.

Paul had helped me in my professional development. He has taken time to teach me how I can be more successful in my field and at my firm.

Paul has listened to me and given me advice in balancing my work and my life. This has been particularly helpful as I have transitioned from one career into law school and now into a demanding full-time legal practice.

Paul pushes me to produce excellent work. Paul demonstrates asking the right questions to get to the most important probative issues. Paul is patient and encouraging. Paul is open and frank with me about how I can improve.

MENTOR: Stewart C. Walz
Nominated By: Ruth Hackford-Peer

It was my first trial. It was his last trial before retirement. Stewart Walz has worked as an Assistant United States Attorney (AUSA) since 1980. I knew I was lucky to work along one of the most seasoned prosecutors in the state, but I did not realize just how much the experience would shape my practice.

As the junior member of the team, I figured I'd do the grunt work without much input into the trial strategy, but Stew developed a team and modeled that he valued our hard work—and our judgment. I don't think he set out to be my mentor; it just happened. It is the essence of who he is to teach. During trial preparations, I drafted a particularly important pre-trial motion. Stew encouraged me to argue it myself. I didn't understand why he would let the most recent law school graduate on the team argue. "Because we'll moot it until you feel confident." And we did.

Stew wanted me to develop my philosophy of prosecution, not just my job skills. He taught me that we don't prosecute "bad guys" or "criminals," we prosecute "defendants, with constitutional rights." Once I said "I" indicted a case. The grand jury, he corrected, not the prosecutor has the power to indict. While my shift in language may seem largely semantic, his correction didn't just change my words; it changed my perspective on my craft. He corrected me and he reminded me that the grand jury has the power to indict, not prosecutors. He modeled professionalism and civility, under the stress of trial, and taught me to value honesty above all. I'm not the only one who calls him a mentor. So many in our office—indeed across the country—call on Stew. His door is always open. He's mastered not only the rules of evidence but also the cases that interpret the rules. The "Walz Evidence Outline" is used by AUSAs across the country.

His jokes brighten my day. His pop culture references and puns make me laugh. He showed me that I already have everything need to make it in this field. Once, when I felt I could bear no more, Stew quite literally provided his shoulder for me to cry on. Thank you Stew for paying it forward. I am a better attorney—and a better human—because of you.

MENTOR: Steven D. Peterson
Nominated By: Nicole Evans

I am grateful for the opportunity to nominate my mentor, Ballard Spahr Senior Counsel Steven D. Peterson, of the firm's Salt Lake City office, for a Mentoring Award.

Steve has been a mentor to me for nearly 20 years, since I started at Ballard Spahr as a law clerk while attending the University of Utah's S.J. Quinney College of Law. I attribute a significant portion of my success to Steve and his commitment to advocating for and advancing talented lawyers—no matter their gender, race, sexual preference, or ethnicity. Steve took me under his wing from the beginning—a time when female real estate lawyers were few and far between, particularly in Utah and the vacation industry. He helped me every step of my climb to the upper echelons of hospitality industry legal representation.

Today I feel privileged to represent many leading national hospitality brands, as well as independent franchisors and franchisees, in challenging and exciting projects in Utah, nationwide, and overseas. I am among many younger lawyers who have benefited from Steve's mentoring. Steve guided me in difficult transactions. He let me make mistakes and learn in a safe, supportive environment. He took me to high-stakes meetings, where I was often the only woman, included me, and encouraged my active participation. He saw that I was on the partnership track and spent a decade grooming me, helping me, coordinating activities to provide me with opportunities to learn and grow, including in business development.

Steve's commitment to mentoring has been integrated into the DNA of our resort practice, Salt Lake office, and firm-wide. He served for a decade on Ballard Spahr's associate integration committee, gaining an appreciation for the importance of supporting younger lawyers and contributing to an excellent firm-wide mentoring infrastructure. Now in his fifth decade of practice, Steve spends countless hours in his role training and mentoring associates. Steve embodies the attributes of an extraordinary mentor: commitment, sensitivity, kindness, and generosity. He has worked to make sure everyone around him has opportunities to succeed. I am proud to nominate him.

MENTOR: Angelina Tsu
Nominated By: Amy Oliver

Women Lawyers of Utah submits this nomination of Angelina Tsu for a Mentoring Award. As President of the Utah State Bar, Angelina played a very public role in mentoring others in the legal professions. But it is the quieter, less public mentoring work that has made Angelina stand out as a mentor.

Angelina goes out of her way to encourage other lawyers – particularly women and minorities – to become involved in various aspects of the community, both inside and outside of the legal profession. To that end, Angelina was instrumental in the formation of the Utah State Bar Leadership Academy, the mission of which includes nurturing effective leadership with respect to ethical, professional, and service-based values among young lawyers who are being trained to become future Bar leaders. Angelina has chaired the Board since its inception and has worked tirelessly to make the Leadership Academy a success. Angelina helps select inspiring and eager young lawyers to take part in the program, plans programming, and presents on various topics. In addition, Angelina personally mentors each of the participants, and always takes the time to listen to each person's concerns and aspirations.

This was not Angelina's first foray into establishing a formal program for mentoring. Angelina was a co-chair of the Attorney-Student Mentor Program at the S.J. Quinney College of Law at the University of Utah where she served as the co-chair. The program matched hundreds of law students each year with local attorney mentors. But Angelina does not limit her mentoring to formal programs. Angelina over many years take time to get to know and assist every person she meets. She helps to make connections, she coaches and instructs, and she is always there to listen

And while Angelina could have simply rested on her very impressive laurels after serving as the President of the Utah State Bar, she has continued to expand her role as a mentor to others. In the past year, Angelina served as the co-chair for the Women Lawyers of Utah's Career Advancement Committee where she successfully organized a number of events designed to assist women lawyers in reaching their full potential and their desired career outcomes.

MENTOR: Angelina Tsu
Nominated By: Kate Conyers

Angelina Tsu has been one of my most amazing mentors and promoters. She is the reason I became involved in the legal community. She invited me to join the YLD Education Committee, which resulted in the Utah Cinderella Prom Boutique, which then morphed into the VOA Homeless Youth Prom. She encouraged me to run for the Utah State Bar Commission and helped me with my election. She has also provided me advice and encouragement as the President of WLU and YLD. I owe Angelina so much, and I know that there are scores of other attorneys in our legal community that feel the same way about her. I am proud to join in WLU's nomination of Angelina Tsu.

MENTOR: Angelina Tsu
Nominated By: Jenifer Tomchak

I met Angelina in law school, where I was impressed by her kindness and modesty. Although she was consistently outperforming many of her classmates, she never acted arrogant and went out of her way to ensure that others felt included. As a 1L, I remember looking up to Angelina, who was one of only a few 3L who went out of their way to mentor the 1Ls. After law school, my admiration for Angelina only grew. We both served on the Executive Board of the Young Lawyer's Division together. When she was the incoming President of YLD, she encouraged me to run for President-Elect. I had never considered myself a leader, and was unsure if I would be up to the task. She assured me that I could do it and promised to help me prepare for the role. I had the pleasure of serving as her President-Elect on the Executive Board, and was blown away by how much Angelina did for the Board on a day-to-day basis. She really cared about each of the members of the 60-person board and about the future and success of YLD and the community members that it serves.

She was the perfect example of leadership and, when my term began, she held to her word and mentored me through the process. I had a very successful year and have gone on to lead a number of other organizations thanks to her example and mentorship. If she had not seen my potential, I am unsure that I would ever have developed the confidence and skills necessary to be a leader myself. Although our terms ended and we have both since aged out of YLD, Angelina has continued to mentor me, helping me navigate my legal career and be the best lawyer I can.

Angelina's mentorship deserves recognition not just because of what she has done for me, but because of her demonstrated commitment to mentorship. I have witnessed her mentor a number of other attorneys, identifying their potential and helping them reach it. She has also been instrumental in developing institutional mentoring programs. As a member and leader of countless organizations, Angelina has started so many programs that it would be impossible to list even a fraction of them here. Indeed, Angelina is involved on so many boards, associations, community organizations, and committees, the only person who could accurately describe all of her accomplishments is Angelina herself. (And even she might have trouble remembering all of the roles she has served, they are so numerous.) I will do my best to describe some programs that best demonstrate Angelina's commitment to mentoring others. First, as the President of the Utah State Bar and for the past three years, Angelina created and co-chaired the Utah Leadership Academy. The Leadership Academy's entire purpose is to provide world class mentoring to a select group of participants to help sow the seeds for the Bar's future leaders. As part of this program, Angelina and other board members, work very closely with the participants to help them develop their leadership skills and put them on a trajectory to reach their full potential. One of the primary focuses of the program is the importance of mentorship and of being a mentor to others, creating a cycle of mentorship that will have an impact far beyond the program itself. The program has been incredibly successful, changing not only the lives of its thirty-six participants, but also the people who the participants will go on to lead.

Second, Angelina was a founding member of the Utah State Bar's statewide civics education program. Through her efforts, school-aged children throughout the state were taught by volunteer attorneys about the importance of the U.S. Constitution and the rule of law on Constitution Day. This program provided a format for lawyers to mentor young children and (hopefully) future lawyers.

Third, during her tenure as President of the Utah State Bar, Angelina began a program called Bar ReView. This program includes a number of free legal events where lawyers can commiserate and network in a low stress environment. These events are held in different locations and co-sponsored by a number of different organizations in order to serve lawyers with varying backgrounds and interests.

Programs like these encourage informal mentoring and reach people who may not otherwise have mentoring opportunities. Angelina has accomplished in her relatively short legal career what many lawyers will strive their whole careers to achieve. She is an inspiration, with a well-deserved reputation for being a person who gets things done. And, every step of the way, Angelina is reaching back to lift others and bring them with her. I truly believe that our entire legal community has benefited from Angelina's mentoring efforts. I am honored to call her my friend and hope that you will strongly consider her for this award, which she so richly deserves.

MENTOR: Jenifer Tomchak
Nominated By: Amy Oliver

Jenifer is truly extraordinary and so deserving of this award and many more. She is one of the most consistent and enthusiastic mentors of other women. Whether within her own law firms, within Women Lawyers of Utah, within the Utah State Bar, or within the Federal Bar Association, she is working constantly to better the profession and to mentor and promote women and minorities within the profession.

While there are numerous programs, events, and other acts Jenifer has undertaken on behalf of others in the legal profession, the following deserve to be highlighted for this particular award. First, Jenifer currently serves on the Board of the Utah State Bar's Litigation Section, where she chairs the Aiding the Judiciary Subcommittee and serves as the Section's Law Student and Young Lawyer liaison. In this capacity, she organized the Section's first law student mentoring event and introduction to the state courthouse CLE for newly admitted lawyers.

Second, Jenifer has served as member of the Board of the Utah Minority Bar Association and as secretary of the organization. She was part of the original team that started the Mentoring Marathon and has participated in the event nearly every year since its inception.

Third, Jenifer previously served as President of the Utah State Bar's Young Lawyers Division, where she pioneered the Mentoring Social (a joint effort between the Young Lawyers Division and the Bar's New Lawyer Training Program) which is now an annual event.

Fourth, Jenifer currently serves on the Board of the Women Lawyers of Utah, where she has chaired the Chapters Committee. Under Jenifer's leadership, the Chapters Committee helped build active and engaged chapters in Northern, Central and Southern Utah. Jenifer's willingness to mentor women lawyers across the entire state has been critical to this success.

Jenifer is a tireless and passionate advocate for women and minorities in the profession, as her record clearly demonstrates.

MENTOR: Jenifer Tomchak
Nominated By: Kate Conyers

I wish everyone could be as lucky as I was to succeed Jen Tomchak as the President of the Young Lawyers Division. With over 40 board members, 20 committees, and dozens of projects, the YLD Board is a big organization and it takes a strong leader to run it successfully. Jen was that leader and helped mentor me so that I could also be that leader. Even though Jen was having her first child at the time her presidency transition into mind, she gave all the time I needed to make sure that it was a smooth transition and to ensure that I had everything I needed to be successful. This was my first personal experience with Jen's mentorship and leadership. Seven years later, there have been numerous projects and activities where I have had the opportunity to work with Jen, and I can represent without a doubt that she is one of the most engaged, hardest working attorneys I know. And with every event, with every fundraiser, with every new project, Jen strives and succeeds to mentor lawyers and law students. For this and so many other reasons, I join in WLU's nomination of Jen Tomchak for an Outstanding Mentor Award.