

October 29, 2020

Mr. Kyle Sciuchetti  
President, Washington State Bar Association  
WSBA Diversity Committee  
Seattle, WA 92101

Dear President Sciuchetti and WSBA Diversity Committee,

Please accept my Letter of Interest for the open Washington State Bar Association At-Large Governor position. I am committed to supporting WSBA's mission, to serve the public and the members of the Bar, ensure the integrity of the legal profession, and to champion justice. I am passionately dedicated to increasing diversity, equity, and inclusion; supporting and carrying out WSBA's Diversity and Inclusion Plan; and building collaborative relationships with the numerous Minority Bar Associations (MBAs) across Washington State. I am guided by the goal of ensuring equity and access to justice for all. I understand that there are numerous societal benefits of an inclusive and diversified bar membership. The Diversity At-Large Governor must work towards achieving these goals. My personal and professional experience uniquely qualifies me to successfully fulfill this role.

Barriers to entering the legal profession can seem unsurmountable. It doesn't have to be that way. As a young girl I dreamed of becoming a lawyer or a judge, but I never thought it would be possible. My parents were immigrants; my mother was a seamstress and my father served in the U.S. Coast Guard. We didn't personally know any lawyers or judges. My family didn't have a lot of money and law school is expensive. Naturally, I assumed becoming a lawyer would always be just a dream. In high school when I shared my dream of becoming a lawyer I was discouraged by a teacher and some friends. They recommended I pursue engineering or accounting instead. I graduated from the University of Washington with a BA in Business Administration. I had a ten-year career administering 401(k) retirement plans and I worked eleven years with Boeing. I hadn't revisited my dream of becoming a lawyer because it still seemed out of reach. I eventually realized I might still be able to go to law school if I could find a way to pay for it. I learned I could earn my law degree and have my employer pay my tuition so long as I continued to work full-time and enrolled in evening classes. I knew it would be challenging so I simply took one step at a time; I studied and sat for the LSAT, applied to Seattle University Law School, and was astonished and delighted when I was offered admission. Surviving law school was difficult. I kept focused on receiving my Juris Doctor achieving my dream of "becoming a lawyer".

The next barrier to overcome in order to truly realize my dream involved becoming a *practicing* lawyer. I graduated from law school in 2009, during a time when finding a job as a newly minted attorney was daunting. I was fortunate to find professional and emotional support through a Minority Bar Association (MBA), the Filipino Lawyers of Washington (FLOW). It was through my involvement with FLOW that I gained confidence, leadership skills, and developed invaluable professional connections and life-long friendships that helped me advance my legal career. I learned crucial skills and tactics of working with other legal professionals in a safe and supportive setting by serving on various FLOW committees,

volunteering at community events, and eventually stepping up to become an officer on the FLOW Executive Committee. I can personally attest to the importance of having strong professional bar organizations like FLOW to support attorneys and law students.

In addition to being a Past-President of FLOW, I served on the WSBA Diversity Committee for two consecutive terms, and as a Co-Chair, along with Governor Alec Stephens during my last two years. I have remained an active representative and participant in Joint MBA activities, and I have genuinely enjoyed working with leaders of the multiple MBAs in Washington State. I am most proud of the work I did while serving as FLOW President and Co-Chair on the WSBA Diversity Committee when I helped publish statements in support of Oregon Specialty Bar leaders that received intimidating emails threatening physical harm and disbarment after the leaders signed a joint statement condemning white nationalism and the normalization of violence in Oregon. The Oregon Specialty Bar leaders were alarmed and shaken by the caustic backlash. Some bar leaders that received the menacing threats felt compelled to resign. As lawyers it is our obligation to challenge discrimination, denounce violence and speak for those who are unable to do so for themselves. Publishing the joint statement issued by our Washington MBAs and the supportive statement by the WSBA Diversity Committee was one way to try to fulfill that obligation. I also actively advocate for issues important to minority communities at the national level. I attend the annual Lobby Day Events with National Asian Bar Association (NAPABA) in Washington DC to advocate for legislation to support communities of color. I also serve as the Regional Governor for the National Filipino American Lawyers Association (NFALA). My participation with these groups has taught me that progress can be slow in large, formally structured organizations. Professional bar organizations like these exist for the members and communities that they serve. Their decisions and actions must be thoughtful and deliberate because they are impactful and of great import. I've also learned the critical importance of being present at the table in the room where it happens. I want to be a voice for our many members that have historically been omitted or overlooked in the governance of our profession.

Beyond earning a license to practice law, I also had to learn how to professionally grow and thrive in my work environment. Being invited to the party is no fun if you can't enjoy it and you don't feel like you belong there. I understand the importance of having WSBA programs that directly support attorneys from underrepresented communities. I was fortunate to participate in the Washington Leadership Institute (WLI). The program's mission is to recruit, train and develop traditionally underrepresented attorneys for future leadership positions in the Washington State Bar Association and legal community. The skills I gained by participation in this program helped me attain my current responsibilities as In-House Senior Counsel at McKinstry, a commercial construction, engineering, and consulting firm, where I advise business leaders on risk and legal issues, oversee litigation, and manage insurance claims for twenty-six offices and over 2,000 employees cross the country. These experiences as Co-Chair of the WSBA Diversity Committee, working as Senior Counsel at McKinstry, status as a WLI alumna, and serving as Past-President of FLOW have taught me the importance of networking, building relationships, and finding an influential champion to advocate for your interests. Having an advocate on the Board can help ensure continued funding for WLI and similar leadership programming for underrepresented attorneys.

Geographic location can also feel like a barrier when it impacts access to resources. While I currently work in Seattle, I also know what it is like to work and live in smaller communities. I live with my husband and two children in Puyallup. My husband and I previously lived in Yakima for about four

years. As a Washington State Assistant Attorney General, my daily commute was between Puyallup and Tumwater and my litigation case load required that I drive to cities all over the state to places like Longview, Kelso, Vancouver, Goldendale, Yakima, Prosser, Ellensburg, Tri-Cities, Wenatchee and Spokane. I have a genuine appreciation for comments suggesting that WSBA is overly Seattle-centric and the sentiment that some legal communities feel regionally underrepresented. However, the bar is addressing this concern and WSBA's visibility and presence in the outer-lying regions has improved. As Co-Chair of the WSBA Diversity Committee, I sought to ensure we had members from beyond King County. We also hosted community networking events with MBAs in different regions of the state. The practice (pre-COVID19) of having the WSBA Board of Governors travel to the different locations across the state for its board meetings is an excellent opportunity to demonstrate support and initiate engagement with the various legal communities. I've heard positive feedback due to these practices, and I would strongly support a return to the traveling board meetings and community networking events once it is deemed safe to do so.

All those aspiring to enter the legal profession must deal with barriers in one form or another. And yet, for some the path to becoming a lawyer may be riddled with hazards due to uncontrollable circumstances. Some people start the journey without the advantages more commonly available to traditional students. Or it could be that person is bearing a greater load than others starting out. My path to becoming an attorney was non-traditional in that I began my legal career somewhat later in life than most of my peers and with a great deal of responsibilities. When I started law school in 2006, my husband and I were raising two young children, ages five and three, and I was also working full-time at Boeing. My days started with commuting from Puyallup to Renton, working a full day as a Business Operations Analyst at Boeing, then driving to Seattle University Law School to attend classes in the evening program. After classes ended, I would then drive back to my home in Puyallup in time to kiss my sleeping children good night and organize and plan for my school and work requirements for the next day. I was extremely grateful to have the assistance of Seattle University School of Law's Academic Resource Center (ARC). The ARC program is committed to providing access to the legal profession to underrepresented groups by supporting diverse and non-traditional law students. Many things about college classes had changed since I graduated, for example, taking notes on laptops instead of ruled paper. I had no references or resources of my own to learn how to study and succeed in law school. The ARC program offered me the extra help, time, and tools that I needed to adapt and succeed. I understand that non-traditional law students and attorneys can come from a variety of backgrounds; people of color, LGBTQ, living with disabilities, poverty, over age-40, transitioning careers, to name a few. Intersectionality of these and other non-traditional characteristics compounds the challenges to be faced. To this day, I volunteer to talk and meet with Seattle University 1L ARC students during the annual WSBA ARC reception. I hope that by sharing my experience I can assure these non-traditional law students that help is available, that they should never doubt that they earned their place in law school, and that they are on the path to joining the legal profession.

The existence of the Diversity At-Large Governor position has resulted in successful advocacy for our members from underrepresented communities. It is vitally important that our next At-Large Governor can capably represent the interests of our MBAs and marginalized communities and continue the excellent work and progress that has been achieved so far. I want to help hold WSBA's Board of Governors accountable to its commitment to develop a more diverse and representative body. I will work to help the BOG recognize the group's need for improved diversity awareness and implicit bias training. The WSBA recently held a joint MBA and BOG meeting where MBA leaders and other legal

professionals and academics expressed shock and outrage as a result of offensive and divisive comments made by a Governor at the June 20, 2020 board meeting. Bar members are seeking a response from WSBA that includes a plan for action. The joint meeting was a good first step, and much more work and dialogue is required. As At-Large Governor, I will urge the use of that incident as a learning opportunity for the BOG, and for my own professional guidance, and remember to always approach colleagues with respect, an open mind, and a genuine desire to learn from each other.

I am a non-traditional attorney—a woman of color that graduated from an evening law school program while raising a family and working full time and landed her first job as an attorney after having been in the general work force for twenty years from 1991 through 2011—and I have committed my time volunteering for committees, professional organizations, leadership programs, community clinics, student outreach programs, and other initiatives, in an effort to help other people also from underrepresented groups feel welcome and succeed in the legal profession. I have personal experience with the needs of such members. I hope to use my experience to contribute to civil, balanced discussions and deliberations of our professional governing board. Thank you for considering my application.

Respectfully,

*Ailene Limric*

WSBA #42687

# Ailene M. Limric, JD, MBA

## KEY SKILLS & QUALIFICATIONS

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- Admitted to Washington State Bar June 30, 2010
- Juris Doctor, Seattle University School of Law
- MBA, Seattle University Albers School of Business
- Litigate before administrative agencies & state courts
- Conduct discovery, depositions, witness interviews
- Prevailed in 5 of 5 superior court jury trials
- Proficient legal research & concise legal writing
- Mediations, prehearing motions & conferences
- Timely & effective client communication
- Effective case management skills
- ERISA & Pension Administration experience
- Familiar with Administrative Procedures Act and Rules of Appellate Procedure

## EMPLOYMENT HISTORY

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### **In-House Senior Claims Counsel** | McKinstry, Co., LLC Seattle, WA: 05/14 – current

Hired to take over and manage all workers comp and general liability insurance issues for mid-sized construction and engineering company with nearly 2,000 employees nationally. Responsible for managing claims with goals of avoiding risk, minimizing liability, and controlling claim costs while remaining compliant with applicable law.

- Subject matter expert for all issues involving workers comp and general liability insurance.
- Responsible for managing claim process in all states, primarily Washington and Oregon.
- Handle suits on litigated claims, including collaborating with and overseeing outside counsel.
- Counsel management on employment issues that impact claims and insurance costs.
- Manage claims process from initial incident report to claim closure.
- Participate in negotiations, mediations, arbitrations, settlements and litigation.
- Oversee workers comp claim administration of Third Party Administrator, Eberle Vivian.
- Maintain professional working relations with insurance broker, HUB International, LLC.
- Work with outside counsel and provide settlement authority when defending McKinstry in litigation involving workers comp, general liability, and motor vehicle accidents.
- Confer with management, Human Resources and Labor Relations to resolve claim issues.
- Develop standard processes for managing workers comp and property damage/loss claims.
- Work closely with Safety Department to investigate/document reported incidents.
- Develop insurance trainings and deliver to management and employees.
- Maintain knowledge of coverage, legislative and industry-related initiatives and judicial trends.

### **Assistant Attorney General** | WA State Attorney General's Office Tumwater, WA: 09/11 – 05/14

Assigned to serve the Department of Labor and Industries (Department) and the citizens of the state by providing quality legal advice and strategic representation. Represented the Department in litigation of industrial insurance involving workers compensation and building trades cases.

- Litigated industrial insurance appeals before the Board of Industrial Insurance Appeals (BIIA).
- Represented the Department in appeals of BIIA decisions to superior court.
- Evaluated for possible settlement opportunities and negotiated agreeable settlement terms.
- Performed all aspects of discovery, including depositions, preparation of interrogatories, requests for production, requests for admissions, and answering discovery requests.
- Prepared pre-hearing and post-hearing briefs, pre-trial and post-trial briefs and motions.
- Conducted perpetuation depositions of medical experts, vocational experts, and lay witnesses.
- Represented the Department before the Office of Administrative Hearings (OAH).
- Litigated appeals involving Contractors Registration Act, and compliance with state electrical laws, elevator laws, plumber certification law, and Factory Assembled Structures laws.
- Effectively managed case load of 35 – 45 cases at differing stages of litigation.

**Business Operations Specialist** | The Boeing Company

Renton, WA: 05/05 – 09/11

Lead cross-functional teams to complete planning studies and program directives for the introduction of new products and services. Managed team activities by defining metrics and managing project schedules. Assessed project costs and summarized results and recommendations by making presentations before executive management.

**Senior Pension Administrator** | Spectrum Pension Consultants Tacoma, WA: 08/03 – 04/05  
**Senior Pension Consultant** | Kibble & Prentice, Inc. Seattle, WA: 10/00 – 06/03  
**Pension Consultant** | Moss Adams LLP Tacoma, WA: 12/98 – 10/00  
**Pension Consultant** | Moss Adams LLP Yakima, WA: 11/95 – 12/98

Provided plan consultation regarding relevant tax laws, regulations, and corrective action. Prepared discrimination testing and Form 5500 tax returns. Performed trust accounting, earnings and forfeiture allocations, annual employer contribution calculations, processed distributions and loans.

**Industrial Engineering Methods Analyst** | The Boeing Company Renton, WA: 08/91 – 10/95

Prepared schedules to manage the daily work load for mechanics building the 757 wing stub (fuel cell). Performed time and motion studies to improve the build process and minimize risk of job injuries. Drafted factory layouts and led cross functional teams / Lean projects to improve flow of product and minimize waste.

**Financial Planner** | AMEV Financial Group Bellevue, WA: 04/91 – 07/91

Held series 6 and series 63 licenses to sell mutual funds and variable universal life insurance. Made group presentations and assisted clients to develop savings plans to achieve their goals.

## COMMUNITY INVOLVEMENT & RECOGNITION

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- Washington Leadership Institute Fellow (2016)
- Board of Directors Filipino Lawyers of Washington (FLOW), Past President (current member)
- Washington State Bar Association Diversity Committee (2015 – 2019)
- Active Member of National Asian Pacific American Bar Association (2017 – current)
- NW Regional Governor, National Filipino American Lawyers Association (2019 – current)
- Previously served on Board of Seattle University's Filipino Alumni Chapter
- Volunteer law clerk for King County Bar Assoc. First Responders Wills Clinic (2009 - current)
- National Citizenship Day volunteer for American Immigration Lawyers Assoc. (2013 - current)
- Previously served on Washington Attorney General's Office Diversity Advisory Committee
- Former Member of the Honorable Robert J. Bryan American Inn of Court
- Named to Lawyers of Color's 2013 Hot List (Western Region)

## EDUCATION

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**Juris Doctor**, Seattle University, School of Law, December 2009

**MBA**, Seattle University, Albers School of Business, June 1995

\* Academic Honors: Dean's List Fall Qtr. 1994 and Summer Qtr. 1995

**B.A. in Business Administration**, University of Washington, March 1991

\* Focus: Human Resources / Organizational Environment