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Washington State Bar Association Board of Governors  
1325 Fourth Avenue, Suite 600  
Seattle, WA 98101-2539

Subject: Letter of Recommendation for Ailene Limric

Greetings WSBA Governors & Executive Leadership Team:

I am writing to recommend Ailene Limric for the position of Governor District 10 on the Washington State Bar Association Board of Governors. Having had the privilege of serving as a former member of the Board myself, I can confidently attest to Ailene's qualifications and suitability for this position.

Ailene has an impressive resume, demonstrating a breadth of legal expertise and a dedication to professional excellence. As a JD/MBA with over 14 years of legal experience, Ailene possesses a unique combination of legal and business acumen. While serving as Senior In-house Counsel at McKinstry, Co., Ailene established herself as highly capable of managing complex litigation issues for a mid-sized construction and engineering company. Her responsibility for managing claims, advising on legal matters, and ensuring compliance with contractual obligations and applicable laws reflects her aptitude for risk management and strategy.

Additionally, Ailene's experience as an Assistant Attorney General at the Washington State Attorney General's Office exemplifies her capability as a litigator. Her representation of the Department of Labor and Industries in industrial insurance appeals and building trades cases demonstrates her proficiency in all stages of litigation, from discovery to pre-trial and post-trial proceedings.

Ailene's engagement in the legal community reflects a strongly held commitment to diversity, equity, and inclusion. As the former WSBA Diversity Council Co-Chair and a Board Member of the Filipino Lawyers of Washington, she has tirelessly advocated for diversity within the profession. Her participation in events such as NAPABA Lobby Day, and her volunteer work for organizations like the King County Bar Association and the American Immigration Lawyers Association exemplify her dedication to service.

I have witnessed Ailene's exceptional professionalism, diligence, and persuasive communication skills. She consistently demonstrates the ability to think critically, make sound judgments, and effectively collaborate with colleagues. Her collaborative nature and ability to navigate relationships is also evident through her active involvement in the National Asian Pacific American Bar Association (NAPABA) and the National Filipino American Lawyers Association (NFALA).

As a former member of the Board, I believe Ailene's experiences, skills, and dedication make her an excellent candidate for the role of Governor at-Large. Her passion for advancing the legal profession, promoting diversity and inclusion, and upholding the highest ethical standards align perfectly with the values of the Washington State Bar Association.

I wholeheartedly recommend Ailene Limric for the position of Regional Governor for District 10 on the Washington State Bar Association Board of Governors. I am confident that she will bring fresh perspectives, valuable insights, and a strong commitment to serving the legal profession and the community.

Thank you for considering Ailene's candidacy. Please do not hesitate to reach out to me if you require any further information.

Very truly yours,

Mario M. Cava, JD, MBA  
Former Governor at-Large, WSBA  
Board Director, Filipino Lawyers of Washington

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