



December 17, 2024

BY ELECTRONIC MAIL

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

Re: Letter of Recommendation for Ailene Limric

Dear Ms. Anjilvel:

I am pleased to recommend Ailene Limric for the open WSBA At-Large Governor position. As Executive Vice President and General Counsel for McKinstry, I have known Ailene for over ten years and have witnessed first-hand her exceptional work ethic, dedication, and leadership.

Ailene is a committed and passionate champion of diversity, equity, and inclusion. Ailene served on McKinstry's DEI Advisory Committee when it was first established. She continues to participate actively and support McKinstry's diversity, equity, and inclusion plan. Ailene shares her time and experience with McKinstry Alliances groups that focus on uplifting women, employees of color, veterans and the LGBTQ+ community. She strives to help build strong relationships, collaborative bridges, and encourages engagement to foster a work culture of inclusion.

Outside of McKinstry, Ailene carries forward this commitment to creating DEI change in our legal community by sharing her leadership, perspective, and collaboration skills. Ailene volunteers consistently for WSBA, sharing her free time with the WSBA Diversity Equity and Inclusion Counsel, the Equity and Disparity Work Group, and now as a member of the Member Engagement Council. She currently serves on the Board of the Filipino Lawyers of Washington (FLOW). As Past-President of FLOW, Ailene helped build collaborative relationships with other Washington Affinity Bar Associations. Ailene was instrumental in reestablishing recurring meetings between the various Washington Affinity Bars and having those meetings hosted at the Seattle WSBA office and facilitated by the WSBA Diversity Equity and Inclusion staff.

Ailene was also selected for participation in the Washington Leadership Institute (WLI) program. WLI's mission is to recruit, train and develop traditionally underrepresented attorneys for future leadership positions in the Washington State Bar Association and legal community. Ailene successfully completed the program and has demonstrated her leadership abilities both at work, as well as in her volunteerism with professional legal organizations and in local community activities. She is an active member of the National Asian Pacific American Bar Association and participates in its annual Lobby Day activities in Washington D.C. to speak with

our state's congressional delegation about important issues and concerns to the Asian American community. Ailene volunteers for locally organized legal clinics including the Washington First Responder Will Clinic, and the American Immigration Lawyers Association's National Citizenship Day event.

This WSBA At-Large board position is "intended to represent those who have a lived experience and knowledge of the needs of those members whose membership is or may be historically underrepresented in governance". Ailene has met this qualification through her work and her deeds. For that reason, I am proud to provide my highest recommendation to Ailene for the position of WSBA At-Large Governor.

Very truly yours,



Jamie Pedersen

Executive Vice President and General Counsel