



**International Women's Insolvency and Restructuring Confederation
Network Annual Report**

January 1, 2020 - December 31, 2020

DUE DATE APRIL 16, 2021

Networks who fail to submit this form in a timely manner will forfeit their annual rebate checks.

Rebates are \$50 per year, per member, paid in two installments of \$25 each.

1. Please provide a list of the Network's Board of Directors using the template on the following page. *A Network Board should consist of no less than three officers and no individual may maintain the same position for more than six years. In addition, no individual may serve on the Board for more than six years, however Networks may waive or modify this requirement.*
2. How many Board meetings were held this year? 12
Networks must hold at least 6 Board meetings per year.
3. When were the last Board elections held? December 10, 2020
Network elections are to be held no less than bi-annually.
4. Please attach a list of events held using the template on the following page. *Networks must hold at least three events, two of which are to be open to non-members and one which is specifically designed to recruit new members. Networks are to participate in at least one regional event or, if the Network is a regional Network, participate in a program with another Network every four years. A Network shall obtain prior written Board approval for Network "Special Events" as defined in the handbook.*
5. Please attach a list of sponsors using the template on the following page.
6. How many articles have been contributed to the IWIRC eNewsletter this year? none
Networks are to submit at least one article to the IWIRC eNewsletter each year.
7. How many members does the Network have? 34
8. Please attach the Network's financial statement for 2020 (revenues and expenses).
Networks are to provide an accounting of income and expenses on an annual basis.
9. Has the Network filed the yearly IRS tax form (U.S. Networks only)? Yes
Networks with gross receipts less than \$50,000 need to file a 990-N; Networks with greater than \$50,000 in gross receipts should file a 990-EZ or 990. Both options are due by May 15th.
10. Were the Network's Rules of Operation updated in 2020? No
If yes, please attach.
11. Please note other information that would be helpful to the International Board, including challenges faced by the Network and /or other suggestions/comments.

We are having difficulty attracting and retaining members, but we are attracting a good amount of people for our events.
12. Please note whether all Network Board Members have signed the Code of Conduct. Yes (please see attaced)

Network Board of Directors

Name	Firm	Board Position	Current Term Expires	Years on Board	Prior Network Positions

Network Events

Date of Event	Type of Event	Regional Event (Y/N) If yes, First Time or Repeat? (F/R)	Co-Host Organization (if any)	Open to Non-Members (Y/N)	Intended Specifically to Recruit New Members (Y/N)	Number of Members in Attendance (if available)	Number of Non-Members in Attendance (if available)

Network Sponsors

Name of Sponsor	Amount of Sponsorship	Annual or Event Sponsorship (if event, please list the event)

**An IWIRC Regional Event mean either: (i) an event developed and hosted by two or more IWIRC networks or (ii) an event held in conjunction with another national or international organization's event (eg. TMA, ABI) where the event is developed and hosted by the IWIRC network and the focus of the event is on promoting IWIRC and its members.*

IWIRC SoCal Board 2020

Board Position	Name	Firm	Current Term Began	Current Term Expires	Years on Board	Prior IWIRC Positions
Co-Chair	Cathy Ta	Reorg Research	Jan. 2019	Dec. 2020	5	Young Professional Chair
Co-Chair	Sabina Jacobs Margot	Gibson, Dunn & Crutcher LLP	Jan. 2020	Dec. 2021	5	Treasurer, Sponsorship Chair, Member-at-Large
Secretary	Sonia Singh	Ervin Cohen & Jessup LLP	Jan. 2019	Dec. 2020	2	Events Co-Chair
Treasurer	Rika Kido	Shulman Bastian LLP	Jan. 2020	Dec. 2021	3	Secretary
Events Co-Chair	Monsi Morales	Margulies Faith LLP	Jan. 2019	Dec. 2020	2	n/a
Events Co-Chair	Tamar Terzian	Brutzkus Gubner, LLP	Jan. 2020	Dec. 2021	3	Young Professional Chair
Communications Chair	Kyra Andrassy	Smiley Wang-Ekvald LLP	Jan. 2019	Dec. 2020	5	n/a
Young Professional Chair	Maria Cho	Faegre Drinker Biddle & Reath LLP	Jan. 2020	Dec. 2021	1	n/a
Membership Chair	Rebecca Wicks	Buchalter, APC	Jan. 2020	Dec. 2021	2	n/a
Sponsorship Chair	Claire Wu	SulmeyerKupetz, APC	Jan. 2019	Dec. 2020	3	Events Co-Chair
Member-at-Large	Linda Lee	CBIZ Valuation Group	Jan. 2020	Dec. 2021	7	Membership & Sponsorship Chair
Member-at-Large	Kristin Mihelic	Counsel to U.S. Government	Jan. 2020	Dec. 2021	1	n/a
Member-at-Large	Amanda Lin	FTI Consulting, Inc.	Jan. 2019	Dec. 2020	3	Treasurer
Advisory Council	Genevieve Weiner	Sidley Austin LLP	Jan. 2020	n/a	7	Co-Chair

IWIRC SoCal - Event Tracker - 2020

Date of Event	Event Type	Event	Regional Event	Co-Host	Open to Non-Members	Intended to Recruit New Members	Total Cost (or Profit) to SoCal IWIRC	Payout to SoCal IWIRC by Eventbrite	Event Sponsors (if any)	Total No. of Attendees	No. of Members* (if known)	No. of Non-Members (if known)	Member Fee*	Non-Member Fee (if different)	Collected from Members	Collected from Non-Members	Gross Eventbrite Gross Sales	Eventbrite Fees	Marketing Fee** (if any)	Vendor Fees* (if any)	Total Event Expenses	Avg. Cost per Person
2/26/2020	Social (in person)	Networking, Fashion and Fun at Bloomingdale's: Spring Highlights for Business ¹	no	no	yes	yes	\$ (172.68)	\$ 2,593.20	\$ 300.00	36	24	12	\$ 75.00	\$ 85.00	\$ 1,800.00	\$ 1,020.00	\$ 2,820.00	\$ 226.80	\$ 60.00	\$ 2,660.52	\$ 2,720.52	\$ (4.80)
5/21/2020	Networking and Social (virtual)	A Virtual Happy Hour	no	no	yes	yes	\$ 34.00	\$ -	\$ -	40			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34.00	\$ -	\$ 34.00	\$ 0.85
6/29/2020	MCLE and Educational (virtual)	Unconscious Bias Confronting Gender and Race Issues ²	no	no	yes	yes	\$ 34.00	\$ 1,262.00	\$ -	163			\$ -	\$ -	\$ -	\$ -	\$ 1,293.59	\$ 31.59	\$ 34.00	\$ 1,262.00	\$ 1,296.00	\$ 0.21
10/15/2020	Networking and Social (virtual)	IWIRC on the Vine Virtual Wine Tasting ³	Regional (annual)		yes	yes	\$ (76.00)	\$ 400.00	\$ -	32			\$ 15.00	\$ 15.00	\$ -	\$ -	\$ 480.00	\$ 80.00	\$ 24.00	\$ 300.00	\$ 324.00	\$ (2.38)
11/5/2020	Social and Informative (virtual)	Studio 54: Night Magic! Virtual Exhibit at Brooklyn Museum ⁴	no	no	yes	yes	\$ (66.00)	\$ 340.00	\$ -	17			\$ 20.00	\$ 20.00	\$ -	\$ -	\$ 340.00	\$ -	\$ 24.00	\$ 250.00	\$ 274.00	\$ (3.88)
12/7/2020	Networking and Social (virtual)	Annual Holiday Party	no	Los Angeles Bankruptcy Forum et al.	yes	no	\$ -	\$ -	\$ -	unknown			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12/15/2020	Networking, Social, and Informative (virtual)	Gnocchi Making for the Holidays by Eataly Los Angeles ⁵	no	no	yes	yes	\$ 391.50	\$ 2,275.83	\$ -	23	15	8	\$ 100.00	\$ 120.00	\$ 1,500.00	\$ 960.00	\$ 2,460.00	\$ 184.17	\$ 24.00	\$ 2,643.33	\$ 2,667.33	\$ 17.02
TOTAL							\$ 144.82	\$ 6,871.03	\$ 300.00						\$ 3,300.00	\$ 1,980.00	\$ 7,393.59	\$ 522.56	\$ 200.00	\$ 7,115.85	\$ 7,315.85	\$ 7.03

Notes
* See applicable Notes below about member/non-member attendance, ticket prices, and vendors costs.
** IWIRC SoCal contracts with a third-party graphics designer for event flyers. First flyer included logo design for all flyers.
¹ Vendor fees include cost of Bloomingdale's \$50 gift card and food/drink, and vendor parking.
² No cost for attendance, but attendees had the option to make \$20 donation to speaker's selected non-profit organization (BLM). SoCal IWIRC donated the net ticket sales \$1,262.
³ IOTV ticket prices were the same for members and non-members. The Wine House fee \$300.
⁴ Brooklyn Museum docent/exhibit fee \$250.
⁵ Ticket prices were based on delivery location, not membership: Los Angeles Co. (\$100) and Orange Co. (\$120).

IWIRC SoCal Sponsors 2019-2020

Sponsor	Sponsorship Level	Amount
Brutzkus Gubner, LLP	Gold	\$ 1,200.00
Margulies Faith LLP	Gold	\$ 1,200.00
Gibson, Dunn & Crutcher LLP	Gold	\$ 1,200.00
Sulmeyer Kupetz	Gold	\$ 1,200.00
Danning Gill	Silver	\$ 600.00
FTI Consulting	Silver	\$ 600.00
Sidley Austin LLP	Silver	\$ 600.00
Smiley Wang-Ekvall	Silver	\$ 600.00
Terzian Law Group	Silver	\$ 600.00

**IWIRC SoCal - Income Statement
January 2020 through December 2020**

INCOME	
Ticket Sales to SoCal IWIRC for Events	\$ 6,871.03
Membership Dues Rebate for 2020 from IWIRC	\$ 1,200.00
Sponsorships (Annual and Event sponsors)	\$ 4,200.00
Total Income	\$ 12,271.03
EXPENSES	
Event Expenses paid by SoCal IWIRC	\$ 7,315.85
Zoom Fee for SoCal IWIRC 2020	\$ 14.99
Board Meeting Dinners	\$ 1,057.64
Total Expenses	\$ 8,388.48
NET INCOME	\$ 3,882.55
FUNDS HELD IN TRUST	
IWIRC On the Vine funds (held in trust for IOTV 2021)	\$ 6,495.14
Total Funds Held in Trust	\$ 6,495.14

SoCal IWIRC

Code of Ethics Forms

IWIRC CODE OF CONDUCT AND ETHICS

IWIRC is the premier networking organization devoted to enhancing the professional status of women in insolvency and restructuring. The promise of IWIRC's brand includes networking and connections between members, high value events, personal and professional development opportunities, and the women-centered perspective of IWIRC. The following Code of Conduct and Ethics ("**Code**") is designed to allow IWIRC to preserve its long tradition of integrity and credibility with its members, the public and within the insolvency community. The Code applies to all members of the IWIRC board of directors (the "**Board**"), members of the advisory council (the "**Advisory Council**"), the Administrative Director and all its employees (permanent full-time, hourly, fixed term contract, permanent part-time, etc.)(the "Contactor").

Violations of the Code and relevant policies can result in disciplinary action up to and including termination or removal from the Board. In some cases, IWIRC may report a violation to the relevant authorities.

The Code is organized into categories, as follows:

Conduct

1. Always act with fairness, honesty, integrity and openness; respect the opinions of other and treat all with equality and dignity without regard to gender, gender identity, gender expression, family status, source of income, race, color, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexualorientation.
2. Promote the mission and objectives of IWIRC in all dealings with members, the public, or other insolvency organizations on behalf of IWIRC.
3. Provide a positive and valued experience for those participating in events within and outside IWIRC.

Accountability

1. Act with honesty and integrity and in accordance with any professional standards and/or governing laws and legislation that have application to the responsibilities you perform for or on behalf of IWIRC.
2. Comply with both the letter and the spirit of any training and orientation provided to you by IWIRC in connection with those responsibilities.
3. Adhere to the policies and procedures of IWIRC and support the decisions and directions of the executive committee of the Board ("**Executive**") and its delegated authority.
4. Take responsibility for your actions and decisions. Follow reporting lines to facilitate the effective resolution of problems. Ensure that you do not exceed the authority of your position.

Conflict of Interest

Conflict of interest arises when a person participates in a decision about a matter (including any contract or arrangement of employment, or provision of goods and services) which may benefit or *be seen to* benefit that person because of his/her direct or indirect monetary or financial interests affected by or involved in that matter. IWIRC has developed a comprehensive Conflict of Interest Policy, which is incorporated by reference into this Code.

Confidentiality

1. Respect and maintain the confidentiality of information gained as a member of the Board, Advisory Council, Executive or Contractor, including, but not limited to, all computer software and files, IWIRC financial information, business documents and printouts, and all membership, sponsor and supporter records.
2. Respect and maintain the confidentiality of individual personal information about individuals gained through your role with IWIRC.

Whistleblower

IWIRC wishes to enable and encourage members of the Board and the Advisory Council, Contractor, members and others to raise serious concerns internally so that IWIRC can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, the Executive, Contractor and members to report concerns about violations of IWIRC's Code or suspected violations of law or regulations that govern IWIRC's operations.

It is contrary to the values of IWIRC for anyone to retaliate against any member of the Board or Advisory Council, Executive, Contractor or member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of IWIRC. A member of the Board or Advisory Council, Executive, Contractor or member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

IWIRC has an open-door policy and suggests that members share their questions, concerns, suggestions or complaints with their Network Chair. If you are not comfortable speaking with your Network Chair or you are not satisfied with their response, you are encouraged to speak with the Vice Chair of IWIRC, the Administrative Director, or a Board member. IWIRC members are required to report complaints or concerns about suspected ethical and legal violations in writing to IWIRC's Vice Chair, who has the responsibility to investigate all reported complaints. The Current Vice Chair of IWIRC will be the Compliance Officer, who is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Administrative Director and/or the Board of all complaints and their resolution and will report at least annually to the Finance Director and Vice Finance Director on compliance activity relating to accounting or alleged financial improprieties.

Respectful Conduct

IWIRC recognizes that people are most productive in an atmosphere of mutual trust, support and respect. IWIRC strives to maintain a respectful environment by promoting a common understanding of conduct considered appropriate in a workplace or professional setting. Bullying, harassment (in all its forms) and discrimination are examples of inappropriate conduct and will not be tolerated. If inappropriate conduct is allowed to persist, over time, an unhealthy environment

may be created.

Following are some examples of behaviors that help maintain a respectful environment:

- Being polite, courteous and respectful of others
- Treating others equitably and fairly
- Listening to what others have to say
- Being open-minded to others' ideas, comments and suggestions
- Involving the appropriate people in planning, decision-making and implementing initiatives
- Valuing diversity among members of your work group and those with whom you interact in the workplace
- If you think something you said or did may have offended someone, approaching them and apologizing

The Administrative Director and Compliance Officer will provide internal direction on the order of escalation for concerns relating to inappropriate conduct. Complaints about inappropriate conduct as between employees of the Contractor shall be reported to the Compliance Officer. Complaints about inappropriate conduct involving the Administrative Director shall be reported to the Chair of the Board.

Implementation

Strict observance of the Code is fundamental to the activity and reputation of IWIRC. It is essential that all Board members, Advisory Council members, and Contractors adhere to this Code. They will certify this by signing a Declaration that they have read and will abide by this Code for the duration of their role with IWIRC.

Code of Conduct and Ethics declaration

I, Contractor/Board Member/ Advisory Council Member - please print), have read, understand and agree to abide by the Code of Conduct and Ethics and I understand that such adherence is a condition of Board membership or Advisory Council membership, or my role as a Contractor. I understand that a violation of the Code of Conduct and Ethics may be grounds for termination as a Board member, Advisory Council member or in the case of the Contractor or an employee thereof, immediate dismissal for just cause without notice or pay in lieu of notice, or termination of the Contractor's contract, as the case may be.

Signed this 20th day of January, 2021 .



(Board member /Advisory Council member/ Contractor)

Cathy Ta

Approved October 13, 2020 effective as of January 1, 2021

may be created.

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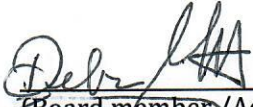
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Signed this 10 day of April 2021.



(Board member/Advisory Council member/ Contractor)

Debra Geertz

Approved October 13, 2020 effective as of January 1, 2021

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Implementation

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Signed this 16th day of April, 2021 .

Genevieve Weiner

(Board member /Advisory Council member/ Contractor)

Genevieve Weiner

Approved October 13, 2020 effective as of January 1, 2021

may be created.

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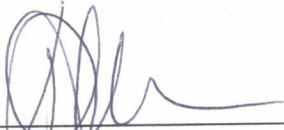
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Signed this 15th day of April, 2021.



(Board member /Advisory Council member/ Contractor)

Kristin Mihelic

Approved October 13, 2020 effective as of January 1, 2021

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Whistleblower

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Respectful Conduct

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Following are some examples of behaviors that help maintain a respectful environment:

- Being polite, courteous and respectful of others
- Treating others equitably and fairly
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- Valuing diversity among members of your work group and those with whom you interact in the workplace
- If you think something you said or did may have offended someone, approaching them and apologizing

The Administrative Director and Compliance Officer will provide internal direction on the order of escalation for concerns relating to inappropriate conduct. Complaints about inappropriate conduct as between employees of the Contractor shall be reported to the Compliance Officer. Complaints about inappropriate conduct involving the Administrative Director shall be reported to the Chair of the Board.

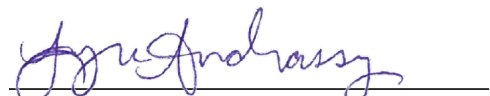
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Signed this 8th day of April, 2021.



(Board member /Advisory Council member/ Contractor)

Kyra Andrassy

Approved October 13, 2020 effective as of January 1, 2021

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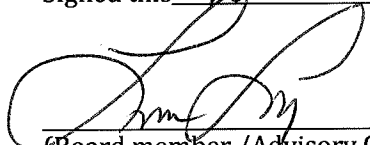
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Signed this 16th day of December, 2020.



(Board member /Advisory Council member/ Contractor)

LINDA LEE

Approved October 13, 2020 effective as of January 1, 2021

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3. Provide a positive and valued experience for those participating in events within and outside IWIRC.

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Signed this _____ day of _____, _____ .



(Board member /Advisory Council member/ Contractor)

Approved October 13, 2020 effective as of January 1, 2021

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Signed this 11th day of April, 2021 .



(Board member /Advisory Council member/ Contractor)

Monsi Morales

Approved October 13, 2020 effective as of January 1, 2021

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Signed this 21st day of January, 2021 .



(Board member /Advisory Council member/ Contractor)

Rebecca Wicks

Approved October 13, 2020 effective as of January 1, 2021

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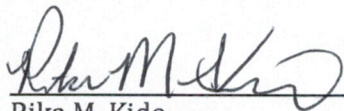
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Strict observance of the Code is fundamental to the activity and reputation of IWIRC. It is essential that all Board members, Advisory Council members, and Contractors adhere to this Code. They will certify this by signing a Declaration that they have read and will abide by this Code for the duration of their role with IWIRC.

Code of Conduct and Ethics declaration

I, a Board member, have read, understand and agree to abide by the Code of Conduct and Ethics and I understand that such adherence is a condition of Board membership or Advisory Council membership, or my role as a Contractor I understand that a violation of the Code of Conduct and Ethics may be grounds for termination as a Board member, Advisory Council member or in the case of the Contractor or an employee thereof, immediate dismissal for just cause without notice or pay in lieu of notice, or termination of the Contractor's contract, as the case may be.

Signed this 20th day of January, 2021.



Rika M. Kido
Board member

IWIRC CODE OF CONDUCT AND ETHICS

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Violations of the Code and relevant policies can result in disciplinary action up to and including termination or removal from the Board. In some cases, IWIRC may report a violation to the relevant authorities.

The Code is organized into categories, as follows:

Conduct

1. Always act with fairness, honesty, integrity and openness; respect the opinions of other and treat all with equality and dignity without regard to gender, gender identity, gender expression, family status, source of income, race, color, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexualorientation.
2. Promote the mission and objectives of IWIRC in all dealings with members, the public, or other insolvency organizations on behalf of IWIRC.
3. Provide a positive and valued experience for those participating in events within and outside IWIRC.

Accountability

1. Act with honesty and integrity and in accordance with any professional standards and/or governing laws and legislation that have application to the responsibilities you perform for or on behalf of IWIRC.
2. Comply with both the letter and the spirit of any training and orientation provided to you by IWIRC in connection with those responsibilities.
3. Adhere to the policies and procedures of IWIRC and support the decisions and directions of the executive committee of the Board ("**Executive**") and its delegated authority.
4. Take responsibility for your actions and decisions. Follow reporting lines to facilitate the effective resolution of problems. Ensure that you do not exceed the authority of your position.

Conflict of Interest

Conflict of interest arises when a person participates in a decision about a matter (including any contract or arrangement of employment, or provision of goods and services) which may benefit or *be seen to* benefit that person because of his/her direct or indirect monetary or financial interests affected by or involved in that matter. IWIRC has developed a comprehensive Conflict of Interest Policy, which is incorporated by reference into this Code.

Confidentiality

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2. Respect and maintain the confidentiality of individual personal information about individuals gained through your role with IWIRC.

Whistleblower

IWIRC wishes to enable and encourage members of the Board and the Advisory Council, Contractor, members and others to raise serious concerns internally so that IWIRC can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, the Executive, Contractor and members to report concerns about violations of IWIRC's Code or suspected violations of law or regulations that govern IWIRC's operations.

It is contrary to the values of IWIRC for anyone to retaliate against any member of the Board or Advisory Council, Executive, Contractor or member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of IWIRC. A member of the Board or Advisory Council, Executive, Contractor or member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

IWIRC has an open-door policy and suggests that members share their questions, concerns, suggestions or complaints with their Network Chair. If you are not comfortable speaking with your Network Chair or you are not satisfied with their response, you are encouraged to speak with the Vice Chair of IWIRC, the Administrative Director, or a Board member. IWIRC members are required to report complaints or concerns about suspected ethical and legal violations in writing to IWIRC's Vice Chair, who has the responsibility to investigate all reported complaints. The Current Vice Chair of IWIRC will be the Compliance Officer, who is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Administrative Director and/or the Board of all complaints and their resolution and will report at least annually to the Finance Director and Vice Finance Director on compliance activity relating to accounting or alleged financial improprieties.

Respectful Conduct

IWIRC recognizes that people are most productive in an atmosphere of mutual trust, support and respect. IWIRC strives to maintain a respectful environment by promoting a common understanding of conduct considered appropriate in a workplace or professional setting. Bullying, harassment (in all its forms) and discrimination are examples of inappropriate conduct and will not be tolerated. If inappropriate conduct is allowed to persist, over time, an unhealthy environment

may be created.

Following are some examples of behaviors that help maintain a respectful environment:

- Being polite, courteous and respectful of others
- Treating others equitably and fairly
- Listening to what others have to say
- Being open-minded to others' ideas, comments and suggestions
- Involving the appropriate people in planning, decision-making and implementing initiatives
- Valuing diversity among members of your work group and those with whom you interact in the workplace
- If you think something you said or did may have offended someone, approaching them and apologizing

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Signed this 15 day of December, 2020 .


(Board member /Advisory Council member/ Contractor)

Sabina Jacobs Margot

Approved October 13, 2020 effective as of January 1, 2021

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Signed this _____ day of _____, _____ .

(Board member /Advisory Council member/ Contractor)

Approved October 13, 2020 effective as of January 1, 2021

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Signed this 11 day of February 2021.

Sonia Singh

(Board member /Advisory Council member/ Contractor)

Soni Singh

Approved October 13, 2020 effective as of January 1, 2021

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Signed this 16th day of April, 2021 .



(Board member /Advisory Council member/ Contractor)

Approved October 13, 2020 effective as of January 1, 2021

