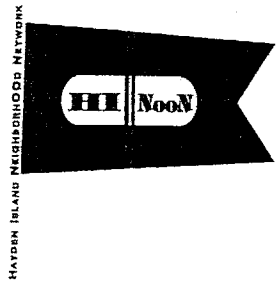


October 24, 2014

Secretary of State Kate Brown
136 State Capitol Building
900 Court Street, NE
Salem, Oregon 97310

Re: Conflict of Interest – Appointment of Elisa Dozono as Chair of Oregon State Lottery Commission.

Dear Madame Secretary:

On September 11, 2014 the members of the Hayden Island Neighborhood Network (aka HINooN), a recognized neighborhood association in the City of Portland, State of Oregon, voted, unanimously, to request the Secretary of State conduct an audit, to determine if an actual, or potential, conflict of interest and appearance of impropriety has been, or may have been, created by the appointment of Ms. Elisa Dozono, to the position of Chair of the Oregon State Lottery (OSL) Commission. (Attachment A)

It was in early 2012 when the HINooN membership read of the Governor Kitzhaber's appointment of Ms. Elisa Dozono to Chair the Oregon State Lottery Commission. The first reaction the HINooN Board had was this was an obvious conflict of interest and it did not make sense. Ms. Dozono's publicized, ongoing partnership with Miller Nash, LLC, the legal counsel for Oregon Restaurant Services, Inc. (ORSI) and other licensees seeking liquor licenses or renewal by the Oregon Liquor Control Commission (OLCC) was well known but overlooked.

PLEADINGS

A. CONFLICT OF INTEREST

Constitution of Oregon, Article XV, Section 4. Regulation of lotteries; state lottery; use of net proceeds from state lottery. (4)(a) states,

> *"The State Lottery Commission shall be comprised of five members appointed by the Governor and confirmed by the Senate who shall serve at the pleasure of the Governor."*

177-040-0010 Personal Criteria Which May Be Grounds for Denial of a Lottery Retailer Contract or a Key Person. (g) Compliance History states, *"Has a history with the Oregon Lottery, or the Oregon Liquor Control Commission, or state and local law enforcement, which shows that the applicant could pose a threat to the security and integrity of the Lottery based upon any significant and material compliance or adjudicated violation history."*

This Compliance History requirement is significant. The Oregon State Lottery Commission's responsibilities include ratifying retailer's contracts and adopting rule and policy changes. In her position as Chair of the OSL Commission the influential and significant authority to grant, or deny, Video Retailer contracts, the majority of which, if not all, are located in OLCC licensed establishments is powerful.

For example, One of Miller Nash's clients, Oregon Restaurant Services, Inc., marketed under the name "Dotty's," are licensed by the OLCC. Dotty's also has Video RetailerSM contracts with the Oregon State Lottery now under the Chairmanship of Ms. Dozono. Furthermore, the **OSL Comprehensive Annual Financial Report for Fiscal Year Ended June 30, 2013** lists Dotty's (dba ORSI) among OSL's top ten retailers for the current year. Mr. Fischer, President of ORSI, was reported in a March 28, 2013 Portland Tribune article, to have acknowledged ORSI's reliance on gambling profits.

In May 2012, Governor John Kitzhaber nominated Ms. Elisa Dozono to chair the Oregon State Lottery Commission. The chain of events was published On May 8th, 2012 in The Willamette Week. Nigel Jaquiss reported: *"Last week, WW reported Gov. John Kitzhaber had selected Portland lawyer Elisa Dozono to replace Steve Ungar on the powerful five-member Lottery Commission."*

But members of her own party signaled to Governor Kitzhaber that would not be the case. Tim Raphael, Kitzhaber's spokesman, says Kitzhaber has withdrawn Dozono's name. Democratic senators raised "the appearance of a conflict," he says, dooming the appointment.

The Willamette Week went on to report that those concerns led Governor Kitzhaber to withdraw Ms. Dozono's name in May.

The operative words are "THE APPEARANCE OF A CONFLICT".
Willamette Week reported: "The issue is Miller Nash, the law firm at which Dozono is a ***partner****, represents the Dotty's Deli chain, which is always among the top Lottery retailers. The Lottery is currently sparring with Dotty's on the issue of whether there is too great a concentration of Lottery retailers on Hayden Island. And although Dozono does not personally represent Dotty's, some lawmakers anticipated it might be difficult for her to represent the state's interest if her firm's client had an opposing position."* (Attachment B)

Black's Law Dictionary 10th Edition defines *" 'Partner': A person, or a company which joins with another individual or company in any arrangement which allows them to share the losses and profits, rewards and risks between themselves."*

Ms. Dozono being represented as a **partner** is significant. "Partner" implies a professional status such that one should have a realistic expectation that Ms. Dozono or her associated law partners

stand to gain a benefit or suffer a loss, whether directly or indirectly. On February 1, 2012, Miller Nash, LLP announced the promotion of Ms. Dozono to Partner, highlighting her as an "exceptional litigator," expressing the firms great appreciation for her commitment to the firm and looked forward to her continued success. (Attachment C)

244.050 Persons required to file statement of economic interest; filing deadline.

"...(p) Every member of the following state boards and commissions: (L) Oregon Liquor Control Commission" **and** *"...(Y) Oregon State Lottery Commission."*

On July 10, 2012, Ms. Dozono requested an opinion on issues related to conflicts of interest with which she was concerned.

An Oregon Government Ethics Commission Staff Advisory Opinion No, 12S-00, dated July 30, 2012 was issued. In that opinion, Mr. Ronald A. Bersin, Executive Director of the Oregon Governments Ethics Commission, described Ms. Dozono, in STATED FACTS, as *"You are a non-equity partner in the Miller Nash law firm..."* In doing so, he went on to describe the advisory opinion as his personal assessment,

Stating that it was not a Formal Advisory Opinion IAW the applicable regulations, and did not exempt her from liability under ORS Chapter 244 *"...for any action or transaction carried out in accordance with this opinion."* Mr. Bersin continued, describing the issued opinion as *"...only my personal assessment as Executive Director of the Oregon Government Ethics Commission."*

The "personal assessment" volunteered by the Executive Director concluded with the following advice to Ms. Dozono, *"Please contact this office again if you would like this opinion submitted to the Oregon Government Ethics Commission for adoption as a formal advisory opinion pursuant to ORS 244.280."* (Attachment D)

What is never addressed is the "appearance of a conflict," a concern originally expressed by the State Senate. Moreover, what is likewise not addressed is The Code of Professional Responsibility Canon 9, which states, lawyers must avoid EVEN the appearance of impropriety.

When current clients of Ms. Dozono's employing law firm read either the Miller Nash or the Governor's press release, they will read ***"PARTNER"***. Not present in these press releases is the Ethics Committee classification of ***"non-equity partner."*** If this doesn't confuse clients or potential clients of the video retailing gaming industry, it certainly isn't clear to those communities who are recipients the lottery commission's decisions. Notwithstanding, the Governor resubmitted Ms. Dozono in late August after the state Ethics Commission issued an opinion that no conflict exists because Dozono is a non-equity partner in Miller Nash and thus has no financial interest in the representation of Dotty's.

The Executive Director of the Ethics Committee in responding to Ms. Dozono, provided a personal assessment classifying her as a *"Non-equity Partner in Miller Nash."*

Mr. Robert W. Denney in a Trend Report in the September 2007 of Law Practice Magazine, states, *"non-equity partnership generally involves the following, "A share of the profits, based on the lawyer's performance. Most firms designate a percentage of the profits for distribution among*

the nonequity partners."" Mr. Denney also wrote, *"It should be noted that in many firms some of the nonequity partners receive higher compensation than some of the equity partners.*

The National Law Journal of October 8, 2008 and American Lawyer in April 29, 2009 define equity partners as lawyers who get 50% or more of their compensation as equity, i.e., a share in the law firm's profits. Anything less basically means the non-equity partner is a salaried employee of the firm.

The IRS Schedule K-1 is also interesting. It's the IRS's form for the reporting of a "Partner's Share of Income, Deductions, Credits. Etc." A firm has to file a K-1 for each person who meets the IRS's definition of general partner or limited partner.

In the press release of October 16, 2012 Miller Nash announces, *"Miller Nash, LLP 'partner' Elisa Dozono has been appointed chair of the Oregon Lottery Commission, which oversees" the governance of the Oregon Lottery"* (Attachment E).

Governor John Kitzhaber's press release of September 25, 2012 repeats the categorical description of Ms. Dozono's status with Miller Nash as a **partner**. (Attachment F)

ORS 244.020 limits conflicts of interest only to pecuniary benefits. However ORS 244.020(12)(b) (2014) contains an exception. It deals with potential conflicts. In other words, "THE APPEARANCE OF A CONFLICT." Furthermore, The Code of Professional Conduct Canon 9 imposes upon an attorney to avoid EVEN the appearance of impropriety.

On July 30, 2012, the Oregon Government Ethics Committee stated the following as facts:

> *"You are a non-equity partner in the Miller Nash law firm. Miller Nash provides services to at least one client who is an Oregon State Lottery (Lottery) retailer, and it is possible that there are other clients who are Lottery retailers as well. The known Lottery retailer is not your client but is a client of other Miller Nash staff. You do not receive a share of firm profits, and except when you personally provide services, you do not receive any financial benefit when legal services are obtained from Miller Nash."*

Governor Kitzhaber subsequently renominated Ms. Dozono in late August, 2012 to be the OSL Commission Chair. The Senate approved Ms. Dozono's nomination in early September 2012 and the Governor announced on September 25, 2012 that Ms. Dozono will immediately take over as Chairwoman of the OSL Commission.

This presumes there is no conflict of interest since there it is stated that no pecuniary benefit to Ms. Dozono by Governor Kitzhaber's renomination and subsequent appointment.

Troublesome though, is that before the Ethics Commission adopted the personal advisory opinion on Ms. Dozono's conflict issues, Miller Nash issued a press release dated October 16, 2012 announcing:

> *"Miller Nash LLP partner Elisa Dozono has been appointed chair of the Oregon State Lottery Commission, which oversees the governance of the Oregon Lottery. Gov. John Kitzhaber nominated her to the position, and the Oregon Senate confirmed the appointment."*

The appointment was prematurely announced before the Oregon Government Ethics Commission adopted the opinion that led to a unanimous vote of approval. It wasn't until October 30, 2012 that the Ethics Commission adopted the personal assessment of Ms. Dozono's '...possible conflicts of interest with law firm clients and attorney serving Lottery Commission." as an *"...advisory opinion as presented."* (Attachment G)

It was not a formal opinion.

Summary

Ms. Dozono's appointment as Chair of the Oregon state Lottery Commission whether functioning as either a Partner or Non-equity Partner in the Miller Nash LLP law practice is troubling at the very least. It opens up the opportunity to use the OSL Commission Chair for private gain, either for personal political reasons, *"...the appointment is a plum political post."* as mentioned in (Attachment H) or monetary gain as a "Partner" in her current law practice – a law practice that has clients in an industry regulated by the OSL Commission Ms. Dozono chairs.

This request for a Formal Opinion, regarding a conflict of interest is requested for the following reasons

1. The appointment of Ms. Dozono creates the appearance of a conflict of Interest and exposes the citizens of Oregon to a vulnerability that shortchanges them on matters of governmental accountability, oversight and transparency in the operation of two major State agencies – and Oregon State Lottery and its relationship with the OLCC.

2. In a February 1, 2012 Press Release, Miller Nash announces the promotion of Ms. Dozono to Partner. She is described as a "Partner" in subsequent in press releases of Miller Nash, by Governor Kitzhaber (Attachment F) and the The Chronicle Magazine, a publication of the Lewis and Clark Law School (Attachment I).

3. In a July 30, 2012 Oregon Government Ethics Commission Staff Advisory Opinion No 12S-001, Mr. Ronald A. Bersin, Executive Director of the Ethics Commission described the advisory opinion as only his personal assessment stating it was not a Formal Advisory Opinion in accordance with the applicable regulations.

4. In that July 30, 2012 personal assessment, Ms. Dozono is described as a Non-equity Partner."

5. Press releases preceded the decision of the Oregon Government Ethics Commission to adopt the *"...advisory opinion as presented."*
    a. In early 2012, Governor Kitzhaber nominated Ms. Elisa Dozono to chair the Oregon State Lottery Commission describing Ms. Dozono as a **partner** at Miller Nash.
    b. In early May, 2012, Governor Kitzhaber withdrew Ms. Dozono's name because Oregon State lawmakers raised the potential of possible *conflicts of interest.*
    c. July 10, 2012, Ms. Dozono requests opinions on two issues relating to conflicts of

interest.

d. On July 30, 2012, Mr. Ronald A. Bersin, Executive Director of the Oregon Government Ethics Commission, issues an Oregon Government Ethics Commission Staff Advisory Opinion No, 12S-001, In that opinion, Ms. Dozono, in STATED FACTS, is told, *"You are a **non-equity partner** in the Miller Nash law firm..."* In doing so, he went on to describe the advisory opinion as his **personal assessment** stating that it was not a Formal Advisory Opinion IAW the applicable regulations, and did not exempt her from liability under ORS Chapter 244 *"...for any action or transaction carried out in accordance with this opinion."* Mr. Bersin continued, describing the issued opinion as *"...only my personal assessment as Executive Director of the Oregon Government Ethics Commission."*

e. In late August, 2012, Governor Kitzhaber renominates Ms. Dozono.

f. In early September, 2012, the Senate approved Ms. Dozono's nomination.

g. September 25, 2012, Governor Kitzhaber announces Ms. Dozono will immediately take over as chairwoman of the OSL Commission.

h. October 16, 2012, Miller Nash issues a Press Release announcing the appointment of Ms. Dozono as Chair of the Oregon Lottery Commission.

6. On October 30, 2012, The Oregon Government Ethics Commission unanimously adopted the *"...advisory opinion as presented,"* described as a "personal assessment" and *"...not a Formal Advisory Opinion in accordance with the applicable regulations.*

The appointment of Ms. Dozono appears "fast-tracked" based on only a personal assessment and without the benefit of an Ethics Commission formal review.

The Code of Professional Responsibility CANON 9 states that a lawyer SHOULD even avoid the Appearance of Professional Impropriety. Looking closely at Mr. Bersin's assessment, the concentration is on the "Financial" benefits accruing to the appointee, her family, business, etc. The assessment appears to be whether or not any of Ms. Dozono's contacts benefit "Financially" directly, or indirectly. With such a limited area of review, it seems reasonable to conclude no conflict of interest is present. However, never addressed was, how can the Ethics Committee **describe Ms. Dozono as a non-equity partner**, yet ignore her description **as a partner** by her own law firm, the Governor and former law school. How can objectivity be assured when dealing with a client of the law firm with which she is associated? The appearance of professional impropriety seems evident.

The Code of Professional Responsibility CANON 9 states that a lawyer SHOULD even avoid the Appearance of Professional Impropriety. Looking closely at Mr. Bersin's assessment, the concentration is on the "Financial" benefits accruing to the appointee, her family, business, etc. The assessment appears to be whether or not any of Ms. Dozono's contacts benefit "Financially" directly, or indirectly. With such a limited area of review, it seems reasonable to conclude no conflict of interest is present. However, never addressed was, how can the Ethics Committee **describe Ms. Dozono as a non-equity partner**, yet ignore her description **as a partner** by her own law firm, the Governor and former law school. How can objectivity be assured when dealing with a client of the law firm with which she is associated? The appearance of professional impropriety seems evident.

How does this convoluted trip towards Ms. Dozono's appointment add to transparency for Oregon citizens? For example, lawyers make no distinction between 'PARTNER' and 'NON-EQUITY PARTNER' in public press releases. Why didn't the Ethics Committee explore the appearance of a conflict? Are we to be limited to accepting ethics rulings when real questions remain as to whether or not Miller Nash (see the above Miller Nash press releases) consider Ms. Dozono's appointment as something of VALUE for the firm now and in the future? Can it be expected that a law firm having the Commissioner and the Chair of the Oregon Lottery Commission as a **PARTNER** be of something of value even though there is no apparent "pecuniary benefit" e.g. money?

More importantly, how can the average citizen accept Ms. Dozono's relationship with Miller Nash and her position on the Oregon Lottery Commission without wondering if it isn't an appearance of impropriety? How can citizens of Oregon expect unbiased, independent judgments concerning future policy decisions from the Oregon Lottery Commission chair even if she recuses herself from issues or rulings involving Miller Nash clients?

Is there any doubt that the sophistry in using **'PARTNER'** in the law firm press release and the Governor's release will enhance the future prospects of the **'NON-EQUITY PARTNER'** of Ms. Dozono, who remains on the payroll of Miller Nash.

Were the questions asked of the Oregon Government Ethics Commission crafted in such a way as to require only a personal assessment and not a formal review and opinion? Communities impacted by such a decision remain concerned.

At a very minimum, it adds to the appearance of impropriety attached to the Governor's appointment of Chair Dozono as Chair of the Oregon State Lottery Commission.

A formal review and opinion is requested.

We look forward to hearing from your office.

Very truly yours,

Jeff R. Geisler, Chair
Hayden Island Neighborhood Network (aka.HINooN)

Cc: JRG: CAK
MGS

REFERENCES

1. Oregon, Constitution, Article XV, sec. 4.
2. 30 July 30, Ronald A. Bersin, Executive Director, Oregon Government Ethics Commission to Elisa J. Dozono, Re: Staff Advisory Opinion No. 12S-001.
3. OAR 177-040-0010
4. 30 October 2012, Oregon Government Ethics Commission, Commission Meeting, Re: Agenda Item 13. No. 12A-1004.
5. Black's Law Dictionary 10th Edition
6. 8 October 2008, The National Law Journal
7. 29 April 2009, American Lawyer
8. ORS 244
9. OAR 199

ATTACHMENTS

A. 2014-9-11 HINooN Resolution: Request for Audit of Oregon State Lottery Commission Chair Appointment.

B. Kitzhaber Withdraws Dozono's Lottery Nomination, Willamette Week, Nigel Jaquiss, 8 May 2012.

C. Miller Nash Promotes Two Portland Attorneys to Partner, Miller Nash Press Release, 1 February 2012.

D. 30 July 30, Ronald A. Bersin, Executive Director, Oregon Government Ethics Commission to Elisa J. Dozono, Re: Staff Advisory Opinion No. 12S-001.

E. Miller Nash's Elisa Dozono Appointed Chair of Oregon Lottery Commission, Miller Nash Press Release, 16 October 2012.

F. Elisa Dozono named Chair of the Oregon Lottery Commission, Governor John Kitzhaber Press Release, 25 September 2012.

G. Oregon Government Ethics Commission, Excerpt, Meeting Minutes, Advisory Opinions, Re: Agenda Item 13. No. 12A-1004, 30 October 2012.

H. Kitzhaber names Elisa Dozono Chairwoman of the Oregon Lottery, Oregon Live, 25 September 2012.

I. Chair of the Oregon Lottery Commission, The Chronicle Magazine, Spring, 2014 Issue.

ATTACHMENT A

2014-9-11 HINooN Resolution: Request for Audit of Oregon State Lottery Commission Chair Appointment

Resolved, The members of the Hayden Island Neighborhood Network (aka HINooN), a recognized neighborhood association in the City of Portland, State of Oregon, request the Secretary of State conduct an audit, to determine if an actual, or potential, conflict of interest and appearance of impropriety has been, or may have been, created by the appointment of Ms. Elisa Dozono, to the position of Chair of the Oregon State Lottery (OSL) Commission.

Whereas, The appointment of Ms. Elisa Dozono, a non-equity partner in the Miller Nash law firm, to Chair the OSL Commission is, or may be, a conflict of interest as Miller Nash, LLC, functions as legal counsel for various Video Retailers both contracted with the OSL and licensed by Oregon Liquor Control Commission (OLCC); therefore,

Resolved. The members of the Hayden Island Neighborhood Network (aka HINooN), a recognized neighborhood association in the City of Portland, State of Oregon, request the Secretary of State conduct an audit, to determine if an actual, or potential, conflict of interest and appearance of impropriety has been, or may have been, created by the appointment of Ms. Elisa Dozono, to the position of Chair of the Oregon State Lottery (OSL) Commission.

Approved: Sept 11 2014
(Date)

Jeff Geisler, Chairman,
HINooN Board of Directors

Amy Welch, Secretary,
HINooN Board of Directors

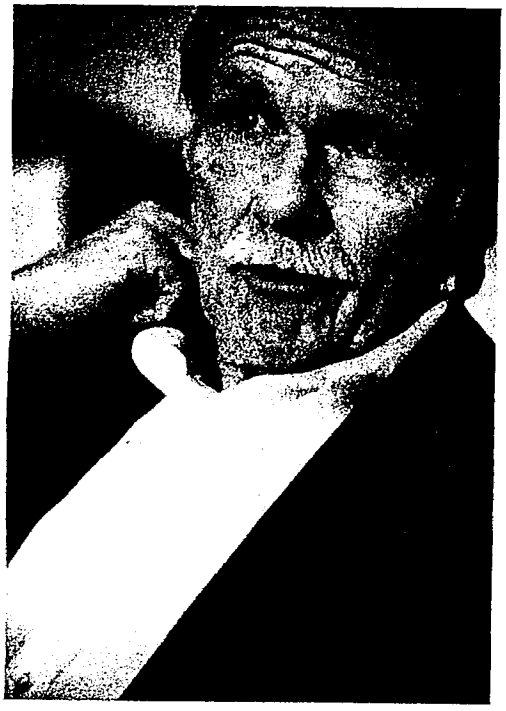
Request for Audit - Submitted by: Charles A. Kuffner, Director, HINooN
Martin G. Slapikas, Vice Chair, HINooN

ATTACHMENT B

May 8th, 2012 | by NIGEL JAQUISS News | Posted in: Legislature, Politics

Kitzhaber Withdraws Dozono's Lottery Nomination

Tags: John Kitzhaber, Elisa Dozono



Gov. John Kitzhaber - leahnash.com

Last week, *WW* reported Gov. **John Kitzhaber** had selected Portland lawyer **Elisa Dozono** to replace **Steve Ungar** on the powerful five-member Lottery Commission.

That would be a plum assignment for Dozono, whose public service includes being former Mayor Vera Katz's spokeswoman, working on Kitzhaber's gubernatorial transition team and co-founding Emerge Oregon, a non-profit that recruits and trains Democratic women interested in running for elected office.

With her record of political involvement, Dozono would have seemed to be cinch for confirmation by the Senate Rules Committee, which first addresses gubernatorial appointments, when lawmakers meet in an interim session later this month. In most cases, gubernatorial appointees win confirmation and usually if there's opposition, it is partisan in nature. Since Democrats control the Senate by a 16-14 margin, Dozono, a loyal Democrat, might expect smooth sailing.

But members of her own party signaled to Kitzhaber that would not be the case. Tim Raphael, Kitzhaber's spokesman, says Kitzahaber has withdrawn Dozono's name. Democratic senators raised **"the appearance of a conflict,"** he says, dooming the appointment.

As *WW* first reported, the issue is Miller Nash, the law firm at which Dozono is a partner, represents the Dotty's Deli chain, which is always among the top Lottery retailers. The Lottery is currently sparring with Dotty's on the issue of whether there is too great a concentration of Lottery retailers on Hayden Island. And although Dozono does not personally represent Dotty's, some lawmakers anticipated it might be difficult for her to represent the state's interest if her firm's client had an opposing position.

Kitzhaber disagreed, Raphael says, but will respect those objections.

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ATTACHMENT C

Related Professionals
Elisa J. Dozono

Miller Nash Promotes Two Portland Attorneys to Partner

02.01.12
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PORTLAND, Ore. – Feb. 1, 2012 – Miller Nash LLP has promoted Elisa Dozono and Jeffrey Sagalewicz to partners. Dozono and Sagalewicz are both members of the litigation team at the firm's Portland, Ore., office.

"We're thrilled to name Elisa and Jeff partners at Miller Nash," said managing partner Kieran Curley. "They are both exceptional litigators, and we greatly appreciate their commitment to the firm. We look forward to celebrating in their continued success."

About Elisa Dozono
Dozono focuses her practice on business litigation and government relations. She is president of the Oregon Asian Pacific American Bar Association (OAPABA) and the former chair of the Metropolitan Exposition Recreation Commission (MERC). Dozono has more than 11 years of experience in communications management and government relations, having worked for elected leaders from President Bill Clinton to Mayor Vera Katz and Governor John Kitzhaber. Dozono also worked for the Port of Portland and KATU-TV. Before joining Miller Nash, Dozono externed for the Honorable Ann Aiken of the U.S. District Court of Oregon. She is the founding president of Emerge Oregon, and also serves on the boards of Cascade AIDS Project and Albina Opportunities Corporation. She has been listed in *Oregon Super Lawyers* magazine as a Rising Star since 2008 and received the 40 Under 40 Award from the *Portland Business Journal* in 2009, the *Daily Journal of Commerce* Up & Coming Lawyers Outstanding Organizational Leadership Award in 2010, and the Emerging Leadership Award from the Oregon Area Jewish Committee in 2010.

Dozono earned a bachelor's degree in journalism at Boston University's College of Communications before receiving her law degree from Lewis & Clark Law School.

About Jeffrey Sagalewicz
A member of Miller Nash's litigation practice group, Sagalewicz focuses on commercial, corporate governance, construction, and real estate disputes. Sagalewicz has developed extensive experience in complex and high-stakes litigation, ranging from assisting one client to obtain a multimillion-dollar recovery in what was purported to be the largest construction-defect case in Oregon history to successfully defending another client against a $100 million breach of a design and development agreement. He has represented clients in federal and state court, arbitrations, mediations, and administrative hearings. Sagalewicz has been listed in *Oregon Super Lawyers* magazine as a Rising Star for three years.

Sagalewicz earned his bachelor's and law degrees from the University of Oregon. At the School of Law, he was a member of the Order of the Coif.

About Miller Nash
Miller Nash LLP is one of the Pacific Northwest's largest and most respected multiservice law firms, offering comprehensive, creative, and innovative services to its clients since 1873. Miller Nash has 116 lawyers serving clients through its offices in Portland and Central Oregon, and Seattle and Vancouver, Washington. Miller Nash serves a wide range of leading businesses, nonprofit organizations, public entities, and individuals, and the firm does pro bono representation. The firm's clients operate in a variety of significant industries, including banking, biotech, construction, energy, food production, forest products, government, healthcare, higher education, intellectual property, manufacturing, real estate, securities, and technology.