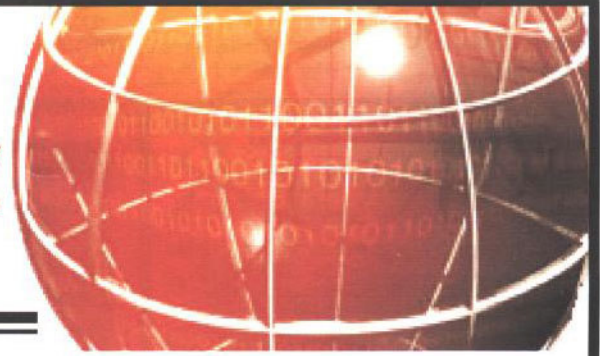


THE CORPORATE COUNSEL

WOMEN OF COLOR

www.ccwomenofcolor.org



Upcoming Events

■ SOUTHWEST

Networking Reception,
Thursday, February 10,
2005, 6pm-8pm (The
Downtown Grand,
Houston, Texas).

■ WEST COAST

Networking Reception,
Tuesday, April 26, 2005,
6pm-8pm (Los Angeles,
California).

■ SOUTHEAST

"Power Luncheon,"
Thursday, April 28, 2005,
12pm-2pm (The Coca
Cola Company, Atlanta,
Georgia).

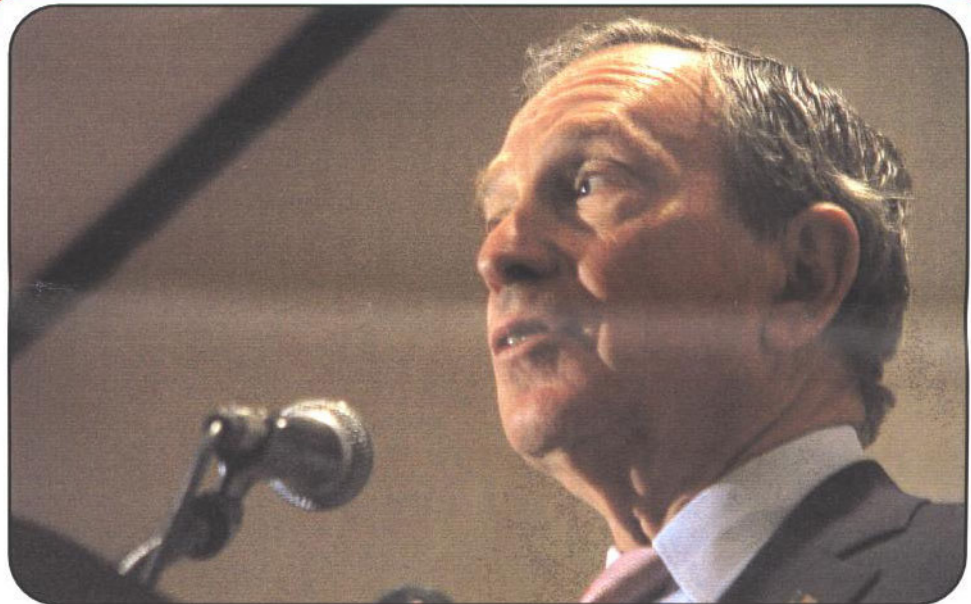
■ CCWC'S FIRST ANNUAL CAREER STRATEGIES CONFERENCE

This unique conference will provide in-house women attorneys of color with strategies and hands-on tools for career success and advancement. (Fall 2005, New York City).



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CCWC is a 501(c) 3 organization. CCWC thanks the law firm of **Seyfarth Shaw LLP**, **Lorie Almon** (Partner and Chair of the Labor and Employment Group), **Steve Crainer** (Tax Counsel), and **Leela Mookerjee** (NBC Universal, East Coast) for providing pro bono legal services and counsel in this endeavor.



Mayor Bloomberg Celebrates Launch

On Thursday, January 20, 2005, New York City Mayor **Michael R. Bloomberg** spoke at the official "kick off" launch of the newly formed high-powered group, the Corporate Counsel Women of Color ("CCWC"). The launch was held at the New York Hilton. The monumental event brought together an unprecedented number of 150 attendees.

CCWC Founder and CEO, **Laurie N. Robinson** (Assistant General Counsel, CBS Broadcasting Inc.) welcomed the group and shared the organization's vision of promoting career advancement and diversity in the legal profession.

During his remarks, Mayor Bloomberg expressed support of CCWC's mission. In addition and significantly, he highlighted

the proposed New York Sports and Convention Center and endorsed the ground floor participation of CCWC members in this project.

CCWC is working on other ventures that will provide members with entrée to key players and decision-makers in the legal and business industries. Ms. Robinson stated that "access on a high level will help to facilitate exposure, an improved flow of information, and ultimately, substantive career advancement for CCWC members."

Other notable attendees at the celebration included **Patricia Gatling** (Commissioner, New York City Commission on Human Rights), **Kirk Forrest** (General Counsel, Minerals Technologies), **Larry Scott Blackmon** (Senior Manager of

Public Affairs, New York Jets), **Veta Richardson** (Executive Director, Minority Corporate Counsel Association), **Deirdre Stanley** (General Counsel, The Thomson Corporation), **Demick Crawford** (Counsel for Policy and Litigation, National Football League), **Linda Dunn** (General Counsel, Carver Bankcorp, Inc.), **Blair Duncan** (General Counsel, Upper Manhattan Empowerment Zone), **Shari Crittendon** (General Counsel, United Negro College Fund), and **Robbie E. B. Narcisse** (Deputy General Counsel, Pitney Bowes).

The launch received positive media coverage from New York's UPN Channel 9 and *Crain's New York Business*.

CCWC thanks the **New York Jets** for co-sponsoring the event.

CAREER TIPS



NEXT TIME, NEGOTIATE FOR MORE...

During the interviewing process, many of us accept the initial salary offer from our prospective employer. Our failure to ask for more may stem from internal notions of gratefulness for being given an opportunity to work for the company and out of fear that someone is lurking over our shoulder ready to take the job at any salary. Playing into those concerns, we often cheat ourselves by failing to negotiate a salary that reflects what we are worth. Keep in mind that in order to receive what you deserve, you must demand it! During your next job search, think in terms of the following to maximize your compensation:

- **Research the Salary Range for the Position:** Knowing the salary range will give you an edge in negotiations. Start by gathering information from internet salary survey sites (e.g., www.Salary.com), asking colleagues in your industry, and reading trade publications. Head hunters can also provide this information. Hence, you should build relationships with various search firms, even if they are not involved in your ultimate placement.

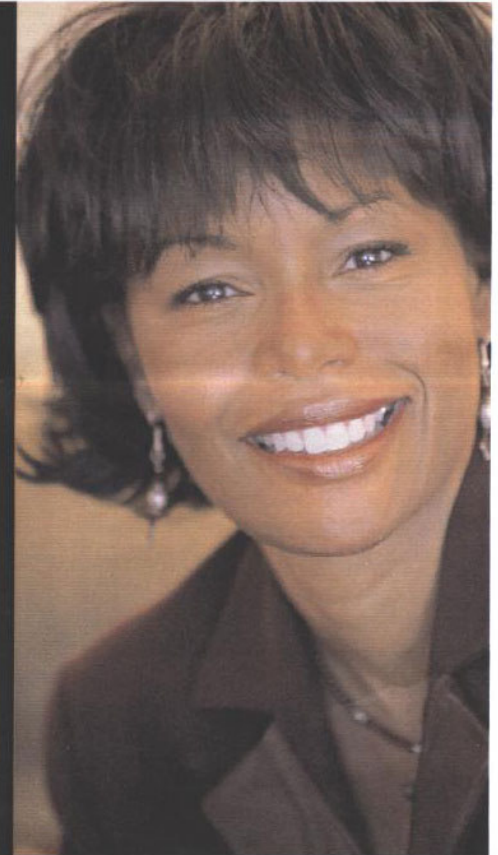
- **Wait First to Be Asked About Salary:** Wait for the company to initiate salary discussions. If asked about your current salary, first ascertain from the company the current range for the position. Sample Response: "I know that the market rate for this job is \$275,000, what is the salary that the company thinks is justified for the position?" Nevertheless, when discussing your current salary do not inflate the figure in an effort to get to your desired salary (even if it is less than the company's stated range) for the truth will eventually be discovered.

- **Take Time to Consider the Offer:** Once you receive the offer, do not accept it immediately.

-see, **PAGE 3**

The Distinguished

Pamela is a Managing Counsel for Labor and Employment Law for Toyota Motor Sales, U.S.A., Inc. in Torrance California, where she also serves as a Diversity Champion. Prior to joining Toyota, Pamela worked at the law firm of O'Melveny & Myers in Los Angeles, where she eventually became Special Counsel. Prior to joining Toyota, she worked as an Employment Attorney for Raytheon Company in El Segundo, California. Pamela earned her B.A. in journalism from the University of Southern California and her M.A. in broadcasting from Northwestern University's Medill School of Journalism. She obtained her J.D. from the University of California Berkeley's Boalt Hall School of Law. Pamela served as a legal consultant to the Showtime television series *Soul Food* and just penned her first novel, "Every Reasonable Doubt." The legal thriller will be published by BET Books in February 2006.



Pamela Samuels-Young



Nichelle is Director of Business Affairs at Time Warner Global Marketing responsible for counseling the group on legal and business affairs matters related to the structuring of cross-divisional deals and licensing Time Warner entertainment content. Prior to joining Time Warner, she was an associate at Loeb & Loeb in New York City, where she was responsible for drafting and negotiating entertainment agreements and researching consumer protection regulations relevant to advertisers. Nichelle received her B.A. and M.A. from the University of Chicago, and her J.D. from New York University.

Nichelle Nicholes Levy

Sandra recently joined Pfizer Inc. in New York City as Assistant General Counsel and as Section Chief for Product Litigation. Prior to joining Pfizer, Sandra was the managing partner in the Houston office of Shook, Hardy & Bacon LLP. Over the past nine years, Sandra has focused her practice in the area of pharmaceutical/medical device product litigation and has served as a member of expert witness development teams in mass litigation involving products such as fen phen, Baycol, silicone breast implants, and thimerosal. Sandra has written and spoken extensively on a variety of topics, such as "Daubert After a Decade: Using Experts in Litigation," 2004 National Bar Association Corporate Counsel Conference and "No More 'Scorched Earth Battlefields': Defending Against Depositions of Apex/High-Level Corporate Employees," 2003 DRI Product Liability Seminar. Sandra received her B.A. in Broadcast Journalism from the University of Texas at Austin and her J.D. from the University of Texas.



Sandra Phillips



Lynne Fuller-Andrews

Lynne is Corporate Counsel for Sara Lee Corporation's Branded Apparel business based in Winston-Salem, North Carolina. She provides advice on matters related to product distribution and marketing, and represents the Champion and Sara Lee Direct lines of business. She initially joined Sara Lee as the Company's Employment Counsel. Prior to this position, she was an Assistant Professor of Public Law and Government at the University of North Carolina's Institute of Government and spent several years in private practice. Lynne received her B.A. in Economics and Industrial Relations from the University of North Carolina at Chapel Hill and her J.D. from the University of North Carolina School of Law. She is a member of the board of directors of the Sara Lee Center for Women's Health, Omni National Bank, and Legal Aid of North Carolina.

-from **CAREER**, page 2

Ask for time to "think it over." This request is reasonable and most employers do not expect for you to snap up the first offer on the spot.

■ **Show Me the Money or Something Else:** You lose nothing by asking for more. Remember that the company made you an offer so that means that they want you. Simply ask whether there is room to move on the numbers. Another approach is to state your desired amount. Example: "I am excited about joining your team, but based on my expertise and my market value, I expected the salary to be \$15,000 higher." If the company will not budge on salary, see if you can augment some of your other benefits (i.e., vacation, personal days off, year-end bonus, etc.)

■ **In the end, make sure the deal you broker is in writing.**

—By **Rhonda Edwards Powell**
scripps networks, counsel

How to Contact Us



LETTERS TO THE EDITOR

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10101-2095
- **Letters should include**
full name, address, telephone
number and e-mail address

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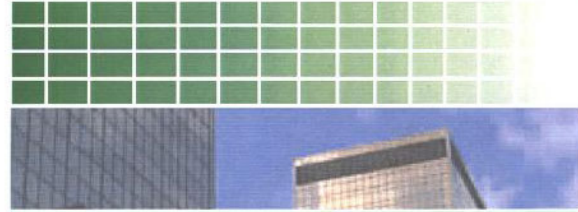
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How to reach us

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- Or you can send letters to: Corporate Counsel Women of Color, Radio City, Station P. O. Box 2095 New York, Ny 10101-2095.

We see the benefits of
diversity at work every day.

We see how it invigorates the workplace and how it fosters innovative thinking through the sharing and exchange of a wide range of perspectives. We also see how more can be done to promote diversity—both in our own culture and in the broader legal and business community. Nixon Peabody seeks exceptional ability and talent from a broad range of ethnic backgrounds with a view to retaining and promoting all individuals. Nixon Peabody. Move forward.

*The Labor and Employment Group of Nixon Peabody Salutes the
Corporate Counsel Women of Color Luncheon*



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