

CONFERENCE HIGHLIGHTS

KEYNOTE SPEAKER & HONOREE



DEBRA L. LEE

Chairman and CEO of BET Networks and corporate board member of Revlon, Inc., Marriott International, and Eastman Kodak, addresses a sold-out audience of 500 legal executives and is honored with two awards in recognition of her outstanding career achievements.

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CONTINUING LEGAL EDUCATION

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EVENT PHOTOGRAPHS

POST-PLAY PARTY

SHOP UNTIL YOU DROP

and more



bloomingdales



CORPORATE COUNSEL
WOMEN OF COLOR™

POST-CONFERENCE MAGAZINE



"Envisioning the Future"

500
DIVERSE CORPORATE
COUNSEL EXECUTIVES
GATHER FOR
THE CCWC™
SECOND ANNUAL CAREER
STRATEGIES CONFERENCE

CCWC™ IS A 501 (C) (3) NOT-FOR-PROFIT ORGANIZATION CONSISTING OF OVER 1,600 WOMEN ATTORNEYS OF COLOR WHO WORK PRIMARILY FOR FORTUNE 1000 AND FORBES 2000 LEGAL DEPARTMENTS IN THE UNITED STATES AND ABROAD. THE ORGANIZATION WAS FORMED IN 2004 TO FOSTER DIVERSITY IN THE LEGAL PROFESSION.

WWW.CCWOMENOFCOLOR.ORG

500 Conference Attendees *Envision the Future*

REFLECTIONS

The Corporate Counsel Women of Color (CCWC)[™] Second Annual Career Strategies Conference was informative, fun, and fabulous! This year's conference brought together a record number of 500 attendees from around the globe and notably had a waiting list of over 200 attorneys.

Being in the company of hundreds of exceptionally brilliant and credentialed executive lawyers was both humbling and awesome. Moreover, it was an inspiration to see the success of so many, including Honoree **Debra L. Lee** (Chairman and CEO, BET Networks and corporate board member of Revlon, Inc., Marriott International, and Eastman Kodak), who is globally recognized as one of the highest ranking women of color in the realm of Fortune 500 companies. Overall, this rare experience to see so many diverse accomplished individuals gathered in one place undoubtedly disproved and eradicated the ill conceived myths that attorneys of color are unqualified and unable to succeed in corporate America.

The conference made it apparent that the sky is the limit and that nothing can stop us from reaching our destiny! As we envision the future, we must hold fast to the dreams of Dr. Martin Luther King, Thurgood Marshall, and Sojourner Truth. In knowing these truths, there is clear assurance that in actualizing our full potential, we have bright futures full of opportunities.

As we continue to move forward, remember that success is at its greatest when the success of one transcends into success for all. As we make it up the corporate ladder, let us always remember to pull upwards those below and push those ahead of us even further. In that vein, as we broaden our horizons while also envisioning the future, let us continue to celebrate, support, and encourage each other.

Special thanks to all of our conference sponsors, friends, supporters, and members for contributing to CCWC's[™] mission of fostering diversity in the legal profession.

Laurie N. Robinson

Founder & CEO
Corporate Counsel Women of Color[™]

New York City — A sold out crowd of 500 lawyers of color from the United States and abroad gathered at the Hilton New York on October 11-13, 2006. The conference theme, *Envisioning the Future*, encouraged attendees to invest in their careers, build and manage wealth, and develop and utilize all of their gifts and talents.

Honoree **Debra L. Lee** (Chairman and CEO, BET Networks) uniquely spoke to attendees about her transition from general counsel to top corporate executive in an intimate conversation with interviewer **Toure** (Correspondent, BET News). **Lisa E. Davis** (Entertainment Partner, Frankfurt Kurnit Klein & Selz) gave an interactive continuing legal education presentation, *Running On E: How Web Sites and Other Electronic Marketing Make You a Publisher Too*. Other topics covered at the conference included: *Negotiate Your Worth*, *Financial Management: Building Wealth for the Future*, and *Juggling Act: Superwomen Who Balance Work, Life, and More...*. The conference further provided a General Counsel Forum with top leaders in the legal profession who provided strategies to attendees on how to develop their leadership skills and advance through the ranks of the in-house corporate legal department.

Another unique feature of the conference involved Fortune 500 companies—Wal-Mart, New York Life, and Pfizer—demonstrating their commitment to diversity through *ACTION* by co-sponsoring pre and post-conference events with their diverse legal service providers (Dickstein Shapiro, Huron Consulting Group, Adorno & Yoss, and DLA Piper). The conference further offered endless opportunities to enjoy New York City. The high-end group pampered themselves with spa treatments, shopped until they dropped, and attended the **Oprah Winfrey** produced Broadway hit musical, *The Color Purple*.

CCWC[™] East Coast member, **Joycelyn McGeachy Kuls** (Vice President and Senior Counsel-Employment Law Group, Merrill Lynch), found the conference to be an uplifting and affirming experience. "I gained wisdom from industry leaders who shared their secrets of success and made so many contacts with magnificent women who I would not have met had I not attended this event." CCWC[™] Southeast member, **Janis Johnson** (Assistant General Counsel, Bank of America) stated that the conference was life-altering. "No other conference brings together in one place the sheer numbers of highly-talented and impressive in-house women attorneys of color." CCWC[™] Southwest member **Toya Haley** (Assistant General Counsel, Sam's Club) stated that the networking experience and the peer-to-peer learning opportunities were extremely beneficial. "The conference exceeded my every expectation."

CCWC[™] guarantees that next year's conference will be even better! Information about the Third Annual Career Strategies Conference will be provided in early 2007.

An Intimate Conversation With Debra L. Lee Chairman & CEO BET Networks



Debra L. Lee interviewed at the CCWC™ 2nd Annual Career Strategies Conference by Toure (BET News Correspondent).

Debra L. Lee, a Harvard-trained lawyer and quintessential corporate business executive, addressed a sold out audience of 500 diverse corporate legal executives at the CCWC™ Second Annual Career Strategies Conference on October 12, 2006, at the Hilton New York. During an intimate conversation, Ms. Lee candidly discussed her journey to the Chairman and CEO position. She also shared strategies on how to be an effective executive and decision-maker. In addition, she stressed the importance of serving on corporate boards, developing relationships outside of the workplace, and striking a balance between work/life.

"The passion that I feel for BET, the love for what I do, and my desire to accomplish more, are the things that drive me."

-Debra L. Lee

Debra L. Lee Honored with Two Awards For Her Excellence



Debra L. Lee, Chairman and CEO of BET Networks, is one of the most powerful, influential, and revered business executives in the world. Her business savvy and acumen in running a multi-billion dollar media conglomerate have earned her numerous awards and a reputation as one of the leading corporate leaders of the 21st Century. Her sphere of influence extends to the realm of corporate boards of directors, including global business icons Revlon, Inc., Marriott International, and Eastman Kodak Company. In recognition of her spirit of excellence, Ms. Lee was honored by CCWC™ with two awards--the Outstanding Career Achievement Award and the prestigious Diamond Award of Excellence.

Honoree Debra L. Lee (Chairman & CEO, BET Networks), left, with Laurie N. Robinson (CEO, CCWC™ and Assistant General Counsel, CBS Broadcasting, Inc.)

Conference Fun!



Sponsor Stephanie Phillips (Partner, Arnold & Porter), left, with Cydonii Fairfax (Vice President and Associate General Counsel, American Capital Strategies, LTD).



Sponsor Emilia Quesada (Partner, Adorno & Yoss), left, with Sponsor Carol Cespedes (Assistant General Counsel, New York Life).



Sponsor Janis Johnson (Assistant General Counsel, Bank of America), left, with Karen Eady-Williams (Vice President and Assistant General Counsel, Wachovia), and Angela L. Jeffers (Senior Corporate Counsel, Food Lion, Inc.).



Laurie N. Robinson (CEO, CCWC™), fourth from left, with the in-house legal department of Sponsor Wal-Mart. From left to right: Natasha Price, Angela Washington, Veronica Gromada, Toya Haley, Yoon Chang, Michelle Richard, and Phyllis Harris.



Deirdre Stanley (General Counsel, Thomson Corporation), left, with Robert Gerrard, Jr. (General Counsel, Scripps Networks).



Luz Lopez-Garcia (Associate General Counsel, McKinsey & Company, Inc.)



Beverly Belgrove (American Express), left, with Helen Sung (Counsel, MTV Networks), and Fania Washington (Senior Counsel, MTV Networks).



Sponsor Debra Hunter Johnson (Vice President, Human Resources, American Airlines), left, with Kathleen Simmons Laurent (Ethics, Compliance & Privacy Officer, Sony Electronics, Inc.)

Negotiate Your Worth

Negotiate Your Worth provided strategies on how to assess one's worth in the marketplace and how to negotiate one's value at every stage of the employment process.



Moderator, Rhonda Joy McLean (Associate General Counsel, Time Warner Inc.)



Dianne Baquet Smith (Partner, Sheppard Mullin Richter & Hampton)



Katherine C. Lee (Senior Counsel/Director Contracts, Legal & External Affairs Department, Verizon Wireless)



Vernon Baker (General Counsel, ArvinMeritor Inc.)



Professor Ella L. J. Edmondson Bell (Tuck School of Business at Dartmouth)



Sharon S. Hall (Managing Director, Atlanta Office, Spencer Stuart)

CAREER STRATEGIES

Assess Your Self-Worth

- Create a self-analysis of your life to discover the "real" you. Interview friends, family, and loved ones for their assessment of you. Also, reflect on your own past successes and failures.
- With the information gathered through the self-assessment, determine your strengths and weaknesses.
- Play to your strengths and improve your weaknesses.
- In determining your self-worth, do not rely on the validation of your company or the stamp of approval from your co-workers.
- Bypass institutional barriers by developing your own skills and talents after work and in your spare time.
- Be your own cheerleader.

Maximizing Your Worth While On Your Current Job Through Self-Marketing

- On a weekly basis, set aside time to create and maximize your brand.
- Create your own performance objectives and exceed the floor of these goals.
- Have a plan to ensure that others know your value.

Assess Your Market Value

- Learn your market value from head hunters. Gather information on compensation to ascertain where your current compensation falls on the scale.
- Maximize your market value by developing additional skill sets in your current position.
- Accept invitations for interviews to assess how well your current skill set measures up against executive positions and higher paying jobs.
- Leverage everything that you bring to table.

Maximizing Your Compensation

- Stock option grants.
- Guaranteed bonuses.
- Parallel bonuses.
- Maximizing the gross payout on sign-on bonuses.
- Severance (including change-in-control).

General Counsel Forum

The *General Counsel Forum* provided strategies to attorneys on how to advance through the ranks of the in-house corporate legal department.



Moderator and Diamond Sponsor, Carl G. Cooper (Partner, Kirkpatrick & Lockhart Nicholson Graham)



N. Cornell Boggs, III (Chief Legal Officer & Group VP of Public Affairs, Coors Brewing Company), left, and Robert Gerrard, Jr. (General Counsel, Scripps Networks)



Veta Richardson (Executive Director, Minority Corporate Counsel Association), left, and Don L. Liu (General Counsel, Toll Brothers Inc.)



Teri P. McClure (General Counsel, United Parcel Service), left, and Theodore Shaw (Director and President, NAACP Legal Defense and Educational Fund, Inc.)

CAREER STRATEGIES

Action Steps to Develop Your Leadership Skills

- Take ownership over your career.
- Educate yourself about the law and the changes in your practice areas(s).
- Exercise good judgment.
- Become an integrated business partner within your corporation.
- Develop a big picture viewpoint and have a firm understanding of your company's business and what the competition is doing.
- Be willing to extend beyond your comfort zone to delve into uncharted territories within the company.
- To advance your career, look for new leadership opportunities within your company (even if it is outside of your legal department).

Action Steps to Be a "Go-To Lawyer"

- Build trusting relationships with clients.
- Collaborate with your business partners.
- Exude confidence and a sense of presence.
- Leave from behind your desk and computer. Get out and be seen in the marketplace by your clients.
- Understand your business's drivers.
- Be creative and less risk adverse in helping your business clients meet their goals and objectives.
- Create shareholder value.
- Demonstrate your commitment to the company's enterprise.
- Take credit for your own accomplishments.

Action Steps for Diversity

- Stay abreast of legal maneuverings that attempt to limit diversity initiatives.
- Continue to advocate for diversity on all levels.

Financial Management: Building Wealth For the Future

Financial Management: Building Wealth for the Future provided strategies to attorneys on how to build wealth for the future, preserve wealth, and transfer wealth.



Moderator and Diamond Sponsor, Darilyn T. Olidge (Director and Counsel, Credit Suisse)



Deborah C. Wright (Chief Executive Officer, Carver Bancorp. Inc.), left, Carla A. Harris (Managing Director, Morgan Stanley), and Kharmia Powell (Certified Financial Manager, Financial Advisor, Merrill Lynch)

CAREER STRATEGIES

Building Wealth for the Future

- Think about your goals of financial independence five to ten years before you would like to retire.
- Set financial goals and stick with them.
- Learn to say no to those who are asking to borrow money from you.
- Reassess your spending habits. Locate hidden sources of income and reallocate into investments and/or savings.
- Differentiate between your "needs" and "wants."
- Set aside 70% of what you earn for day-to-day living expenses. Invest, save, and build wealth with the remaining 30%.
- MAX OUT your 401(k).
- MAX OUT your IRA.
- Purchase real estate.
- Invest in entrepreneurial assets.
- Invest in your community.
- Take risks.

Preserving and Transferring Wealth

- Following a disciplined strategy will help you build, manage, and preserve your wealth.
- Asset allocation, diversification, and rebalancing are key components of strategic investing.
- Stocks, bonds, and cash do not usually lose value concurrently, so having all three in a portfolio can reduce volatility over time.
- Combining alternative investments (e.g. hedge funds, managed futures), with more traditional investments may enhance return and lower long-term portfolio risk.
- Consider planned gifts to 501(c)(3) organizations as part of your wealth preservation and transfer strategy.
- Find out how charitable gift annuities, donor advised funds, and charitable trusts work.
- Consider giving appreciated securities instead of cash to charitable organizations.
- There are ways to make a charitable gift that give the donor an income stream for life.
- It's important to work with financial, tax, and legal advisors to design and implement wealth strategies.

Juggling Act: Superwomen Who Balance Work, Life, and More ...

Juggling Act: Superwomen Who Balance Work, Life, and More ... provided insight of amazing women who are maximizing their full potential while balancing it all.



Moderator Elicia Pegues Spearman (Senior Counsel, Employment Litigation Law & Medicaid Law, Aetna, Inc.)



Asuncion Hostin (Counsel, Dickstein Shapiro) & Television Correspondent for *Court TV* and *CNN*



Bettina W. Yip (Counsel-Labor & Employment, Central Region, Cingular Wireless) & Bar Association Leader



Belinda Reed Shannon (Assistant General Counsel, GlaxoSmithKline) & Founder of Non-Profit Organization



Gena L. Ashe (Senior Associate General Counsel, Darden Restaurants) & Adjunct Professor



Daria Williams (Assistant General Counsel, Verizon Business) & Real Estate Investor



Pamela Samuels-Young (Managing Counsel, Toyota Motor Sales USA) & Author of Legal Thrillers



Valerie Mitchell-Johnston (Vice President, Legal and Business Affairs, Sesame Workshop) & Actress

CAREER STRATEGIES

Creating Multiple Streams of Income By Maximizing You

- Decide what is important to you.
- Follow your heart and pursue your passion.
- Develop your gifts.
- Develop your talents.
- When you follow your passion, it will birth multiple streams of income (in addition to your full-time job).

Gifts and Talents

That Produce Multiple Streams of Income:

- Teaching.
- Speaking engagements.
- Writing books.
- Investing in real estate.
- Opening a restaurant with partners.
- Creating products and selling them on-line.
- Serving on corporate boards.

Strategies for Maximizing Career Opportunities

- Build your brand and reputation.
- Develop and cultivate relationships.
- Be flexible to new opportunities.
- Create your own board of directors - a support team.
- Move outside of your comfort zone.
- Take positions that will help you maximize your earning potential.

Strategies for Juggling Life's Demands

- Negotiate flexibility with your company.
- Do not be afraid to enlist the help of family members, a nanny, housekeeper, lawn service, and/or chef (to lessen your load).
- Control your schedule.
- Prioritize, be realistic, do not over stress, and do not be afraid to say no.
- Take proactive steps to spend quality time with loved ones and friends.
- Take time out for you (take vacations, get facials and massages, and schedule time to exercise).

Running On E: How Web Sites and Other Electronic Marketing Make You a Publisher Too

CLE Presentation Summary: Today, successful companies communicate brand messages, sell products, and speak to their employees through a wide range of electronic media channels. Similarly, employees use electronic media to disseminate information—some in the course of their employment, some on personal time. The result is that every company is now a publisher of intellectual property. But what does it mean - legally - to be a "publisher"?



Lisa E. Davis (Entertainment Partner, Frankfurt Kurnit Klein & Selz)

Sources of Exposure

- e-Marketing Materials
- Corporate Blogs
- RSS Feeds
- User-Generated Content

Defenses to Claims

- First Amendment
- "Fair Use"
- Work for Hire Agreements

Applicable Law

- Truth in Advertising
- Rights of Publicity/Privacy
- Defamation and Unfair Competition
- Trademark/Copyright

Good Business Practices

- Corporate Blogging Policy
- Clear Terms of Use
- Content Review

Conference Photos!



Jacqueline Howell (General Counsel, Allhiphop.com), left, with Sponsor Darrell Gay (Partner, DLA Piper).



Sponsor Asundon Hoston (Counsel, DiCorbin Shapiro), left, with Vanessa Abrahams-John (Hahn & Messen LLP), and Songu M. Salanon (General Counsel, HSBC - The Bank of Bermuda).



Sponsor Adolpho A. Birch, III (Counsel for Labor Relations, The National Football League), left, Dionne Greene (Counsel, Major League Baseball), and Sponsor Elizabeth Moore (Partner, Nixon Peabody).



Kirk Forrest (General Counsel, Mineral Technologies, Inc.), left, with Eve Wright (Sr. Director Legal Affairs, Ladies Professional Golf Association).



Sponsor Gary E. Holdren (President and CEO of Huron Consulting Group).



Dorothy Capare (Deputy Corporation Counsel, City of Chicago Department of Law) sharing a career strategy with the audience.



Kim Richardson, (Senior Counsel, The Walt Disney Company), left, with Mei-Lan Stark (Vice President, Fox Entertainment), and Sharril Evans Harris (Senior Attorney, NASD, Inc.)



Sponsor Z. Scott (Partner, Meyer, Brown, Rowe, and New) raises her hand to claim her prize of a four night cruise to a tropical destination.



Speaker Professor Ella L. J. Edmondson Ball (Tuck School of Business at Dartmouth) with Jennifer Fischer (Chief Legal Officer, Marshall & Swift/Bosch).



Debra L. Lee (Chairman and CEO, BET Networks), second from right, with the BET Team. From left to right: Terri McField (General Counsel, BET Interactive, LLC), Kimberly Ayers Shariff (Associate General Counsel, BET), Donna Cooper (Senior Associate General Counsel, BET), and Merylinn Minor (Senior Coordinating Producer, BET News & Public Affairs).



Sponsor Mimi Lee (Partner, Thelen Reid & Priest), left, with Sponsor Kimberly Fitzgerald (Senior Vice President, Business Affairs & Legal, CBS Paramount Domestic TV).



Veta Richardson (Executive Director, Minority Corporate Counsel Association), left, with Sponsor Janet Charles (Counsel, Mercedes-Benz USA LLC).



Tan Greys (Senior Counsel, MedLife), left, with Sponsor Benjamin Wilcox (Partner, Beveridge & Diamond).



Jazz Gospel artist, Tara Bramble, inspires the audience with her performance of *8000 Miles*.

bloomingdale's and CCWC™

Set the Fashion World On FIRE!



Bloom ingdale's provides live jazz during the CCWC™ Shop Until You Drop mini-fashion show and reception.



CCWC™ mem bers are ready to shop for this winter's hottest new fashions at Bloom ingdale's.



During the mini-fashion show, Bloom ingdale's model shows off beautiful coat with fur trim and hat from the Maximilian Fur Salon.



A lucky CCWC™ mem ber won this stunning \$2,000.00 fur-trimmed cape compliments of the Maximilian Fur Salon.



Bloom ingdale's model showcases dazzling full length fur coat from the Maximilian Fur Salon.



Sponsor William Hawthorne, III (Vice President, Legal Affairs & Chief Diversity Officer, Federated Department Stores), left, with Laurie N. Robinson, (CEO, CCWC™), second from left, Bloom ingdale's model, and Sponsor William Baer (Senior Vice President of Human Resources, Bloom ingdale's), far right.

The Color Purple ...the Musical

On Friday, October 13, 2006, CCWC™ hosted over 190 attendees at *The Color Purple* musical. The play, which touched on conference themes including, entrepreneurialism, resilience, and the transfer of wealth to future generations, was phenomenal! After the musical, CCWC™ members, friends, and supporters celebrated at Victor's Café.

The Color Purple Post-Play Party at Victor's Café



The *Color Purple* star Darlesia Cearcy ("Nettie"), center, takes time to sign autographs and take pictures with CCWC™ members.



Left to Right: Debra Hunter Johnson (American Airlines), Rhonda A. Scott, (Waller Lansden Dortch and Davis), Kenyanna Scott (Northern District of Illinois), Andy Zopp (Exelon Corporation), Tina Pompey (Chevron), and Lela Johnson (Northern District of Illinois).



The *Color Purple* star, Elisabeth Withers-Mendes ("Shug Avery"), right, catches up with Emmanuel Lewis (star of 1980's hit show *Webster*).



The *Color Purple* stars, Darlesia Cearcy ("Nettie"), center, and Felicia P. Fields ("Sophia"), right, take time out to fellowship with a CCWC™ member.



The *Color Purple* star, Felicia P. Fields ("Sophia"), left, with Carl G. Cooper (Kirkpatrick & Lockhart Nicholson Graham) at the Post-Play Party.



Emmanuel Lewis, bottom left, and *The Color Purple* star, Elisabeth Withers-Mendes ("Shug Avery"), center top, gather with their new CCWC™ friends.



Together, we're stronger

Diversity is a top-of-mind issue at K&LNG. Diversity of opinions, ideas, attitudes, experiences and perspectives makes for a stronger work environment and better client solutions. Kirkpatrick & Lockhart Nicholson Graham LLP. We believe in meeting each client's challenge. We believe in the power of partnership.

Challenge us.  [®]
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As one of the world's leading banks, Credit Suisse provides its clients with investment banking, private banking and asset management services worldwide. Credit Suisse is active in over 50 countries and employs approximately 40,000 people.

Business is increasingly impacted by our demonstrated and on-going commitment to Diversity and Inclusion. Credit Suisse's ability to align our diversity and inclusion efforts to the Bank's overall strategy provides the Bank with a distinct competitive advantage which has enabled us to win business and strengthen relationships with new and existing clients.

At Credit Suisse, we believe that people, and the culture they create, are the only true differentiators among firms in the investment banking business. This is why we are dedicated to attracting, developing and retaining top talent. Our employees come from different backgrounds, have a variety of lifestyles and bring different experiences to our global Bank.

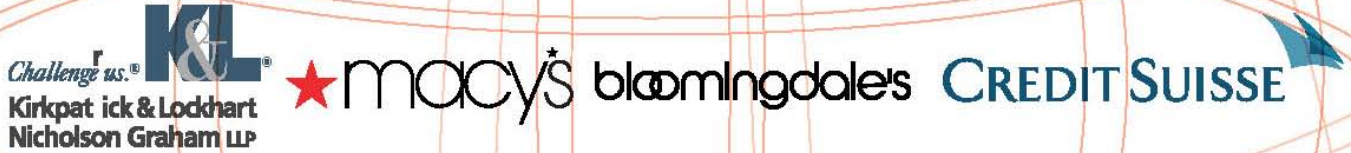
Diversity and Inclusion is everyone's responsibility. It is reflected in everything we do. It is in the interest of our clients and the values of all our employees, and it's good for business.



Thank You Sponsors

CCWC™ Proudly Acknowledges and Thanks
Its Diamond, Gold and Silver Sponsors of the
2nd Annual Career Strategies Conference

Diamond



Gold



Silver



Holland+Knight



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Bronze

Aiston & Bird LLP, American Airlines, Arnold & Porter LLP, Baker & Hostetler LLP, Bank of America, Beveridge & Diamond PC, Brown Law Group, Duane Morris LLP, Epstein Becker & Green PC, HR Legal Search LLC, J.C. Penney, Jackson Lewis LLP, Kelly Law Registry, Latham & Watkins LLP, LeBoeuf Lamb Green & MacRae LLP, Littler Mendelson PC, Mercedes-Benz, Mintz Levin Cohn Ferris Glovsky & Popeo PC, Morgan Lewis & Bokius LLP, The National Football League, Phelps Dunbar LLP, Reed Smith LLP, Squire Sanders & Dempsey LLP, Thorp Reed & Armstrong LLP, Time Warner Inc., and UBS.

In-Kind

Amtrak, BET Networks, Ebony Design, Fairweather Faces, and L'Oreal.