

**CONFERENCE FEATURED  
KEYNOTE SPEAKER & HONOREE**



**DEBRA L. LEE**, Chairman and CEO of BET Networks, is one of the few women in America to run a multi-billion dollar company and sit on major corporate boards of Fortune 500 companies. Ms. Lee will deliver the keynote address to a sold out audience at the CCWC™ Second Annual Career Strategies Conference on Thursday, October 12, 2006 at the Hilton New

York. She also will be honored with the CCWC™ Diamond Award of Excellence in recognition of her many outstanding career achievements.

For More on Debra L. Lee's Illustrious Career, Read Her Biography on Page 6.

**MENTORSHIP THROUGH PARTNERSHIPS**

**CCWC™ LAUNCHES  
TOP EXECUTIVE  
PARTNERSHIP PROGRAM  
WITH OVER 200 PARTICIPANTS**

CCWC™ recently launched its national Top Executive Partnership Program (TEPP). The TEPP, with over 200 participants from around the country, is specifically designed to provide female legal executives with partners in the legal industry who share similar interests in promoting advancement through mentorship. In recognition of the fact that mentors are not easily accessible in the corporate structure to women attorneys of color, CCWC™ developed the TEPP to bridge that gap by utilizing the strength of its membership base. CCWC™ Founder & CEO Laurie N. Robinson stated, "Mentorship is vital to everyone's career development, and fortunately CCWC™ has a high-powered roster of talented legal executives who can provide strategies to members on effective career and life management." CCWC™ is accepting applications for the next enrollment in early 2007. For more information about the program, please e-mail: [TEPP@ccwomenofcolor.org](mailto:TEPP@ccwomenofcolor.org).



**CORPORATE COUNSEL  
WOMEN OF COLOR**



Photo by Jirel McClinton

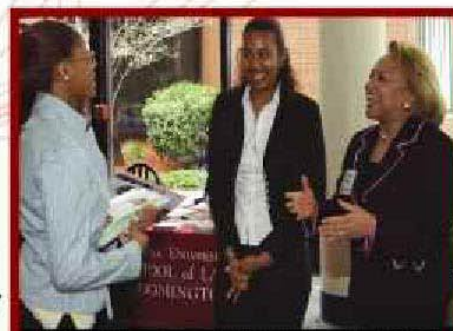
**New York City Partners and  
In-House Attorneys  
Provide Mentorship to  
Junior Law Firm Associates of Color**

**NEW YORK CITY** - On March 9, 2006, New York City's prominent partners and in-house attorneys pulled their collective resources together to provide outreach to junior law firm associates of color. The event entitled *Forming Strategic Alliances: Your First Steps to Success*, was co-sponsored by CCWC™ and Bryan Cave LLP at the Le Parker Meridian Hotel in Manhattan. Over 200 attendees benefited from the panel discussion and participated in networking.

See "Law Firm Associates of Color" on page 4.

**Spelman College Participates In  
My Life As a Lawyer™  
College Lecture Series**

**ATLANTA, GA** - On March 21, 2006, CCWC™ launched *My Life As a Lawyer™* at Spelman College in Atlanta. The program, which brought together over 150 students and diverse practitioners from around the nation, was co-sponsored by Spelman College's Center for Leadership and Civic Engagement (LEADS). *My Life As a Lawyer™*, a



Dr. Jane E. Smith, Executive Director of LEADS (far right), with Spelman College Students at *My Life As a Lawyer*.

Photo by Rick Cash

college lecture series, is designed to provide young undergraduate women of color with information ranging from how to prepare for the Law School Admission Test to how to select a legal practice area. Importantly, the program is designed to strengthen the pipeline by providing young women with exposure to role models.

See "My Life As a Lawyer" on page 4.

CCWC™ IS A 501(C)(3) ORGANIZATION OF OVER 1,500 WOMEN ATTORNEYS OF COLOR WHO WORK PRIMARILY FOR FORTUNE 1000® AND FORBES 2000® LEGAL DEPARTMENTS. THE ORGANIZATION'S GOAL IS TO FOSTER DIVERSITY IN THE LEGAL PROFESSION.

[www.ccwomenofcolor.org](http://www.ccwomenofcolor.org)



# "Envisioning the Future"



Founder & CEO  
Corporate Counsel Women of Color™

## Investing In US!

I am happy to report that within the first two months of Early Bird registration, the Second Annual Career Strategies Conference, *Envisioning the Future*, was completely sold out. A record turnout of in-house attorneys of color from around the globe is expected this year.

I am ecstatic about the diverse attorneys who will be participating in the conference. However, I am concerned about the small number of individuals who will miss this year's conference, not because the event sold out before they could register, but based on their given reason that, "My company does not allocate money in the budget for me to attend career development programs." Interestingly, these individuals, who are relying on the goodness of the corporate accounting department, are the main ones who lament that other people are not doing enough to help them enhance their career development, training, and skills. Whatever the reason given, the bottom line is that the onus rests on all of us to proactively manage and invest in our careers. Hence, the issue should no longer be what the company will or will not do for us, but what we will do for ourselves.

Indeed, there is no time like the present to invest in us. If we have our own fiscal means to attend a conference, seminar or program that will enhance our career and life development, then we should pay for it! When we sit on the sideline and miss opportunities to develop our skills, talents, and networks, we only hurt ourselves. In the end, once others see that we are investing in our own development, then they will begin to invest in us too!

Laurie N. Robinson



## Plant Seeds Into Our Tomorrow

*Without a vision, the people will perish.*

How many times do we exclaim about how quickly time passes. To most of us, it seems like just yesterday we were in undergraduate, in law school, or on our first job. Before we know it, our responsibilities will magnify, and our future retirement will loom closer on the horizon. It is today that we must fully utilize our finances, talents, networks, and skills to ensure that tomorrow's harvest will be fruitful and plentiful.

To envision the future, we must be able to do more than see with the natural eye what is currently before us and adopt more than a myopic perception of the present and physical existence of obstacles. Such obstacles as pay inequality, lack of diversity in corporate America, and an ever present glass ceiling are barriers that may cause us to stumble but never fall. These barriers can actually be weeds that we need to pull up from our healthy seeds that are growing.

This year's conference will focus on investment in our future through wealth building, negotiating our worth, developing skills and cultivating our known and hidden talents. Planting these seeds today places us in a position of not having to worry about how quickly tomorrow comes or what it might bring. It is certainly within our abilities to plant and water, watch the increase, and harvest the crop. These harvested crops will have a profound impact not only on us personally, but also in our community, the legal industry, and globally.

In essence, an investment in our tomorrow benefits one and all, for we all are connected in the sense that all our successes are tied together.

*Article Inspired By Entries Submitted Via The "Envisioning the Future" Essay Contest*





**Diamond Sponsor**

# DIVERSITY: A Top of Mind Issue at K&LNG

K&LNG has taken the lead in bringing a fresh perspective and new ideas to diversity in the legal profession. By creating the position of Chief Diversity Officer ("CDO"), K&LNG launched one of the most ambitious diversity initiatives ever to occur in a major law firm. The CDO focuses on three major objectives: (1) expanding recruiting activities; (2) developing a firm-wide mentoring program that includes gender and race specific innovations to enhance retention of these two groups' members; and (3) promoting the law firm among minority constituencies as well as promoting awareness of K&LNG's diversity initiatives to the community at large.

Minority and women lawyers have also become increasingly engaged at K&LNG. They have been taking on leadership roles that currently include not only service on the Management Committee but also on

the international, five-partner Executive Committee as well as senior practice leadership positions in fields as disparate as mergers and acquisitions, employment, and life sciences. Moreover, minority and women lawyers at K&LNG have also been taking on leadership roles in community organizations whose missions embrace diversity goals; in professional organizations with diversity and gender agendas; and in recruitment and networking aimed at minority and women lawyers.

Since the CDO position was created in 2003, the firm's minority lawyers in the U.S. increased in number from 67 to 107, and the number of women lawyers in the U.S. increased from 208 to 263. In the same time frame, K&LNG moved from five minority partners to 17. When the CDO first took office, K&LNG had 34 women partners/ of counsel. Today the firm has 57. As a

reflection of the progress the firm has made, in its 2005 rankings, *MultiCultural Law: The Magazine of Diversity in the Legal Profession* ranked K&LNG as the 22nd leading firm in the U.S. in overall diversity and as the 8th leading firm in the U.S. in diversity of its associate lawyers.

## Professional and Personal Life Integration at K&LNG

In September of 2004, K&LNG appointed the profession's first Director of Professional and Personal Life Integration ("PPLI"), Jeannine M. Rupp, to attack vexing "work/life balance" issues that drive so many young lawyers, especially women, out of firms like ours and sometimes out of the profession altogether. She helps personnel to consider and restructure how they work so that they might achieve true equilibrium between their personal and professional lives.

Below are some of the members of K&LNG's Diversity Committee, as well as other members of the firm who are committed to diversity.



**Carl G. Cooper**  
Chief Diversity Officer

Mr. Cooper came to K&LNG as the firm's first CDO with experience and relationships drawn from academia, the private bar, the public bar and diversity-oriented organizations around the country. He spends much of his time speaking to external audiences, including clients and business leaders, industry groups, bar associations and committees, law schools, community groups and other interested groups about diversity.



**Willie E. Dennis**  
Partner, New York

Mr. Dennis's practice focuses on private equity, mergers and acquisitions, initial public offerings, securities reporting requirements, corporate governance, joint ventures and general corporate matters across a wide range of industries. Mr. Dennis was selected by *Black Enterprise Magazine* (November 2003) as one of the Nation's Top Lawyers.



**Sandra L. Geiger**  
Associate, San Francisco  
Diversity Committee  
Representative

Ms. Geiger's practice focuses on investment management, securities and corporate law.



**Betty Louie**  
Associate, New York  
Diversity Committee  
Representative

Ms. Louie practices in corporate finance and focuses on asset-based lending, securitizations, mergers and acquisitions, recapitalizations and public and private debt and equity offerings.



**Carol C. Lumpkin**  
Partner, Miami  
Diversity Committee  
Representative

Ms. Lumpkin's established practice in employment litigation has encompassed representation of varied employers, ranging in size from small to international, in all facets of employment discrimination, workplace harassment litigation, workplace violence response strategies, and public accommodation under the ADA.



**Ndenisarya M. Meekins**  
Associate, Washington, D.C.  
Diversity Committee  
Representative

Ms. Meekins concentrates her practice in the areas of investment management law and securities regulation.



**Jeannine M. Rupp**  
Director of Professional and  
Personal Life Integration

Ms. Rupp works directly with the firm's CDO and Management Committee to identify, understand, and improve working practices, assumptions and structures that obstruct and enable integration of lawyers' professional and personal lives.



**Paul W. Sweeney, Jr.**  
Partner, Los Angeles  
Diversity Committee Chair

Mr. Sweeney was named in 2006 by *Los Angeles Magazine* as one of Southern California's "Super Lawyers." He is a member of the firm's Executive Committee and is the Administrative Partner for the LA office. He practices in litigation, focusing on handling complex business disputes and employment cases.



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Pictured: **Cathy R. Daniels**, above, (Writers Guild of America), **Candace N. Thurmond**, upper right, (Home Depot), and **Dennis Long**, bottom right, (Dean of Admissions, Indiana University School of Law at Bloomington).  
Photos by Rick Cash



## MY LIFE AS A LAWYER continued

The program commenced with a welcome to attendees by LEADS Executive Director, Dr. Jane E. Smith. Thereafter, diverse in-house and law firm practitioners shared their personal stories with students about their journey in the law, day-to-day work responsibilities, and strategies for overcoming obstacles in the workplace. Several law schools sent representatives to not only recruit diverse students, but to also share insight on what law schools are looking for in applicants. Finally, KAPLAN shared tips on preparing for the LSAT and provided all students with a discount on prep studies. CCWC™ thanks the following participants of the event: **Candace N. Thurmond** (Home Depot), **William Hawthorne III** (Federated Department Stores), **Schuylla Goodson** (Coca-Cola South Africa Pty Ltd.), **Cathy Hampton** (Earthlink), **Jacqueline N. Howell** (AllHipHop.com), **Cara Grayer Johnson** (Federal Communications Commission), **Faith T. Knight** (Emory University), **Denise Long** (AIG SunAmerica), **Rosland F. McLeod** (Novation LLC), **Tracey L. McNeil** (Hunton & Williams LLP), **Gena Ashe** (Darden Restaurants), **Cathy R. Daniels** (Writers Guild of America), **Carolyn Kimbrough Davis** (Cardinal Health Inc.) **Cari K.**

**Dawson** (Alston & Bird), **Tracey Elise Poole** (Johnson & Johnson), **Lisa M. Stenson** (Metropolitan Life Insurance Company), **Noni Ellison Southall**

(Turner Broadcasting), **Dionysia Johnson-Massie** (Little Mendelson PC), **Yolanda Rabun** (IBM), **Laurie N. Robinson** (CBS Broadcasting Inc.), **Gia Compton** (Georgia Department of Community Health), **Tatia L. Williams** (National Basketball Association), **KAPLAN**, The University of Virginia School of Law, Indiana University School of Law at Bloomington, University of Pennsylvania School of Law, Emory School of Law, University of Michigan School of Law, Georgia State School of Law, and University of Georgia School of Law. The next *My Life As a Lawyer™* program will be held in 2007. To participate, e-mail: outreach@ccwomenofcolor.org.

## CCWC™ and Bryan Cave LLP Co-Sponsor Outreach - Law Firm Associates of Color continued



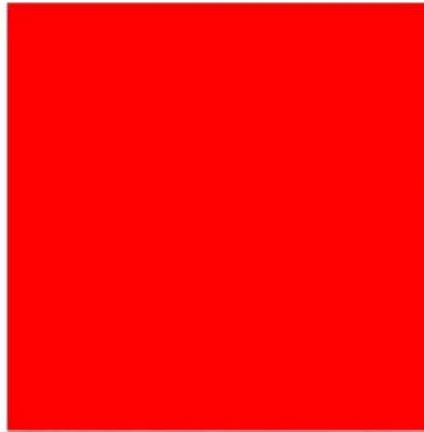
Attendees first gathered for the networking reception. The reception was followed by a three course dinner in the Penthouse of the Le Parker Meridian (overlooking the Manhattan Skyline) and substantive programming. Panelists emphasized to junior associates the importance of networking and provided junior associates of color with strategies on business development and ascension to the partnership and general counsel ranks. Importantly, the panelists shared important survival skills with their junior colleagues and provided encouragement. It was an inspiring and informative evening for attendees and panelists alike. Speakers included: **Solomon Watson** (The New York Times Company), **Rapheal Prevot** (The National Football League), **Carol Crossdale** (The PeterSan Group), **Atiba Adams** (Pfizer), **Uchente Emuleomo** (Prudential Financial

Inc.), **Hakeem Jeffries** (CBS Broadcasting Inc.), **Eva Martinez** (Consolidated Edison), **Rhonda E. Powell** (Scripps Networks), **Tracey R. Thomas** (American Express), **Mary Chang** (Bryan Cave LLP), **James Cole** (Wachtell, Lipton, Rosen & Katz), **Willie E. Dennis** (Kirkpatrick & Lockhart Nicholson Graham LLP), **Carl G. Cooper** (Kirkpatrick & Lockhart Nicholson Graham LLP), **Darrell Gay** (DLA Piper Rudnick Gray Cary US LLP), and **Kira Watson** (Bryan Cave LLP). The next panel in the series will be in November 2006.

**Pictured Above:** **Mary Chang**, far left, (Partner, Bryan Cave LLP), **Carol Crossdale**, second to left, (The PeterSan Group), **Kira Watson**, second to right, (Partner, Bryan Cave LLP), and **Rapheal Prevot**, far right, (National Football League).

Photos by Jirel McClinton /Contributing Editor, Rhonda Edwards Powell





***“Our Macy’s and Bloomingdale’s customers are diverse, and we can’t understand and satisfy all of their needs unless our people, in every aspect of our business, understand them. The way to do that is to be that, to be diverse.”***

SUE KRONICK,  
Vice Chair  
Federated Department Stores, Inc.

### Diversity is Key at Federated

Diversity has been a business imperative for Federated Department Stores and its Macy’s and Bloomingdale’s stores for many years and the Company is honored to be a past recipient of the Minority Corporate Counsel Association “Employer of Choice” Award. This commitment is further evidenced by the creation of the Federated Law Department Diversity Council, comprised of attorneys and paralegals from each regional office. The Council is currently focused on:

- Exploring, measuring and expanding diversity efforts with retainer firms handling litigation, and continuing to develop and implement standards to measure diversity progress of all outside firms.
- Investigating and implementing methods for obtaining diverse candidate pools for open positions in Law.
- Identifying and communicating about diversity-related community efforts by Law Department members and diversity topics of interest.

In addition to Council initiatives, Federated is excited to be sponsoring the “StreetLaw Pipeline” program for high school students in 2006. The program addresses diversity in the profession and encourages minority students to enter the field. Federated will be the first corporation to sponsor the program in Cincinnati and St. Louis and also will sponsor the program in San Francisco.

### Federated Law Department Mission Statement:

To identify, explore and implement strategies specific to the Department that promote the Company’s overall policy of operating and maintaining a diverse workforce and environment where all employees are respected, valued and included, and to affirmatively promote diversity within the firms that provide legal services to the Department.

# About the Keynote Speaker and Honoree

## DEBRA L. LEE

Chairman and Chief Executive Officer  
BET Networks

Debra L. Lee is one of the most powerful, influential, and revered business executives in the world. She recently assumed the role of Chairman and CEO of BET Networks, a multi-billion dollar media conglomerate and subsidiary of global media giant Viacom, Inc.

During her 20-year tenure at BET, Ms. Lee has played some pivotal roles in the company's history, including president and chief operating officer; executive vice president and general counsel of the BET legal department; and president and publisher of BET's publishing division.

Ms. Lee's leadership has guided BET to consistent increases in ratings, viewership, and revenue over the course of the years. She is responsible for leading the network's evolution from its origins in music programming to now include original movies, documentaries, comedies, concert specials, awards shows, newscasts, talk shows, syndicated acquisitions and public affairs coverage. Today's BET reaches more than 80 million households in the United States, Canada and the Caribbean. Its current business platform includes a diverse cadre of brand extensions including: BET.com, BET Digital Networks, BET Event Productions, BET Home Entertainment, and the newly-launched BET Mobile.

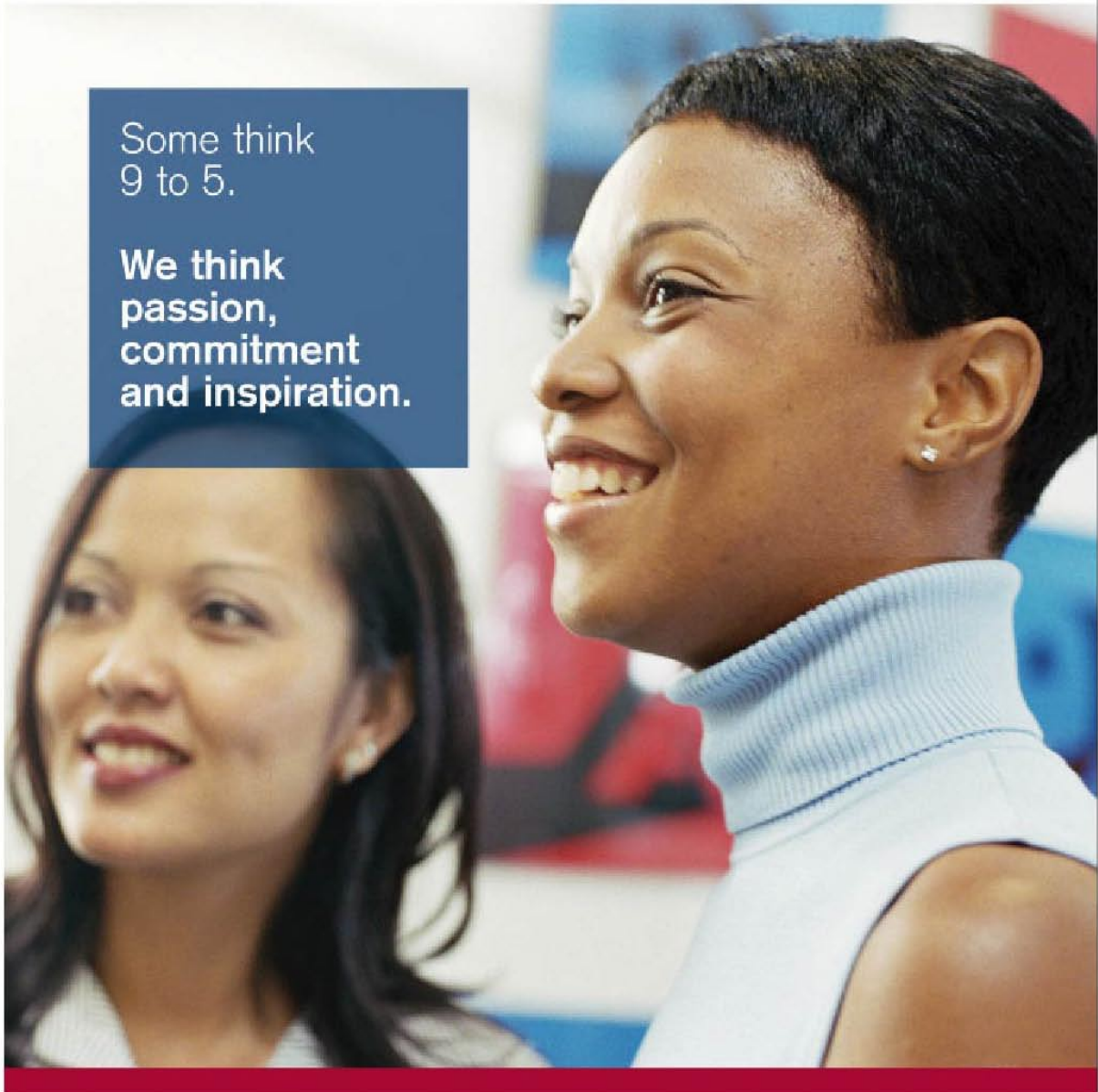
Prior to joining BET, Ms. Lee worked at the Washington, D.C.-based corporate law firm, Steptoe & Johnson, and clerked for the late Honorable Barrington Parker of the United States District Court for the District of Columbia.

Ms. Lee's sphere of influence extends well beyond BET where she is regarded as one of the country's top female executives in the realm of Fortune 500 companies. She serves on the corporate boards of directors of global business icons Revlon, Inc., Marriott International, Eastman Kodak Company, and regionally for Washington Gas & Light Company.

Ms. Lee earned her J.D. at Harvard Law School, while simultaneously earning a Master's degree in public policy from Harvard's John F. Kennedy School of Government in 1980. She graduated from Brown University in 1976 with a B.A. in political science with an emphasis in Asian politics.







Some think  
9 to 5.

We think  
passion,  
commitment  
and inspiration.

For years, Corporate Counsel Women of Color™ has been providing a support network for in-house women of color. Credit Suisse proudly supports the efforts of CCWC. Because helping companies become a more dynamic place to work is one of the most important investments we can make.

[www.credit-suisse.com](http://www.credit-suisse.com)

**Thinking New Perspectives.**

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# Envisioning The Future

Corporate Counsel Women of Color™  
 Second Annual Career Strategies Conference  
 October 11-13, 2006  
 New York City

# CONFERENCE SOLD OUT

## OVER 25 FEATURED LEGAL AND BUSINESS INDUSTRY LEADERS:



**Cornell Boggs**  
 Chief Legal Officer  
 Coors Brewing Company



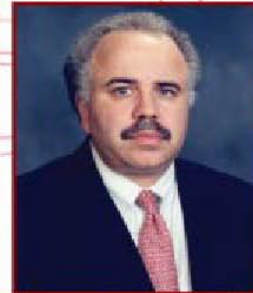
**Teri McClure**  
 General Counsel  
 United Parcel Service



**Don Liu**  
 General Counsel  
 Toll Brothers Inc.



**Professor Ella L.J. Bell**  
 Tuck School of  
 Business at Dartmouth



**Vernon Baker**  
 General Counsel  
 ArvinMeritor Inc.



**Kellye Walker**  
 General Counsel  
 BJ's Wholesale Club Inc.



**Carla A. Harris**  
 Managing Director  
 Morgan Stanley



**Ted Shaw**  
 Director and President  
 NAACP  
 Legal Defense Fund



**Veta Richardson**  
 Executive Director  
 Minority Corporate  
 Counsel Association



**Robert Gerrard**  
 General Counsel  
 Scripps Networks



**Deborah C. Wright**  
 Chief Executive Officer  
 Carver Bancorp. Inc.



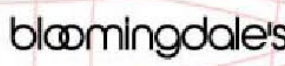
**Lisa E. Davis**  
 Partner  
 Frankfurt Kurmit Klein & Selz

### AND

**Gena L. Ashe** (Senior Associate General Counsel, Darden Restaurants); **Carl G. Cooper** (Chief Diversity Officer, Kirkpatrick & Lockhart Nicholson Graham, LLP); **Sharon S. Hall** (Managing Director of the Atlanta Office, Spencer Stuart); **Asuncion Hostin** (Counsel, Dickstein Shapiro Morin & Oshinsky LLP); **Valerie Mitchell-Johnston** (Vice President, Legal and Business Affairs, Sesame Workshop); **Katherine C. Lee** (Senior Counsel/Director Contracts, Legal & External Affairs Department, Verizon Wireless); **Rhonda Joy McLean** (Associate General Counsel, Time Inc.); **Darilyn T. Olidge** (Director and Counsel, Credit Suisse); **Kharmia Powell** (Certified Financial Manager, Financial Advisor, Merrill Lynch); **Pamela Samuels-Young** (Managing Counsel, Toyota Motor Sales, USA, Inc.); **Belinda Reed Shannon** (Assistant General Counsel, GlaxoSmithKline); **Dianne Baquet Smith** (Partner, Sheppard Mullin Richter & Hampton LLP); **Elicia Pegues Spearman** (Senior Counsel, Employment Litigation Law & Medicaid Law); **Daria Williams** (Assistant General Counsel, Verizon Business); and **Bettina W. Yip** (Counsel - Labor & Employment, Central Region, Cingular Wireless).



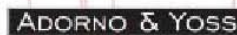
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