

K&L|GATES

5TH ANNUAL



CORPORATE COUNSEL
WOMEN OF COLOR

CAREER STRATEGIES CONFERENCE™



POST-CONFERENCE MAGAZINE: HIGHLIGHTS & SEMINAR SUMMARIES



Paul W. Sweeney, Jr.
Partner
K&L Gates LLP

Step-By-Step Best Practices In-House Legal Departments Can Utilize To Move Diversity Forward



Get a Little Closer: Building Alliances To Be a More Effective Business Partner With Your In-House Clients



Linda Griego
Board of Directors
CBS Corporation

Pipeline Development: Women of Color and Corporate Boards



Financial Management: 6 Goals to Build Wealth



Dani P. Deering
General Counsel
Lockheed Martin

Inside Tips From a General Counsel: Legal Strategies to Utilize During These Economic Times

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Paul Hastings

CCWC® is a 501(c) (3) organization of over **2,400** women of color attorneys who work primarily for Fortune 1000 and Forbes 2000 legal departments. Founded in 2004, the organization's goal is to foster diversity in the legal profession.

www.cwomencolor.org



MESSAGE FROM
LAURIE N. ROBINSON
FOUNDER & CEO
CORPORATE COUNSEL WOMEN OF COLOR®

“FIVE INCREDIBLE YEARS”

The Corporate Counsel Women of Color® pulled off yet another sold-out and effective event. It could not have been done without the support of the legal profession—our members, sponsors, and friends. What is amazing is that this year’s conference was held in Las Vegas—a location where we have only a few members—and during one of the worst economic situations imaginable. Despite these facts, our supporters still turned out strong to celebrate CCWC®’s Fifth Annual Career Strategies Conference and its push to promote diversity in the legal profession. Over 550 supporters turned out! This level of support is a testament to the valuable work and input of so many people who believe in what CCWC® stands for and what it accomplishes.

Five Successful Years: Within five short years, we have grown our membership from a handful of lawyers in New York City to over 2,400 members around the United States and abroad. We have held five successful annual conferences in New York City, Beverly Hills and Las Vegas, as well as three International symposiums in Paris, London and Johannesburg. We secured the organization’s registered trademarks. Building the pipeline, CCWC® has held one-day conferences for law firm associates and presented its “My Life As a Lawyer” series at universities and law schools across the country. Additionally, the organization has presented \$50,000 in scholarships to 33 law students for the past two years. Always mindful of its constituents, CCWC® launched groundbreaking research, focusing on the career trajectory of its members—in-house women of color working in corporate legal departments. Finally, we redesigned our website, which has maintained growth of over one million hits per year and launched informative webshows.

Next Year - 2010: As we enter yet another year, CCWC® is poised for more growth in 2010. As our membership continues to grow, we will host national networking events for new and existing members across the country. We will travel to Dubai and Singapore for our international symposiums and continue our outreach and research. Finally, our Sixth Annual Career Strategies Conference returns to New York City on October 6-8, 2010.

I look forward to working with all of you during the next five years, as we continue on the road of fostering diversity in the legal profession, strengthening our pipeline and lifting one another up through life’s journey.

Laurie N. Robinson

5 YEARS OF GROWTH

Over 2,400 Members

Over 1 Million Hits
on the CCWC® Website
Per Year

Secured Registered Trademarks
CCWC®
Corporate Counsel Women of Color®

Webshows

Career
Strategies Conferences

International
Symposiums
Paris, London
and South Africa

Outreach to
Law Students



Thousands of Dollars
in Scholarships to Law Students

Outreach to
Law Firm Associates

2010 Events

Networking Receptions in
Chicago, Atlanta, Washington, D.C.,
Dallas, San Francisco & Charlotte

Dubai

Singapore

6th Annual Career Strategies
Conference in New York City

Research:
In-House Counsel Women of Color

LAS VEGAS TAKEN BY STORM

Las Vegas, NV – On September 30-October 2, 2009, the who's who in the legal industry attended the K&L Gates LLP's and Corporate Counsel Women of Color®'s Fifth Anniversary Conference in Las Vegas. Over 550 lawyers of color gathered at the world renowned Bellagio Hotel. Title Sponsor K&L Gates LLP and Diamond Sponsor MasterCard Worldwide helped to kick off the commemorative event with an opening reception in the Monet Ballroom at the Bellagio.

The conference program motivated, inspired and informed attendees on topics ranging from law department management to corporate board service. In the opening address **Laurie N. Robinson**, founder and CEO, Corporate Counsel Women of Color® welcomed the group to Las Vegas and touted the organization's five years of growth.

Motivational speakers **Judge Penny Brown Reynolds** and **Chef Jeff Henderson** pushed attendees to conquer fear, overcome adversity and pursue their dreams. Diamond award honoree **Gloria Santona**, executive vice president, general counsel and secretary for McDonald's Corporation, shared her experiences at McDonald's, where she worked her way up the ladder. During her keynote address, Santona emphasized the importance of diversity in the legal profession.



Laurie N. Robinson
Founder and CEO, CCWC®
VP & Ass. General Counsel, CBS Corporation



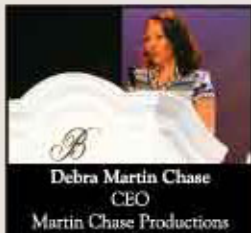
Judge Penny Brown Reynolds
Emmy-Nominated
Family Court with Judge Penny



Chef Jeff Henderson
Star Chef and New York Times
Best-Selling Author



Gloria Santona
General Counsel
McDonald's Corporation



Debra Martin Chase
CEO
Martin Chase Productions

Debra Martin Chase, CEO, Martin Chase Productions—and CCWC's® first-time honoree—made a special guest appearance to describe the organization's international outreach efforts in Paris, London and most recently in South Africa, where Chase donated supplies and DVDs of *The Sisterhood of the Traveling Pants* and Disney features including *Cheetah Girls*, *High School Musical*, *Pirates of the Caribbean*, and *Princess Diaries* to students at a Johannesburg high school. Hidden Beach Records recording artist **Tony Rich**



Tony Rich

performed his Grammy-Award winning hit *Nobody Knows*.

In addition to the program offerings, attendees traveled to Mandalay Bay for dinner at China Grill, then headed over to the Mirage for music and fun at the Beatles Revolution Lounge. The conference concluded with a tour of Las Vegas and Red Rock Canyon and was topped off with a performance of "O" Cirque Du Soleil, followed by a post "O" Party at Caramel Lounge at the Bellagio. The conference events were Vegas style the entire way!

The fever is already building for next year's Sixth Annual Conference, which will be back in New York City at the New York Hilton October 6-8, 2010. We look forward to moving forward with more progress in 2010. See you next year!

CCWC® Conducts Groundbreaking Research on Women of Color Attorneys in Corporate Legal Departments

In 2009, CCWC® launched groundbreaking research on the career progression of women of color attorneys working in corporate legal departments. The multi-faceted research commenced through an online survey hosted on the CCWC® website. Topics examined in-house lawyers' prior experience at law firms, current job satisfaction at corporations, mentorship and leadership. At the Las Vegas conference, attendees participated in live audience testing with hand-held remote controls. Topics ranged from workplace barriers and succession planning to career aspirations. CCWC® further conducted focus groups at the CBS Television Research Center at the MGM Grand. CCWC® thanks all who participated in this critical and important research.



Above: Corporate lawyers participate in focus groups at the CBS Television Research Center at the MGM Grand in Las Vegas

Right: Michelle Peak (American Airlines) pushes the remote control with her answer during live audience testing at the Bellagio

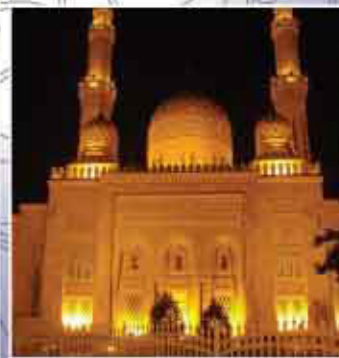
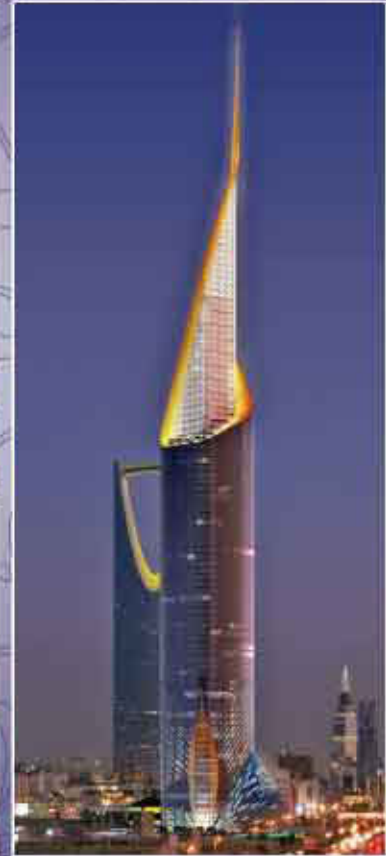


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CORPORATE COUNSEL
WOMEN OF COLOR

INTERNATIONAL NETWORKING RECEPTION DUBAI



JUNE 14, 2010

WORLD RENOWNED

BURJ AL ARAB HOTEL

6:00 PM – 9:00 PM





K&L | GATES

CORPORATE COUNSEL
WOMEN OF COLOR



*Fourth Annual
International Career Strategies Symposium™*



*The Four Seasons Hotel
Singapore
Thursday, June 17, 2010
6:00 pm - 9:00 pm*



HIGHLIGHTS



Rahsaana Allen (Hilton Hotel Corporation) and Natasha Shum (HBO)



Elke Suber (Microsoft), Eve Wright (Miami Heat) and Noni Ellison Southall (Turner Broadcasting System, Inc.)

Conference goers attended the post conference celebration at China Grill at Mandalay Bay and The Beatles Revolution Lounge at the Mirage



Jennifer Fisher (Marshall & Swift/Boeckh), Sponsor Diane Robertson (CBS Television Studios), and Kim Richardson (Walt Disney Company)



Ingrid Hackett (The Coca-Cola Company), Kenya Pierre (The Coca-Cola Company), Kimberly Pack (MB Schoen & Associates, Inc.), Tiffany West and Leah Guerra



Markus Green (Pfizer), Michele C. Meyer-Shipp (Waterfront Commission of New York Harbor), Sponsor Tamara Woodward (Schiff Hardin LLP) and Michelle Peak (American Airlines)



Jane Brown (University Legal Services) with Sponsor Brent Hawkins (McDermott, Will & Emery LLP) and Sponsor Nadira Clark (Beveridge & Diamond, P.C.)



Debra Hunter Johnson (Reciprocity Restaurant Group) and Lyndon Johnson come red carpet ready to the Beatles Revolution Lounge at the Mirage



Shawn White (Prudential Financial), Chatón Turner (University of Pittsburgh Medical Center) and Malika Hinkson (National Financial Partners)



Attendees enjoy networking at China Grill – Vegas

HIGHLIGHTS



Tina Pompey (Fox Legal Group), Mei-lan Stark (Fox Legal Group), Debra Langford (NBC Universal), Aisha Christian Royall (CNBC) and Ericka Watson (GE Healthcare)



Laurie N. Robinson (CEO, CCWC® & CBS Corporation) and Chef Jeff Henderson



Attendees play for make-believe winnings at the Kick-Off Reception



Saxophonist Mark Allen Felton hits all the right notes at the Kick-Off Reception



Schuylla Goodson Bell (center) with Diamond Sponsor MasterCard Worldwide attorney Dionne Greene (right) and Toni Rogers



Latrice A.G. Byrdson (Southern California Edison Company) and Sponsor Tanja Darrow (Littler Mendelson, P.C.)



Delma Locke (Apple Inc.) and Sponsor Yoon Chang (Wal-Mart Legal)

HIGHLIGHTS



Sponsors Jaliya Stewart (Sutherland), Tiffany Mallory (Sutherland) and Paula Barnes (MetLife)



Sponsor Lisa Tanzi (Microsoft), Nedra Austin (International House of Pancakes), and Iris Jones (Chadbourne & Parke LLP)



Sponsor Epstein, Becker & Green, P.C. attorneys Tae Kim and Deanna L. Ballesteros



Willie E. Dennis
Title Sponsor - K&L Gates LLP



Claudia Curtis (BD) and Stacy Cowan (Liberty Mutual Insurance Company)



Angela Ball (Radio One, Inc.) and Kara L. Thompson (Kara Thompson Enterprises, LLC)



Tara Styles (Capco)



Lisa Williams-Fauntroy (Discovery) prepares to play Continental Airlines' Fortune Wheel



Sponsor Mercedes-Benz USA executives Tommy Shi and Janet Charles



Lisa Modica
Platinum Sponsor - Continental Airlines



Attendees celebrate at the post-conference dinner at China Grill - Vegas

HIGHLIGHTS



Attendees visited the Bellagio Conservatory & Botanical Gardens and enjoyed the Fall 2009 display which included the mesmerizing Talking Tree



Conference goers took a tour of Las Vegas and visited the world-famous "Welcome to Las Vegas" sign and Red Rock Canyon



Beverly Druitt (National Labor Relations Board), Laurie N. Robinson (CCWC® & CBS Corporation), Debra Martin Chase (Martin Chase Productions) and Beverly Barber Martin

Attendees celebrated the conference by attending "O" Cirque Du Soleil at the Bellagio

Sponsors Tanja Darrow (Littler Mendelson, P.C.), Diynsia Johnson-Massie (Littler Mendelson, P.C.), Angela Washington (Wal-Mart Legal), Jessica McKinney (GE Infrastructure) and Kimberly N. Royal (Wal-Mart Legal)



Discover Beauty in Variety

At K&L Gates, we believe diversity of opinions, attitudes, experiences and perspectives makes for a stronger work environment and more creative client solutions. Our firm is fueled by the energy created from blending different people, ideas and influences.

To learn more about our global law firm, please visit www.klgates.com.

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1900 LAWYERS ON THREE CONTINENTS

www.klgates.com



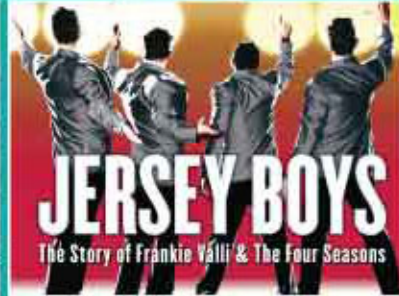
CORPORATE COUNSEL
WOMEN OF COLOR

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6th

Annual Career

Strategies Conference™



Renaissance

October 6-8, 2010



Hilton

New York City

Inside Tips From a General Counsel:

Legal Strategies to Utilize During These Economic Times

Legal executives provided attendees with best practices in law department management. Attendees also were provided with strategies lawyers can utilize to become integral to their company's long-term success.



Eduardo Roy
Partner
DLA Piper



Teresa Sebastian
General Counsel
Veyance Technologies, Inc.



Wanda Young Wilson
General Counsel
Tennessee Education Lottery



Dani P. Deering
General Counsel
Lockheed Martin



Kirk G. Forrest
General Counsel
Minerals Technologies Inc.



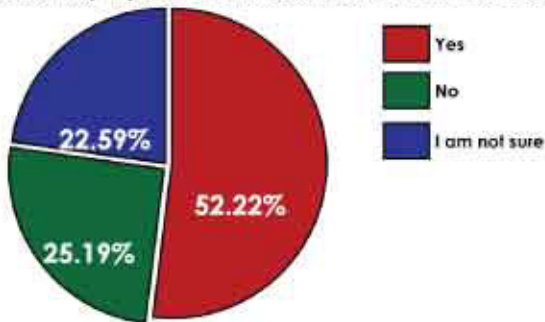
Charles James
Executive Vice President
Chevron Corporation

LAW DEPARTMENT MANAGEMENT: ALTERNATIVE FEE ARRANGEMENTS TO REDUCE LEGAL COSTS

- During these economic times, corporate legal departments are in a good position to negotiate alternative fee arrangements with law firms:
 - ➔ Flat fee arrangement
 - ➔ Volume discounts
 - ➔ Blended rate agreement
 - ➔ Competitive bidding
 - ➔ Preferred providers
- Communicate with outside counsel your expectations on billing
- Manage your expectations

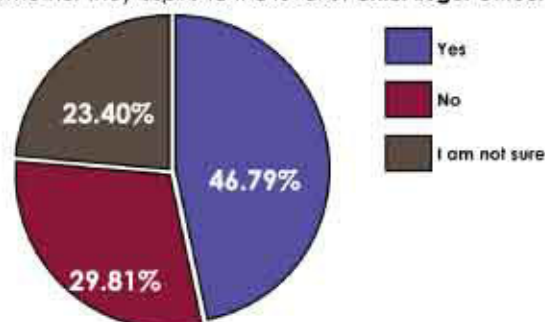
CAREER ASPIRATIONS: AUDIENCE TESTING RESULTS

During live audience testing, women of color attorneys were asked whether they aspire to the level of **Division General Counsel**



CAREER ASPIRATIONS: AUDIENCE TESTING RESULTS

During live audience testing, women of color attorneys were asked whether they aspire to the level of **Chief Legal Officer**



STEPS TO BECOME THE NEXT GENERAL COUNSEL

- Build a track record of trust
- Win the respect of your peers and those above you
- Be present in the workplace
- Exhibit good judgment
- Learn the business
- Provide solutions
- Be part of the management team
- Stand out from the crowd
- Take stretch assignments
- Be visible
- Sell yourself

SUCCESSION PLANNING: BE PART OF THE COMPANY'S LONG-TERM SUCCESS

- Manage your career aggressively
- Remember: succession planning is continual; every day someone is watching
- Paint with a broad brush – do not underestimate anyone
- Go and live where the food is: get involved in relevant and viable practice and business areas in your company
- Avoid dead-end practice and business areas
- Utilize mentorship opportunities
- Build relationships with your peers: people under you have to respect you and want you to be their leader
- Talk to your clients and make sure you are getting feedback directly on your performance
- Look for stretch assignments that have key results for the company
- Find projects that feed into the key performance objectives of your company that provide bottom line results
- Outline results you achieved for the company
- Get involved in activities outside of the workplace

Upward and Forward: Smart Career Moves to Propel Your Career Trajectory

Attendees were provided with practical advice and strategies on how to propel their careers.



Debra Langford
VP, Inclusion & Business Diversity
NBC Universal



Barbara L. Johnson
Partner
Paul, Hastings, Janofsky & Walker LLP



Natasha Price
Associate General Counsel
Avnet, Inc.



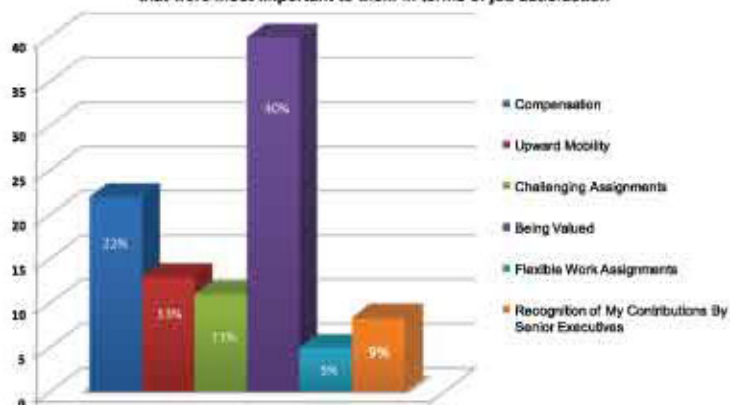
Adrienne B. Pitts
Partner
Sidley Austin LLP



Moanica Caston
VP & General Counsel
Southern Nuclear Operating Company

Job Satisfaction Survey Results

During live audience testing, women of color attorneys ranked factors that were most important to them in terms of job satisfaction



UPWARD MOBILITY

- Be willing to perform the tasks necessary to ascend to the next level
- Be prepared to confront and work through organizational barriers
- Create your own opportunities within your company
- Catalyst Study: Women of color who left their company to receive a promotion earned approximately **30% more** than those who remained with their employer and were promoted
- Your next move may not be lateral or forward within your organization; it may be external at another company

BEING VALUED

- Most women have the need to be "valued"
- Most men do not look to be valued like women do
- If being valued to you means being validated by others for hard work or seeking approval from others, you may be setting yourself up for failure
- Do not wait for that person at work to tell you that you are "wonderful" – that is not value
- True value is defined in terms of a measurable goal versus how someone makes you feel
- High Effort and Low Reward Model* – working harder than anyone else; what rewards are you expecting?; how do you measure those rewards?

RECOGNITION BY SENIOR EXECUTIVES

- Seek and take high-profile assignments
- Take on a project that fills a void in the corporation
- Get on the radar screen of senior executives
- Build strategic relationships with C-Suite executives

FLEXIBLE WORK ASSIGNMENTS

- Flexible Work Assignments: flex-time; flex-place; part-time; job sharing
- Make sure you are established before asking for a flexible work assignment
- Flexible work assignments have to work for the company or it will not be a possibility
- Figure out what the goal is for your flexible work assignment

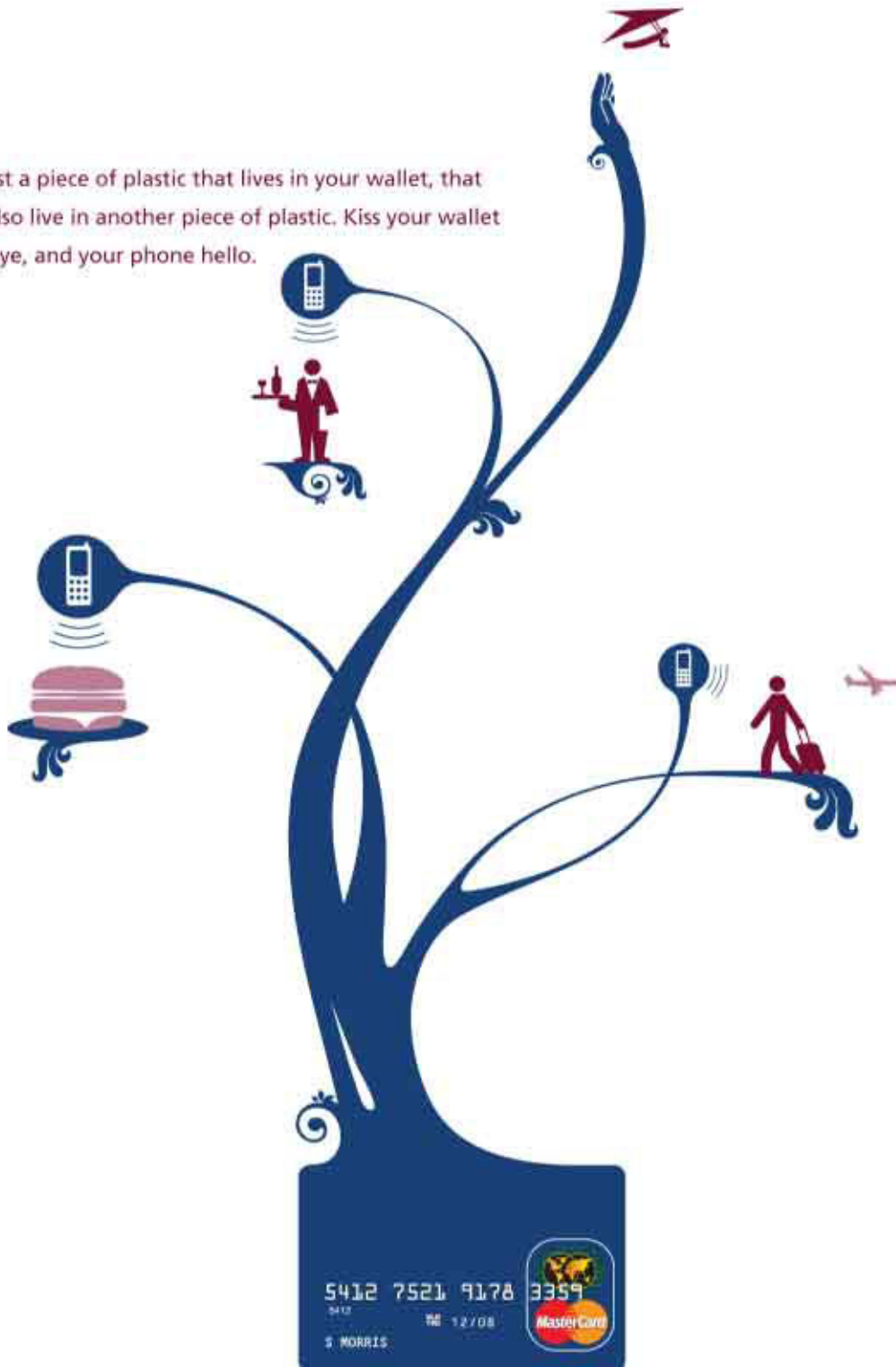
CHALLENGING ASSIGNMENTS

- Be assertive
- Be a go-to lawyer
- Consistently do good work
- Bring your "A" game to each task
- Ask for the challenging work assignments
- Know the culture of your company: will your boss or supervisor be open to your asking for a stretch project?

THE IMPORTANCE OF COMPENSATION

- Define what compensation means to you (e.g., salary + stock + bonus + training + growth opportunities)
- Compensation is an important part of being valued
- Do not minimize your worth
- Compensation is an indication of power
- Compensation is a recognition of the one who has the power
- Power gets you in the room and at the table
- Ask Caucasian males whom you trust what they are paid to gauge where you stand on the compensation totem pole
- Let the company know your expectations regarding compensation
- Don't be afraid to ask for pay commensurate with your work and what your counterparts are making
- Tie requests for compensation to goals you have achieved
- Tie requests for compensation to ways that you helped to impact the company's bottom line

It's just a piece of plastic that lives in your wallet, that can also live in another piece of plastic. Kiss your wallet bye-bye, and your phone hello.



Phone, key fob, watch, you name it, we can put a chip in it to pay for whatever you want to buy. We consistently think of new ways to make transactions quicker and easier, and design products that drive value for our cardholders, customers and merchants. This allows everyone to transact where and how they like. It's this innovative thinking that lets you tap and pay with MasterCard® PayPass™. It almost makes you feel sorry for wallets.

HIGHLIGHTS - FEATURED SPEAKERS



Judge Penny Brown Reynolds
Emmy-Nominated *Family Court with Judge Penny*

YES, YOU CAN!: OVERCOMING THE ODDS TO MAXIMIZE YOUR FULL POTENTIAL

- DO A SELF EVALUATION OF WHAT YOU WANT
- PUT YOURSELF FIRST
- VALUE YOU
- FACE YOUR FEARS
- BE WILLING TO TAKE A RISK
- LIVE YOUR LIFE EACH DAY
- ENJOY THE RIDE
- BELIEVE IN YOURSELF

FINANCIAL MANAGEMENT: 6 GOALS TO BUILD WEALTH

1. CREATE A CASH RESERVE OF AT LEAST 6 MONTHS' WORTH OF EXPENSES
2. OWN YOUR RETIREMENT
3. INCREASE YOUR TAX-FREE INCOME
4. REDUCE DEBT TO INCREASE YOUR NET WORTH AND FINANCIAL FLEXIBILITY
5. TRANSFER WEALTH EFFICIENTLY
6. LEAVE A LEGACY



Kharmia Delemos Powell
Senior Financial Advisor
Merrill Lynch



Chef Jeff Henderson
Star Chef and *New York Times* Best-Selling Author

TAP INTO YOUR PASSIONS TO BIRTH YOUR DREAMS

- FIND YOUR PURPOSE
- YOUR PASSION CAN BE BIRTHED OUT OF UNUSUAL CIRCUMSTANCES
- SMILE NO MATTER WHAT YOUR CIRCUMSTANCES
- SACRIFICE FOR WHAT YOU WANT OUT OF LIFE
- BUILD STRATEGIC RELATIONSHIPS
- STAY THREE STEPS AHEAD OF THE COMPETITION
- STRATEGIZE TO BREAK THE GLASS CEILING
- SURROUND YOURSELF WITH THE RIGHT PEOPLE

Get a Little Closer—Building Alliances to Be a More Effective Business Partner With Your In-House Clients

Attendees learned strategies on how to be effective business partners to their in-house clients.



Ndenisarya Bregasi
Partner
K&L Gates LLP



Cari Dawson
Partner
Alston + Bird LLP



Gail Sharps Myers
Vice President, Business Law Group
U.S. Foodservice



Meredith Mays
General Attorney
AT&T



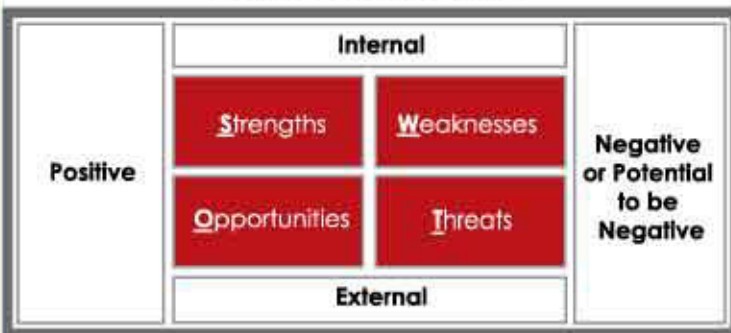
Phyllis James
Senior Vice President & Senior Counsel
MGM Mirage

UNDERSTAND WHO YOUR CLIENT IS AND ITS TRUE BUSINESS NEEDS AND OBJECTIVES

- Identify your client (parent, subsidiary, office of the general counsel, division, multiple divisions, etc.)
- Navigate the multiple layers of clients in the business unit you serve
- Identify the players in the business unit you serve and build consensus
- Understand organizational politics
- Utilize emotional intelligence
- Talk to your client
- Learn the language of business and of "your" business

UNDERSTAND THE DAY-TO- DAY DRIVERS OF THE BUSINESS

S.W.O.T. Analysis



Using the S.W.O.T Analysis:

- Know your industry and trends in it
- Know the factors that drive the demand for what your company provides
- Know what your competitors are doing
- Read information about your company and competitors
- Gather information one-on-one from the business unit
- Participate in industry roundtables
- Learn the short, mid and long-term goals of your business client and company as a whole
- Participate in projects related to the roll-out of new products, services and offerings

BECOME PART OF THE BUSINESS TEAM

- Build consensus
- Manage the process of decision-making
- Manage different business personalities
- Be impartial and objective
- Know what the team wants to accomplish (versus the individual)
- Maintain confidences

MANAGE LEGAL RISKS

- Track regulations and legislation
- Build relationships with regulators in your industry
- Develop compliance programs and plans (e.g., data security, privacy, document production protocol)

PROVIDE VALUE-ADDED SERVICES

- Prepare "Lessons Learned" debriefing papers after a litigation project or deal ends
- Conduct CLEs tailored to the business units
- Utilize technology: extranets and intranets
- Provide secondments

UNDERSTANDING THE NUTS AND BOLTS OF A FINANCIAL STATEMENT

- **Balance Sheet:** Snapshot of the financial position of a company at a point in time

$$\text{Assets} = \text{Liabilities} + \text{Owners' Equity}$$

- **Income Statement:** Shows the profitability of a company during the time period being reported

$$\text{Net Income} = \text{Revenue} - \text{Expenses}$$

- **Cash Flow Statement:** Information about a company's sources and uses of cash from three activities:

- ➔ Operating Activities
- ➔ Investing Activities
- ➔ Financing Activities

Step-By-Step Best Practices In-House Legal Departments Can Utilize To Move Diversity Forward

In-house and law firm attorneys shared best practices, lessons learned, and effective tools that corporate legal departments and law firms can utilize to move diversity forward.



Jeffrey Lewis
General Attorney &
Associate General Counsel
AT&T



Patricia Cannon
VP, Television
Legal Affairs
NBC Universal



Tyree P. Jones, Jr.
Partner
Reed Smith LLP



Paul W. Sweeney, Jr.
Partner
K&L Gates LLP



Lisa J. Tanzl
VP & Deputy General Counsel
Microsoft Corporation



Angela Washington
VP & General Counsel
Real Estate
Wal-Mart Stores, Inc.

UPDATE TO THE "CALL TO ACTION": THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCD)

The newly created LCD will:

- Energize the "Call to Action" for diversity in the legal profession
- Facilitate high-level engagement at the general counsel and managing partner level
- Develop strategies for law firms and corporate law departments to promote diversity and inclusion
- Incentivize corporate law departments and law firms to enhance recruitment, retention and advancement in the profession
- Develop metrics to measure success
- Promote accountability

STEP 1: PUT THE TOPIC OF DIVERSITY ON THE TABLE AND GET SUPPORT FROM THE TOP

- Get support from the top
- Explain how diversity is important to the legal department and helps to support the corporation's bottom line
- Tie the legal department's diversity plan to the corporate diversity plan
- Present a diversity plan to the general counsel with specifics on diversity goals

STEP 2: FORM A LEGAL DEPARTMENT TEAM TO GOVERN AND ASSESS DIVERSITY

- Create a plan and put the plan into action
- Create an internal committee of diverse lawyers consisting of all backgrounds and beliefs
- Engage and include white males in the diversity efforts of the corporate legal department
- The diversity committee should share the workload
- Develop strategies on what is expected from outside law firms

STEP 3: COMMUNICATE THE LAW DEPARTMENT'S COMMITMENT TO INSIDE AND OUTSIDE COUNSEL

- Issue the law department mission statement to all members of the legal team
- Utilize direct communications by the general counsel via email and internal roundtable discussions with diverse lawyers
- Have senior lawyers and their teams communicate the goals at department meetings
- Provide regular communications with law firm partners regarding goals and implementation

STEP 4: MEASUREMENT: TOOLS & BENCHMARKS TO ASSESS TRUE PERFORMANCE

- Develop a diversity scorecard
- Work with relationship partners
- Review monthly legal bills to ensure that diverse lawyers are working on your matters and performing substantive work
- Use an E-billing system to generate reports on the legal spend generated by diverse lawyers

STEP 5: ACCOUNTABILITY

- Utilize measurable goals
- Reward corporate executives and law firms who increase diversity
- Assess and update goals as needed to maintain forward momentum

STEP 6: PROVIDE FEEDBACK TO OUTSIDE COUNSEL ON THEIR PERFORMANCE

- Communicate the corporation's commitment to diversity
- Communicate and provide feedback to firms through letters or telephone calls that the company is monitoring diversity metrics/results
- Advise law firms on how their diversity metrics compare with other firms that provide service to your corporation

Health & Balance: The Importance of Putting "You" First

Attendees learned strategies for minimizing stress levels for healthier living. Attendees were encouraged to take time out of their lives to replenish themselves.



Eve Wright
VP and Associate General Counsel
Miami Heat &
American Airlines Arena



Cynthia Bookhart Adams
Executive Director
Early Dispute Resolution
Morgan Stanley Smith Barney



Judge Lynda Van Davis
Criminal Court
New Orleans



Mei-lan Stark
SVP, Intellectual Property
Fox Legal Group



Yolanda W. Rabun
Counsel
IBM

SIGNS OF EXCESSIVE STRESS

- Physical and mental ailments
- Strain on relationships
- Using drugs or alcohol to cope
- Weight gain/loss
- Problems sleeping
- Exhaustion

EXAMINE AND ASSESS THE AREAS OF YOUR LIFE

- Understand your life purpose and apply it to your work and career goals
- Do not compare yourself to others
- Take charge of "you" for you. Take care of your:
 - ➔ Physical and Emotional Health
 - ➔ Finances
 - ➔ Appearance
- Take time to nurture your spirituality and become aware of your wisdom
- Be thankful for relationships (e.g., family, friends, co-workers, assistants, etc.) and another day
- Keep the 80/20 rule in perspective

TAKE CARE OF YOU

- Get enough sleep
- Eat right
- Work out
- Get your regular check ups
- Make time for hobbies

POUR INTO YOU

- Pamper yourself
- Take time to do things that you want to do
- Take lessons in a new sport or hobby
- Utilize various avenues to relieve stress (i.e., retreat, spa, massage, dancing, movie, etc.)
- Pick up a good book – it will take you away from your reality, if only for a moment
- Remember: one pair of shoes changed Cinderella's life, so treat yourself to something nice if it will make you happy

MANAGING STRESS

- Rethink your mindset as stress being a price to pay for success
- Carve out "you" time and breathe
- Realize it is only a job; do not let one job drive you over the edge. You can always find a new one
- Do not distress over possible failure
- Manage your own expectations; you do not have to be a perfectionist
- You do not have to be "Super Woman"
- Lighten up; do not be so hard on yourself
- Conquer fatigue
- Avoid soda, alcohol and smoking

TIME MANAGEMENT

- Get control of your schedule
- Ask for help
- Delegate and give deadlines
- Block out time on your calendar each week
- Stay organized with "To Do" lists
- Control what you can control and let go of the rest

GET HELP FOR EXCESSIVE STRESS AND DEPRESSION

- Don't hold it in; get it off your chest by talking to someone
- Ask others to help you
- Have a complete medical evaluation
- Utilize your company's employee assistance program
- Reach out to your insurance provider
- Seek help (doctor, therapist, medication)

GAIN AND ENJOY LIFE

- Understand that you deserve a balanced life and make it happen with small steps each day
- The world will not crumble around you if you exercise for 30 minutes, eat healthier meals, and get 8 hours of sleep a night
- Take breaks during the workday (leave the office for 30 minutes)
- Take your vacation time
- Plan a trip once a month (be it on the weekends) to just get away

Pipeline Development: Women of Color and Corporate Boards

Attendees learned critical aspects of being effective board members and gained knowledge of the needed skill-sets required to serve on profit and non-profit boards.



Dionysia Johnson-Massie
Board of Directors and Shareholder
Littler Mendelson, P.C.



Linda K. Bolliger
Founder
Chair & CVO
Boardroom Bound



Linda Griego
Board of Directors
CBS Corporation

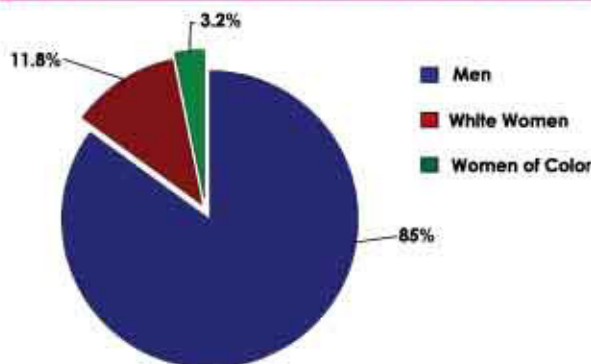


Brenda B. Spriggs, MD
Board of Directors
OneCalifornia Bank, FSB



Beverly Daniel Tatum, Ph.D.
President
Spelman College

2008 STATISTICS: COMPOSITE OF FORTUNE 500 CORPORATE BOARDS



Source: 2008 Catalyst Census of Women Board of Directors of Fortune 500 Companies

ATTRIBUTABLE BARRIERS TO ACCESS FOR WOMEN OF COLOR

- Lack of board service
- Lack of executive-level service at a Fortune 500 level (CEO)
- Lack of bottom line experience
- Lack of networks
- Lack of mentors
- Gender barriers
- Racial barriers

BUILD THE RIGHT SKILLS TO GAIN ACCESS

- Go run a division
- Impact the company's revenue
- Gain profit and loss experience
- Possess industry or transferable knowledge
- Start your own company
- Serve on the board of your own company
- Take on leadership roles
- Build a good reputation: You are your best currency
- Understand business
- Learn how to read a balance sheet and profit and loss statement

STRATEGIES FOR BEING TAPPED TO SERVE ON CORPORATE BOARDS

- Raise your profile and visibility
- Network
- Articulate an interest
- Perform leadership tasks
- Keep track of your record of accomplishments
- Exhibit critical leadership characteristics (i.e., be a team player and have a reputation for "rolling up your sleeves")
- Understand board leadership and fiduciary responsibilities

"PACKAGING" YOUR SKILLS FOR BOARD SELECTION

- Be prepared
- Do your homework
- Read annual reports of the company (at least two years)
- Titles do matter: CEO and President carry more weight on your resume

BUILD THE PIPELINE: STRATEGIES FOR CORPORATIONS TO TAKE TO INCREASE DIVERSITY AT THE BOARD LEVEL

- Succession planning
- Mentoring
- Leadership development
- Train women of color in profit and loss

MORAL AND CIVIC OBLIGATIONS OF WOMEN OF COLOR WHO SERVE ON BOARDS

- Be a voice for change and for promoting diversity within the corporation
- Serve on committees that matter such as the nominating, compensation and governance committees
- Understand relevant laws (Sarbanes-Oxley and the Lilly Ledbetter Fair Pay Act), compliance, regulatory issues and risk management

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Source: 2008 Zagat U.S. Airline Survey

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*“The more diverse we are,
the more successful we are.”*

- Seth Zachary, Chair of Paul Hastings

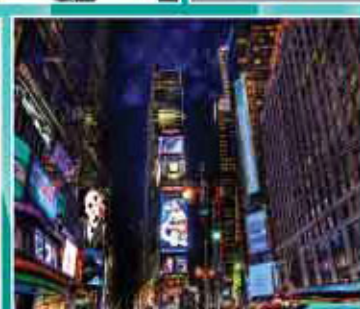
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