

CCWC® Pulls Off Another Stellar Career Strategies Conference



Keynote Speaker and Honoree
Paula E. Boggs
General Counsel
Starbucks Coffee Company 2



Speaker and Moderator
Geraldine A. Ferraro
Blank Rome LLP and
The Global Consulting Group 2

Exciting Highlights of the CCWC® Third Annual Career Strategies Conference™ Inside

Career Strategies

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- 9 Live Life to the Fullest

Continuing Legal Education

- 9 Ethics for In-House Counsel

Event



Multi-Platinum Recording Artist
Brian McKnight 2

And more . . .



CORPORATE COUNSEL
WOMEN OF COLOR™

Diversity



Top-of-Mind for Over 600 Legal Executives at the CCWC® Third Annual Career Strategies Conference

CCWC® and California Lawyers Successfully Rally To Defeat the Release of Minority Bar Applicant Data

News Flash

CCWC® Surpasses 2,000 Members

CCWC® recently surpassed the 2,000 member mark. The organization's members, who are women attorneys of color, work primarily for Fortune 1000 and Forbes 2000 legal departments in the United States and abroad. CCWC®, which was founded in 2004, is a 501(c) 3 not-for-profit organization designed to foster diversity in the legal profession.

In November 2007, CCWC® and California lawyers successfully rallied to defeat researchers' requests to obtain certain bar applicant data from the California State Bar Committee of Bar Examiners related to race, ethnicity, gender, bar passage numerical scores (that the bar applicants themselves never receive because the California bar is a pass/fail test), law school grades, undergraduate grades, LSAT scores, and other data for test years 1997-2005. Researchers sought the information in an effort to support the half-baked theory that efforts to diversify elite law schools are a disservice to minority students who allegedly perform at low levels in those schools, on bar exams, and in their legal careers at law firms. Special thanks to the following organizations for their leadership on this issue: Black Women Lawyers Association of Los Angeles, Inc., Los Angeles Black Partners Group, Bay Area Black Partners Group, National Bar Association, Corporate Counsel Women of Color™, California Association of Black Lawyers, John M. Langston Bar Association, Earl B. Gilliam Bar Association, Charles Houston Bar Association, California Women Lawyers, and Multicultural Bar Alliance. Many of the California lawyers expressed gratitude to CCWC® because they learned of the researchers' activities (one of whom is a UCLA School of Law professor) only when the students reported the situation to them at CCWC®'s "My Life As a Lawyer" program at UCLA School of Law.

Thank You Sponsors

Corporate Counsel Women of Color™ Proudly Acknowledges
and Thanks Its Diamond, Gold, and Silver Sponsors of the
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In-Kind Sponsors: Amtrak, Ebony Design, Fairweather Faces, and Kendall-Jackson Wine Estates

Save the Date

Corporate Counsel Women of Color™
4th Annual Career Strategies Conference

the

BEVERLY HILTON®

October 1-3, 2008 ■ The Beverly Hilton ■ Beverly Hills, CA



Founder & CEO
Corporate Counsel Women of Color™

Reflections

Fostering Diversity In the Legal Profession

The Corporate Counsel Women of Color™ (CCWC) Third Annual Career Strategies Conference was filled with straight-forward, succinct, and strategic information. This year's sold out conference brought together over 600 legal executives from around the globe and notably had a waiting list of over 200 lawyers.

Many have asked how CCWC® is able to pull together such a variety of talented and credentialed legal executives each year. It truly is an awesome sight to see so many women of color who have achieved great heights in their careers and personal lives. Even more inspiring is the fact that this high-powered group supports one another's growth and development and is more than willing to network, share best practices, and collaborate on strategies for success. The experience of being in the midst of such exceptional individuals empowers and encourages each to bring on her "A" game. The successful leadership of so many diverse attorneys in corporate America goes a long way in dispelling the myths that need not be repeated.

The Third Annual Conference focused on fostering diversity in the legal profession. When we think of diversity today, it is truly top-of-mind. The conference made it clear that making diversity real requires much more than lip service or solely having a diversity link on the home page of a web site. It requires walking the walk and fostering an environment that is inclusive. As we continue to move forward, we must all take active steps to effectuate change within our companies and communities. Our ever-changing society, client base, and marketplace demand nothing less than full implementation.

CCWC® once again gives immense thanks and appreciation to all of its conference sponsors, friends, supporters, and members for contributing to the organization's mission. This support continues to make our profession stronger and CCWC®'s many visions a reality.

Laurie N. Robinson

New York City - A sold out crowd of over 600 lawyers of color from the United States and abroad convened at the Hilton New York on October 3-5, 2007. The conference theme, "Fostering Diversity in the Legal Profession," focused on ethics, diversity, executive search strategies, managing business drivers, issues of Election 2008, financial wellness, and overcoming fear to live life to the fullest.

Luncheon speaker Paula E. Boggs, executive vice president, general counsel, and secretary of Starbucks Coffee Company, received the CCWC® Diamond Award of Excellence.



Paula E. Boggs

Recording artist Brian McKnight captured the audience with selections from his multi-platinum recordings. Lisa E. Davis, entertainment partner, Frankfurt Kurnit Klein & Selz, gave an interactive continuing legal education presentation, "Ethics for In-House Counsel." Speaker and moderator Geraldine A. Ferraro shared ideas about the empowerment of women of color for Election 2008. For the first time, the conference continued on Friday with a presentation by motivational speaker and life coach Valorie Burton and a financial wellness seminar presented by Dr. Boyce Watkins of Syracuse University.



Geraldine A. Ferraro

Brian McKnight

Other topics covered at the conference included *Executive Search Strategies: Becoming the "Hunted"*, *Diversity and the Legal Profession*, *Course 101: Managing Business Drivers*, and *Election 2008: The Power of Women of Color*.

Networking and social interactions occurred at pre and post conference activities sponsored by Verizon and Verizon Wireless, K&L Gates, New York Life Insurance Company, Littler Mendelson, P.C., BP America Inc., and Huron Consulting Group. The conference attendees enjoyed a shopping spree, hosted by Macy's and Bloomingdale's. The group ended the conference by attending the Broadway production, *Wicked*, followed by a post-theatre party at the Palm Restaurant in midtown Manhattan.

CCWC® and conference goers are revved up and excited about attending the Fourth Annual Career Strategies Conference. See you October 1-3, 2008 in Beverly Hills at the Beverly Hilton!!

MARK YOUR CALENDARS

the
BEVERLY HILTON®



HOLLYWOOD



**CCWC® 4TH ANNUAL
CAREER STRATEGIES CONFERENCE™
OCTOBER 1-3, 2008
THE BEVERLY HILTON
BEVERLY HILLS, CA**



Kick-Off Power Networking Reception



Diamond Sponsor and Verizon Wireless lawyers **Monica Azare** (SVP, Public Policy and External Affairs) and **Lolita Forbes** (Senior Attorney, Regulatory Matters) discuss Verizon's diversity initiatives in workforce development and with legal service providers



Diamond Sponsor and legal team members of Verizon Telcom, Verizon Wireless, and Verizon Business celebrate diversity during the Kick-Off Power Networking Reception at the Hilton New York



Malika Hinkson (VP and Senior Counsel, National Financial Partnership Corporate) and **Shawn White** (VP, Corporate Counsel, Prudential Financial Inc.)



Harold Henderson (EVP-Labor Relations and Chairman-NFL Management Council, National Football League) and **Laurie N. Robinson** (CEO, CCWC® and VP and Assistant General Counsel, CBS Corporation)



Sherry Williams (VP and Corporate Secretary, Halliburton Company), **McCray Pettway** (Manager Employment, B.J.'s Wholesale Club, Inc.) and **Ndenisarya Meekins** (Diamond Sponsor, K&L Gates)



Teresa Sebastian (Senior VP and General Counsel, Information Resources, Inc.), **Reginald Turner** (former President, National Bar Association and Partner, Clark Hill, PLC) and **Angelique Strong Marks** (VP and General Counsel, Handelman Company)



American Express lawyers **Nuria Flores** (Legal Manager) and **Anjil G. Pero** (Senior Counsel)



Hilton Grand Vacations lawyers **Michelle Tomlinson Williams** (Senior Director and Counsel) and **Angela L. Ward** (Senior Director and Counsel) with friends



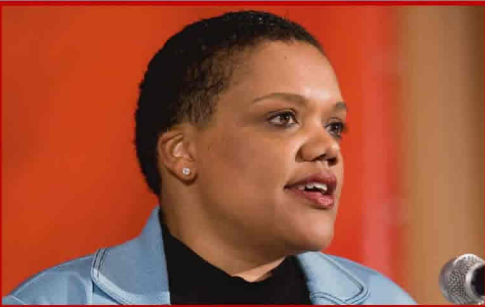
Wal-Mart Stores, Inc. lawyers **Yoon H. Chang** (Associate General Counsel) and **Malika Reed** (Assistant General Counsel)



Moderator **Debra Langford** (Executive Director, Strategic Sourcing Worldwide Recruitment and Executive Search, Time Warner)



Felix Lopez, Jr. (Senior Associate, Korn/Ferry International)



Sharon Hall (Managing Director-Atlanta Office, Spencer Stuart)



Karen Lam (Principal Consultant, Compass International)

Career Strategies

Executive Recruiters Hunt Candidates Who Have Demonstrated

- Leadership
- Career progression and advancement
- The perception of being a savvy solution-driven business partner to senior management
- Job stability (5-7 years on one job)
- Quantifiable success in past and current positions

Information to Include On Your Resume

- Diversity identifier
- Job responsibilities
- Dates of employment and education
- Accomplishments and deliverables

Prepare a Sixty-Second Elevator Speech That Tells the Recruiter

- Who you are
- Where you are
- Where you have been
- Where you want to go
- Why you called

Ask the Recruiter About the Job

- Duties
- Reporting structure
- Progression of the job
- Range of the position

Understand Your Brand

- Ruler
- Sage
- Warrior

Leverage Your Brand

- Know yourself
- Be yourself
- Seek to work for an organization or company that fits your brand

Raise Your Profile

- Network
- Attend conferences
- Write articles
- Speak at conferences

Compensation

- Invest in your career
- Know your market worth
- Access your full market worth
- Take risks
- Seek internal and external opportunities that will enable you to maximize your market worth

Determine Your Market Worth: Sources

- Salary surveys
- Recruiters
- Colleagues within your industry

Executive

Search

Strategies:

Becoming

the

"Hunted"

Summary

Executive Search Strategies: Becoming the "Hunted" Provided Strategies On How To Effectively Brand Oneself And Make Oneself Highly Sought After By Top Executive Search Firms and Attractive to Employers

Diversity and the Legal Profession & Diversity: Best Practices

Summary

Attendees Learned From
Legal Executives
Implementation
Strategies and Best
Practices for Fostering
Diversity In the Legal
Profession



Sharon E. Jones
(President, Jones
Diversity Group, LLC)



James Potter (General
Counsel & Secretary,
Del Monte Foods)



Alfreda Bradley-Coar
(General Counsel, GE
Healthcare Diagnostic
Imaging)



Barbara L. Johnson
(Partner, Paul Hastings)



Stephanie Phillipps
(Partner, Arnold & Porter
LLP)



**Dionysia Johnson-
Massie** (Partner,
Littler Mendelson, P.C.)



Carol Cespedes
(Assistant General
Counsel, New York Life
Insurance)



Deborah J. Broyles
(Partner, Thelen Reid
Brown Raysman &
Steiner LLP)

Career Strategies

Call to Action - Update

- Over 100 general counsels and chief legal officers have signed onto the *Call to Action*
- Signatories will select outside counsel based in significant part on the diversity performance of the law firm
- A standardized electronic diversity survey will be made available to corporate counsel to use for law firms
- Signatories will hold a summit in April 2008 with the managing partners of law firms to discuss diversity implementation
- Ask your chief legal officer to sign onto the *Call to Action*

The ABA's Report: *Visible Invisibility—Women of Color in Law Firms: Addressing Attrition*

- Put mechanisms in place to promote the training and development of law firm associates
- Demand accountability from outside counsel
- Develop a closer working relationship with diverse partners
- Monitor how cases are being staffed
- Assess how many diverse lawyers are working on your matters
- Monitor the work assignments and billable hours of law firm associates
- Contribute to developing subject matter expertise in law firm associates

Strategies for Navigating Beyond the Perception that Diverse Lawyers Are Less Qualified

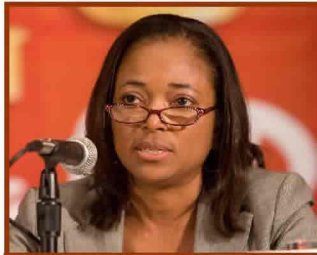
- Own your own career development
- Own your environment
- Take risks
- Know your business inside and out
- Take on hard projects that stretch you and enable you to grow and develop
- Seek mentors within your company that are truly invested in you
- Trust your intuitive self

Diversity: Best Practices

- Spearhead oversight of outside counsel
- Share with outside counsel the importance of diversity to your company
- Work with outside counsel to develop diverse legal teams
- Create and participate in affinity groups
- Leave no law firm associate behind
- Diverse law firm partners can serve as a resource of information to the firm's managing partner on issues relating to recruitment, retention, and advancement of associates
- Diverse law firm partners should provide oversight during the performance evaluation process of law firm associates to ensure impartiality by the firm
- Contribute to building the pipeline



Paul W. Sweeney, Jr. (Partner, K&L Gates)



Teresa Sebastian (General Counsel, Information Resources, Inc.)



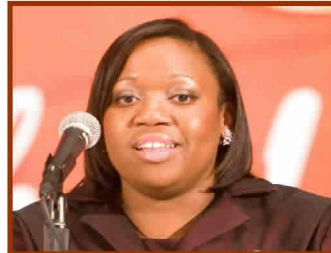
George Cheeks (General Counsel, MTV Networks)



Phiderika Foust (Senior VP, Scripps Networks)



Max L. Siegel (President Global Operations, Dale Earnhardt Inc.)



Sandra Sanders (Assistant General Counsel, AOL LLC)

Career Strategies

What Drives Your Company's Business

- Be knowledgeable about your company's products and services
- Understand the industry
- Know your company's position in the industry
- Stay versed on the changing trends in the industry
- Know what your competitors are doing
- Understand the core principles of how the business works
- Spend time meeting with your business clients to understand their needs
- Understand what driver is behind every decision made by your business clients
- Provide advice as it relates both to legal and business issues
- Learn how the business deals get done
- Be a strategic partner to your business clients
- Help your business partners get their deals done

How to Manage Your Career During Changing Times - Mergers, Coups, Downsizing, and Upsizing

- Network
- Keep your skills up-to-date
- Understand the dynamics of change and do not resist it
- Increase your visibility
- Deliver results and be indispensable

Add Value to the Company's Business Drivers

- Provide subject matter expertise to executives who do not possess that knowledge
- Regularly assess where the strengths and weaknesses are in your company
- Be the one to fill the void in your company - from a legal and business perspective
- Earn your seat at the business table each and every day
- Never rest on your laurels
- Be creative in the counsel you provide
- Understand issues relating to Sarbanes-Oxley
- Understand the psychology of the executives you work with
- Understand the politics of your company and navigate through them to deliver results

Learn the Business and Industry

- Read trade publications, magazines, and newspapers
- Attend trade shows, seminars, and conferences
- Take business courses
- Take executive leadership courses
- Meet with business leaders and gain insight from them on what is important

Course

101:

Managing

Business

Drivers

Summary

Course 101: Managing Business Drivers Provided Strategies On How to Contribute to the Success of the Company's Business Drivers and How to Manage One's Career During Changing Times In the Marketplace

Election

2008:

The Power of Women of Color

Summary

Election 2008: The Power of Women of Color Discussed the Power of Women of Color In the 2008 Election and the Important Role They Will Play In Determining Our Leaders and Shaping Policies In America



Geraldine A. Ferraro's (Blank Rome LLP and The Global Consultant Group) historic candidacy forever reshaped the American political and social landscape. Ferraro shared with attendees the '84 campaign and what it was like to be the first woman to run on a major party ticket for vice president



Cheryl Parker Rose (Director of Intergovernmental Affairs, Office of Congresswoman and House Speaker Nancy Pelosi) and **Fredericka L.M. McGee** (General Counsel to California State Assembly Speaker Fabian Núñez)



Commissioner Patricia Gatling (New York City Commission on Human Rights)

Career Strategies

Impact Change in the 2008 Election

- Get in the game
- Go to town hall meetings and help shape issues important to you and your community at the early stages
- Actively follow the issues and the candidates' positions on them
- Choose a party and candidates whose positions and policies matter most to you
- Encourage others to register to vote
- Sign up to be a lawyer on election day
- Help to facilitate impartiality and accountability by helping to monitor precincts in your community on election day
- Become active with the League of Women Voters
- Run for office

Learn About the Candidate's Commitment to Diversity

- Ask candidates what policies they have implemented to positively impact communities of color
- Ask candidates about the composition of their current staff
- Ask candidates about what the composition of their staff will be if they win

Get Involved in the Process

- Pursue political appointments
- Pursue judicial appointments
- Work on a campaign
- Invest in and get involved with community based organizations
- Get involved with your company's corporate giving department, PACs, and governmental affairs department

Form and Utilize PACs to Engage Candidates

- Use PACs to pull collective power
- Contact and interview candidates
- Ask specific questions about candidates' stances on the issues
- Have expectations of those candidates before making a choice or writing a check to their campaign

Changes That May Impact Votes In the 2008 Election

- Change in the primary calendar
- New voting machines may be hard to use without adequate instructions
- Photo identification requirements (e.g., driver's license) in some states may impact older voters and people of color

Lisa E. Davis
Partner
Frankfurt Kurnit Klein & Selz, PC



Continuing Legal Education
Ethics for
In-House Counsel

Conflicts of Interest Issues

- "Corporate family" analysis
- Waivability of conflicts
- Conflicts with former clients
- Ethical "screens"

Corporate Internal Investigations

- The organization as the client
- Advising individual employees
- Ownership of the attorney-client privilege
- Duty to "report up"
- "Corporate Miranda Warnings"

Valorie Burton
Motivational Speaker &
Life Coach



Friday Morning Presentation
"Live Life To
the Fullest"

Step Into Your P.U.R.P.O.S.E.

- **P**icture your potential
- **U**se your failure as a learning tool and move forward
- **R**eplace doubt with truth
- **P**amper yourself
- **O**ne step at a time is all it takes
- **S**erve - Ask yourself: How is someone's life better because he or she has crossed my path?
- **E**njoy your life and the journey

Boyce Watkins, Ph.D.
Finance Professor
Syracuse University



Friday Morning Presentation
"Financial
Wellness"

Strategies for Achieving Financial Wellness

- Do not buy more house than you can afford
- Do not save money as if it was a last resort; make it a priority
- Save 10% or more of your net income
- Have more than one stream of income
- Find additional streams of income to add to your full-time paycheck (e.g., speaking engagements, consulting work, books, teaching)
- Be a long-term investor in the stock market
- Purchase a home and invest in other forms of ownership
- Understand the importance of living a wealthy life - do not allow money to destroy the assets in your life that have true value (e.g., friends, family, loved-ones, etc.)



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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Post-Conference Celebration at Brasserie 8 1/2



Geraldine A. Ferraro (center) with BP America Inc.'s legal team **Karl Connor** (Government Affairs Director), **Sheila M. D'Cruz** (Senior Attorney), **Crystal E. Ashby** (Managing Attorney), and **Jacqueline Tate-Mathis** (Attorney)



Michelle Levister (Senior Attorney, Arbitron Inc.), **Tarra DeShield-Minnis** (Ass. U.S. Attorney), **Laura Anderson Wright** (University Counsel, University of Maryland College Park), **Gina L. Simms** (Ass. U.S. Attorney), and **Nadira Clark** (Associate, Beveridge & Diamond P.C.)



Belmonte Cleo (Senior Counsel, Ass. Secretary, Hughes Network Systems, LLC), **Karen A. Ross** (Associate, Davis, Wright, and Tremaine LLP), **Paula E. Boggs** (General Counsel, Starbucks Coffee Company), and **Maurita Coley** (Partner, Davis Wright & Tremaine LLP)



Lisa E. Davis (Partner, Frankfurt Kurnit Klein & Selz), **Edward Lewis** (Chairman and Founder, Essence Communications Inc.), and **Laurie N. Robinson** (CEO, CCWC® and VP and Assistant General Counsel, CBS Corporation)



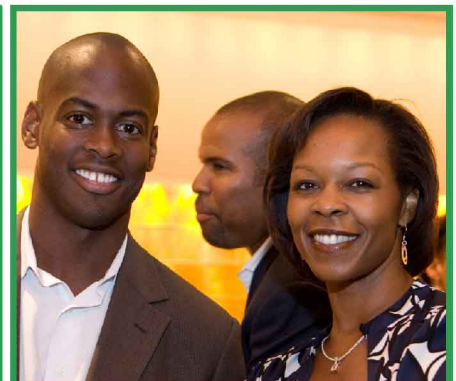
Yvette Chang (Counsel, Mercedes-Benz USA) and **Yolanda Rabun** (Counsel, IBM)



Geraldine A. Ferraro with CCWC® friends



Debra Hunter Johnson (Director, Law and Human Resources, Reciprocity Restaurant Group, LLC) and **Donise Brown** (Director, Corporate Counsel, Starbucks Coffee Company)



Jamaal Lesane (Associate Counsel, Home Box Office) and **Alyssa Harvey** (Attorney, eBay)

Experience diversity

DICKSTEINSHAPIROLLP

**#1 for Overall Diversity,
Vault Top 100 Law Firms, 2008 edition**

**2007 Best Law Firms for Women,
Working Mother magazine**

**Top 100 Law Firms for Diversity,
2006 & 2007 *MultiCultural Law* magazine**

**2006 Minority Corporate Counsel
Association's Thomas L. Sager Award,
Mid-Atlantic Region**

DICKSTEIN SHAPIRO LLP is committed to the advancement of women. The Firm is an industry leader in crafting cutting-edge solutions to issues of work-life balance, and as a result, attracts exceedingly talented female attorneys and fosters an environment that is consistently employee- and family-friendly. In 2006, Dickstein Shapiro's Chairman, Michael Nannes, received the Women's Bar Association of the District of Columbia's "Star of the Bar" award for his efforts to improve the professional lives of women attorneys by encouraging their development and retention. In addition, the Firm's Diversity/Pro Bono Counsel and all of its Chief Officers are women, as are the managing partners of its New York and Los Angeles offices. Dickstein Shapiro's female partners and leadership continue to champion women's issues in the legal marketplace through research, events, and media coverage.

Conference Photographs



Diamond Award Honoree, **Paula E. Boggs** (center) with Diamond Sponsor K&L Gate's diverse legal team from left to right: **Elizabeth Harris**, **Josefina Fernandez McEvoy**, **Paul W. Sweeney, Jr.**, **Ndenisarya Meekins**, **Willie E. Dennis**, and **Clothilde V. Hewlett**



Multi-Platinum Recording Artist **Brian McKnight** with **Laurie N. Robinson** (CEO, CCWC® and VP and Assistant General Counsel, CBS Corporation)



Sponsors **Carol Cespedes** (Assistant General Counsel, New York Life Insurance) and **Emilia Quesada** (Partner, Sanchez-Medina, Gonzalez & Quesada, LLP)



Wachovia Corporation lawyers **Lucrecia R. Moore** (VP, Manager, Legal Compliance & Risk), **Janice Tucker** (VP and Assistant General Counsel), and **Carmen Adams** (VP and Assistant General Counsel) with **Leticia M. Watson** (Associate General Counsel, Triad Guaranty Insurance Corporation)



Diamond Sponsors and Macy's lawyers **Geri Hernandez Geiler** (Counsel) and **Debra P. Coleman** (Operating, VP, Assistant General Counsel)



Wicked stars **C.J. Tyson** and **Sonshine Allen** join CCWC® at the post-conference celebration at the Palm Restaurant in midtown Manhattan



Veda Britt-Handy (VP and Deputy General Counsel, Rand McNally) with *Wicked* star **C.J. Tyson** and friend



CCWC® members arrive in bus loads at bloomingdales for Shopping Spree 2007



CCWC® members sample the hottest cosmetics at the makeup counter



Elated shoppers smile for the camera

the magic of Christmas



the magic of
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