

CCWC® Pulls Off Another Stellar Career Strategies Conference!

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CORPORATE COUNSEL
WOMEN OF COLOR



Bruce S. Gordon
Board of Directors
CBS Corporation



Ambassador
Carol Moseley Braun



Teri Plummer McClure
General Counsel
United Parcel Service

Highlights Inside CCWC® 4th Annual Career Strategies Conference

Career Strategies

- 6 General Counsel Roundtable:
Hot Topics and Trends in the Law
- 7 Strategies on How to Survive, Thrive,
Succeed and Deal As a Woman of Color
in the Workplace
- 8 10 Secrets to Discover Your Best Career Yet!
- 9 Unleashing the Leader in You
- 10 Maximizing M&A Opportunities to Drive
Growth to Your Company's Bottom Line
- 10 Decision 2008
- 11 State of the Union: An Update on
Diversity in Corporate America and
in the Legal Profession
- 13 Wealth Management
- 13 Health, Lifestyle & Work-Life Balance

Featured Speakers



Noah J. Hanft
General Counsel
MasterCard Worldwide



Arthur Chong
Chief Legal Officer
Safeco Corp.



Jerri DeVard
Former Executive
Verizon Communications



Jerry A. Bowers
Partner
K&L Gates LLP

Mike Phillips
Hidden Beach Records



575

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CCWC® is a 501(c) (3) organization of over 2,300 women attorneys of color 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.ccwomenofcolor.org



**Founder & CEO
Corporate Counsel Women of Color®**

"INSPIRATIONAL & EMPOWERING"

Two words sum up the K&L Gates LLP and the CCWC® Fourth Annual Career Strategies Conference: inspirational and empowering. The International Ballroom at the Beverly Hilton, which hosts the Golden Globe Awards, was filled to capacity with nearly 600 legal power brokers.

Back in New York City, going through enthusiastically positive feedback letters and emails, I reflected on why this conference is so unique, inspirational and in demand. I realize the answer is three-fold. First, the speakers, panelists and moderators come prepared to genuinely share their wealth of knowledge to aid in the growth and development of others. Second, our sponsors are committed to and believe in the substantive programming that we provide to the legal profession. Finally, our members, volunteers and planning committee come to the conference with a mindset to acquire new information, network, collaborate, share best practices and enjoy the experience.

CCWC® extends thanks and appreciation to all of its members, sponsors, friends and supporters as it moves near the completion of another year of missions' work. Election 2008 reminds us just how far we have come and what possibilities lie ahead. Yet, we realize that our task is not completed and will not be finished until the glass ceiling is not just cracked, but completely shattered, for every woman of color and her family, friends, heirs and associates.

Laurie N. Robinson

Beverly Hills, CA—A sold out conference of nearly 600 lawyers of color from the United States and abroad converged at the Beverly Hilton October 1-3, 2008. The spectacular event, "Wealth, Health & Power," focused on new trends and developments in the law; wealth management; health management including breast cancer awareness and early detection; leadership; diversity; and climbing the ladder of success in life and in corporate America.

The Fourth Annual Conference emphasized the lifestyle elements of health, wealth and power. "The glass ceiling is shattering each day right before our very eyes," said CCWC® founder and CEO, **Laurie N. Robinson**. "When we come together and look around at the success of these women, we know that the sky is the limit and that we can achieve anything."

Teri Plummer McClure, senior vice president of legal, compliance and public affairs, general counsel and corporate secretary for United Parcel Service, delivered the keynote address and was honored with the CCWC® Diamond Award of Excellence in recognition of her outstanding career achievements. McClure impressed upon the attendees the importance of being patient, having faith, taking risks, having boundaries and guarding one's good reputation.



Teri Plummer McClure
United Parcel Service



Bruce S. Gordon
CBS Corporation



**Ambassador
Carol Moseley Braun**

Bruce S. Gordon, member, CBS Corporation Board of Directors, discussed the business case for diversity and the state of the union on diversity in corporate America. One of the most exciting highlights of this year's conference was the timely *Decision 2008* panel, featuring the insight of the first African-American woman elected to the U.S. Senate—**Ambassador Carol Moseley Braun**—on the historic election.



Mike Phillips
Jazz Saxophone Star



Alan K. Tse
LG Electronics MobileComm USA



DeLores Pressley
"Believe in the Power of You"

Hidden Beach Records recording artist, **Mike Phillips**, blew the audience away with the smooth sounds of jazz from his saxophone. **Alan K. Tse**, general counsel for LG Electronics MobileComm USA, provided an overview of merger and acquisition opportunities that drive growth to the company's bottom line. Motivational Speaker, **DeLores Pressley**, delivered an uplifting presentation on capitalizing and harnessing the power within.

Other conference topics included: *Unleashing the Leader in You; Strategies on How to Survive, Thrive, Succeed and Deal As a Woman of Color in the Workplace; General Counsel Roundtable: Hot Topics and Trends in the Law; Wealth Management; Health, Lifestyle & Work-Life Balance; and 10 Secrets to Discover Your Best Career Yet!* The conference was approved for 4.25 continuing legal education credits by the State Bar of California.

In addition to substantive programming, attendees enjoyed the kick-off reception hosted by **Toyota Lexus** at Circa 55 at the Beverly Hilton and a post-conference celebration hosted by **MasterCard Worldwide** at Spago Beverly Hills, where famous super chef **Wolfgang Puck** celebrated with the group. Attendees also had fun enjoying an evening on Sunset Boulevard at the Skybar, touring the Hollywood stars' homes, shopping on Rodeo Drive, and partaking in movie night at the Grove, followed by dining and networking at Maggiano's.

CCWC®, its members, sponsors, supporters and friends are excited and buzzing about next year's highly-anticipated Fifth Anniversary Conference being held in Las Vegas, Nevada at the Bellagio Hotel September 30-October 2, 2009. See you next year!



WELCOME
 TO *Fabulous*
LAS VEGAS
 NEVADA



CORPORATE COUNSEL
 WOMEN OF COLOR

5TH ANNUAL
CAREER STRATEGIES CONFERENCE™

"CELEBRATING FIVE YEARS OF OUR MISSION, VISION, ADVANCEMENT AND DIVERSITY IN THE LAW"



SEPTEMBER 30-OCTOBER 2, 2009

BELLAGIO
 LAS VEGAS
 CORPORATE COUNSEL WOMEN OF COLOR®
 CELEBRATING ITS 5TH ANNIVERSARY

LAS VEGAS, NEVADA

www.ccwomenofcolor.org

Post-Conference Celebration at Spago Beverly Hills

Hosted by



MasterCard
Worldwide



Wolfgang Puck (famous super chef and owner of Spago Beverly Hills) dines with the MasterCard Worldwide team. Top Row: **Dionne Greene** (Vice President, Commerce Development Counsel) and **Noah J. Hanft** (General Counsel and Chief Franchise Officer). Front row: **Florcie Calixte** (Human Resources, Products & Services), **Donna Johnson** (Senior Business Leader, US Customer Marketing), **Nicole Turner** (Human Resources Business Partner) and **Mimi Wood** (Group Head-Human Resources Business Partner)



CCWC® members arrive at Spago Beverly Hills ready to share career strategies



Mimi Wood (Group Head-Human Resources Business Partner, MasterCard Worldwide), **Aziz Gueye Adetimirin** (Founder, President & Publisher, *The Network Journal*) and **Dionne Greene** (Vice President, Commerce Development Counsel, MasterCard Worldwide)



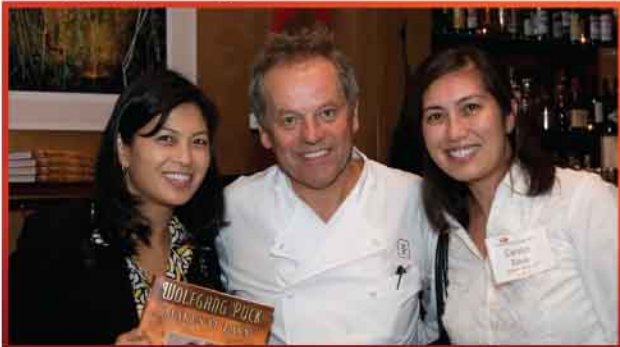
Tracy Preston Poole (Global HR, Litigation Counsel & Chief Compliance Officer, Levi Strauss & Co.), **Shari Hollis-Ross** (Attorney, Pacific Gas and Electric Company), **Cloey Hewlett** (Partner, K&L Gates LLP) and **Elmy Bermejo** (Deputy Secretary, California State and Consumer Services Agency)



Wolfgang Puck shares his world-famous recipes with a CCWC® conference attendee



Natasha Friedrichs (Vice President and Counsel, MasterCard Worldwide) and **Wolfgang Puck**



Wolfgang Puck with Seyfarth Shaw LLP Partner **Lynette Sarno** and Associate **Carolyn Sieve**



Dianne Baquet Smith (Partner, Sheppard Mullin Richter & Hampton LLP), center, with Microsoft Legal Executives **Sonya Johnston** and **Elke Suber**



Schuylla M. Goodson (Intellectual Property Counsel, Eurasia and Africa Group, The Coca-Cola Company) with **Kenneth Southall** and **Noni Ellison Southall** (Senior Counsel, Turner Broadcasting System, Inc.)



Diane Robertson (Production Counsel, CBS Paramount), **Francesca Harewood** (Production Attorney, Buena Vista Television/Disney), **Amber Lee Williams** (Assistant General Counsel, Wal-Mart Legal) and **Kimberly Royal** (Assistant General Counsel, Wal-Mart Legal)



Wolfgang Puck and **Nichelle Levy** (Associate, Robinson Bradshaw & Hinson)



CCWC® members catch up and celebrate the success of the conference



Kick-Off Reception at Circa 55 at the Beverly Hilton



Lissa Ferrell (Director-Legal Compliance and Anti-Money Laundering, Global Travel, American Express) with K&L Gates LLP Partners Willie E. Dennis and Paul S. Sweeney, Jr.



Tina Pompey (Senior Counsel, Chevron), Berna L. Rhodes-Ford (Senior Attorney, Holland & Hart LLP), Mei-lan Stark (Senior Vice President, Fox Entertainment Group), Sheri Crosby (Associate, Taber Estes Thorne & Carr PLLC) and Sangita Patel (Senior Counsel, Chevron)



Yolanda Rabun (Counsel, IBM), Pamela Samuels Young (Managing Counsel, Toyota Motor Sales U.S.A., Inc.) and Darrell Gay (Partner, Arent Fox LLP)



The Wal-Mart Legal Team Back row: Malika Reed and Ronetta Francis Front Row: Myra McKenzie, Yoon Chang and Norma Garcia



Reginald Turner (Partner, Clark Hill, P.C.), Laurie N. Robinson (Vice President, CBS Corporation and Founder & CEO, Corporate Counsel Women of Color*) and Peter Harvey (member of the National Bar Association)



Ambassador Carol Moseley Braun (former U.S. Senator)



Chanton T. Turner (Assistant Counsel, UPMC/University of Pittsburgh Medical Center), Malika Henson (Vice President and Senior Counsel, National Financial Partners) and Latasha Grinnell



Jennifer Fischer (Chief Legal Officer, Marshall Swift) with Disney/ABC Legal Executives Nichole Smith, Jeneba Konare and Yvonne Shay



Alicia Batts (Partner, Proskauer Rose LLP), Asuncion Hostin (Managing Director, Kroll Inc.), Judith Batty (General Counsel, ExxonMobil Yugen Kaisha) and Debra Hunter Johnson (Director of Law and Human Resources, Reciprocity Restaurant Group)



McDermott, Will & Emery LLP Partners Michael Boykins and Brent Hawkins



AT&T Legal Team Catherine Hwang, Bettina Yip and Leticia Alfonso



Wells Fargo Bank Legal Executives Tina W. Combs and Piper Kent-Marshall

General Counsel Roundtable: Hot Topics and Trends in the Law

Attendees were provided with an overview of the hot trends, topics and issues that are critical for providing advice to the corporation and internal clients, as well as strategies on how to advance their careers to the C-Suite.



Moderator
Clothilde Hewlett
(Partner, K&L Gates LLP)



Noah J. Hanft
(General Counsel and
Chief Franchise Officer,
MasterCard Worldwide)



Judith N. Batty
(General Counsel,
ExxonMobil Yugen Kaisha)



Maren Christensen
(Executive Vice President
and General Counsel,
Universal Studios)



Charles A. James
(Vice President and
General Counsel,
Chevron Corporation)



Arthur Chong
(Executive Vice President
and Chief Legal Officer,
Safeco Corp.)

CAREER STRATEGIES

Hot Topics and Trends in the Law

Career Management

Multinational Corporations and Globalization

- **Minimize Global Risks:** Legal advice should be effective for the market in which it is given, but should also yield operational consistency across all national, cultural and language barriers.
- **Understand the Issue:** In analyzing a multinational issue, remember to take into account key differences, e.g., language, culture, custom, perspective, objectives, laws and legal interpretation.
- **Give Effective Legal Advice:** Make sure key differences—e.g., language, culture, etc.—do not undermine your legal analysis and increase risks to the company.

Compliance: Sarbanes-Oxley Act

- **Make Compliance the Business:** Lawyers should integrate into the business process of their clients so they are a part of the advisory system that helps the company make its business decisions.
- **Give Practical Advice:** The advice that you give should be practical and sound. Draw defensible lines in your counsel. Use your head, nose, stomach and good judgment.
- **Be a Stand-Up Lawyer:** Stand up and give real legal advice. Do not be afraid to make tough calls even if your business clients disagree. Be willing to stand up and take a hard line position when necessary.

Regulation

- **Regulation:** Regulation is sometimes, but not always the answer.
- **Interchange Fee:** In a two-sided market there is disparity of costs between banks and cardholders. The interchange fee calibrates the marketplace and provides meaningful rewards to cardholders.
- **International Overregulation:** Abroad, regulators implemented a reduction of interchange fees. Although merchant prices decreased, cardholders' benefits diminished. Overregulation can sometimes be bad for business and can cause more harm than good.

Protecting Intellectual Property

- **Global Piracy:** Piracy is a problem in the U.S. and abroad. International treaties are in place to protect rights. However, some countries where piracy is prevalent do not have an appetite for enforcing intellectual property laws.
- **China:** 95% of the DVDs sold in China are illegal copies. Copying is ingrained in the culture and hard to enforce.
- **Sweden:** Piracy is a problem in Sweden. Peer-to-peer websites facilitate millions of unauthorized downloads around the globe.

Steps to Ascend to the Top

- **Know the Difference Between an Ally and Confidant:** An ally is a person who helps you because helping you helps him or her; a confidant is someone who will help you come hell or high water. Keep in mind that most relationships within the corporate setting are ally-based.
- **Success is a Track of Progression:** When you move up to a higher level in the corporate ranks, you are required to step up your game. When you get to the next level, you need to bring in a different level of knowledge, skills, temperament and behaviors.
- **Think Forward and Think Up:** Observe the top executives in your corporation. Note the skills and talents they bring to the table.
- **Learn Your Business:** Moving up in the corporation will require you to interact with the business people—the CEO and CFO. Learn business in general, as well as the specific business of your company and the company's products.
- **Learn Leadership:** Take affirmative steps to build your leadership skills. You can do this by joining community and non-profit organizations.
- **Seek Out Foreign Assignments:** Add diverse experiences to your resume. Be open to taking on foreign assignments.
- **Find a Mentor:** Seek out people who have achieved and who can provide you with career guidance.
- **Live Where the Food Is:** If you are in an isolated practice group or part of the company that does not generate revenue that is dying and decreasing, the chances for promotion in that group may be minimal. Assess how much food is in the group and make a change if necessary.
- **Be Realistic About Where You Stand:** Look in the mirror. Ask yourself—How am I perceived within the corporation? Am I realistically in line for the next promotion?
- **Embrace Change.** Be open to take on jobs that you do not know how to do or move you outside of your comfort zone.
- **Be Flexible.** Be willing to take chances in your career. Do not over-plan or over-engineer your career path.
- **Speak Your Mind:** If you have good ideas, be vocal and share them.
- **Raise Your Hand:** Volunteer to take on additional duties that add value to the company.
- **Have Your Elevator Speech:** Have something to say so you will be able to tell executives who you are, what you do and how you feel about the company.
- **Get Out of Your Office:** Leave from behind the desk. Get out in the marketplace and be recognized and noticed.

STRATEGIES

on How to Survive, Thrive, Succeed and Deal As a Woman of Color in the Workplace

Attendees learned how to strategically debunk myths; manage relationships; communicate effectively; manage their image; and recognize and diffuse saboteurs in the workplace.



Moderator Debra Langford
(Vice President, Strategic Sourcing, Worldwide Recruitment, and Executive Search, Time Warner)



Vivian Tseng (Vice President, General Counsel and Secretary, Welch Foods Inc.) and **Sherry D. Williams** (Vice President and Corporate Secretary, Halliburton Company)



Carl K. Dawson (Partner, Alston + Bird LLP) and **Kimberly Diahann King** (Senior Counsel, Deere & Company)

CAREER STRATEGIES

How to Survive

- **Know the Rules:** Make sure that you know the rules of the organization—the written and more importantly, the implied.
- **Navigate the Political Waters:** Use your goal as a compass. Navigate through both when the water is calm and choppy (conflict). The goal is not to drown.
- **Connect with People:** It's all about relationships. Connect with people on an emotional basis when needed. Doing so will set the ground for open and honest dialogue.
- **Awareness of Negative Stereotypes:** Be aware of the various stereotypes associated with being a woman of color. Find the best ways to manage colleagues who may be operating from those misperceptions.

How to Thrive

- **Develop Strategic Alliances:** Whether it is the managing partner of the firm, general counsel, your boss or your colleague, you need internal and external strategic alliances.
- **Know the Goals:** In addition to your goals, make sure to know the goals of the company. Understand what is important to the organization. Have a broad understanding of the company and the marketplace.
- **Ask for Help:** Do not be afraid to ask questions and for assistance in any area you need it, including developing professionally.
- **Build a Coalition:** Work hard to build a coalition of colleagues who will be loyal to you, especially when you are in a management position.

How to Succeed

- **Act the Part:** If you want to be a managing partner, vice president, general counsel or just promoted from where you are now, watch how those people operate and act the part. Remember: Success leaves clues.
- **Be the Go-to-Person:** Become the person that can handle additional, new and big assignments. You will be the one executives will think of to take on the next big project and to promote.
- **Money!** Get as close to the revenue generating area of the business as possible. Make sure the company knows you are aware of what determines positive financial impact.
- **Performance + Visibility=Success:** Perform at your highest level and make sure you are on the radar—internally and externally.

How to Deal with Saboteurs

- **The Saboteur:** The goals of saboteurs are to undermine you and to make you look bad. Tactics used by them can be overt, subtle, known to you or unknown.
- **Manage Up:** To diffuse sabotage, proactively and regularly keep your supervisors informed on the status of your projects, key deliverables and other successes.
- **Enlist the Help of Allies:** Find strategic allies within the organization to help you collectively disarm the saboteur.
- **Consider Addressing the Saboteur:** Assess the situation. Depending on the facts, consider discussing the issue head-on with the saboteur.



“Celebrating Five Years of Our Mission, Vision, Advancement and Diversity in the Law”

www.ccwomenofcolor.org

10 Secrets to Discover Your Best Career Yet!

Attendees learned essential secrets to help optimize life and career success.



Vicki Blanton
(Senior Benefits Counsel,
American Airlines)



Mimi Wood
(Group Head-Human Resources
Business Partner, MasterCard
Worldwide)



Pamela Samuels Young
(Managing Counsel, Toyota Motor
Sales U.S.A., Inc.)



Paul Williams
(Partner and Director of Global
Diversity Search, Major, Lindsey
& Africa)



Zelda Owens
(Managing Director, HIRECounsel)

CAREER STRATEGIES

Secret 1: Know Where You're Aiming - Have a Long-Term Objective

- Don't drift! — A boat can't reach the other side of the ocean without the captain's steering it there.
- Do not let your immediate priorities distract you from setting your personal goals.
- Take your long-term goal-setting as seriously as the daily projects you undertake.
- Your long-term career goals should be concrete, specific and require you to "stretch."

Secret 2: Align Your Career with What You're Truly Passionate About

- Too many lawyers "settle" for jobs that do not inspire them.
- Lawyers often reflexively reach for the next rung to fulfill expectations of others, as opposed to striving to fulfill themselves.
- Give yourself "permission" to be happy in your career.
- Identify and then pursue work that truly inspires you.

Secret 3: Master Your Craft

- Strive to be the best.
- Take the time to go beyond the basics.
- Recognize that hard work always pays off.
- Toot your horn, but don't blast it.

Secret 4: Don't Be Afraid to Dream Big

- Avoid playing it safe.
- Have a clear vision.
- Have the courage to act.
- Have the faith to believe.

Secret 5: Network in and Outside of Your Field

- Your next fabulous position may come to you from an unexpected place.
- Starting and/or joining a women's network in your company can help raise awareness and create a forum for networking.
- Look for opportunities to network in all areas of your life—not just work.
- Have an agenda and measurable goals for your networking efforts.

Secret 6: Develop Informal Mentors in Unexpected Places

- Ask any successful person you know and you will find they have mentors.
- Successful people all say a key asset is having a mentor.
- List behaviors and skills that you want to learn and build relationships with the people who already possess them.
- Mentors do not need to be limited to the workplace. Words of wisdom, advice and guidance may come from anywhere.

Secret 7: Understand the Various Forms of Currency (Other Than Money)

- Create your definition of success.
- Compare your definition of success to the definition of success in your workplace.
- Make an honest self-assessment.
- Know your value.

Secret 8: Be "In" the Moment You Are In

- Learn to clear the mechanism and pitch.
- If you have defined success for yourself, you will know when you are successful.
- Do not diminish your successful moments. It is not bragging if you can do it.
- Aesop's Fable Principle: Forget your mistakes, but remember what they taught you.

Secret 9: Know Your Strengths

- What are you known for?
- Develop your strengths with additional education, certification, etc.
- Package and brand yourself so that people think of you when they have a need for your "brand."
- Broadcast your unique skill set to EVERYONE!

Secret 10: Develop a Personal Advisory Board

- Identify key people who have succeeded in areas in which you want to excel (law, motherhood, time management, etc.).
- Know the best ways to connect and stay in touch with advisory board members.
- Become a valuable mentor and mentee. Always offer value in return.
- Refresh your advisory board as your needs and goals change.

Unleashing the Leader in You

Attendees learned strategies on how to develop their own leadership style and skills to advance their careers through the Johari Window Model.



Moderator Dionne Greene
(Vice President, Commerce Development Counsel, MasterCard Worldwide)



Jerri DeVard
(former Senior Vice President, Marketing and Brand Management, Verizon Communications)



Wanda K. Denson-Low
(Senior Vice President, Office of Internal Governance, The Boeing Company)



Jane E. Smith, Ed.D
(Executive Director, Spelman College Center for Leadership & Civic Engagement)



Barbara L. Johnson
(Partner, Paul Hastings LLP)

CAREER STRATEGIES

Possess the Attributes of a Good Leader

- **Chart the Course:** Set a vision and strategy for your team to follow.
- **Inspire Others:** Inspire your team to follow your vision and strategy.
- **Set High Expectations:** Do not settle for the status quo. Continuously raise the bar.
- **Intuitiveness:** Follow your instinct to assess what is going on in the company and what voids need to be filled.
- **Be a Good Listener:** Good listening is an essential part of being a good leader. Listen to the feedback you are receiving from the people around you.
- **Find a Way:** Find a way to execute your vision, including maneuvering around and through corporate bureaucracy.
- **Deliver:** Meet your numbers, goals and deliver results.
- **Lead Teams:** Be able to successfully work across the organization and various businesses and disciplines within your company.

Johari Window Model

The Johari Window Model is a useful tool to build leadership. A four paned, "window," as illustrated below, divides personal awareness into four different quadrants: open, hidden, blind and unknown.



Enlarge Your "Open" Area

- **Authenticity:** To foster the open area with others, authenticity is a necessary foundation.
- **Be Real:** You have to be real, transparent and true to yourself and to others. Diminish the *façade*.
- **Share Who You Really Are with Your Team and Organization:** When you share more in the open area, it will help you connect with your team and inspire them to achieve the goals you set for them.
- **Respect Authenticity in Diversity:** Understand and respect the authentic differences among different races and cultures.

Decrease Your "Blind" Area

- **Self-Awareness:** Self-awareness is critical to discovering and resolving your blind area.
- **Solicit Feedback:** Ask relevant people within your organization what they think of you. Ask about your reputation.
- **Deal with What You Hear:** The feedback may not be flattering and may make you uncomfortable. Nevertheless, be prepared to deal with it.
- **Fix the Problem:** Once you learn about your blind area, decide whether you are willing to change. If yes, take action steps to fix the problem to decrease your blind area.
- **Be Aware of Your Corporate Culture:** Understand how your behavior and actions will be perceived in your company's culture. Know that what may have been acceptable in your former company's culture may not be well received at your current company.
- **Be Your Own Worst Critic:** Put a critical eye on your work product. Be the very best at what you do.
- **Enlist the Support of Senior Executives to Help You Achieve Your Career Goals:** Do not be afraid to ask executives for their support in helping you to reach your career goals. Make sure to offer value in return.

Take Time to Discover and Unlock Your "Unknown" Area

- **Each New Day is a Discovery:** There are still untapped talents that you have yet to discover. Look at each new day as your opportunity to learn more about you.
- **It is Never Too Late for a New Beginning:** It matters not what roadblocks you face or disappointments you experienced in the past; each new day provides for a fresh beginning. Start today in discovering the untapped you.

Maximizing M&A Opportunities to Drive Growth to Your Company's Bottom Line

Attendees were provided with an overview of the M&A function, how it impacts the company's market share, and the role of the legal department.



Moderator Michael A. Lawson
(Partner, Skadden, Arps, Slate, Meagher & Flom LLP)



Alan K. Tse
(General Counsel, LG Electronics MobileComm USA)



Deborah H. Telman
(General Counsel, Ports America Group)



Jeryl A. Bowers
(Partner, K&L Gates LLP)

M&A 101- Three Core Stages

- Finding the right company to buy.
- Doing the deal.
- Integrating the company that has been purchased.

Benefits of M&A to the Business

- Enables companies to increase their revenues without increasing overhead.
- Enables companies to leverage an already developed process or product technology without having to create it.
- Relieves marketplace pressures.

Reasons Companies Are Acquired

- Sagging stock prices.
- The company reached its target revenue projection and acquisition is a part of the exit strategy.
- Being absorbed by another company.
- Declining revenue streams.

Reasons M&A Deals Do Not Close

- Bad turn in the economy or credit crunch.
- Change in management team or human capital.
- Compliance problems.
- Clash in company or employee culture.
- Lack of corporate sponsorship in the merger or acquisition.

Negotiating Retention Bonuses or Severance Packages

- If your company is being acquired, find out if you will have a role in the new company:
 - ◆ If yes, negotiate a retention bonus.
 - ◆ If no, negotiate a severance package.
- Have these discussions early on in the process.
- Understand the industry standard.
- Do your research by talking to headhunters. Read SEC statements, proxy statements and visit www.salary.com.

Using M&A Opportunities to Learn Business and Transition to the Business Side

- M&A deals provide opportunities to work with senior executives at the company.
- Gain M&A experience by asking to be staffed on a deal.
- If you are representing the acquirer, volunteer for a new role (e.g., additional title) at the target company that involves business development.
- Know the business.
- Speak the language of business. Understand the terminology and buzzwords that the business people use, so you can speak their language.
- Make sure you are confident and knowledgeable on the issues.
- Be indispensable.

Decision 2008

The presentation discussed the historic nature on the 2008 Election and impact on diversity and the legal profession.



**Keynote Speaker
Ambassador
Carol Moseley Braun**



Phyllis W. Cheng
(Director, California Department of Fair Employment and Housing)



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



Karen Valentia Clopton
(President, San Francisco League of Women Voters)



Elmy Bermejo
(Deputy Secretary, California State and Consumer Services Agency)

Culture, Politics & Government

- Politics is an expression of culture.
- Culture comes before everything else—e.g., politics, policies and programs.
- Engage in the cultural debate that will shape politics so as to forge a governmental agenda that will reflect the direction we want to see the world take.

Diversity and Shaping the World

- Women attorneys of color must take a leadership role on the subject matter of diversity.
- Diversity makes our country stronger.
- Embracing diversity expands the prospect that our society can access all of its capacity and shows our society the way to new strength.

Get Involved in the Election Process

- Get those around you involved in the election process.
- Learn the candidates' positions.
- Volunteer with civil rights groups to protect voters' rights.

Action Steps for Women of Color Under the New Administration

- **Analyze:** Women attorneys of color have an opportunity to advance the cause of diversity.
- **Organize:** Organize to create committees and advocate groups to work toward the goal of serving in key roles in governmental agencies.
- **Act:** Network among your industry to learn about and secure political appointments in government and the federal bench.

State of the Union: An Update on Diversity in Corporate America and in the Legal Profession

Attendees were provided with best practices on how to foster diversity in the legal profession and in Corporate America and strategies on how to contribute to the effort of eliminating bias in the workplace.

CAREER STRATEGIES



Keynote Speaker
Bruce S. Gordon
Member, Board of Directors
CBS Corporation



Angela Washington
Vice President- Real Estate
Wal-Mart Legal



Sonya Johnston
Senior Attorney
Entertainment & Devices Division
Microsoft



Audrea J. Golding
Past President
Black Women Lawyers Association
of Los Angeles

Diversity in Corporate America

- **The Business Case for Diversity:** Companies are better when the workforce reflects a sensitivity toward diversity. Diversity is good for business and the bottom line.
- **Affinity Groups:** Healthier companies are those that have affinity groups that are founded and operated by the members of the group.
- **Diversity Councils:** Diversity councils are powerful tools when they have healthy memberships, real leadership, clout and power.
- **It Is Will that Makes the Difference:** To overcome roadblocks, it takes more than skills, credentials and an impressive resume; it takes the will to win and to overcome.
- **It Takes Individual Leadership:** Moving diversity forward requires each individual to let his or her voice be heard and to hold those around them accountable.

Legal Department Best Practices: The Wal-Mart Legal Team

- **Call to Action:** The Wal-Mart Legal Department is a signatory to the Call to Action and has adhered to its tenets.
- **Relationship Partners:** When selecting Relationship Partners, the Wal-Mart Legal Department requires its law firms to submit a diverse pool of candidates that includes minorities and women.
- **VAULT/MCCA Survey:** The Wal-Mart Legal Department utilizes the VAULT/MCCA survey as a source of information when evaluating law firms' commitment to diversity.

Legal Department Best Practices: Microsoft Premier Preferred Provider Program

- **Microsoft Premier Preferred Provider Program (PPP):** Microsoft Premier Preferred Provider firms are eligible for a 2% bonus by achieving concrete diversity results based upon one of two formulas:
 - ◆ Two percentage point increase in U.S. hours worked by diverse attorneys on Microsoft matters vs. YOY same period results; or
 - ◆ Five percentage point increase in total diverse attorneys in U.S. offices vs. YOY same period results.
- **Internal Commitment:** 5% bonus holdback of Microsoft Legal Department's Management Team—bonuses dependent upon the success of PPP firms achieving bonus payment under the program.
- **Partnership:** The PPP is designed with the collaboration, input and advice from 17 PPP law firms that represent approximately \$150 million in legal fee spending.

Confidential Bar Data Sought: An Attack on Diversity in the Law

- **The "Mismatch" Theory:** Plaintiffs pursuing to attack diversity in the law brought suit against the State Bar of California and the Board of Governors of the State Bar of California seeking to collect the confidential bar data for every person who took the California bar examination between 1972 and 2007 to test the "mismatch" theory.
The theory hypothesizes that African-American and Latino bar applicants who attended "elite" law schools and who benefited from affirmative action programs, performed less-well in law school and on the California bar exam than other applicants, and would likely perform better if they attended "lower-tiered" law schools.
- **Problems with the Study:** In addition to the fact that the request for confidential bar data runs afoul of privacy rights, the study perpetuates the negative stereotype that African-American and Latino attorneys are less-qualified to enter elite law schools and the practice of law.
- **Action Steps to Oppose this Attack:** National, state and local bar associations, as well as intervenors, are vigorously fighting the release of the confidential bar data.

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Wealth Management

Attendees gained strategies on ways to develop good financial habits that will grow net worth, reduce debts and increase income and savings.



Deborah Owens
(Financial Lifestyle Expert & Author of *Confident Investing: A Wealth-Building Guide for Women*)



Edwina "Joy" Divins
(Founder & CEO VallartaJoy™ Luxury Vacation Rentals)



Debra Hunter Johnson
(Director of Law and Human Resources, Reciprocity Restaurant Group)

Wealthy Habits of Successful Women

- **Wealthy Outlook:** Understand Wealth vs. Income.
- **Wealthy Vision:** Comparative advantage. Know how you uniquely add value.
- **Wealthy Appetite:** The knowledge of the economy. It's not what you know, but what you do with what you know.
- **Wealthy Mindset:** Problems are opportunities! Increase your tolerance and management of risk.
- **Wealthy Focus:** Stay the course in the face of obstacles or opposition.
- **Wealthy System:** Save yourself time energy and money. You cannot manage what you don't measure.
- **Wealthy Legacy:** Pay it forward.

Entrepreneurship: Starting Your Own Business

- You are one idea away from being a multimillionaire.
- Create a vision.
- Know the goal of your business. Plan your exit strategy from the outset.
- Decide what business is right for you.
- Build on what you know.
- Conquer your fears.
- Take a calculated risk and get started.
- Sacrifice.
- Build relationships and make connections.
- When raising money for your business, do not be afraid to ask friends and family members to invest in it.
- Round out your skill set to help you learn business.

Health, Lifestyle & Work-Life Balance

Attendees learned ways women can have it all—wealth, health and power—by taking simple steps in implementing a healthier lifestyle.



Anne E. Robinson (Vice President and Senior Counsel, American Express), **Elicia Pegues Spearman** (Head, Employee Relations and HR Policy & Compliance, Aetna Inc.), **Moderator Cynthia Bookhart Adams** (Managing Director, Early Dispute Resolution Group, Citi Smith Barney), **Kim Y. Richardson** (Executive Counsel, The Walt Disney Company) and **Aisha Christian Royall** (Senior Cable and Compliance Counsel, CNBC)

Breast Cancer-Early Detection

- **Survive:** The key to survival is early detection.
- **Routine Checks:** Routinely check your breasts for signs and symptoms of the disease.
- **Mammogram:** Women over 40 should have a mammogram every year.
- **Clinical Breast Exam:** Women should have a clinical breast exam performed by a health care provider at least every 3 years between the ages of 20 and 39 and every year starting at 40.
- **Breast Self-Exam (BSE):** Women should perform a BSE at the same time every month following the end of their cycle.
- **Get the Facts:** Talk with your health care provider about your risk of breast cancer.
- **Reduce the Risk:**
 - Exercise
 - Maintain a healthy weight
 - Eat a healthy and balanced diet
 - Limit alcohol consumption
 - No smoking
 - Take care of your emotional health.

Avail Yourself and Maximize Your Access to Health Care

- **Understand:** Take time to understand and evaluate your health plan offerings.
- **Educate:** Educate yourself on preventive care screenings and requisite time frames (annual physical, pap smear, baseline mammogram, etc.)
- **Routinely Schedule Doctor Appointments:** Develop the habit of routinely scheduling your annual doctor appointments during your birthday month (so you won't forget) or summer months (usually a slower time at work).
- **Other Annual Visits:** Internists, Ob-gyns, Ophthalmologists, Dentists, Dermatologists should be seen annually.

Educate Yourself About Critical Health Data

- **Know Your Numbers:** Key Biometric numbers include cholesterol count, blood pressure (diastolic/systolic) and glucose level.
- **Copies:** List yourself on all lab sheets to receive copies of your lab work.
- **Folder at Home:** Maintain your personal health records in one folder.
- **Equality:** Advocate for proper treatment from your health care professionals in order to reduce or eliminate health care disparities.

Utilize Wellness Programs and Employee Assistance Programs (EAP)

- **Wellness Programs:** Wellness programs focus on disease management and healthy living (gym, Weight Watchers, etc.).
- **Take Steps to Prevent:** Diabetes, Obesity, Hypertension and Asthma are most serious diseases that women of color should try to prevent or learn how to manage.
- **EAP:** Utilize EAP services to deal with stress, depression, domestic violence, financial and other issues.
- **YOU: TAKE TIME FOR YOURSELF TO EXERCISE, RELAX AND EAT HEALTHY.**

Work-Life Balance

- **Define Work-Life Balance:** At different times in your life, work-life balance will have different definitions.
- **Establish Your Reputation:** At the beginning of your career or new job, make sure to focus on building a good reputation—balance may have to wait.
- **Create a Hot List of Priorities:** Develop a list of your personal and professional priorities. If a flexible work arrangement is a priority, make it part of your next job negotiation.
- **Grow Your Sisterhood:** Find a support network of friends and family.
- **Have Financial Stability:** Have the ability to take an extended leave if necessary.
- **Maternity Leave:** Before you start your leave, understand your company's policies and customs—talk to your sisterhood.
- **While on Leave Make Sure to Stay in the Game:** Maintain contact with your office and continue career development.

Lifestyle

- **Define Your Responsibilities:** Clarify the scope of your responsibilities and get comfortable asking for help if warranted by increased demands.
- **Manage Expectations:** Effectively communicate project priorities and realistic implementation plans and completion dates.
- **Master Efficiency:** Find ways to streamline tasks and delegate when appropriate.
- **Control Your Calendar:** Designate times to return calls, take meetings, and work on projects. Minimize interruptions.
- **Set Boundaries:** Establish time when you are off the clock, and guard it relentlessly.
- **Take Time to Unload:** Regularly schedule time to do things you enjoy.
- **Take Time to Refuel:** Take your vacations. You've earned them and you need them.
- **Recognize and Address Stress Signals:** Recognize when your body is signaling signs of stress and find ways to cope with it.

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Diversity: A Top of Mind Issue at K&L Gates

K&L Gates LLP was extremely proud to be the title sponsor for this year's CCWC Career Strategies Conference™, "Wealth, Health and Power" in Beverly Hills.

Our support of CCWC is an extension of our commitment to cultivating and maintaining a fully inclusive workforce and diverse leadership. With diversity at the forefront, our minority and women lawyers hold key positions in management, including three seats on the firm's eight-member Executive Committee. They also play integral roles in leading the firm's practice areas and client teams. Since 2003, the firm's minority lawyers in the U.S. increased in number from 67 to 163, and the number of women lawyers in the U.S. increased from 208 to 448. In the same time frame, K&L Gates moved from five minority partners to 54, and the firm comprises 157 female partners/of counsel.

K&L Gates looks forward to supporting CCWC's 2009 5th Annual Career Strategies Conference, "Celebrating Five Years of Our Mission, Vision, Advancement and Diversity In the Law," in Las Vegas, Nevada.



Kim J. Askew
Partner, Dallas

Ms. Askew represents clients in complex commercial and employment litigation. She has successfully tried cases to jury verdicts in state and federal district courts around the country and handled appeals before the Texas Courts of Appeals and the Fourth, Fifth and Eighth Circuit Courts of Appeals.



Carol C. Lumpkin
Partner, Miami
Diversity Committee Member

Ms. Lumpkin's established practice in employment litigation encompasses representation of varied employers, ranging in size from small to international, in manufacturing, retail, healthcare, service, hotel, professional sports teams and insurance industries.



Tisha F. Pagalilauan
Partner, Seattle

Ms. Pagalilauan counsels and represents public and private clients regarding environmental litigation and regulatory issues. Her regulatory practice has primarily focused on negotiations with federal and state agencies' hazardous waste issues, brownfields redevelopment and insurance.



Willie E. Dennis
Partner, New York
Diversity Committee Member

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



Carol Juang McCoog
Partner, Portland
Diversity Committee Member

Ms. McCoog focuses her practice in the area of public finance, working with a wide range of cities, counties, school districts, fire districts, urban renewal agencies and Oregon state agencies. Frequently serving as primary bond counsel, she has worked on every local government and school district pension obligation bond issued in Oregon.



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

Mr. Sweeney is a member of the firm's Executive Committee and is the Administrative Partner for the Los Angeles office. He focuses his practices on handling business disputes and employment cases, including individual and class action lawsuits involving claims of breach of contract, unfair trade practices and consumer fraud.



Clothilde V. Hewlett
Partner, San Francisco
Diversity Committee Member

Ms. Hewlett focuses her practice on California public policy, both as a lobbyist and a spokesperson. She has a distinguished career of government and community service in the state of California, both as a lawyer and in key leadership positions within the state's administration.



Josefina Fernandez McEvoy
Partner, Los Angeles

Ms. McEvoy concentrates her practice in the representation of debtors, unsecured creditors, financial institutions, equity holders and municipalities in connection with domestic and crossborder restructurings, and bankruptcy negotiation and litigation. She also represents purchasers of businesses and other assets from financially troubled companies.



Felicia A. Washington
Partner, Charlotte
Diversity Committee Member

Ms. Washington represents local, regional and national employers in all areas of employment law, including employment-based immigration. She regularly advises businesses on employment law compliance, litigation avoidance and on the protection of their intellectual assets.



Rick Jones
Director of Diversity, New York

Mr. Jones is responsible for leading the promotion of the firm's diversity recruitment and retention goals. Over the course of his career, he has developed comprehensive diversity programs and strategies addressing generational, cultural, gender and racial issues, with an emphasis on teamwork and inclusion.



Rosland F. McLeod
Partner, Dallas

Ms. McLeod is an experienced healthcare practitioner with significant experience in hospital legal operations, corporate compliance and healthcare business transactions. She advises organizations on complex healthcare laws and regulations.

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