Title

CONFERENCE HIGHLIGHTS

KEYNOTE ADDRESS

DEBRA MARTIN CHASE
Harvard-trained lawyer turned Hollywood producer encourages attendees to take risks and pursue their passions.

3

CAREER STRATEGIES

5 Effectively Managing Your Career

6 Moving From Counsel to General Counsel

7 Transitioning From the Legal Side to the Business Side

8 Positioning Yourself to Serve on Corporate Boards

CONTINUING LEGAL EDUCATION

9 *Branded Entertainment for Corporate Counsel*

PROFESSOR DERRICK A. BELL

9 *Ethical Ambition: Living a Life of Meaning and Worth*

EVENT PHOTOGRAPHS

and more . . . .

CORPORATE COUNSEL
WOMEN OF COLOR™

POST-CONFERENCE MAGAZINE

MOVING TO NEW DIMENSIONS

NEARLY 400 DIVERSE CORPORATE COUNSEL GATHER FOR CCWC'S™ FIRST ANNUAL CAREER STRATEGIES CONFERENCE

CCWC™ IS A 501 (C) (3) NOT-FOR-PROFIT ORGANIZATION CONSISTING OF OVER 1,000 WOMEN ATTORNEYS OF COLOR WHO WORK PRIMARILY FOR FORTUNE 1000 AND FORBES 2000 LEGAL DEPARTMENTS IN THE UNITED STATES AND ABROAD. THE ORGANIZATION WAS FORMED IN 2004 TO FOSTER DIVERSITY IN THE LEGAL PROFESSION.

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CONFERENCE ATTENDEES MOVE THEIR CAREERS TO NEW DIMENSIONS

REFLECTIONS

There are only three words that can sum up the conference experience: ***Amazing, Incredible, and Awesome!***

When I started my personal legal journey seven odd years ago, I rarely saw attorneys of color in New York City and often felt as if I were on a secluded island. It was unimaginable that the day would come when over 1,000 in-house women attorneys of color would unite around the world. It was even more unbelievable that Corporate Counsel Women of Color™ would draw nearly 400 attendees to its very first conference at the Hilton New York. The magnitude and impact of these events provided unwavering assuredness that we are not alone.

As we move into new dimensions, let's continue to celebrate one another's success, the goals that we have already accomplished, and those that we are on the road to accomplishing.

Let us remember to never give up, continue to persevere, and move ahead with the faith and confidence in knowing that we can accomplish all of our dreams.

Laurie N. Robinson

Founder & CEO
Corporate Counsel Women of Color™

New York City—A sold out crowd of nearly 400 in-house women attorneys of color from around the United States and abroad gathered at the Hilton New York on September 28-30, 2005 to build relationships and gain insight from industry leaders on career strategies for success.

The conference theme, *Moving to New Dimensions*, challenged attendees to be courageous, move outside of their comfort zone, and take ownership of their careers through strategic planning and proactive management. In the welcoming address, Corporate Counsel Women of Color (CCWC)™ Founder and CEO, **Laurie N. Robinson**, stated, "It is not enough to simply go to work, collect a pay check, and go home . . . we must plan for the future by working collectively to shatter the glass ceiling and move to levels that have never been reached before."

Hollywood producer, **Debra Martin Chase** (CEO, Martin Chase Productions), delivered a powerful keynote address. Other speakers at the monumental conference included **Lisa E. Davis**, (Partner, Frankfurt Kurnit Klein & Selz) and **Professor Derrick A. Bell** (New York University School of Law). Strategy topics by panelists included: *Effectively Managing Your Career, Moving from Counsel to General Counsel, Transitioning From the Legal Side to the Business Side, and Positioning Yourself to Serve on Corporate Boards.*

CCWC™ Southwest region member, **Monica Thurman** (Halliburton), stated the conference helped her to reassess her career goals and reprioritize. "Having such a rare and unique opportunity to connect with hundreds of prestigious and high-powered women attorneys of color was awe inspiring and motivated me to want to accelerate achieving my career goals." In addition to the substantive programming, the conference served as a showcase of the legal profession's top talent. **Kathy Holt Richardson**, Managing Director of legal search firm, Major, Lindsey & Africa, noted: "The amazing caliber of attorneys was instantly recognizable and a clear reflection that highly qualified diverse candidates are out there."

CCWC™ plans to continue the high spirit of the conference by launching its mentorship program, the CCWC™ *Top Executive Partnership Program*, and by recapping conference concepts via the CCWC™ website throughout the course of the year.

KEYNOTE SPEAKER DEBRA MARTIN CHASE

Debra Martin Chase, Harvard-trained lawyer turned Hollywood hit-making movie and television producer, delivered a motivational keynote address to a standing-room-only audience of nearly 400 diverse attorneys at the CCWC™ first Annual Career Strategies Conference on Thursday, September 29, 2005. In her address, Chase gave an honest assessment of her decision to transition from the legal profession to entertainment. She also shared her experience of being one of the few producers of color to own her own production company. Chase further provided insight on how her legal background has been an asset in helping her run her Disney-based company, Martin Chase Productions. In addition to stressing the values of courage, faith and perseverance, other core themes conveyed by Chase were the importance of taking risks, casting aside fear, preparing for opportunities, and being ready to seize opportunity when it knocks.

> **I'd rather try and fail than not try at all. To me the greatest personal tragedy or disappointment would be to wake up twenty years hence and wonder what if?**
>
> -Debra Martin Chase
> (On her decision of making the transition from several major law firms and Fortune 500 legal departments to pursuing her passion of making films)

DEBRA MARTIN CHASE HONORED WITH THE CCWC™ DIAMOND AWARD OF EXCELLENCE

Academy Award® and Emmy nominated producer, **Debra Martin Chase,** is one of the few successful diverse producers in the world. She is responsible for producing multi-million dollar box office and highly rated television hits, including: ***The Sisterhood of the Traveling Pants, The Princess Diaries 2: Royal Engagement, The Princess Diaries, The Preacher's Wife, Courage Under Fire, Devil In a Blue Dress,*** TNT's Peabody Award-winning documentary ***Hank Aaron: Chasing the Dream***, Disney's top rated original movie ***The Cheetah Girls***, ABC's ***Rodgers & Hammerstein's Cinderella***, and Lifetime's ***Missing***. To date, Chase's lifetime box office gross exceeds well over one-quarter billion dollars. Chase, who is a strong advocate of the positive portrayal of people of color and diversity in media, was honored with the very first CCWC™ Diamond Award of Excellence in recognition of her outstanding career achievements in law and film.

Laurie N. Robinson (Assistant General Counsel, CBS Broadcasting Inc. and Founder, CCWC™), left, with Keynote Speaker and honoree **Debra Martin Chase** (CEO, Martin Chase Productions).

The Conference: Moving to New Dimensions

Commissioner Pamela Jones Harbour (Federal Trade Commission).

Moderator Debra Langford (Executive Director, Worldwide Recruitment and Strategic Sourcing & Talent Management, Time Warner).

Jinhee Kuhl (Conference Sponsor and Staffing Manager for Legal and Corporate Affairs, Microsoft).

Gospel/Jazz artist, Tara Bramble, sings *Never Give Up.*

Alison C. Hinds-Pearl (Litigation Counsel, Quest Diagnostics, Inc.).

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

Effectively Managing Your Career

Effectively Managing Your Career provided strategies for developing one's skills and reinventing oneself.

Rhonda Adams Medina (Senior Vice President of Business and Legal Affairs, Nickelodeon and Noggin), left, and **Sandra Williams** (Senior Vice President and Deputy General Counsel/West Coast, CBS Broadcasting Inc.).

Blair Duncan (General Counsel, Upper Manhattan Empowerment Zone).

Sherrese Smith (Deputy General Counsel, The Washington Post.Newsweek Interactive), left, **Augustavia Haydel** (General Counsel, Los Angeles Care Health Plan), and **Linda Dunn** (Vice President & General Counsel, Harley-Davidson Financial).

Career Strategies

Be Your Own Advocate

- No one, including your boss or human resources, will look out for you or your career. Therefore, you MUST advocate for yourself.
- In order to advance, do not be afraid to tell your boss what you are capable of doing and what you want to achieve within the company.

Set Goals for Yourself

- Create a *written* business plan for yourself, which identifies your short-term and long-term goals.
- After you identify your goals, develop a plan-of-action for achieving those goals.
- Let others know about your career goals and gain insight from them on how to go about achieving them.
- Do not be afraid of failure.

Find a Mentor

- Identify four mentors: Business Mentor: someone who can teach you about the company's business operations; Political Mentor: someone who can explain to you the political land mines within your company; Cheerleader Mentor: someone who can rally behind you and promote your achievements; and Trusted Advisor Mentor: someone who can give you honest feedback and critique.
- Be open and willing to find mentors who do not look or sound like you.
- If you cannot find a mentor within your company, find a mentor in your industry, hire a job coach, or read coaching books.

Manage Up

- Master your routine assignments efficiently and well.
- To increase your visibility within the company, market yourself to highlight your skills and talents.
- Do not be afraid to let your boss know that you want more challenging work assignments.

Reinvent Yourself

- Routinely inventory your skills and then work on acquiring and developing skills you do not possess.
- Take on new and challenging opportunities that move you outside of your comfort zone.
- If your current company does not support your career development, find a new company that will.

Build Relationships

- Follow-up with old contacts and expand your relationships with new contacts.
- Don't call people only when you are in desperate need of help, but foster mutually rewarding win – win relationships.
- Offer to be of assistance to the people in your network.
- Share information that is beneficial to the individuals in your network.
- To build and maintain a connection, follow up with the people you meet via phone, e-mail or through the utilization of handwritten personalized notes.

Moving From Counsel to General Counsel

Moving From Counsel to General Counsel provided strategies on how to move to higher echelons within in-house legal departments.

Bentina Terry (General Counsel and Vice President of External Affairs, Southern Nuclear).

Andrea Zopp (Senior Vice President and General Counsel, Sears Holdings Corporation).

Kirk Forrest (Vice President, General Counsel, and Secretary, Minerals Technologies Inc.).

Kellye Walker (Senior Vice President, General Counsel and Secretary, BJ's Wholesale Club Inc.).

Deirdre Stanley (Senior Vice President and General Counsel, The Thomson Corporation).

Kathy Holt Richardson (Managing Director, Major, Lindsey & Africa).

CAREER STRATEGIES

Skill Sets that Companies Are Looking For in a General Counsel

- Leadership.
- Judgment.
- Presence.
- Confidence.
- Strong written and oral communication skills.
- Managerial skills and business acumen.
- General knowledge of a variety of legal disciplines.

Ways to Develop the Skills Needed for the General Counsel Position

- Do not pigeonhole yourself to just one area of law, but seek projects that will help you obtain a broad range of skills in various legal disciplines.
- Speak at conferences and on panels to develop and enhance your public speaking skills and presence.
- Write and publish legal articles to develop written communication skills.
- Become active in your community by getting involved with local foundations and non-profit boards to enhance your leadership and managerial skills.

Action Steps to Get Positioned to Move from Counsel to General Counsel

- Perform and excel in your current job.
- Keep your resume updated and ready at all times.
- Sell yourself.
- If your boss is not advocating for you, find someone within your company who can get you on the radar screen.
- Let recruiters and trusted colleagues know of your interest of moving up to general counsel.
- When opportunity knocks, be prepared to leverage all of the assets that you bring to the table.

Build Relationships With Recruiters

- Recruiters are assets in the placement process. Keeping that in mind, when recruiters contact you, do not hang up the phone, but engage them.
- Create a mutually beneficial win – win relationship with recruiters.
- Demonstrate good judgment by recommending colleagues for those positions that you are not interested in pursuing.
- Do not rely on just one firm to funnel opportunities your way. Cultivate relationships with a variety of search firms that specialize in executive recruiting.
- To eliminate confusion with respect to your utilization of various search firms, make sure to keep track of the firm conducting a particular search for you and the positions for which you have submitted your resume.

Transitioning From the Legal Side to the Business Side

Transitioning From the Legal Side to the Business Side provided strategies on how to prepare for the transition from the law into alternative career paths.

CYNTHIA AUGUSTINE

Patricia Irvin (Vice President for Operations and Planning, The Andrew W. Mellon Foundation), left, and **Cynthia Augustine** (Senior Vice President, Talent Management, Time Warner).

Beatrice Barr (Chief Operating Officer, Sahara Organics, Inc.).

CAREER STRATEGIES

Developing Skills to Make the Transition

- Before making the transition, ascertain the areas outside of the law that you are passionate in pursuing.
- Identify the areas where you can improve and then strive toward developing those skills.
- Take management training, accounting, and business courses.
- Understand and learn managerial dynamics of the business side (e.g., team work, trust, and the ability to delegate assignments).
- Develop management skills through outside activities with civic organizations, churches, bar associations, etc.
- Inform your company about the portfolio of skills that you bring to the table through your involvement in outside activities (e.g., leadership, strategic, project management, capital campaign, and managerial).

Working Effectively With Business Customers

- Learn who your customers are by meeting with clients to ascertain their needs.
- Be flexible in your decision making process by deviating away from the risk adverse mindset of a lawyer.
- Give reasonable, proactive and solution-oriented advice to business customers.

Building Relationships

- Build as many internal and external relationships as possible, as it will ultimately open doors to new opportunities.
- Maintain relationships with people who show an interest in your career.

Positioning Yourself to Serve on Corporate Boards

Positioning Yourself to Serve on Corporate Boards provided strategies on how to prepare for board service.

Ginger Ehn Lew (former General Counsel, U.S. Department of Commerce).

Singleton McAllister (Partner, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo).

Raymond L. Ocampo, Jr. (former General Counsel, Oracle Corporation).

Solomon B. Watson IV (Senior Vice President and General Counsel, The New York Times Co.).

Reginald M. Turner (President, National Bar Association and Partner, Clark Hill).

CAREER STRATEGIES

Steps In Preparing to Serve on Corporate Boards

- Determine why you want to serve on a corporate board and ascertain what areas of service you are *passionate*.
- Ascertain what area of specialty the board is looking for in a board member (e.g., securities, compliance, benefits, etc.)
- Assess the skills that you have and/or need to develop.
- Take courses on corporate governance and/or serve on non-profit boards to gain experience in governance.
- Develop a reputation of being trustworthy.

Positioning Yourself to Serve on Corporate Boards

- Give your full dedication and excellence to the projects that you are presently working on to provide people who come in contact with you firsthand knowledge of your work product and level of ability.
- Turn your social connections into relationship networks.
- Develop mutually beneficial relationships.
- Extend your services to civic and charitable organizations to maximize your networks and to develop your skills.
- Contact headhunters that dedicate their time to doing searches for corporate boards.
- Contact individuals who are already on corporate boards and let them know of your background and interest in serving on corporate boards.
- Strive to create shareholder value.

(General) Compensation Forms For Serving on Fortune 500 Corporate Boards

- Stock grants.
- $15,000- $25,000 per meeting.
- $125,000 – $150,000 per year.

Branded Entertainment for Corporate Counsel

Branded Entertainment for Corporate Counsel, a continuing legal education presentation, provided an overview of the exciting and rapidly developing area of the law—branded entertainment.

Lisa E. Davis (Entertainment Partner, Frankfurt Kurnit Klein & Selz) explains the fundamentals of branded entertainment.

Davis' Quotes:

- Hollywood is courting brands to help offset film and television production costs, as well as to leverage the brands' loyal customers.
- Companies evaluating branded entertainment opportunities must decide what type of content and distribution platform serves their brand strategy, and whether they are prepared to shoulder financial, creative, and other risks.
- Corporate counsel evaluating branded entertainment deals must be prepared to negotiate approvals, promotions, exclusivity, media commitments, and other complicated issues.
- Brands should make every effort to avoid common traps, such as where studios allow merchandise licensees to do promotions with the brand's competitors; or where negative publicity – say, from an accident in filming or a drug scandal among actors -- adversely affects the film.

Ethical Ambition: Living a Life of Meaning and Worth

Professor Derrick A. Bell addresses conference attendees and provides key points from his book, *Ethical Ambition: Living a Life of Meaning and Worth.* The thought provoking book emphasizes that an ethical endeavor at which you can work with passion and integrity is a key component of a satisfying life.

Verizon Wireless Hosts
Welcome to New York City Reception

CORPORATE COUNSEL
WOMEN OF COLOR

Verizon Wireless kicks off the conference by hosting nearly 200 attendees at the *Welcome to New York City Reception* at the Hilton New York. Laurie N. Robinson (Assistant General Counsel, CBS Broadcasting Inc. and Founder, CCWC™), third from left, with Verizon Wireless legal team, from left to right: Monica Azare, Moderator Sandra Mulrain, General Counsel, Steve Zipperstein, Jin Hwang, and Sheryl Stoessel.

Sonya
Johnston

Microsoft's in-house attorneys and conference sponsors, left, Bruce Jackson and Sonya Johnston, partake in the *Welcome to New York City Reception* inaugural celebration with Willie E. Dennis (Partner, Kirkpatrick & Lockhart Nicholson Graham LLP).

Panelist Andrea Zopp (General Counsel, Sears Holdings Corporation), left, and Darrell Gay (Partner, Piper Rudnick Gray and Cary) find time at the *Welcome to New York City Reception* to discuss best practices.

Raymond L.
Ocampo, Jr.
PANELIST

Panelist Raymond Ocampo, Jr. (former General Counsel, Oracle Corporation and CEO of Samurai Surfer LLC), right, and Noriko Ellen Okamoto (Assistant General Counsel, Tyco Telecommunications (US) Inc.) fellowship at the *Welcome to New Yörk City Reception.*

WOMEN OF COLOR

Tasha M. Hailey (Corporate Counsel, Pfizer) and Ricqueza V. Feaster (Corporate Counsel, Citigroup Inc.).

CORPORATE COUNSEL
WOMEN OF COLOR

Conference sponsor, Sarah Wadelton (Lexolution), second from right, with the Wal-Mart legal team, Anne Mourney, left, Veronica Gromada, Michele Richard, and Angela Washington.

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Conference Fun!

Seyfarth Shaw sponsors the *Post Conference Dinner* at Osteria Stella in New York City. Samita Mehta (Senior Counsel, ConocoPhillips Company), far right, with Seyfarth Shaw attorneys, Michael Tiliakos, left, Jacob Chacko, and Devjani Mishra toast the success of the conference.

Karen Clopton (Chief of Operations and Corporate Counsel San Francisco State University Foundation, Inc.) enjoys the festivities at the *Post Conference Celebration.*

Sharon Bowen (Partner, Latham and Watkins), left, Speaker, Lisa E. Davis (Partner, Frankfurt Kurnit Klein and Selz), Laurie N. Robinson (Assistant General Counsel, CBS Broadcasting Inc. and Founder, CCWC™), and Keynote Speaker, Debra Martin Chase (CEO, Martin Chase Productions) pose for the camera at the *Post Conference Celebration.*

Panelist Blair Duncan (General Counsel, Upper Manhattan Empowerment Zone), left, and Ginger McKnight-Charves (Director of Legal Services, Volunteer Lawyers of the Arts) network at the *Post Conference Celebration* after an informative day of instruction.

The ladies shop until they drop by taking advantage of Century 21 Department Store's great discounts.

Bloomingdale's rolls out the red carpet for *Shop Until You Drop* participants by providing live entertainment during the shopping spree at the department store.

Conference sponsor, Naima Stevenson (Arnold & Porter), left, Nicole Alexander (Associate General Counsel, Anheuser-Busch Companies, Inc.) and Heather Auyang (Associate Solicitor, U.S. Patent Trademark Office) are all smiles at the *Post Conference Celebration.*

CCWC™ Board Member, Christy N. Harris (Chicago Board of Education), left, Rhonda Scott Beard (Assistant Corporation Counsel, City of Chicago Law Department) and Sonya Johnston (Attorney, Microsoft) find warm fashions for the winter at Century 21 Department Store.

RALPH LAUREN
Black Label
little brown bag
little brown bag

The ladies sport their Bloomingdale's goodies bags during *Shop Until You Drop.*

CUSTOMER SERVICE
REFUNDS

Nearly 100 conference attendees eagerly await the green light to shop, spend, and drop!

Donise Brown (Senior Counsel, Cingular Wireless), left, and Debra Hunter Johnson (Vice President, Human Resources, American Airlines).

Yolanda Rabun (Staff Counsel, IBM), left, Angela Moore (Vice President and Associate General Counsel, National Geographic), Laura Anderson Wright (University Counsel, University of Maryland, College Park), and Tonya Jenerette (Enforcement Attorney, Federal Reserve Bank of New York) make the most of their time by connecting during the *Networking Breakfast.*

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Lawrence Penn is the Managing Director and Head of the Private Equity Transaction Group at The Camelot Group International, LLC. Mr. Penn was previously an Investment Banker at Lazard and a Portfolio Manager in the Private Equity Group of JP Morgan where he managed in excess of $500 million in committed and invested capital and served on the Advisory Boards of several private equity groups. Prior to joining JP Morgan, he worked in the Equities Division of JP Morgan Securities, Inc. He has also worked in the Alternative Asset Investment Division of the New York State Common Retirement Fund where he had responsibilities for analyzing and conducting due diligence on investments. Mr. Penn served as a Captain in the U.S. Army where he led logistics operations in Europe and managed one of the largest military communities in the United States Army European Command. He was awarded the Army Achievement Medal, the Army Commendation Medal, the United States Army General Douglas MacArthur Leadership Award (USAREUR), and the United States Army V Corps Distinguished Leader Award.

He earned a BS in Systems Engineering from the United States Military Academy at West Point, an MA in International Business and an MS in Management Information Systems from the University of Maryland European Division. Mr. Penn earned his MBA from Columbia University Graduate School of Business. Presently, he serves as a member and sponsor for several charities and foundations, which include Save the Children, the Morgan Library, The Council on Foreign Relations, Foreign Policy Association, and the Museum of Modern Art.

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