

DIVERSITY REPORT

FALL 2011

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SUSTAINED COMMITMENT, EVEN IN CHALLENGING TIMES

Despite the uncertainty that has beset the global economy, diversity and inclusion initiatives at Cadwalader have continued without interruption. We are proud to have embarked on a number of new programs, increased our support of organizations that advocate for inclusion, and achieved several notable milestones along the way. As chronicled in the following pages, Cadwalader is moving forward with efforts to improve diversity in the legal profession.

Among our noteworthy initiatives are:

- A series of informational videos in which the associate leadership of Cadwalader's affinity groups describes their missions and initiatives. The videos provide unique insight into the goals and challenges faced by these organizations as well as their significant accomplishments. We encourage you to view them at www.cadwalader.com/makehistory/.
- Cadwalader Chairman Christopher White joined the Leadership Council for Legal Diversity (LCLD). Formed in 2009, the LCLD is an organization of corporate chief legal officers and law firm leaders dedicated to advancing diversity and inclusion in the legal profession. As a continuation of the "Call to Action" initiative, LCLD member organizations work together to drive material change in their respective institutions and in the legal profession generally.
- We have enhanced our recruiting efforts by working closely with the firm's affinity groups to yield tangible results. As reported in the New York City Bar Association's 2010 Law Firm Diversity Benchmarking Report, the percentage of minority lawyers at Cadwalader increased by almost 3% at the same time that New York City law firms as a whole experienced a decrease in the percentage of minority lawyers. Similarly, the percentage of women at Cadwalader increased in 2010 to almost 30%, while the percentage of women at all New York City law firms decreased in the same period.

While we are proud of our efforts and accomplishments, we recognize that lasting and meaningful change will only materialize with a consistent and sustained effort. We will continue to strive to achieve our goal of fostering a supportive and inclusive environment where each of our team members has an equal opportunity to succeed and to perform at the highest level.

ACTIVITIES

AND

INITIATIVES

BAR ASSOCIATION PROGRAMS

Bar associations focused on common professional or ethnic interests play an important role in promoting diversity, including advocating for law reform; breaking down barriers that have prevented diverse attorneys from succeeding in the legal profession; cultivating diversity within the legal community; working closely with law schools, law students, practicing lawyers, and legal employers to promote diversity at all levels; and providing valuable networking and continuing legal education opportunities.

ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK

AABANY works to improve the study and practice of law, and the fair administration of justice by ensuring the meaningful participation of Asian-Americans in the legal profession.

- In February 2011, Cadwalader's Asian Pacific American Affinity Group hosted an AABANY special networking event featuring a presentation by AABANY's Executive Director Yang Chen and a cocktail reception with

members. **Vinny Lee** and **Jessica Wong** coordinated this event, while **Kathy Chin, Daniel Choi, Jeremiah DeBerry, James Fang, Jennifer Kwon, Lauren Lee, Jocelyn Lin, Nicholas Loaknauth, Nihal Patel,** and **Jack Shaw** attended.

- Also in February, AABANY hosted its 2011 annual dinner at Cipriani—Wall Street. Tim Goodell, Senior Vice President and General Counsel, Hess Corporation, received the 2011 Corporate Counsel Leadership Award. **Kathy Chin, Daniel Choi, Siddharth Fernandes, Lauren Lee, Vinny Lee, Jack Shaw,** and **Jessica Wong** attended.

METROPOLITAN BLACK BAR ASSOCIATION

MBBA is a New York City association of African-American and other minority lawyers committed to advancing equality and excellence in the pursuit of justice, aiding the progress of blacks and other minorities in the profession, addressing legal issues affecting the citywide community, and fostering the personal and professional development of young lawyers and law students.

- Cadwalader was a sponsor of the 2010 MBBA Annual Awards Dinner at which the Honorable Eric Holder, Attorney General of the United States, served as keynote speaker and was named Trailblazer of the Year. **Lisa Atkins, Atinuke Awoyomi, Kawezya Burris, Jeremiah DeBerry, Reginald Lucas, William Zaki Robbins, Craig Stephenson,** and **Marisol Vazquez** attended this event on behalf of Cadwalader.

- In December 2010, the firm hosted an MBBA panel discussion entitled "Losing the Battle, But Winning the War: The Role of Trial Counsel in Prevailing in Appeal." The Honorable Theodore T. Jones, Associate Judge of the New York Court of Appeals, and veteran appellate attorney Herald Price Fahringer addressed recent decisions that impact how and when an objection must be made during a trial; focused on specific areas where trial counsel often neglect to interpose an appropriate objection or motion; and provided strategies on how to register proper objections to preserve issues and make a complete record. The event, attended by more than 40 guests, was followed by a cocktail reception.

- February 2011 saw Cadwalader serve as sponsor of the MBBA Reception for Federal and State Court Judges. Held in our New York office, Master of Ceremonies Honorable Alvin M. Yearwood, Chair of the Board of Directors of the MBBA, presented awards and former New York City Mayor David Dinkins (pictured below with Cadwalader's **Jeremiah DeBerry**) gave an impassioned speech. **Geoffrey Baszczuk, Kawezya Burris, Jeremiah DeBerry, and Reginald Lucas** also attended.



- The MBBA Young Attorneys Division held its annual Spring Mixer in April 2011 at Nikki Beach Midtown. This event provided attendees with the opportunity to meet MBBA officers, members of the Board of Directors, and other professionals. Attendees learned more about the Young Attorneys Division while strategizing on innovative ways to promote diversity initiatives within the legal profession. **Kawezya Burris, Jeremiah DeBerry, and Reginald Lucas** attended this event on behalf of Cadwalader.
- The MBBA's Annual Awards Gala in May 2011 focused on "Answering the Call to Lead." Former New York City Mayor David Dinkins served as the Honorary Chair of the Gala, and the Honorable George B. Daniels, District Court Judge for the Southern District of New York, served as the Chair of the Gala. **Lisa Atkins, Christelle Dorcil, and Reginald Lucas** represented Cadwalader at this event.

NATIONAL ASIAN PACIFIC AMERICAN BAR ASSOCIATION

NAPABA advocates for the legal needs and interests of the Asian Pacific American community, representing the interests of over 40,000 attorneys and 62 Asian Pacific American bar associations.

- NAPABA hosted its annual convention in Los Angeles, CA in November 2010. The convention's "INSPIRE" theme celebrated the successes of Asian Pacific American lawyers while also encouraging further excellence and attention to local communities. Over 1,600 participants, including Cadwalader's **Kathy Chin, Lauren Lee, Vinny Lee, and Jessica Wong**, were in attendance.

NATIONAL BAR ASSOCIATION

The NBA is the nation's oldest and largest national association of predominately African-American lawyers and judges.

- The NBA held its 85th Annual Convention in New Orleans, LA in August 2010. The convention, the country's largest gathering of lawyers of color, draws delegates from nations around the world. **Kawezya Burris, Jeremiah DeBerry, and Reginald Lucas** attended this event.
- In November 2010, Region II of the NBA and the MBBA celebrated the Minority Corporate Counsel Association's 11th Annual "Creating Pathways to Diversity Conference" at Taj Lounge. The event honored "Rising Icons."
- In February 2011, Cadwalader participated in the 24th Annual NBA-Commercial Law Section Corporate Counsel Conference, "Lifting as We Climb—Ensuring Justice and Equality." The conference was designed to foster networking opportunities and assist in-house legal departments in identifying and retaining African-

American attorneys as outside counsel. **Jeremiah DeBerry** and **Reginald Lucas** attended.

NEW YORK COUNTY LAWYERS' ASSOCIATION

At the time of its founding in 1908, NYCLA was the only bar association in Manhattan that did not preclude lawyers from membership by virtue of ethnicity, religion, gender, or race. Throughout its history, NYCLA's bedrock principles have been the inclusion of all who wish to join and the pursuit of legal system reform. Cadwalader is a signatory to NYCLA's Diversity Statement which encourages firms and in-house legal departments to support efforts to improve diversity within the legal profession.

- In December 2010, NYCLA hosted its 96th Annual Dinner at the Waldorf Astoria Hotel, celebrating diversity within the legal profession by honoring: George W. Madison, General Counsel, U.S. Department of the Treasury; Roderick A. Palmore, Executive Vice President and General Counsel, General Mills, Inc.; and, Catherine A. Christian, Special Counsel, Office of Special Narcotics Prosecutor, New York County District Attorney's Office. **Kathy Chin, Dave Robertson** and **Jeremiah DeBerry** represented the firm at the event.

NEW YORK STATE BAR ASSOCIATION

As the largest voluntary bar association in the U.S., the NYSBA has sought legislation to simplify and update court procedures; been instrumental in raising judicial standards; established systems for maintaining the integrity of the profession; advocated enhanced, voluntary pro bono legal services; elevated standards of practice; and achieved national recognition for public education.

- NYSBA hosted its 8th Annual Celebrating Diversity in the Bar Reception in January 2011 at the

Hilton New York. The event offered representatives and colleagues of the NYSBA a chance to explore opportunities regarding professional development. **Jeremiah DeBerry** and **Nicholas Loaknauth** attended.

PIPELINE PROGRAMS

In an effort to extend legal diversity initiatives into the community, pipeline programs seek to teach diverse students more about the law, and encourage them to consider careers in the legal profession. Cadwalader is a proud sponsor of numerous pipeline efforts that help students create connections and build relationships that they can use later for advice, references, or support. These initiatives range from visiting classrooms to teach students about various aspects of the law to interactive workshops, mentoring projects, and educational pathways.

LEGAL OUTREACH

Legal Outreach is a not-for-profit organization that works with students from middle school through college to provide them with the vision, skills, and support they need to matriculate at selective colleges and competitive law schools.

- From July 26-29, 2010, Cadwalader held its third consecutive Legal Outreach Internship Program, hosting four tenth grade students. The mock trial program concluded with the students presenting oral arguments before a live audience. **Kawezya Burris** and **Jeremiah DeBerry** coordinated this program, while **Lisa Atkins**, **Atinuke Awoyomi**, **Julian Chung**, **Monica Clark**, **Christopher Cook**, **Anna Erenburg**, **James Fang**, **Blake Gansborg**, **Jeffrey Glick**, **John Halski**, **Tianna Jackson**, **Reginald Lucas**, **Jessica Mills**, **Paul Mourning**, **Joseph Mueller**, **Daniela Rapisardi**, **Alexander Schwab**, **Craig Stephenson**,

Colin Underwood, **Matt Weger**, and **Josh Weiss** provided guidance to the students.

PRACTICING ATTORNEYS FOR LAW STUDENTS

PALS is dedicated to enhancing the skills and careers of minority law students and early career attorneys by offering customized mentoring, educational, and professional development opportunities. PALS provides resources to augment the law school and employer training of, respectively, minority law students and beginning lawyers.

- PALS held its 4th Annual Retreat for New Associates of Color in January 2011. The all-day professional development workshop was designed to help new attorneys of color maximize their first year of law firm practice. Sessions included: Transitioning from Law School to Professional Practice; Tips for Success; Professional Legal Writing and Creating a Quality Work Product; and Ethical Considerations for Beginning Lawyers. **Diego Carvajal**, **Christelle Dorcil**, **Jennifer Kwon**, **Jocelyn Lin**, and **Nia Rasool** participated.
- In June 2011, for the fourth consecutive year, the Practicing Attorneys for Law Students Program (PALS) hosted its 2011 Summer Reception at Cadwalader. A panel discussion on how to perform at a high level as a summer associate included **Julian Chung** and a number of attorneys from other law firms. **Kawezya Burris** delivered a welcome address and was joined at the event by **Lisa Atkins**, **Kenneth Baker**, **Jeremiah DeBerry**, and **Monica Harris**.

SPONSORS FOR EDUCATIONAL OPPORTUNITY



SEO recruits and trains outstanding college students and recent graduates of color from across the country for internships that lead to careers in many competitive industries, including the law.

- On June 27, 2011, SEO hosted a panel discussion in the Washington, DC area to introduce interns to different areas of the law. Cadwalader's **Athena Eastwood** represented the firm, speaking about her career path and the firm's energy practice. **Derek Moore**, **Amy Ray**, and **Liz Wright** also participated.
- Also in June 2011, for the fifth consecutive year, partner **Deryck Palmer** and his wife hosted an SEO intern networking event at their home. The event provided interns working in New York City, Washington, DC, Houston, and the Bay Area an opportunity to network with partners of color in an informal setting. More than 100 law firm lawyers, summer associates, and SEO interns attended, including **Ken Baker**, **Kawezya Burris**, **Lynna Cabrera**, **Monica Harris**, and **Nia Rasool**.
- Cadwalader sponsors the SEO Annual Awards Dinner (pictured above are Cadwalader attorneys **Lary Stromfeld**, **Terence Workman**, **Terence Healy**, **David Miller**, and **Stewart Kagan** enjoying the event) and hosts three SEO interns each summer. See page 11 for more information.

- In July 2011, **Maria Gall** served as a panelist at an SEO event on Federal clerkships — how to get one, how to succeed as a federal court clerk, and how federal clerkships can be helpful to a lawyer’s career.

DEVELOPMENT PROGRAMS

Cadwalader provides a series of training programs each year for the purpose of increasing participants’ cultural awareness, knowledge, and skills, increasing the inclusion of different identity groups, and promoting better teamwork. By offering such programs, we expect that teams with individuals from different cultures and demographics not only bring a greater skill set to each project, but enjoy greater creativity, flexibility, and innovation. The firm is also committed to ensuring that our own professionals remain on the leading edge of developments in diversity.

ASSOCIATION OF LAW FIRM DIVERSITY PROFESSIONALS

July 2010 saw Cadwalader host the ALFDP regional luncheon. More than 20 diversity professionals from metro-New York firms discussed initiatives and opportunities to further improve diversity within the legal field.

ALFDP held its Fall 2010 Conference in November. The conference focused on analyzing diversity initiatives from the past, while organizing and planning new efforts for 2011. **Jeremiah DeBerry** attended on behalf of Cadwalader.

ASIAN WOMEN IN BUSINESS

Kathy Chin served as a panelist at the AWIB program “Raising the Bar: Asian Women Leading in the Legal Profession” in March 2011. In celebration of Women’s History Month and in recognition of the accomplishments of Asian women in the legal profession, AWIB sponsored this dialogue on the advancement of Asian women in the legal field.

Panel members discussed their unique paths to success as well as leadership pinnacles Asian women have yet to conquer. Moderated by ABC’s Good Morning America news anchor Juju Chang, other panelists included Millie Kim, General Counsel, CITI, the Honorable Kiyō Matsumoto, U.S. District Court Judge for the Eastern District of New York, and Charan Sandhu, a partner at Weil, Gotshal & Manges LLP. Founded in 1995, AWIB is the only non-profit, tax-exempt organization in the country with the primary mission of assisting Asian women entrepreneurs. AWIB addresses issues affecting the business and professional development of Asian Americans and promotes the inclusion of minority- and women-owned-businesses and professionals.

CATALYST

Catalyst, Inc. hosted its annual Awards Conference at the Waldorf Astoria in March 2011. Catalyst members and professionals from around the world participated in workshops and discussions with leading experts to share knowledge on issues related to diversity, inclusion, and women’s advancement. **Lisa Atkins, Jeremiah DeBerry, Christelle Dorcil, Athena Eastwood, Sasha Grinberg, Tianna Jackson, Jennifer Kwon, Stephanie Marcantonio, April Oliver, Sarah Tucker, Heather Webb, and Penny Williams** attended.

DIVERSITY SUMMIT

In June 2010 and 2011, the Diversity Summit, sponsored by The Association for Legal Career Professionals and the Association of Law Firm Diversity Professionals, was held at Northwestern University School of Law. The Diversity Summit is designed to present programs and techniques to increase diversity within the legal field, while examining proven ways to increase the recruitment, promotion, and retention of diverse lawyers. **Jeremiah DeBerry** attended the

Summit, which also provided diversity professionals an opportunity to share and build upon best practices.

MICROINEQUITIES SEMINAR

The highly acclaimed seminar “MicroInequities: The Power of Small,” was presented in September 2010 to Cadwalader’s first- and second-year associates by Stephen Young, a leading diversity and organizational leadership expert. He focused on strategies for identifying and avoiding the subtle, usually subconscious, messages sent that devalue, discourage, and ultimately impair the performance of associates within a workplace.

MINORITY CORPORATE COUNSEL ASSOCIATION

In November 2010, the MCCA held its Diversity Dinner Series — Northwest Region at the New York Marriott Marquis. The event honored the 2010 Thomas L. Sager and Employer of Choice award winners, Boehringer Ingelheim USA Corporation, MetLife, and Staples, Inc. **Diego Carvajal, Jeremiah DeBerry, Vinny Lee, Reginald Lucas, and Chauncey Smith** attended.

NALP CONFERENCE

In April 2011, the Association for Legal Career Professionals (NALP) held its annual Education Conference in Palm Springs, CA. Building on NALP’s mission to improve the professional development of its members, the organization is dedicated to providing legal career and development and education programming. The conference featured many diversity-related seminars including: Understanding Generational Differences in the Context of Diversity; The Next Step in Inclusiveness — Exploring Religious and Cultural Diversity; and, Diversity Committees that Work. Members of the firm’s Associate Development and Human Resources Departments attended.

AFFINITY GROUPS

Affinity groups provide a forum for Cadwalader attorneys to share ideas outside of their particular areas of practice as well as to help the firm identify issues of concern to specific groups. In addition to racial, ethnic-background, and gender-based groups, affinity groups serve to bring together personnel based on country of origin, religion, physical disabilities, military service, age, sexual orientation, and many other parameters. Cadwalader's affinity groups are involved with identifying and helping the firm implement best practices for professional networking, developing cultural competencies, recruiting, and training and education.

CAPAA

Cadwalader's Asian Pacific American Attorney Resource Group ("CAPAA") seeks to promote the professional development of Asian Pacific American attorneys at the firm; to assist the firm in attracting, developing, and retaining Asian Pacific American law students and attorneys; and to provide a forum for members to discuss and share information regarding issues that are important to the Asian Pacific American legal community and the Asian Pacific American community at large.

- *Welcome Dinner:* In October 2010, CAPAA hosted a welcome dinner for first-year associate members **Jennifer Kwon, Jocelyn Lin, Nicholas Loaknauth, Nihal Patel,** and **Jack Shaw.** At the dinner, held at the Palm in TriBeCa, CAPAA members discussed the tools and resources used by the group to strengthen practice skills and networking opportunities. **Jennifer**

Choe, Julian Chung, Siddharth Fernandes, Maria Gall, Jaspal Hare, Vinny Lee, and **Jessica Wong** also participated in this event.

- *Bowl-A-Thon:* The Asian American Federation hosted its 2nd Annual Charity Bowl-A-Thon in November 2010. More than 70 guests from ten organizations competed to support the fight against poverty. CAPAA finished in second place and contributed to the more than \$15,000 raised to benefit the Asian American Community Fund, which helps community agencies with programs



to battle poverty and hunger. **Andrew Chien, Michael Ferdinand, John Halski, Sonja Keenan, Lauren Lee, Vinny Lee, Jack Shaw,** and **Jessica Wong** participated.

- *Fundraising for Equal Justice:* The Asian American Legal Defense and Education Fund (AALDEF) held its 2011 Kick Off Happy Hour in January to collect funding for the organization's Economic Justice Project. The benefit was held at Lair on the Lower East Side and **Maria Gall, Peter Isajiw, Lauren Lee,** and **Jessica Wong** attended.
- *Lunar Year Gala:* In February 2011, AALDEF hosted its Annual Lunar New Year Gala at Chelsea Piers. **Kathy Chin, Julian Chung, Terence Gilheany, Jennifer Kwon, Lauren Lee, Vinny Lee,** and **Jessica Wong** attended this event.
- *Spirit of Asian American Gala:* The Asian American Federation hosted

its Spirit of Asian America Gala at the Pierre Hotel in May 2011. The gala was created to recognize and celebrate outstanding groups, special corporate entities, and individual partners who share an interest in improving the lives of Asian Americans and Asian American communities. This annual event draws 500 preeminent corporate executives, individual donors, elected officials, and press. **Jennifer Kwon, Vinny Lee, and Jessica Wong** attended on behalf of Cadwalader.

CARGO

The mission of the Cadwalader Attorney Resource for Gay, Lesbian, Bisexual and Transgender (LGBT) Outreach Group (CARGO) is to develop, build, and foster a sense of community among LGBT attorneys at the firm; advocate for a non-discriminatory and diverse environment; sponsor or support educational and cultural LGBT-themed programs for members and others; support the discussion of current LGBT issues; increase the firm's pro bono work related to LGBT issues; and advocate and urge the firm to advocate for issues of importance to the LGBT community at large. In order to accomplish these goals, CARGO sponsors educational and cultural programs for members and others, and participates in conferences and job fairs.

- *Celebratory Dinner:* At the end of June 2011, members of CARGO gathered in the West Village to celebrate the end of Pride month and the recent enactment of the New York State law enabling gay and lesbian couples to marry.
- *Attorney Reception:* In June 2010 and 2011, the ACLU LGBT & AIDS Project held its Attorney Reception at the Manhattan Ballroom. The project fights discrimination and moves public opinion through the courts, legislatures, and public education on issues related to relationships;

youth and schools; parenting; gender identity; and expression and discrimination in employment, housing, and other areas. **Atinuke Awoyomi, Doug Ebeling, Geoffrey Rapoport, Jared Stanisci, and Jessica Wong** attended, as did **Kenneth Baker, Kawezya Burris, Doug Ebeling, and Stephanie Rivetz.**

- *Lambda Legal Law Firm Appreciation:* Lambda Legal hosted its New York City Law Student and Law Firm Appreciation Event in September 2010 at the offices of Credit Suisse, bringing together LGBT lawyers from top New York law firms and law students to celebrate the support Lambda Legal has received in its quest to promote equality. **Doug Ebeling, Benjamin Riskin, William Zaki Robbins, and Jared Stanisci** attended this event.
- *Jeans Day:* CARGO held a Jeans Day in December 2010 to raise funds for The Hetrick-Martin Institute. For 30 years, Hetrick-Martin has provided safe havens and supportive environments for young people — regardless of sexual orientation or



identity — to escape the neglect, abuse, and violence experienced by many at-risk lesbian, gay, bisexual, transgender, and questioning youth because of their sexual orientation. The Hetrick-Martin Institute is also host to the Harvey Milk High School, an inclusive voluntary New York City public high school focusing on the educational needs of children who are

in crisis or at risk of physical violence and/or emotional harm in a traditional educational environment. Cadwalader personnel raised more than \$1,300 from the Jeans Day program. Each \$10 donation supports one at-risk young person for one complete day of Hetrick-Martin services.

- *Lambda Legal Awards:* In May 2011, Cadwalader served as a sponsor of Lambda Legal's Annual Liberty Awards National Dinner at Pier Sixty, Chelsea Piers. **Doug Ebeling, Christopher Milenkevich, Benjamin Riskin, William Zaki Robbins, Sara Shouse, Jared Stanisci, and Jared Sunshine** attended this event on behalf of Cadwalader.

CASE

Cadwalader's Association of Social Engineers (CASE) promotes the mentorship, leadership, advocacy, and professional and personal development of African-American and Hispanic associates; and enhance the firm's ability to attract, develop, and retain African-American and Hispanic law students and attorneys. The group's name is inspired by Charles Hamilton Houston, a law school professor and civil rights attorney. As a legal strategist for many of the early civil rights cases relating to racial inequality, he encouraged his students and the public to be "social engineers."

- *Welcome Dinner:* In October 2010, CASE sponsored a welcome dinner for first-year associates at CAVA Wine Bar. **Lisa Atkins, Kawezya Burris, Jeremiah DeBerry, Nicole Eason, Reginald Lucas, Deryck Palmer, and William Zaki Robbins** welcomed **Nicole Bernier, Diego Carvajal, Christelle Dorcil, Nicholas Loaknauth, Nia Rasool, and Chauncey Smith** to Cadwalader. The dinner included a brief presentation on the mission and goals of CASE as well as a preview of upcoming events.

- *Goldman Sachs Legal KnowledgeXchange*: Also in October 2010, the Black Affinity Network of the Goldman Sachs Legal, Global Compliance & Internal Audit Divisions hosted its second series of “Goldman Sachs Legal KnowledgeXchange” events. This event brought together midlevel and senior black law firm associates with senior officials and leaders of Goldman Sachs to discuss risk management and execution within a changing commercial environment. The event opened with a panel discussion, followed by a cocktail reception. **Kawezya Burris** and **Reginald Lucas** represented Cadwalader at this event.
- *NAACP – LDF*: During November 2010, the National Association for the Advancement of Colored People’s (NAACP) Legal Defense and Educational Fund (LDF) hosted its 24th annual National Equal Justice Award Dinner. Cadwalader served as a Bronze Sponsor of the dinner, which **Jeremiah DeBerry** and **Reginald Lucas** attended.
- *Georgetown BLSA*: In December 2010, **Jeremiah DeBerry**, **Reginald Lucas** and **Christelle Dorcil** participated in the first annual Diversity Reception hosted by Georgetown’s Black Law Student Association.
- *BWEL Reception*: Cadwalader served as a Silver Sponsor of the Black Women in Entertainment Law Foundation’s Reception at the Actor’s Playhouse in March 2011. BWEL honored Bethann Hardison, model, journalist, and fashion icon, and Louise West, a legend in the legal entertainment community. **Nicole Bernier** and **Kawezya Burris** attended this event.
- *NBLSA Annual Convention*: Also in March 2011, the National Black Law Students Association held its 43rd annual convention in Houston. In addition to career development oppor-

tunities, the convention also provides a platform for speakers from diverse organizations, including Exxon Mobil Corporation, the Indiana Supreme Court, Halliburton, ACLU, NAACP, Shell Oil Company, and the Dupont Company. **Jeremiah DeBerry** and **Reginald Lucas** attended.

WOMEN’S LEADERSHIP INITIATIVE



Dedicated to raising the visibility and leadership potential of the firm’s female attorneys, the Women’s Leadership Initiative (WLI) sponsors lunches, programs, discussions, and training, and provides other opportunities to promote the development, advancement, recruitment, and retention of female attorneys.

- *Speaker Series*: In July 2010, the WLI held a moderated discussion on marketing and networking strategies. During the discussion, **Fredric Altschuler**, **Jodi Avergun**, **Gregory Petrick**, and **Louis Solomon** shared their experiences, while providing advice on marketing to potential clients, cultivating relationships with contemporaries, and cross-marketing experiences. **Claudia Freeman** presented a marketing and networking strategy introduction, while **Ingrid Bagby** moderated the presentation. **Nicole Stephansen** coordinated this event, which drew more than 80 Cadwalader attorneys.
- *The Dressing Room*: In September 2010, the women of Cadwalader’s Financial Restructuring Department hosted an evening of networking and

shopping at The Dressing Room, an emerging-designer boutique and bar on New York’s Lower East Side. The guests included women in the restructuring industry.

- *School Supply Drive*: WLI spearheaded a drive to provide school supplies for some of America’s most needy children at the Porcupine Day School at the Pine Ridge Reservation in South Dakota, one of the poorest places in the U.S., with schools in desperate need of basic supplies. Backpacks, notebooks, pens and pencils, rulers, crayons, glue, folders, erasers, clips, binders, calculators, paper, and a host of other school supplies were collected.
- *Summer Associate Events*: Each year, WLI welcomes the summer associates with events in New York and Washington. In DC, the group enjoyed a private tour of The National Museum of Women in the Arts followed by afternoon tea in one of the Museum’s galleries in 2010, and, in 2011, an evening at the Verizon Center to cheer the Washington Mystics as the team played the Indiana Fever. The New York summer associates participated in a cooking class at the Institute of Culinary Education in 2010 and enjoyed a hands-on cooking party at *Cooking by the Book* in 2011.



- *Dress for Success*: In November 2010, the members of the Washington office WLI partnered with Dress for Success for a Fashion for a Fresh Start Cocktail Reception. At the event, professional women’s

clothing and accessories were collected for this not-for-profit that provides support and skills to women transitioning from welfare to work.

- *Annual First Year Welcome Luncheon:* WLI welcomed the Class of 2010 associates to Cadwalader with a luncheon that included information about the group, prospective programs, and ways in which to get involved.
- *Speaker Series:* In December 2010, the WLI sponsored a seminar in Washington on the fundamentals of career advancement. Topics discussed by Deborah Katz Solomon of Acuity Legal Consulting LLC included: taking ownership of your career, honing your communication style, building effective relationships, and networking/business development fundamentals. In connection with this program, the WLI also offered associates the opportunity to participate in personalized coaching sessions with Ms. Solomon.
- *Recruitment Program:* In February 2011, WLI and the Cadwalader Recruitment Department sponsored a program in New York for Cadwalader women attorneys and female 1L students from Fordham, NYU, and Columbia. More than 50 women law students attended the event, at which a panel of Cadwalader women, including **Ingrid Bagby, Julian Chung, Audrey Aden, and Susan Harlow**, made a presentation on best practices for interviewing, and facilitated individual mock interviews and resume critiques for each of the law students. Meanwhile, in Washington, the WLI hosted an interview workshop at Georgetown Law School for members of its Women's Legal Alliance Group. Participants in the workshop, entitled "Insight to Interviewing: 1L Interviewing Skills Workshop" included Georgetown alumna **Dale Turza, Sophie Cuthbertson, and Karen Woody**.
- *DirectWomen:* In February 2011, the WLI arranged for several women attorneys to attend a luncheon hosted by DirectWomen, an organization that prepares and trains women who have shown outstanding accomplishment and leadership in their fields for membership on corporate boards of directors. The DirectWomen Luncheon offered insight into why women attorneys are particularly well positioned to increase the presence of women serving as board members.
- *Penn Law:* The WLI was a sponsor of the Penn Law Women's Association's Annual Dinner, designed to facilitate supportive relationships for the women of Penn Law. **Lory Stone** and **Nicole Bernier** attended the Philadelphia-based event with Penn Law student **Stephanie Rivetz**, who was a 2011 summer associate in the New York office.
- *Women and the Law:* The WLI arranged for 10 attorneys to attend The Annual Justice Ruth Bader Ginsburg Distinguished Lecture on Women and the Law. Justice Ginsburg introduced Martha L. Minow, Dean of Harvard Law School, who delivered a lecture focused on the "separate but equal" legal issues in offering single-gender education.
- *WILL Academy Reunion:* The WLI held a moderated discussion on leadership issues by bringing together women attorneys who attended the ABA's Women In Law Leadership ("WILL") Academy and women partners from Cadwalader. The program was moderated by Carolyn Lamm, a partner at White & Case LLP and former President of the American Bar Association, and included Cadwalader's **Dorothy Auth, Jodi Avergun, Lisa Pauquette, and Dale Turza**. Among the topics discussed were risks taken on the path to partnership; attributes of women law firm leaders; and failure as a key to success.

AFFINITY GROUPS' 2010 END OF YEAR CELEBRATION

To commemorate all of the accomplishments made throughout the year to promote diversity within the firm, Cadwalader's affinity groups held a 2010 End of Year Celebration at the SoHo House. The event drew Cadwalader attorneys from all departments including: **Lisa Atkins, Nicole Bernier, Kawezya Burris, Diego Carvajal, Andrew Chien, Christelle Dorcil, Nicole Eason, James Fang, Maria Gall, Jaspal Hare, Tianna Jackson, Jennifer Kwon, Vinny Lee, Lauren Lee, Jocelyn Lin, Nicholas Loaknauth, Benjamin Riskin, William Zaki Robbins, Chauncey Smith, Jared Stanisci, Jared Sunshine, and Jessica Wong**.

Several months later, members of the affinity groups accompanied the firm's summer associates to "Baby it's You," the Broadway musical inspired by the true story of Florence Greenberg, a suburban housewife from New Jersey who discovered one of the greatest girl groups of all time, The Shirelles, and created Scepter Records. A discussion of the challenges faced by women and African Americans in 1960's America followed.

MINORITY JOB FAIRS

Minority job fairs are designed to bridge the gap between law firms and minority law students, to recruit the brightest talent among minority law students, and to match these candidates with law firms, corporations, government agencies, and public interest agencies that truly value diversity.

CLEO

The Annual Council on Legal Education Opportunity (CLEO) Career Fair took place at the Chicago O'Hare Marriott Hotel in June 2010 and 2011. The fairs provided opportunities for students and alumni to meet representatives from law firms, government agencies, public interest organizations, and other legal employers. **Reginald Lucas** attended this event and interviewed 2L candidates on behalf of Cadwalader.

COOK COUNTY MINORITY JOB FAIR

The Cook County Minority Job Fair, held in Chicago in August 2010 and 2011, was established to bridge the employment gap between non-profit organizations, law firms, government organizations, and minority law students in the Chicago legal community. More than 900 law students and 100 employers attend the event, at which **Jeremiah DeBerry** represented Cadwalader.

NATIONAL BLACK LAW STUDENTS ASSOCIATION

The Northeast Region of the National Black Law Students Association held its annual job fair in Weehawken, NJ in August 2010 and 2011 to create and promote awareness regarding the needs and goals of black law students, while also effectuating change within the legal community. **Reginald Lucas** conducted interviews on behalf of Cadwalader.

NATIONAL LGBT BAR ASSOCIATION

The National LGBT Bar Association (Lavender Law) conference and job fair in Miami Beach, FL in August 2010 and Hollywood, CA in 2011 promotes awareness of the needs and goals of LGBT students, while also offering numerous discussions and conferences, including a transgender mentorship panel and an intellectual property symposium. **Sara Shouse** has represented the firm at this job fair.

2011 MINORITY JOB FAIRS

6/13

**Council on Legal Education
Opportunity (CLEO) Job Fair**

8/12

**Cook County Bar Association
Minority Job Fair**

8/19

**Northeast Black Law Student
Association (BLSA) Job Fair**

9/8-10

**Lavender Law Conference
and Career Fair**

SPECIAL REPORT: MEET THE SEO INTERNS

Sponsors for Educational Opportunity (SEO) recruits and trains outstanding college students and recent graduates of color from across the country for internships that lead to careers in many competitive industries, including the law. Since 1986, the SEO Corporate Law Program has sought highly talented pre-law students to intern at the most prestigious law firms and financial institutions in New York City. The program has since expanded to Washington, DC, Houston, TX, and the San Francisco Bay area.

SEO INTERNS

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In addition to providing students with employment opportunities, the Corporate Law Program includes a two-week Corporate Law Institute that provides interns with an intensive law school prep program. During the program,

the interns learn many skills necessary to excel during their first year in law school. Distinguished law school professors provide the interns with overviews of first-year courses, including civil procedure, criminal law, constitutional law, contracts, legal writing and method, property, and torts. Top corporate lawyers in private practice introduce interns to legal topics, such as white collar crime, mergers & acquisitions, torts, and pro bono, while other professionals discuss critical skills, including stress management. The program consists of nearly 40 course

hours, mock law school exams, and extensive guidance on developing study strategies and exam-taking skills to excel in law school. Additionally, each student receives a set of study aids for every first-year law course.

As a sponsor and participant in the SEO program, Cadwalader employs three SEO interns each summer (two in NY and one in Washington) in order to give them a first-hand look at the practice of law in a large law firm. We spoke with our interns, who are heading to some of the nation's best law schools.

MARGOT CAMPBELL



Where did you attend college? What was your major?

I attended the University of Delaware and double-majored in English and International Relations, minored in Legal Studies, and received a certificate in French.

Where are you headed for law school?

I will be attending the University of Pennsylvania Law School in the fall.

What interests you about a career in the law?

Though I am interested in many aspects of the law, it's the dynamic nature and widespread relevancy that originally drew me to consider a legal career. I have always been a multi-faceted individual and I believe that a legal career will allow me to explore my many interests while building a useful and diverse body of knowledge along the way. Additionally, a career in law gives me an opportunity to use skills about which I am passionate—research and writing.

Any thoughts on what you might like to do when you graduate from law school?

I would like to work in a corporate firm upon graduating from law school, but I am not certain of the practice area. My SEO internship is giving me an unparalleled opportunity before beginning law school to be exposed to many areas of the law and what they entail, which I am sure will enhance my ability to select an area of focus.

What kinds of projects have you been working on at Cadwalader?

I have assisted with documents to be submitted on behalf of a client to the Department of Labor. This allowed me to learn more about ERISA, corporate organization, and SEC filings. I am looking forward to gaining experience in all practice areas this summer, particularly in the white collar practice group.

How did you hear about the SEO program?

I had seen the SEO program mentioned online, but had not considered applying until one of my roommates mentioned that she met representatives from the organization at a conference for the National Association of Black Accountants. I looked into the program further and realized what a unique and valuable opportunity it would be for me. I applied during the following cycle.

What is the best part of the SEO program?

In my opinion, the best part of the SEO program is that it incorporates more than just the work aspect of an internship. Though the work is valuable, SEO also spends a significant amount of time preparing interns for law school as well as offering insight into networking in the legal field. The program focuses on overall professional development, which will supplement the academic training I receive in law school.

How are you enjoying life in Washington, DC? What have you been doing in your free time?

Unfortunately, I have not yet gotten the chance to explore Washington. I hope to be able to take in all this city has to offer during the coming weeks. I would like to get a feel for the area, as I am strongly considering moving here in the future.

Can you describe your upbringing?

I was born and raised in Worcester, Massachusetts, but was always exposed to the strong cultural influences

of my mother, who is from the island of St. Lucia. I am also half Jamaican and have family scattered throughout the Caribbean. People from the West Indies tend to be very family-oriented, strong-willed, and kind-hearted, and I believe I share those traits.

Any interesting prior work experiences?

My internship with Lockheed Martin Missiles and Fire Control was one of my most interesting work experiences, mainly because I was in the Combat Maneuver Systems Department, working with autonomous vehicles that operate without being occupied by a person. I also recently worked as a search engine optimization news writer.

Who has been a role model for you?

My mother is my role model.

What do you enjoy doing in your free time?

I enjoy travelling, listening to music, talking with friends, and watching New England sports teams win!

Tell us something that people may not know about you that might surprise them.

I attended a boarding school for high school and a junior boarding school during the eighth grade.

What is the last book you read?

Jagged Rocks of Wisdom: Professional Advice for the New Attorney. I am currently reading *A Criminal Injustice*, the true story of Martin Tankleff who was wrongly accused and convicted of murdering his parents.

What is the last movie you saw?

For Colored Girls

What song or artist is on your most-played list right now?

Frank Ocean—"We All Try"

GLENN WILLIAMS



Where did you attend college?

What was your major?

I went to a small school in Alabama, Columbia Southern University, where I majored in Business. I received my Masters in Human Relations from the University of Oklahoma.

Where are you headed for law school?

I will be attending Harvard Law School.

What interests you about a career in the law?

I love trying new things and each day you practice law you might be confronted with a new detail or idea that challenges your previous views. Facing new challenges throughout my whole career is the primary reason I'm drawn to a career in the law.

Any thoughts on what you might like to do when you graduate from law school?

I am sure I want to work in corporate law but all of the great practices at Cadwalader have actually made my decision much harder. One day I think litigation is the place for me but then I work in another department and I enjoy the assignments just as much. The good thing is that I'll have a few years to figure out exactly what I want to do.

What kinds of projects have you been working on at Cadwalader?

I just finished a litigation research project. It was a good assignment because it was forwarded to a partner and to a judge, both of whom emailed

me with their gratitude. It's a wonderful feeling to have a federal judge tell you that you did a great job on something!

How did you hear about the SEO program?

I actually heard about it through email but I didn't know what it was until I heard other students talking about it. After some research, I discovered how extraordinary this opportunity was.

What is the best part of the SEO program?

Interns are given a rare opportunity to network and meet people in corporate law years before our classmates. Not only does SEO allow us to meet people from our own firm but they actually arrange events with other legal practitioners so that we get a broad understanding of the corporate world.

How are you enjoying life in New York City? What have you been doing in your free time?

My sister lives in New Jersey and a few of my close friends went to NYU so I'm familiar with the city. But living here has given me a whole new outlook. This is truly the city that never sleeps. From food to entertainment, there is something for everyone to enjoy. I have taken advantage of the affordable live music you can find all over the city.

Can you describe your upbringing?

I was born and raised in Chicago, IL. I came from a blue collar family of meager means but my mother always stressed the need for education. She was a huge influence on who I am today. I'm also a Christian and my faith plays a large role in my everyday life.

Any interesting prior work experiences?

I was in the Army and deployed to Iraq. We helped train the judges and set up the first courtrooms in Tikrit under the new constitution of Iraq.

Who has been a role model for you?

My mom has been my best role model. She taught me my morals and how to behave and those are the truly important lessons in life.

What do you enjoy doing in your free time?

I am a sports nut so if I'm not playing, I'm watching or reading about sports. I also enjoy politics so my TV is constantly tuned to CNN.

Tell us something that people may not know about you that might surprise them.

I have lived in Asia and Europe.

What is the last book you read?

The Great Gatsby. I've read it before but it's a book that keeps me grounded and reminds me never to pretend to be someone I'm not.

What is the last movie you saw?

Thor. It actually wasn't as bad as I thought it was going to be.

What song or artist is on your most-played list right now?

I'm a big jazz fan so I can't get enough of the Ray Charles tribute album *Here We Go Again* performed live by Willie Nelson, Wynton Marsalis, and Norah Jones.

ABIOLA FASEHUN



Where did you attend college? What was your major?

I attended Carnegie Mellon University and graduated with a double major in Professional Writing and Ethics and History & Public Policy.

Where are you headed for law school?

I will be attending Columbia in the fall.

What interests you about a career in the law?

What interests me about pursuing a career in law are the varied career options that a legal degree offers. Whether practicing corporate law or public interest law, a legal degree enables one to help others in a way that most cannot. I am interested in the intersection of business and law in regards to corporate governance and M&A, but also how the law applies to not-for-profits.

Any thoughts on what you might like to do when you graduate from law school?

Eventually, I would like to work as an associate at a law firm or as a consultant, but upon graduating I would be interested in clerking or exploring options for social entrepreneurialism.

What kinds of projects have you been working on at Cadwalader?

Although I've only been at Cadwalader for a few weeks, I am currently working on a research project for a case reenactment. I am also working with David Miller and his team to develop an idea for a non-profit.

How did you hear about the SEO program?

I found out about the SEO program as an undergrad. SEO had a very strong presence on my campus, but more so for finance and banking. I feel very fortunate to have discovered the law program and I feel even more fortunate to have been accepted into it.

What is the best part of the SEO program?

What I enjoy the most about the SEO program so far is the opportunity we have been given to meet legal professionals. It's always interesting to find out what lawyers love most about their area of practice or what have been the highlights of their careers.

How are you enjoying life in New York City? What have you been doing in your free time?

I was born in New York and grew up in New Jersey, so I've always considered New York City to be my extended home. I look forward to New York in the summer—with free concerts and events, there's always something exciting to discover.

Can you describe your upbringing?

My parents originally immigrated to the U.S. from Nigeria. I come from a family that is very politically active in Nigeria, which I believe helped to shape my interest in law at an early age.

Any interesting prior work experiences?

After graduating from college, I worked as a 6th grade teacher through Teach for America in Newark, NJ. I absolutely loved teaching and providing opportunities for my students to challenge themselves. I helped to found the school's first form of student government, and I also served as the cheerleading coach.

Who has been a role model for you?

As cliché as it may sound, my older sister has always been a great role model for me. We are extremely close, and over the years I've come to appreciate the fact that no matter what situation I may find myself in, she's always available to listen and ready to give advice.

What do you enjoy doing in your free time?

I enjoy relaxing! I've found that as life gets busier, taking the time to relax, and truly being able to enjoy the moment—without thinking about projects or work—is an art form.

Tell us something that people may not know about you that might surprise them.

I've been a vegetarian for almost ten years.

What is the last book you read?

Tinkers by Paul Harding

What is the last movie you saw?

The last movie I saw was *Brothers* on Netflix.

What song or artist is on your most-played list right now?

Simon & Garfunkel is definitely taking over my playlist right now. I've loved their music for years.

AWARDS

AND

HONORS

THE AMERICAN LAWYER 45 UNDER 45

Julian Chung, a partner in the Corporate Department, was named by *The American Lawyer* to its list of 45 Under 45. Published in the January 2011 issue of the publication, the 45 Under 45 recognizes the top young women of the AmLaw 200. Julian, noted for her work on the DIP financings of Chrysler, GM, and Lyondell, was praised by clients for having “made outstanding contributions” to their matters and was described as “truly incredible.” Her practice involves the representation of large financial institutions and borrowers in commercial lending transactions, with an emphasis on senior secured finance for leveraged acquisitions. She also represents financial institutions and debtors in connection with restructurings and refinancing existing credit facilities.

THE AMERICAN LAWYER DIVERSITY SCORECARD

Cadwalader ranked among the top 120 law firms in the nation for diversity in *The American Lawyer's* 2011 Diversity Scorecard Report. The report recognizes large U.S. law

firms according to their percentage of minority attorneys and partners.

BUILDING A BETTER LEGAL PROFESSION

The firm received an “A” ranking from “Building a Better Legal Profession” for our retention rate of minorities and women over the last year. Building a Better Legal Profession is a national grassroots movement that seeks market-based workplace reforms in large private law firms. By publicizing self-reported data on billable hours, pro bono participation, and demographic diversity, it seeks to draw attention to the differences between these employers.

LEGAL MEDIA GROUP BEST INTERNATIONAL FIRM FOR WOMEN IN BUSINESS LAW

Cadwalader was nominated for “Best International Firm for Women in Business Law” as part of the inaugural Euromoney Legal Media Group European Women in Business Law Awards. In addition, **Jennifer Donohue** was nominated for “Best in Insurance and Reinsurance,” and **Assia Damianova** was nominated for “Best in Structured Finance and Securitisation.”

MULTICULTURAL LAW MAGAZINE

Cadwalader was named to two of *MultiCultural Law Magazine's* lists of the top 100 law firms in the country. Cadwalader was included as a top law firm for diversity and for women. The lists are compiled based on the responses to surveys distributed to top law firms across the country.

Cadwalader's Diversity Program

Cadwalader has worked diligently to promote an inclusive work environment and, over the years, has developed many initiatives to fit our unique goals and challenges on issues of diversity and inclusion. Our Diversity Committee and Director of Diversity are charged with spearheading Cadwalader's diversity initiatives, including training, specialty bar association memberships, affinity groups, networking and recruiting programs, mentoring programs, lectures and special events, pipeline initiatives, and financial support for organizations and activities that focus on diversity-related issues.

About Cadwalader

Cadwalader, Wickersham & Taft LLP puts more than 200 years of legal experience and innovation to work today for many of the world's most prominent financial institutions and corporations. Our attorneys offer strategic legal solutions and premier client service from our locations in the United States, Europe, and Asia. We provide counsel on sophisticated and complex transactional, litigation, and regulatory matters and help our clients break new ground, accomplish their business goals, and manage challenges.

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This newsletter provides general information and should not be used or taken as legal advice for specific situations, which depend on the evaluation of precise factual circumstances. For further information related to Cadwalader's diversity programs, please contact Jeremiah DeBerry, Director of Diversity, via telephone at +1 212 504 6489 or via email at jeremiah.deberry@cwt.com.