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If you would like more information about Diversity Works or wish to contribute to the newsletter, please e-mail diversityworks@dlapiper.com.

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East Coast Regional Manager: Edwin Bowman
West Coast Regional Manager: Sean Carter
Diversity Coordinator: Vivian Calender
Administrative Assistant: Marcy Blaylock
Newsletter Editor: Karen Clanton
FROM THE DIVERSITY DESK

DLA Piper is fast achieving its vision of becoming the leading global business law firm. In doing so, the firm has embraced change: new offices, new vision and values, new name, and new logo. Amidst the change, the firm’s commitment to diversity remains constant. We remain committed to creating a culture where opportunities for success are available to everyone, and the processes for attaining success are transparent.

Commitment to diversity starts at the top. The firm’s executive committee volunteered to be the first to receive diversity training over the summer. The firm’s leadership has afforded the Diversity department additional resources to carry out our mission. We’ve added regional diversity managers to our team to support each office and local diversity committees in implementing initiatives and programs.

This issue of Diversity Works focuses on the promotion aspect of our program to recruit, retain, and promote. We tackle the issue of women’s advancement within large law firms. In this issue, we:

• Feature the firm’s women office managing partners and share information about the firmwide women’s initiative launched earlier this year;

• Spotlight the contributions of Amy Schulman and Deborah Jennings, along with the business contributions of our diverse women leaders;

• Share statistics in the demographics section and introduce new diverse members of the firm; and

• Highlight the contributions, accomplishments, and recognition of women and diverse attorneys in the Diversity News section.

Finally, we have changed the design and frequency of Diversity Works. The changes are intended to capture the vibrancy of our community and provide a digest of our accomplishments in six-month periods.

As we “walk the talk,” our commitment to diversity is something to be shared with our people, our clients, and our communities. Diversity Works is a tool to convey that commitment. We invite feedback and entertain any suggestions to make Diversity Works the premier diversity communication vehicle that we all envision it to be.
WOMEN LEADERS

This issue of Diversity Works features women leaders at DLA Piper with a focus on how they define and develop leadership and contribute to our firm.

Thanks to advances paved by women in the early 1970s, women gained significant entry in the nation’s law schools and law firms and now constitute 51 percent of the J.D.s issued.¹ Nationally, women account for approximately 48 percent of summer associates and 44 percent of associates, yet constitute only 17 percent of partners in the nation’s major law firms.² Clearly, the balance reflected at the entry levels of the profession is not reflected at advanced levels. This situation was described in The New York Times article “Why Do So Few Women Reach the Top of Big Law Firms?” by Timothy L. O’Brien:

“...we should consider the need to better mirror the diverse values of our clients which, in turn, will make our own business as a firm stronger.”

Stefanie Fogel
(Philadelphia)


“Although the nation’s law schools for years have been graduating classes that are almost evenly split between men and women, and although firms are absorbing new associates in numbers that largely reflect that balance, something unusual happens to most women after they begin to climb into the upper tiers of law firms. They disappear.”  

The reasons for the “disappearance” of women at the upper echelons of the profession are the source of much speculation, discussion, and study. Women do not often gain access to the informal networking opportunities and beneficial mentoring relationships that can help them navigate the pathway to leadership.

Work-life balance is a daunting issue for all lawyers, but disproportionately affects women who typically have broader responsibilities outside of work. A survey conducted by Chicago Lawyer and social science researchers at Zagnoli McEvoy Foley found that “about 74 percent of lawyers with spouses and/or children said work cuts into time they’d like to spend with their families either ‘somewhat more than I’d like’ or ‘far more than I’d like.’”  

The survey further found that “about 61 percent of women said they’d prefer to cut their hours, compared to 50 percent of the men.”

So how does DLA Piper fit into this picture? The firm’s numbers mirror the national averages: In 2005, women constituted approximately 42 percent of summer associates, 48 percent of associates, and 19 percent of partners.

There is a story beyond the numbers, however. We tell that story in an interview with two office managing partners, Ann Ford and Ann Hurwitz; an introduction to the firm’s new women’s initiative; and a listing of our women and diverse leaders.

Office Managing Partners

At DLA Piper, women are at the helm of the Washington, D.C., and Dallas offices. In their roles as office managing partners, Ann Ford (since February 2006 in Washington, D.C.) and Ann Hurwitz (since 2004 in Dallas) oversee the general management and strategic growth of their offices.

In addition to leading the office, Ann Ford chairs the firm’s Trademark, Copyright and Media practice in the U.S. and counsels major companies to protect the integrity of their trademarks and other intellectual property. She has been cited in the Guide to the World’s Leading Trade Mark Practitioners, listed in The International Who’s Who of Trademark Lawyers, and named by the Legal Times as one of the top practitioners of IP law in the Washington, D.C., region.

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5 Ibid., p.10
Ann joined the firm five years ago when it had approximately 700 lawyers in the U.S. She recalls meeting with the co-chairs, who laid out their vision for a global firm. “I was struck by what a dynamic and entrepreneurial place it was,” she said. “I felt I could make a difference.” And she has.

So, what does it take to head the firm’s second-largest office in the U.S., which serves as the base for more than 160 lawyers from several core practice areas, including the well-known Government Affairs practice? According to Ann, leadership requires an understanding of where you are going in terms of the goals of the institution and management. “Armed with that knowledge,” she explains, “the aim is to work toward those goals and guide others to them.” There is an element of selflessness required in leadership. “Pull yourself out of the equation,” Ann says.

In the debate about whether leaders are made or born, Ann says that some have that drive for leadership automatically, but for others, it is a passion that develops over time. “The key is doing what you love. You must care about people and the firm.” She says that she draws upon diplomacy skills to balance the various constituencies. And she can live with being unpopular with any particular group because her focus is on being fair and not playing favorites. A lot of effort, she explains, goes into the area of recruiting in the Washington, D.C., office. “Everyone must be committed to building a team, and we must foster camaraderie and collegiality. You must have a sense of humor and not take yourself too seriously,” she quipped.

Ann stresses the importance of mentoring in building future leaders at the firm. “The challenge,” she explains, “is that often people go with their comfort zone and follow their instinct to reach out to someone with whom they identify. Consequently, women in management need to reach out to other women to mentor and groom them. At the same time, women seeking mentors must go beyond just other women – they must seek out a diverse mentor group.” She says you must be a self starter and seek multiple mentors because mentorship is a two-way street, and the mentee has to be active and vigilant. “Take little bits of everyone and build a mosaic of different skills to learn from anyone. This approach takes more work, but it pays off,” Ann counsels. She says that by building common ground and exhibiting follow through, you earn trust and credibility.

In Ann Ford’s view, the firm will only benefit from the diversity that results from building a strong class of women leaders. “Corporations have been successful in building diverse teams. By doing the same, we will look like the in-house world around us and have more perspectives to draw upon in serving them.”

Ann Hurwitz, a partner in the Franchise and Distribution practice group, regularly counsels on the structuring and operation of franchise programs for clients in the hotel, restaurant, retail, auto rental, convenience store, and other industries. She is included in An International Who’s Who of Franchise Lawyers, The Best Lawyers in America (1995 – 2006), and 2005 Who’s Who Legal: International Who’s Who of Business Lawyers. Ann has been selected as a Texas Super Lawyer, named as one of the Best Lawyers in Dallas by D Magazine, and considered a “Legal Eagle” by the Franchise Times.
For two years, she has led the Dallas office with a mix of patience and understanding. “The things to understand,” she says, “are the goals of the organization and how to manage to them, taking into account the various constituencies within your office.” She says that in balancing these interests, her approach as office managing partner is to foster an atmosphere of cooperation in which everyone pulls in the same direction. “That is best achieved when people believe you act fairly,” she says. “I may not do what a particular group likes, but I try to take into account the relevant information and do what is fair. That is what leadership requires.” Ann’s definition of leadership includes being aware of what is going on and keeping the channels of communication open so that people are comfortable sharing their concerns and ideas.

According to Ann, “the best approach to finding a mentor is to look around and see those who you respect or whose career holds a lesson for you. It is a natural selection process that you cannot achieve through programs,” she said. “And although you may have more to tell women because of life experience, there is an obligation to mentor all young lawyers, not just women.”

The amount of juggling women lawyers must do is an area both Ann Ford and Ann Hurwitz cite as a factor affecting women’s leadership. “At the end of the day, many of us still have to go home and do the laundry,” says Ann Hurwitz. “There is a lot of pressure, and frequently, women end up sacrificing a part of their career to achieve other life goals,” she adds. In Ann Hurwitz’s view, the best way for large law firms to keep women involved long-term is to have career tracks take into account pauses in a woman’s career as long as she shows a desire to be active.

Women’s Initiative

Women attorneys throughout DLA Piper are expanding their roles as leaders and future leaders by participating in a new firmwide women’s initiative. While it remains in the development phase, the initiative has two overarching goals: 1) providing a supportive network for women attorneys in our firm and 2) implementing strategies for retaining and developing women lawyers in a global environment.

Stefanie Fogel, a litigator in the Philadelphia office, and Heidi Levine, a litigator in the New York office, have spearheaded program development efforts with significant contributions from women attorneys and others throughout the firm. Stefanie explains: “The business case for the retention and promotion of women has been made time and time again. We are at a point in our development where we should consider the need to better mirror the diverse values of our clients which, in turn, will make our own business as a firm stronger.” She adds, “The goal is to be inclusive and help women better understand how they might best contribute to the strength and growth of the firm.”

Both women have spent their careers at DLA Piper and seek to provide supportive networks for women lawyers in the firm. As the sole female partner in the Philadelphia office, Stefanie thought it
was important for her to be accessible to women associates, and she began a network in Philadelphia that started with dinners and other informal gatherings. With the support of the office managing partner, the Philadelphia office’s program grew to include facilitated seminars that focused on creating a sounding board for women and developing tools necessary for success.

Meanwhile, Heidi attended open-forum women attorney luncheons in the office a few times a year. “I thought our informal women’s group could benefit from having a more structured agenda. We needed to help each other and discuss issues common to us all, such as: How do you make partner? How do you handle being the only woman in the room? How do you balance family and work?”

Heidi feels these and many other questions are critical to developing women attorneys’ long-term careers. “My goal is to have gender be a non-issue, but it takes a huge effort,” she explains. In speaking with Stefanie about her efforts in Philadelphia, the two arranged to meet to see if this was something that could be coordinated regionally, and ideally, nationally. From there, the two convened a small group to discuss how this dialogue could take place throughout the firm and, in March 2006, launched a formal initiative.

The initiative’s first program was a lunchtime panel discussion that drew 250 women lawyers in 17 of DLA Piper’s U.S. offices. The firm’s Diversity and Professional Development departments collaborated to help drive this program.

The goal of the women’s initiative is to help retain and develop women lawyers in our global environment by:

• Fostering internal networking, encouraging the flow of information, and providing support in work/life balance issues, among others;
• Providing tools necessary for success, economic strength, and growth such as leadership skills and client development skills;

• Creating opportunities for client networking to enhance the business development efforts of women and those of the firm; and

• Helping promote women to positions of leadership.

The purpose of the nationwide meetings in March was to begin an open dialogue about women in the practice of law. Some offices held their own program; while others joined another office in a face-to-face setting or by teleconference. All of the offices adopted a similar agenda for discussion but were encouraged to create a forum best suited for their individual office environment. The agenda included the following topics:

• What is your definition of success?

• Do you believe mentoring is important to a successful career, and why? If so, who would be an effective mentor of a female attorney, and how?

• How important is it to generate business, and when do we need to start thinking about it?

• Dos and Don’ts (Tips for Success)

Once the conversations began at each individual meeting, some new issues and ideas emerged.

Defining Success

Generally, participants expressed that the definition of success is fluid and will change over the course of one’s career. For example, compensation and deadlines may be primary to a junior associate. As a senior associate and partner, however, success shifts to include balancing work and family life and building one’s practice and relationship with colleagues, clients, and counterparts.

It is important to remember that everyone will not have the same definition of success at the same time. The meaning of success should be personal. The measure of success should be achievement of goals – not measures set by others.

Business Development

The general consensus from all of the meetings was that most firms, including DLA Piper, do not expect junior associates to bring in new business. However, no one should wait to start. All the panelists provided tips as to how to lay the groundwork for impressing clients and establishing a practice:
• Become an excellent lawyer so that partners and clients ask for you on future projects.

• Know what your colleagues do and what services the firm offers so that you can assist clients outside of the discrete project on which you may be working.

• Most importantly – listen to your clients and anticipate their needs so that you can be a problem solver. If you know what keeps them awake at night and you make their problems your problems, you will gain their trust. Listening is so important; often when they come to you with a “quick question,” it is the tip of the iceberg.

• Always be calm and confident. Never show fear or panic – even if that is what you are feeling. That is not what they are paying you for.

• Cultivate relationships with people in the client organization at your level because they will rise up at the same rate you do (hopefully). Before you know it, you could have a solid relationship with someone who is in the position to purchase legal services.

• When assessing potential clients, provide a favor for free. Later, it will be easier to ask for the business.

• Find/join organizations in which clients participate.

• Identify something that clients have in common with you.

• Doing a great job for your current client does not go unnoticed by the other side (this goes for transactions and litigation). Remember that opposing counsel are often a good referral source, so don’t make an enemy out of them.

The Importance of Mentoring
Panelists and audiences across offices agreed that mentoring is a wonderful way to learn from those senior to you. Mentoring is a two-way relationship. If an apparent mentor or partner on a project is not fulfilling his or her mentoring responsibilities, it is incumbent on the mentee to ask for guidance or seek out additional mentors. In addition, as an attorney becomes more senior, they should mentor others by supporting and acknowledging the contributions of individuals at a junior level. An individual can have many different mentors as they all can serve different purposes. Many people find one mentor for professional development and another for work life/personal life balance issues.

Feedback indicated that the gender of the mentor is less important than whether the mentor takes an interest in your career and is available to give you guidance and feedback. Many attendees indicated that their primary mentor is male.

Most participants acknowledged that assigned mentor relationships through a formal program can sometimes be challenging. Younger lawyers are encouraged to seek out senior lawyers within the firm whom they think can add value to the development of their career. The mentoring process does not necessarily have to be formal – you can learn
a lot from everyday, informal behaviors, but you must always watch and learn. And, ultimately you must be yourself – recognizing and developing your own style. Remember that you were hired because people in the firm saw that potential in you.

Dos and Don’ts (Tips for Success)
Most offices’ meetings ended with a brief discussion of “Dos and Don’ts” for women in the workplace.

Do
• Attack your cases.
• Go talk to the partner with whom you want to work.
• Seek out responsibility (don’t sit back and wait for it to come to you).
• Assume responsibility, and tell partners about it.
• Engage in appropriate self-promotion (seek guidance on how to do that).
• Know your self-worth and the value that you bring to the table. Be confident of your value and verbalize it.
• Be nice to people.
• Be careful in e-mail.
• Ask for feedback from those with whom you work.
• Make client contact.
• Make your client look good.
• Know what you’re talking about. Show that you’re valuable. Show that you’re smart.
• Promote diversity; don’t undermine yourself; sell yourself; and identify a problem, then give a solution.
• Keep your bio updated with your accomplishments.
• Help other women to the greatest extent possible.
• If you want a part-time or flexible schedule, come up with a plausible proposal and present it. Panelists urged people to talk to the partners they work for if they need to make an adjustment. It is really a shame when no one knows how unhappy a lawyer is until the moment the lawyer quits.
WOMEN AND DIVERSE ATTORNEY LEADERS AT DLA Piper

Practice Sub-Group Leaders Cont’d

Vinny Sanchez
Co-Chair, Technology and Sourcing

Amy Schulman
Co-Chair, Products Liability Litigation

Betty Shumener
Chair, Real Estate Litigation

Shirli Weiss
Co-Chair, Products Liability Litigation

Geographic Leaders

Deborah Gersh
Corporate and Securities, Chicago

Kimberly Kaplan-Gross
Corporate and Securities, Boston

Adrienne Mazura
Labor and Employment, Chicago

Fred McClure
Litigation, Tampa

Deborah Meshulam
Litigation, Washington, D.C.

Luanne Sacks
Litigation, Northern California

Becky Schmitt
Corporate and Securities, Southern California

Hiring Partners

Chicago: Christina Martini

East Palo Alto: Hope Case, Co-Chair

Los Angeles: Wilbur Watts, Co-Chair

New York: Heidi Levine, Co-Chair

Northern Virginia: Karen Turner McWilliams

Raleigh: Christie Lehr

Tampa: Dana Grutchfield

Don’t

• Assume that because you are a woman you can’t do something.
• Assume that you can’t make capital partner and be a rainmaker.
• Sit back and wait to be noticed.

The women’s initiative will work to put into practice the advice shared by successful women lawyers at DLA Piper and elsewhere. Organizers plan to collaborate with men and women attorneys throughout the firm to achieve the initiative’s long-term goals. As evidence of its commitment to the program, the firm recently engaged Stasia Kelly, a former general counsel of MCI, Sears, and Fannie Mae to assist with program strategy and development.

In Stefanie’s words, “This initiative is yet another significant opportunity for the firm to support its women lawyers and invest in the development and growth of future leaders.” The initiative will continue to host events in local offices in the coming months. For more information about the program, contact Stefanie Fogel or Heidi Levine.
CHANGE IS GOOD.

It’s the key to success. And not just in technology. It drives our law firm. Gray Cary combined with DLA and Piper Rudnick to offer clients even greater technical savvy, practice depth and global reach. We work relentlessly for our technology clients. Our commitment remains. Our insights. Our connections. Our excellence. Our name has changed, but our focus on technology never will. www.dlapiper.com
Debbie Jennings’ commitment to mentoring was recognized when she was named by Baltimore newspaper, The Daily Record to its “2006 Top 100 Women” list. Each year, The Daily Record recognizes successful female professionals who give back by mentoring others and working in their communities. Debbie feels that it is vitally important for senior women lawyers to mentor young women lawyers. “Everyone needs someone to serve as a sounding board and show you the ropes, letting you know what is important and what is not,” she says. Debbie recalls coming up as a young trial lawyer when people were looking at her not to see how she personally would do, but making it representative of how women in general would do. The pressure was on her generation – she was the class of 1974 – to be tough and sometimes pave the way. “That ’70s group was very strong, driven, and highly successful,” she recalls. “We needed that edge to succeed,” she says. The biggest challenge facing women, in her view, is the time to balance family and professional obligations/commitments.

Amy Schulman (New York)

No discussion about women leaders at DLA Piper or even within the profession would be complete without a focus on Amy Schulman. She engenders awe from many for her prodigious client and business development skills, and for the time she puts in, working with clients, serving on key firm committees, committing to several important civic boards, mentoring attorneys throughout the firm, and taking care of her family. Amy is a study in leadership, and as such has been the focus of various publications such as Fortune, which in March included Amy in its “Secrets of Greatness” series focusing on how “a variety of exceptionally effective people” work.

Amy is one of the most successful attorneys at DLA Piper. Among her clients are the world’s leading pharmaceutical companies, such as Johnson & Johnson, Pfizer, and Wyeth; tobacco giant Philip Morris; and food industry leader, Kraft. On their behalf, she acts as national coordinating counsel, national resolution counsel, and litigation counsel.

Amy is also among the firm’s leaders, serving as a member of the U.S. Executive Committee and the firm’s Global Board. She co-chairs the firm’s nationally recognized Product Liability and Toxic Torts practice and is regarded as one of the country’s top attorneys in alternative dispute resolution. Approximately 150 attorneys and staff work with her, and Amy, who is also regarded as a brilliant manager, handles every aspect of the practice, from
court appearances to taking depositions, running large meetings between multiple law firms, and overseeing complex multi-jurisdictional cases. In 2003, *The American Lawyer* named her one of the country’s “45 Under 45” top attorneys to watch. She described herself to *AmLaw* as a “disaster problem solver.”

Leadership and very generous mentoring are essential aspects of Amy’s success and her approach to life and work. She makes a point to reach out to younger lawyers, especially women and lawyers of color, to help develop their skills and careers. “Amy is the ultimate role model and mentor,” says Theresa Cropper, National Director of Diversity. “She is a teacher by nature, and she is a coach by nurture. Informally and without effort, she casually steers, supports, and directs the careers of those who are in her practice group and who work with her on the firm’s goals and values. She is the epitome of a woman who forges ahead while reaching back and developing leaders.”

Heidi Levine echoes this sentiment, and says, “Amy works with young female associates, gives them big responsibilities to incorporate them into the structure of the firm, and gives them opportunities to succeed and advance that they would not otherwise have had.” The many young women Schulman has mentored are now a growing, influential cadre of the next generation of attorneys.

Amy’s enormous generosity is what makes her a well-known and highly regarded manager in the firm. She has steadily built a team that she can rely upon. In the *Fortune* article, Amy notes the importance of building this team and her ability to delegate to it. She says:

> “Many successful women have become successful because they’re just awfully good at being compulsive and organized and doers. But at some point that becomes paralyzing. I think men have traditionally been much better at not micromanaging. It’s hard to be successful and be a control freak, because if you cling to things, you’re going to be a bottleneck. Delegating to other people – appropriately delegating – is very liberating. There isn’t anybody on my team I don’t trust 100 percent. Remember, I’ve been building this team for ten years.”

Amy has managed to build this practice and guide other women to professional success without sacrificing a rich and rewarding family life. Amy and her husband David Nachman, who is also a DLA Piper partner and chairs the firm’s New York Diversity Committee, have three children. Amy serves on the executive committees of Yale University and Yale Law School and on the boards of directors of the Brooklyn Academy of Music and Equal Justice Works.

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Karen provides employment law advice, counsel, and training to TV One, a cable/satellite television network, programming primarily to African-American adults. Karen provided training to the company’s management team in TV One’s Silver Spring, Maryland headquarters.

Karen also represents Fidelity National Title Insurance Company and their insured homeowners in a suit brought by a builder alleging a right of first refusal under an unrecorded contract. The builder alleges that the individuals who sold the property to the insureds violated the right of first refusal because they sold the

Christopher Clay
(Washington, D.C.)

Sulee represents private equity and other funds, including Reliant Equity Partners LP, a $120 million, Chicago-based fund operated by African Americans. So far in 2006, Sulee has advised Reliant in connection with three leveraged buyouts of middle-market companies and now serves as outside general counsel for those portfolio companies.

Also in 2006, Sulee represented Outtask Inc., a Virginia-based technology company, in connection with its sale to Concur Technologies Inc. (NASDAQ: CNQR) for over $88 million in cash and stock. Sulee has represented Outtask since its inception in 1998 through several rounds of venture capital financing.

Sulee is active with the National Association of Investment Companies, an organization promoting access to capital for diverse people, and the D.C. Minority Business Development Center.

Victoria Lee
(East Palo Alto)

Victoria began representing Sun Microsystems Inc. in 2004 handling some of the company’s technology licensing. Victoria and Mark Radcliffe, together with a few of the in-house Sun attorneys, developed a new open source license agreement to open source Sun’s Solaris operating system.

Another of Victoria’s clients is APL Limited, with whom she has worked since 1994. The relationship expanded from handling technology licensing to developing a global privacy policy, a global document retention policy, and a main-frame outsourcing agreement, and handling some litigation matters. Victoria was assisted by Maureen Dorney on the global privacy policy and Vinny Sanchez on the outsourcing agreement.

Christina Martini
(Chicago)

Since 1995, Christina has represented Amgen in global trademark, copyright, Internet, domain name, advertising, and unfair competition matters. She regularly advises the company in brand development, management, licensing, and transactional matters, and develops and implements litigation and enforcement strategies to protect its intellectual property rights. Tina has been instrumental in enabling Amgen to develop and protect the worldwide branding for numerous blockbuster products such as Aranesp, Neulasta, and Kepivance. This relationship has significantly expanded over the years.

For the past 11 years, Tina has also advised First American in intellectual property matters. First American, whose history dates back to 1889, is the nation’s leading provider of business information, and provides services in numerous sectors, including trust, title and specialty insurance, and mortgage, property, credit, and automotive information. This relationship has likewise grown over the years, and the firm represents First American in other areas, including litigation and information technology.

Karen Turner McWilliams
(Northern Virginia)

Karen provides employment law advice, counsel, and training to TV One, a cable/satellite television network, programming primarily to African-American adults. Karen provided training to the company’s management team in TV One’s Silver Spring, Maryland headquarters.

Karen also represents Fidelity National Title Insurance Company and their insured homeowners in a suit brought by a builder alleging a right of first refusal under an unrecorded contract. The builder alleges that the individuals who sold the property to the insureds violated the right of first refusal because they sold the
property less than a year after the purchase. Karen has represented title insurance companies in employment law and related civil litigation matters since 2000.

Since 1999, Karen has counseled the American Psychiatric Association in employment matters and has represented the association in matters pending before the Department of Labor, EEOC, and the D.C. Human Rights Office. She has also conducted internal investigations and employee audits on behalf of the office of the medical director.

Margaret Parker
(San Francisco)

Margaret’s practice focuses on complex business litigation and employment law. She represents Aon Corporation, an NYSE National Financial Services Corporation, and its operating subsidiaries in numerous matters, including class action, professional liability and unfair competition. Margaret was named Aon’s National Unfair Competition counsel. In that role, she coordinates and supervises Aon’s unfair competition matters all over the country, including matters currently pending in California, Missouri, Pennsylvania, Washington, D.C., and New York.

Margaret is also currently handling a wage and hour class action for BP West Coast Products where plaintiffs are alleging meal and rest time violations.

Margaret’s pro bono work includes assisting the elderly in conservatorship proceedings. She is also active in the gay and lesbian legal community.

Stacy Snowman
(San Francisco)

Stacy provides commercial and intellectual property law advice to Cadence Design Systems, an electronic design automation company that provides front-to-back design tools and services for all aspects of semiconductor design. Stacy has assisted Cadence in its strategic transactions, outsourcing, telecommunications contracts, and other IT transactions.

Stacy is currently working with Marvell Semiconductor, a company that specializes in the design and marketing of high performance, mixed-signal, and digital integrated circuits (ICs) on implementing their open source policies and procedures for license compliance and policies related to offering Marvell software under open source licenses.

Stacy provides counsel to The Clorox Company with respect to joint development transactions and other technology and research related transactions. She has provided technology licensing advice across a wide array of technical fields and industry segments since 1986 in areas such as strategic alliances, contractual joint ventures, monetizing intellectual capital, intellectual property strategies for start-up technology companies, international technology licensing transactions, commercialization of government technology, software licensing, and intellectual property audits.

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DLA Piper Diverse Women Lawyers
September 1, 2006

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Total Women Lawyers U.S.: 469
Total Lawyers U.S.: 1425

* Includes: Of Counsel, Senior Counsel, Special Counsel and Retired Partners
** Not on partnership track

GLBT = Gay, Lesbian, Bisexual and Transgender
WOMEN AND DIVERSE PARTNER PROMOTIONS

DLA Piper elected the following women and diverse attorneys to the partnership effective January 1, 2006.

Holly Drumheller Butler (Baltimore)

Holly represents public and private companies in business, commercial, product liability, and real estate litigation. In addition to significant trial, arbitration, and mediation experience, Holly has authored and co-authored appellate briefs for the Maryland Court of Special Appeals, Maryland Court of Appeals, and the U.S. Courts of Appeals for the Fourth and Sixth Circuits, and has presented oral arguments before the Maryland Court of Special Appeals and the Fourth Circuit.

Education: J.D., University of Maryland School of Law, with honors; B.A., Mary Washington College, summa cum laude

Diana Chafey (Chicago)

Diana’s clients include foreign and domestic insurers, reinsurers, intermediaries, and investment banks. Diana represents clients in connection with transactional and regulatory matters, including mergers, acquisitions, divestitures, commutations, novations, alternative risk transfer mechanisms, product development, unauthorized insurance issues, discontinued operations, holding company, and investment matters.

Education: J.D., Valparaiso University; B.A., Arizona State University

Amy Cheng (Chicago)

Amy focuses her practice on franchise and distribution, mergers and acquisitions, and general corporate law. She works extensively on international franchising and corporate transactions, including the development of master franchise programs in Asia, Canada, Europe, and Central America. Amy is also involved in the franchise legal community as an author, speaker, and moderator.

Education: J.D., American University, Washington College of Law, magna cum laude; B.A., University of Michigan

Sulee Clay (Washington, D.C.)

Sulee Clay represents private equity investors and lenders focused on the buyout, growth equity, and venture capital sectors across industries including manufacturing, services, health care, and media/communications. Sulee also represents publicly and privately held businesses and investors in domestic and international acquisitions, leveraged buyouts, debt financings, venture capital transactions, and other general corporate matters.

Education: J.D., Harvard Law School, 1997; A.B., Harvard University, 1992, magna cum laude
Palmina Fava  (New York)

Palmina concentrates her practice on commercial, business tort, and intellectual property litigation. She also handles internal corporate investigations on behalf of senior management and boards of directors of privately held and publicly traded companies. Palmina assists clients in developing comprehensive corporate compliance programs. In addition, Palmina has tried cases before state and federal judges, juries, and arbitrators, and has vast experience handling dispositive motions and appeals in state and federal courts. Her clients include financial institutions; defense companies; drug, industrial, and consumer products manufacturers; insurance companies; educational institutions; multinational corporations; and communications companies.

Education: J.D., Fordham University; B.A., Georgetown University, *cum laude* Universita di Bologna (Italy), *highest honors*, International Affairs

Keli Isaacson  (Baltimore)

Keli practices in the areas of corporate and securities law, including finance, private and public debt and equity offerings, private equity and venture capital transactions, mergers and acquisitions, and general corporate matters. In 2005, the *Baltimore Business Journal* named Keli one of the “40 under 40” outstanding business leaders of the Greater Baltimore community.

Education: J.D., University of Maryland School of Law, *with honors*, Order of the Coif B.A., Goucher College, *degree with distinction*

Linda Rabin Judge  (San Francisco)

Linda focuses her intellectual property law practice on all aspects of patent matters, including patent prosecution, portfolio analysis, client counseling, licensing, patent interferences, and patent litigation. She has served as in-house counsel in the fields of biotechnology, biochemistry, and related biological and chemical technology. Further, Linda has extensive scientific experience in the laboratory setting and in a supervisory capacity.

Education: J.D., Santa Clara University; M.S., University of California at Berkeley, Environmental Chemistry; B.A., California State University, Sonoma, Biology B.S., California State University Sonoma, Chemistry

Christine Lehr  (Raleigh)

Christine focuses her practice on securities regulations and finance transactions with an emphasis on the real estate industry. With extensive knowledge of NASD practices and policies, she regularly represents investment banking firms and issuers in connection with REIT securities offerings. She also represents REITs in connection with secured and unsecured finance transactions.

Education: J.D., Duke University School of Law; B.S., University of North Carolina at Chapel Hill, *with highest distinction*
Marty Lorenzo (San Diego)

Marty focuses his practice on the corporate representation of public and private growth companies. He also has significant experience representing venture capital firms and investment banks. In addition to providing strategic counseling, he regularly advises clients on compliance with federal securities laws and corporate governance. Marty’s practice encompasses private placements, public offerings, mergers and acquisitions, and SEC reporting and disclosure. He has counseled companies in the communications, hardware, biotechnology, medical device, software, and defense industries.

Education: J.D., University of San Diego; B.A., University of San Diego, cum laude

Grace Poe (Chicago)

Grace concentrates her practice in the areas of commercial real estate development, acquisition and disposition, finance, and leasing. She has represented numerous institutional, commercial, and developer clients in connection with the purchase, financing, development, leasing, and disposition of a broad array of property types, including office, retail, and hotel. Grace is experienced in the drafting and negotiation of purchase and sale agreements, reciprocal easement and operating agreements, site development agreements, financing documents, and leases.

Education: J.D., Northwestern University School of Law; B.S., Northwestern University

Caryn Mazin Schechtman (New York)

Caryn focuses her practice on defending hedge funds, investment advisors, placement agents, broker dealers, and investors in litigation concerning insider trading, market manipulation, naked short selling, and other alleged violations of federal and state securities laws. Caryn’s practice includes civil litigation, SEC investigations and enforcement actions, and white collar criminal matters.

Education: J.D., University of Virginia; B.S., Rutgers University

Amy Silver (New York)

Amy handles a wide range of real estate and financing transactions. She represents U.S. and international financial institutions, property owners, banks, and private and public investors in all types of financing transactions, including acquisitions, construction, permanent, mezzanine, land banking, securitizations, and other real estate lending structures. Amy also represents clients in the acquisition, development, and disposition of real estate assets.

Education: J.D., University of Pennsylvania; M.P.A., Cornell University; B.S., Cornell University

Kelli Toronyi (Chicago)

Kelli concentrates her practice in the areas of employee benefits and executive compensation. Kelli has broad experience in qualified and non-qualified plans. She has advised public and private clients on a wide range of pension and profit sharing plan matters, mergers and acquisitions, and executive compensation arrangements. She also represents employers and executives in employment contract negotiations and provides corporate counseling to a number of emerging companies.

Education: J.D., John Marshall Law School; M.B.A., University of Chicago; B.S., Elmhurst College
NEW WOMEN AND DIVERSE LATERAL PARTNERS

The following women and diverse partners have joined the firm as lateral partners this year.

Claudio Chavez (Los Angeles) has returned to the firm as a partner in the Real Estate practice group. He has broad-based experience in all aspects of commercial real estate transactions including acquisition and development construction loan facilities; syndicated financings; permanent loans; securitized mortgage loans; and acquisitions and dispositions of apartment projects, condominium conversions, office buildings, shopping centers, hotels, industrial properties, and vacant land.

**Education:** J.D., Boalt Hall School of Law, University of California at Berkeley; B.A. Pitzer College

Tracy Plott (Atlanta) joined the firm as a partner in the Finance practice group. Tracy practices in the finance and real property areas emphasizing secured lending. She has extensive experience in asset-based financing, lending arrangements, restructuring of debt obligations, bond financing, joint ventures, syndications of loans, and limited partnerships. Her lending practice has involved construction, permanent and mezzanine lending, asset-based financing, and synthetic leases. Tracy also represents corporate clients in the acquisition, financing, development, leasing, and disposition of real property. She has considerable experience in forming joint ventures for the acquisition, development, and management of real property. She is a member of the Real Property Law Section of the State Bar of Georgia.

**Education:** J.D., The University of Georgia, *cum laude*; B.A., Davidson College

Gerald Wells (Atlanta) joined the firm as a partner in the Franchise and Distribution practice group. He focuses his practice in franchising, licensing, distribution, mergers and acquisitions, and general corporate law. Gerald counsels start-up and established franchisors, licensors, and manufacturers across a diverse range of industries. Gerald also represents and advises businesses on a wide variety of corporate and transactional matters, including corporate organization and compliance, and negotiation and preparation of commercial, technology, and employment contracts. Gerald has worked in the legal departments of U.S. Office Products Company and Hewlett-Packard Company.

**Education:** J.D., College of William and Mary; B.A., University of Maryland

Feng Xue (Chicago) joined the firm as a partner in the Corporate and Securities practice group. He practices in the areas of private equity, mergers and acquisitions, securities regulations, and general corporate transactions. Feng focuses on representing Chinese corporations with a special emphasis on supporting their purchasing needs in the Midwest. He sits on the boards of directors of several Chinese companies and serves as general counsel to dozens of private equity funds and technology companies doing business in China. Feng is a member of the Illinois State Bar Association and the American Chamber of Commerce Shanghai. He is also a native Mandarin Chinese speaker.

**Education:** LL.M., Duke University School of Law; J.D., Duke University School of Law; B.A., Beijing University
2006 NEW HIRES: WOMEN AND DIVERSE ASSOCIATES, ATTORNEYS, OF COUNSEL

Adam Aberra
Associate, Northern Virginia, Franchise and Distribution

Kimberley Agster
Associate, Tampa, Corporate and Securities

Era Anagnosti
Associate, Washington, D.C., Corporate and Securities

Uchendu Anyaso
Associate, Northern Virginia, Patent Prosecution

Altaf Baki
Associate, Chicago, Real Estate

Amy Lorraine Barrows
Associate, San Francisco, Real Estate

Cari Bongna
Associate, New York, Tax

Namha Bich Corbin
Associate, Baltimore, Corporate and Securities

Amy Crout
Associate, Chicago, Trademarks, Copyrights and Media

Richard Cruz
Associate, Philadelphia, Patent Prosecution

Ann DePriester
Associate, Atlanta, Litigation

Meghan Dougherty
Associate, New York, Corporate and Securities

Shannon Elliott
Associate, Chicago, Litigation

Merrili Escue
Of Counsel, San Diego, Labor and Employment Law

Jerard Gibson
Associate, Washington, D.C., Corporate and Securities

Nancy Goldstein
Associate, Washington, D.C., Real Estate

Nancy Graber
Of Counsel, Chicago, Employee Benefits and Executive Compensation

Sarah-Jayne Hall
Associate, New York, Finance Group

Sharon Lankford Hampp
Attorney, Baltimore, Corporate and Securities

Anne Elizabeth Hardcastle
Associate, New York, Litigation

Stacy Lilly
Associate, Philadelphia, Litigation

Lauren Eve Manton
Associate, New York, Real Estate Capital Markets

Brandi McCoy
Associate, Chicago, Corporate and Securities

Xiping Miao
Associate, East Palo Alto, Corporate and Securities

Susan Min
Associate, Seattle, Corporate and Securities

Michelle Moskalik
Associate, East Palo Alto, Corporate and Securities

Kathleen Overly
Associate, Washington, D.C., Corporate and Securities

Karin Oyadomari
Associate, East Palo Alto, Corporate and Securities

Holly Reinsdorf
Associate, Chicago, Corporate and Securities

Mary Roundtree
Associate, Washington, D.C., Employee Benefits and Executive Compensation

Jacqueline Sestito
Associate, Chicago, Real Estate

Sanjay Shirodkar
Of Counsel, Baltimore, Corporate and Securities

Whitney Stevens
Associate, San Diego, Real Estate

Amy Sullivan
Associate, Atlanta, Finance

Tiffany Switzer
Associate, Los Angeles, Real Estate

Dalia Topelson
Associate, New York, Corporate and Securities

Stacy Yeung
Associate, New York, Litigation

Adrianne Zahner
Associate, Boston, Real Estate
Diversity Team Hires
We are pleased to introduce the new members of the Diversity Department.

Marcella Blaylock, Administrative Assistant
Marcy joins the firm from Westside Association for Community Action (WACA), where she was the executive assistant to the CEO and manager of operations. Marcy provides program support, which includes coordinating travel, meetings, and local committee budgets.

Edwin Bowman, East Coast Regional Manager
Edwin joins the firm from Skadden, Arps, Slate, Meagher & Flom, where he developed and implemented diversity initiatives and served as a resource to the attorneys and staff of the firm. Edwin supports the following offices in implementing their local initiatives: Atlanta, Baltimore, Boston, Easton, Edison, New York, Northern Virginia, Philadelphia, Raleigh, Tampa, and Washington, D.C.

Sean Carter, West Coast Regional Manager
Sean joins the firm from private practice where he represented clients in a broad range of areas including bankruptcy, estate planning, and civil litigation. Sean supports the following offices in implementing their local initiatives: Austin, Chicago, Dallas, East Palo Alto, La Jolla, Las Vegas, Los Angeles, Minneapolis, Sacramento, San Diego, San Francisco, and Seattle.

U.S. ATTORNEY STATISTICS
Minorities; Gay, Lesbian, Bi-Sexual and Transgender; Women September 1, 2006

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<tr>
<th></th>
<th>Total</th>
<th>Minority</th>
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<th>Women</th>
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<td>Of Counsel*</td>
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<td>Attorneys**</td>
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* Includes: Of Counsel, Senior Counsel, Special Counsel and Retired Partners
** Not on partnership track
2006 SUMMER ASSOCIATES

We are pleased to have had such a talented summer class of 2006. There were 40 or 31 percent ethnically diverse students in the class. The breakdown is as follows: 14 percent African American; 12 percent Asian American; and 5 percent Hispanic. Women constituted 48 percent of the class. Below is a listing of the entire class.

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<th>School</th>
<th>Year</th>
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<tr>
<td>Austin</td>
<td>Meredith Fitzpatrick</td>
<td>University of Texas School of Law</td>
<td>2007</td>
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<td>Austin</td>
<td>Ana Garza</td>
<td>University of Texas School of Law</td>
<td>2008</td>
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<td>Austin</td>
<td>Jennifer Librach</td>
<td>University of Texas School of Law</td>
<td>2008</td>
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<tr>
<td>Austin</td>
<td>Brandie Reisman</td>
<td>University of Texas School of Law</td>
<td>2007</td>
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<tr>
<td>Baltimore</td>
<td>Danielle Barbour</td>
<td>University of Michigan Law School</td>
<td>2008</td>
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<tr>
<td>Baltimore</td>
<td>Shaan Chima</td>
<td>University of Maryland School of Law</td>
<td>2007</td>
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<tr>
<td>Baltimore</td>
<td>Jennifer Dinsmore</td>
<td>Georgetown University Law Center</td>
<td>2007</td>
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<td>Baltimore</td>
<td>Penelope Donkar</td>
<td>Duke University School of Law</td>
<td>2008</td>
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<td>Baltimore</td>
<td>Erin Earnest</td>
<td>American University, Washington College of Law</td>
<td>2007</td>
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<td>Baltimore</td>
<td>Erin Guiffre</td>
<td>Georgetown University Law Center</td>
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<td>Amy Lee</td>
<td>University of Maryland School of Law</td>
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<td>Baltimore</td>
<td>Menachem Levine</td>
<td>University of Pennsylvania School of Law</td>
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<td>Baltimore</td>
<td>Thomas Pilkerton III</td>
<td>University of Baltimore School of Law</td>
<td>2007</td>
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<td>Baltimore</td>
<td>Eric Sherbine</td>
<td>University of Maryland School of Law</td>
<td>2007</td>
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<td>Baltimore</td>
<td>Jamaal Stafford</td>
<td>Washington and Lee University School of Law</td>
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<td>Baltimore</td>
<td>Chip Sturm</td>
<td>University of Georgia School of Law</td>
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<td>Baltimore</td>
<td>Travis Troyer</td>
<td>Harvard Law School</td>
<td>2007</td>
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<td>Meghan Vince</td>
<td>University of Maryland School of Law</td>
<td>2007</td>
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<td>Boston</td>
<td>Albert Garner</td>
<td>Harvard Law School</td>
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<td>Boston</td>
<td>Paul Ham</td>
<td>Boston College Law School</td>
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<tr>
<td>Boston</td>
<td>Jessica Morin</td>
<td>Northeastern University School of Law</td>
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<td>Boston</td>
<td>Lauren Pond</td>
<td>New England School of Law</td>
<td>2007</td>
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<tr>
<td>Chicago</td>
<td>Dana Brown</td>
<td>University of Chicago Law School</td>
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<tr>
<td>Chicago</td>
<td>Bianca Chapman</td>
<td>Northwestern University School of Law</td>
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<tr>
<td>Chicago</td>
<td>Kristopher-Jamaal Clemons</td>
<td>Georgetown University Law Center</td>
<td>2007</td>
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<tr>
<td>Chicago</td>
<td>Jasmin French</td>
<td>Vanderbilt University Law School</td>
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<tr>
<td>Chicago</td>
<td>Matthew Friedman</td>
<td>University of Michigan Law School</td>
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<td>Chicago</td>
<td>Taylor Hammond</td>
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<td>Chicago</td>
<td>Amari Hatcher</td>
<td>Northwestern University School of Law</td>
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<td>Office</td>
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<td>School</td>
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<tr>
<td>Chicago</td>
<td>Daniel Hwang</td>
<td>University of Illinois College of Law</td>
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<td>Chicago</td>
<td>Eric Lane</td>
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<td>David Pivnick</td>
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<td>Cameron Smith</td>
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<td>Chicago</td>
<td>Weiying (Sarah) Wang</td>
<td>Northwestern University School of Law</td>
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<td>Chicago</td>
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<td>Dallas</td>
<td>Bradford Clements</td>
<td>SMU Dedman School of Law</td>
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<td>Zachary Hoard</td>
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<td>East Palo Alto</td>
<td>Flavia Berys</td>
<td>Case Western Reserve University School of Law</td>
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<td>East Palo Alto</td>
<td>Alen Cheng</td>
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<td>Joshua Davis</td>
<td>Stanford Law School</td>
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<td>Veronica Diaz</td>
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<td>Jillean Dubatowka</td>
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<td>East Palo Alto</td>
<td>Edward Elliot</td>
<td>University of California at Berkeley, Boalt Hall School of Law</td>
<td>2008</td>
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</table>

Philadelphia summer associates attended office softball game: Michelle Pironti, Taisha Chambers seated and Briana Bassler, Lauren Wlchezek and Adam Brown standing (left to right).

New York Summer Associates volunteered at the City Harvest Mobile Market to distribute fresh fruit and produce to residents of New York City Housing Developments.
<table>
<thead>
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<th>Office</th>
<th>Name</th>
<th>School</th>
<th>Year</th>
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<td>Erik Fuehrer</td>
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<td>Nick Hobson</td>
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<td>Erin Levin</td>
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American Cancer Society Relay for Life Closing Ceremony: DLA Piper’s team included summer associates Colin Parent, Amber Dodge, Gretchen Tomanek, Alexa Zanolli and Recruiting team Laurel Megna, Charlie Deem, and Nina Perry.

Washington, D.C. and Northern Virginia summer associates attended a cooking party. Pictured are: Emily Duncan, Catherine Campbell, Katrina Emmons, Tribia Yuen, Addison Fikru, Nick Hankey, Sam Knowles, Kristen Leanderson, Jesse Gray, Jackie Guberman, Samuel Ntonne, Alex Marzelli, Joe Davis, and Courtney Rodgers.
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<td>New York</td>
<td>Jermaine McPherson</td>
<td>Georgetown University Law Center</td>
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### DLA Piper U.S. Offices

![Map of DLA Piper U.S. Offices](image)
Christina Martini (Chicago) co-chaired this year’s Midwest Regional Oral Arguments of the Saul Lefkowitz National Trademark Moot Court Competition. The competition was held February 25 at the Dirksen Federal Building in Chicago and included 20 teams from 14 law schools in Illinois, Indiana, Kentucky, Missouri, Nebraska, Ohio, and Wisconsin. Nine Chicago-area trademark practitioners and 13 federal and state court judges from Illinois, Indiana, and Wisconsin critiqued three rounds of oral arguments.

Chief People Officers Clarissa Peterson (Baltimore) and Robert Halton (Birmingham, UK) co-chaired a conference, “Human Capital Development for the Modern Law Firm,” in Miami. The two-day conference was designed to assist HR professionals and managing and senior partners to secure and retain quality legal talent in a competitive market; manage employee performance; build the desired culture and capabilities to become an employer of choice; and implement talent development strategies for associates and senior lawyers.

The firm hosted the Thomas Tang Moot Court Workshop, a one-day event for law students who wanted to learn about the art of oral advocacy. The workshop was sponsored by the Asian American Bar Association of New York’s Litigation Committee. Speakers included the Hon. Denny Chin of the Southern District of New York and the Hon. Kiyo Matsumoto, Magistrate Judge of the Eastern District of New York. This workshop was especially helpful to first-year law students with legal writing appellate advocacy projects, students trying to qualify onto their school’s Moot Court Boards, or those who wanted to compete in the Thomas Tang Moot Court Competition.

On April 1, the firm hosted the annual retreat of the Board of Directors of the Hetrick-Martin Institute (HMI). HMI is a pro-bono client of the firm and is a non-profit agency that provides professional counseling, an after-school drop-in center, hot meals, and other educational and support service for abused Lesbian, gay, bisexual, transgendered, and questioning youth. Almost all of HMI’s 1,000 clients are African-American or Latino. HMI also operates a New York City public school, the Harvey Milk High School, for at-risk youth who were previously unable to obtain a high school education because of the abuse they suffered at their former schools. At the Harvey Milk High School, students go to college at an almost 96 percent rate. O’Brien Kelley (New York) is a member of the board.

DLA Piper participated in the Women Everywhere Service Project, a pro bono effort sponsored by nine women’s bar associations in the Chicago-area that partnered to assist community agencies in serving women and children in need. The firm contributed both time and money to Family Rescue Ridgeland Transitional Living & Daycare, which offers a variety of services to survivors of domestic violence. Fifteen staff and attorneys helped with: cleaning the inner and outer stairwells of the building, gardening, fence painting, and organizing daycare projects. Volunteers also donated clothing and books to the shelter.
DLA Piper co-sponsored a Diversity in the Law Program, along with Kirkland & Ellis LLP and Mayer Brown, Rowe & Maw LLP, hosting approximately 20 college students from several Big Ten universities. Held in Chicago, the program began with a visit to federal court followed by 90-minute visits to law firms. Those who visited DLA Piper heard a panel presentation featuring Denise Castillo, Grace Poe, Sid Bale, Aarti Kotak, Raj Shah, Ted Yi, Lou Cohen, Christina Martini, Jamie Lockhart, Theresa Cropper, and Steven Hunter (all Chicago). The goal of the program was to cultivate an interest in a legal career and educate the students on how to get there.

According to Diana Chafey (Chicago) the project is “a good way for the firm to show its commitment to the community.” By the end of the afternoon, the apartment building featured a bright green fence and numerous flower beds. Judi Schuch (Chicago), the project organizer for the firm, remarked that she most enjoyed seeing the results of her hard work: “You walk in and it needs beautification. The finished product is beautiful.” This is the second year DLA Piper has chosen to service Family Rescue through the service project.

On April 21-22, DLA Piper participated in the Vault Legal Diversity Job Fair in New York City. Sharon Crane (New York) and Diane Ross (Washington, D.C.) (pictured left to right) met attendees at the DLA Piper booth.

DLA Piper sponsored Columbia Law School’s Black Law Student Association 2006 Paul Robeson Conference and Twelfth Annual Alumni Dinner.

On June 7, DLA Piper’s Chicago office sponsored the Asian American Bar Association’s Installation Ceremony and Reception.

DLA Piper attorneys attended the Mexican American Legal Defense and Educational Fund 26th Annual Chicago Awards Gala during which MALDEF honored those who made significant contributions to the Latino community. The dinner chair was William Von Hoene Jr., Senior Vice President and General Counsel of Exelon Corporation.

Diversity Works | Fall 2006
The Minority Corporate Counsel Association held regional dinners honoring “Employers of Choice,” industry leaders who have a commitment to and succeed at creating and maintaining an inclusive corporate legal department. DLA Piper attended the following dinners.

**South/Southwest Region - Houston**
(February 23, 2006)

DLA Piper Attendees: Darrell Gay (New York), Reginald Jones (Washington, D.C.), Michael Santa Maria (Dallas), and Fred McClure (Tampa). Our guests were Jack Balagia, Assistant General Counsel – Litigation, Exxon; Angela De Silva, Labor Counsel, Duke Energy; JoAnn Lee, Chief Labor and Employment Counsel, Exxon; and Charlene Tsang-Kao, Labor Counsel, Solbay America, Inc.

**Midwest Region - Chicago**
(March 15, 2006)

DLA Piper Attendees: Peter Bynoe, Denise Castillo, Michael Elam, Peter Ellis, Robyn Koyner, David Mendelsohn, Ted Yi (all Chicago), Darrell Gay (New York), Reginald Jones (Washington, D.C.), and National Diversity Specialist Vivian Calender (Chicago).

**Mid-Atlantic Region - Washington, D.C.**
(June 13, 2006)
Employers of Choice Honorees: Randall J. Boe, America Online, Inc.; Doug Coblens, Discovery Communications, Inc.; Doug Gaston, Comcast Cable

DLA Piper Attendees: Arthur Beeman, Pamela Fulmer (both San Francisco), Darrell Gay (New York), Sulee Clay, James Halpert, Reginald Jones (all Washington, D.C.), and guest Jim Bramson, General Counsel of Revolution Health.

**Upcoming MCCA Dinners**

- **Western Regional Diversity Dinner**
  October 3, 2006 in Los Angeles

- **Northeast Regional Diversity Dinner**
  November 8, 2006 in New York
DLA Piper’s Franchise Group Awards First Diversity Scholarship

DLA Piper pledged a grant of $25,000 over a five-year period to the foundation to establish the program.

Alicia is a rising 3L at Georgetown University Law Center. She earned her bachelor’s degree in international business and finance from Howard University. Upon graduating from Howard University, Alicia worked as an internal auditor for Marriott International Inc. and Gateway Inc. As an auditor, Alicia developed competencies in international business affairs and became acquainted with franchise operations. She also worked as an independent international consultant in a company she started for two years before entering law school. During the fall, Alicia will study for a semester at The Hague where she will be enrolled in an Advanced Masters in European Business Law program.

Tracy Bacigalupo (Baltimore) was named in the Lawdragon 500 New Stars, New Worlds list. The list represents those carrying the profession to new frontiers and are described by Lawdragon as the “freshest faces in American law.”

Linda Bozung (Los Angeles) was inducted into the American College of Real Estate Lawyers and selected as one of the “Best Lawyers in America” for 2005 and 2006; one of the 50 Super Women Lawyers in Los Angeles by Los Angeles Magazine for 2006; and one of Southern California’s 25 Most Influential Women in 2005–Real Estate Southern California Magazine.

The Daily Journal named Elizabeth Day (East Palo Alto) one of the top 75 women litigators in the state of California.

Heidi Drivdahl (Seattle) was named a Rising Star in Washington Law & Politics.

Ann Ford (Washington, D.C.) served as a member of the Honorary Committee for the Women’s Bar Association and the Women’s Bar Association Foundation 2006 Annual Awards Dinner. Themed “Pathways to Power,” the Honorary Committee demonstrates the variety of paths that women may choose to achieve success while meeting the challenges of professional life. In selecting Ann for the Honorary Committee, the WBAF stated that Ann exemplifies the advancement of women by her position, creativity, and individual pathway.

Mark Feldman, Keith Medansky (both Chicago), Ann Ford, and Emily Sexton (both Washington, D.C.) were nominated to appear in the Guide to the World’s Leading Trade Mark Law Practitioners.

Deborah Gersh (Chicago) was chosen as a member of Marquis Who’s Who in the Midwest, February 2006.

Steven Hunter (Chicago) was awarded the 2006 Maurice Weigle Exceptional Young Lawyer Award by the Chicago Bar Foundation. This prestigious award recognizes one extraordinary young lawyer per year for his or her commitment to pro bono, the profession, the organized bar, and the community.

Gary Moss (Las Vegas) and Harriet Lipkin (Washington, D.C.) were named among the Top One-Hundred Labor Attorneys in the United States for 2006 by the Labor
DIVERSITY NEWS

Relations Institute. To be included on the list, attorneys must not only have represented clients in at least 22 representation elections during the last ten years, but they must have maintained a win rate of at least 50 percent based on NLRB certified election results.

Sally McDonald (Chicago) was chosen by CARPLS, Cook County’s Legal Assistance Hotline, to receive the Ralph A. Gabric Award for her dedication to CARPLS and to legal aid in Chicago. The award recognizes enduring leadership and service to CARPLS (for whom Sally was a long-time board member) and the Chicago legal community.

Portia Owen Morrison (Chicago) received the Girl Scout’s Own Award from Girl Scouts of Chicago in recognition of her hard work and commitment to assure that all girls have the opportunity to experience the benefits of Girl Scouting now and in the future.

Sonya Naar (Chicago) was named 2006 Illinois Young Lawyer of the Year by the Illinois State Bar Association. The award recognizes attorneys for excellence in their private practice, their contributions to the bar, and their pro bono work. Sonya’s pro bono work includes her role in forging the firm’s partnership with Barry Elementary School, her service with the Constitutional Rights Foundation Chicago, and her involvement in the firm’s New Perimeter project in Kosovo and the Chicago office’s signature Juvenile Justice Project.

Holly Spurlock (Chicago) received the Presidential Citation from the Decalogue Society of Lawyers. The Presidential Citation is awarded to lawyers in recognition of their prior year’s achievement and commitment to the goals and missions of the Decalogue Society.

Alycia Vivona (New York) graduated with an MBA from the Columbia University Graduate School of Business. Alycia was a 2004 recipient of the firm’s Harry L. Rudnick Business Scholarship Program. Under the program, scholarship recipients are offered the opportunity to pursue an MBA (or other suitable graduate degree), and the firm pays the tuition cost for each attorney selected for a scholarship.

Shirli Weiss (San Diego) and Bob Mathias (Baltimore) were listed in the Lawdragon 500 Leading Litigators in America. Lawdragon noted Shirli for securing defense wins for Foundry Networks, Vantive Corporation, and DuPont.

Peter Bynoe and Carrie Hightman, President AT&T Illinois (above) co-chaired the 8th Annual Chicago Bar Foundation / Chicago Bar Association Pro Bono & Public Service Awards Luncheon. Ms. Hightman presented Steven Hunter the Weigle Award (below).
**APPOINTMENTS**

Juan Alcala (Austin) was appointed chair of the Conflict of Laws Committee of the U.S.-Mexico Bar Association. The mission of the U.S.-Mexico Bar Association is to promote an understanding of the legal systems and practices of the U.S. and Mexico and to exchange professional information on legal issues of mutual concern.

Linda Bozung (Los Angeles) serves on several boards, including the Weingart Center and the Executive Women’s Advisory Board--Iris Cantor/UCLA Women’s Health Center/Education and Resource Center. She has entitled seven of the most prominent and significant mixed-use projects in California over the past few years as well as the ten-year long range development plan for the entire UCLA campus.

Karen Clanton (Chicago) was elected to the Board of Managers of the Chicago Bar Association.

Heidi Drivdahl (Seattle) serves as chair and president of the Seattle chapter of MIT Enterprise Forum. Heidi has worked with approximately 150 volunteers to put on 20 events attended by over 3500 people. Governor Gre goire appointed Heidi to the Washington State Securities Advisory Committee for a three year term.

Peter Ellis (Chicago) was selected for the 2007 Leadership Greater Chicago Fellowship program. Leadership Greater Chicago develops community awareness among leaders in the Chicago metropolitan area.

Lisa Haile (San Diego) was voted onto the board of BIOCOM, a premiere life science industry association representing more than 470 member companies in San Diego and Southern California. Lisa has been affiliated with the association since 1989. Lisa was also elected president of the University of California San Diego (UCSD) Athena organization. UCSD Athena unites women executives from high-tech and life science companies and the firms that support them.

Paula Junghans (Washington, D.C.) was invited to serve as an advisor on criminal law to the ALI-ABA Board of Directors for 2006-2008. Advisors to the board are selected for their knowledge in the field.

Adrianne Mazura (Chicago) was invited by the ALI-ABA Board of Directors to serve on its Advisory Panel on Employment and Labor Law.

Monica McCabe (New York) was elected Vice President of the Board of Trustees of the Staten Island Children’s Museum.

Karen Turner McWilliams (Northern Virginia) was appointed a substitute judge of both the General District Court and the Juvenile and Domestic Relations District Court in Fairfax County, Virginia. Substitute judges preside when regular full-time judges are unable to serve in court due to an unavoidable scheduling conflict. Her term expires May 2012. Karen was also elected to the Board of Governors of Virginia Bar Associates.

Carlos Ortiz (New York) is counseling the new Financial Coalition Against Child Pornography on legal and privacy matters. The coalition is a group of banks, credit card, and Internet companies that have teamed up to fight online child pornography by cutting off the mechanisms Web sites use for receiving payment. The group’s goal is to eradicate child pornography by 2008.

Marilyn Pearson (Chicago) was appointed to the Advisory Committee of the Kellogg School of Management Dispute Resolution Research Center.

Claudia Salomon (New York) was named to Global Arbitration Review’s list of “45 under 45” in international arbitration, one of only four lawyers based in the U.S.

Caryl Welborn (San Francisco) and Philip Weller (Dallas) were named to ALI-ABA’s Real Estate/Land Use Advisory Panel. They were selected for their in-depth knowledge of the law. Members of the panel are responsible for developing new and enhanced ALI-ABA projects, courses, publications, and other services and products.

Pamela Westhoff (Los Angeles) was installed as an officer of the Los Angeles County Bar Association’s Real Property Section.

Gina Zawitoski (Baltimore) was elected president of the Pro Bono Resource Center of Maryland Inc., which coordinates volunteer legal services in Maryland. Gina
also became a fellow of the Maryland Bar Foundation in recognition of her “outstanding dedication and contribution to maintaining the honor and integrity of the legal profession, the improvement and facilitation of the administration of justice, the work of the organized Bar of Maryland, and civic leadership.”

PRESENTATIONS

Diana Chafey (Chicago) chaired the Second International Conference on Finite Risk Reinsurance. The program focused on structuring and documenting finite risk transactions to ensure that the transactions withstand federal, state, and international regulator scrutiny. Diana provided the U.S. regulatory perspective as a participant in a panel discussion at a similar conference in London.

Tiffany Christian, Sharon Crane, and Peter Altman (New York) participated in Brooklyn Law School’s Black Law Students Association Fourth Annual Power Professional Series. The series is a full-day program designed to develop and refine the professional skills of minority law students.

Ellen Clark (New York) led a panel discussion before prospective clients addressing credit default swaps on securitized products such as asset-backed securities, mortgage-backed securities, and collateralized-debt obligations.

Sulee Clay (Washington, D.C.) co-chaired a panel at the ABA Annual Meeting in Chicago sponsored by the Women’s Business Law Network titled, “Be a Rainmaker – How to get and keep happy clients,” which featured Portia Morrison (Chicago) as one of several powerful, rainmaking women.

Art Beeman (San Francisco), Elizabeth Day (East Palo Alto), and Randy Kay (San Diego) gave presentations at the California State Bar conference on IP Litigation for In-House Counsel. Art and Elizabeth spoke on “Patent Infringement Damages - Show Me the Money.” Randy spoke on “Addressing Intellectual Property Claims Arising from Contacts with Third Parties.”

Irvin Fong and Eric Ryan (both East Palo Alto) presented “Tax Free Transfers of Stocks and Assets to a Foreign Corporation” to the Council of International Tax Education (CITE) in Los Angeles before an audience of corporate tax lawyers and accountants. At the same CITE conference, Sang Kim (East Palo Alto) provided a presentation on “Computing the Gain from the Sale of Controlled Foreign Corporation Shares.”

Ann Ford (Washington, D.C.) was a panelist at a program on advancing and retaining women at law firms held at Greenberg Traurig LLP. The program was sponsored by Lexolution and the New Girls’ Network.

Darrell Gay (New York) participated on a panel sponsored by Corporate Counsel Women of Color and Bryan Cave LLP titled “Forming Strategic Alliances: Your First Steps to Success.” The panel, which consisted of in-house corporate counsel and law firm partners, discussed what steps diverse attorneys can take to build a professional network and enhance their careers.

Keara Gordon (New York) has participated in the following presentations: Stock Market Listings in Asia and the U.S.: Knowing Your Corporate Risks; The Liabilities of Directors & Officers arising from Listings in the USA: The Federal Securities Laws, including Sarbanes Oxley (in Shanghai; China, with Joe Finnerty III); Counsel to Counsel’s “Managing Internal Investigations and Compliance Audits” (New York City, with Tom O’Neill); Women in Law Firms: “Are We There Yet?” (New York City); and Merrill Lynch Conference: “10(b)5-1 Stock Plans.” (New York City, with Larry Gold).


Barry Heller (Northern Virginia), Ann Hurwitz (Dallas), Bret Lowell (Northern Virginia), and Lee Plave (Northern Virginia) kicked off the International Franchise Association’s 46th Annual Convention meeting with a presentation on the “Basic Principles of Franchise Management,” which touched on franchise system design, franchise law and ethics, and other topics.
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Steven Hunter (Chicago) moderated a panel titled “Globalization: The In-House Perspective,” at the Chicago Bar Association conference, Breaking Barriers Building Bridges.

Reginald Jones (Washington, D.C.) participated on a key panel during the Minority Corporate Counsel Association’s Fifth Annual CLE Expo held in Chicago. The panel, titled “Insiders View of the EEOC,” was moderated by Benjamin Lo, Labor Counsel to the Kellogg Corporation. Jones was also a principal speaker at a symposium titled “EEOC in Partnership with Business” hosted by the US Equal Employment Opportunity Commission, Diversity Best Practices, and the Business Women’s Network. The symposium was designed to foster cooperative enforcement of the nation’s equal employment opportunity laws between the EEOC and the American business community.

Heidi Levine and Rachel Geschwind (both New York) participated on a panel titled “Creating and Expanding Marketing Initiatives for Women Attorneys” during a Law Firm Marketing Leadership Summit sponsored by the American Conference Institute.

Christina Martini, Mark Feldman, and Keith Medansky (all Chicago) conducted a panel discussion for the Chicago Chapter of the Association of Corporate Counsel. The high level program provided tips and guidance in the areas of U.S. and international trademark and domain name registration, licensing and litigation, and in acquisitions and divestitures involving intellectual property assets.


Steve Nolan and Miriam Sheehan (both Boston) led a discussion on issues confronting investors in the New Markets Tax Credit at the annual meeting of the National Housing and Rehabilitation Association in South Beach.

Karen Turner McWilliams (Northern Virginia) and Mitka Baker (Washington, D.C.) were panelists at the Virginia State Bar Young Lawyers Conference 2006 Minority Pre-Law Conference held at the George Mason University School of Law.

Gina Vetere (Washington, D.C.) participated on a panel titled “New Strategies and Partnerships for Providing Technical Legal Assistance,” along with representatives from the U.S. Agency for International Development, the Millennium Challenge Corporation, and the Limited Brands during a meeting sponsored by the American Bar Association to discuss concrete initiatives to advance the rule of law globally.

Caryl Welborn (San Francisco) participated in an ALI-ABA live satellite television and webcast program on Limited Liability Entities.

The depth and skill of the firm’s labor and employment practice group was on display in San Francisco at the annual conference of the National Employment Law Council. Karen Turner McWilliams (Northern Virginia) spoke on “Uniform Trade Secrets Act, Confidentiality Agreements and Non-Competition Agreements.”

Paula Junghans (Washington, D.C.) participated in a panel presentation to the Federal Bar Association’s 30th Annual Tax Law Conference in Washington, D.C. The panel addressed Current Issues in Tax Enforcement and Litigation and focused on parallel civil and criminal proceedings. Paula also participated in a panel presentation on “Strategies in Handling Promoter Penalty Examinations” at the meeting of the American Bar Association Tax Section’s Civil and Criminal Tax Penalties Committee in San Diego. Paula chaired a day-long program on Litigating in the United States Tax Court and Refund Forums presented by the Pennsylvania Bar Association in Philadelphia.
Gay (New York) spoke on “Globalizing Your Company – The Issues Associated with Going International.”

Nancy Kawano (San Diego) participated on a panel titled “And Then There’s California: Representing Employers in the Golden State.” Reg Jones (Washington, D.C.) moderated the conference’s signature opening panel, “The Eleventh Annual Labor and Employment Law Update.”

**PUBLICATIONS**

An article authored by Elizabeth Belkin (Chicago) titled “Homeland Security and the Owner/Operator of Real Estate” was published in the March/April 2006 issue of the American Bar Association’s Probate & Property publication.

Anne-Marie Dinius (San Francisco) co-authored an article, “Juries and Patent Cases: Effective Presentations of the Inventor’s Case to the Jury,” which was published in the March/April 2006 edition of *IP Litigator*.

Peter Ellis (Chicago) and Karen Turner McWilliams (Northern Virginia) were extensively quoted in an *ABA Journal* (May 2006) article, “The Great Divide.” The article discussed how partners and associates are at odds over opposing approaches to work, play, and the practice of law.

Deborah Gersh (Chicago) was quoted in the January 2006 issue of *Strategies: The Journal of Legal Marketing* in an article titled “Networking for Women Lawyers.”

Reg Jones (Washington, D.C.) authored an article titled “Religion on the Job: Employees No Longer Check Spirituality at the Workplace Door” in the March/April edition of *HR Advisor*, a legal and practical guide for corporate human resources executives published bi-monthly by Thomson/West.

Alice Kelly (Chicago) and DLA Piper Fellow Carolyn Frazier wrote an article titled “Protecting Our Future: How One Law Firm and Non-Profit are Partnering to Benefit Children,” published in the Winter 2006 newsletter of the American Bar Association Section of Litigation Children’s Rights Litigation Committee.

Monica McCabe (New York) is an Advisory Board member of the *World Copyright Report*, which published an article she co-authored titled “Operation Site Down Strikes a Hard Blow Against Internet Piracy” in its September 22, 2005 edition. Ms. McCabe also organized a seminar for the Copyright Society in New York titled “Copyright, Lanham Act and Contract Claims Arising from the Use of Popular Recordings and Music in Advertising.”


Kimberlie Pearlman (Chicago) co-authored, with Peter Gutzmer, Executive Vice President and General Counsel of the Federal Home Loan Bank of Chicago and Sybil Malinowski, Vice President and Associate General Counsel of the Federal Home Loan Bank of Chicago, the 2006 Supplement to Chapter 8: The Secondary Mortgage Market, Advising Illinois Financial Institutions 2002, published by the Illinois Institute for Continuing Legal Education.

Claudia Salomon (New York) and Matthew Saunders (London) published an article titled “An Uneven Playing Field?” in the *Legal Business Arbitration Report* and an article titled “Recovering Costs in Investor-State Disputes,” in the *American Lawyer’s Focus on Europe*. Kiera Gans (New York) assisted in preparing the second article. Claudia also wrote an article with Bernard A. Joseph, vice president and senior counsel for litigation at Marriott International Inc., titled “Found in Translation.” The article appears in the Legal Manager column in the May issue of *Corporate Counsel*.

Stephen Schwab, Holly Spurlock (both Chicago), Ling Ong, and Emily Bourne (both London) provided a legal briefing in the article “Whatever Happened to the Concept of ‘Utmost Good Faith’?” published in the February 1 *Reinsurance Magazine*. 
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CALENDAR

Hispanic National Bar Association (HNBA) 2006 Annual Convention (update)
August 30 -- September 2, 2006 (Labor Day Weekend)
San Francisco, CA, Westin St. Francis Hotel at Union Square
www.hnba.com

HNBA Annual Job Fair
Friday, September 1, 2006, in San Francisco, CA

The Lavender Law Conference
September 7 – 9, 2006 / Washington, D.C., Omni Shoreham, 2500 Calvert Street NW
www.lavenderlaw.org

Out & Equal Workplace Summit 2006
September 14 – 16, 2006 / Chicago, IL, Hyatt Regency Chicago, 151 East Wacker Drive
www.outandequal.org

Corporate Counsel – Women of Color
Second Annual Career Strategies Conference – Envisioning the Future
October 11 – 13, 2006 / New York, NY, The Hilton New York, 1325 Avenue of the Americas
www.ccwomenofcolor.org

18th Annual National Asian Pacific American Bar Association
November 9-12, 2006 / Philadelphia, PA, The Westin Philadelphia, 99 South 17th Street at Liberty Place
www.napaba.org
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