

> Dimensions — a diversity newsletter

summer 2010

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letter from the diversity committee

Welcome to the Summer 2010 edition of *Dimensions*, the Proskauer diversity newsletter. On behalf of the Diversity Steering Committee, we invite you to learn more about some of the diversity-related news and events from the last few months at Proskauer.

In this issue, you'll find terrific career insight from Chicago associate **Bianca Chapman**, details on our exciting new diversity scholarship program, a description of Proskauer's newest pipeline project, Legal Outreach, a look at staff member **Alecia Bloom**'s community service in the fight against cancer and information about some of the many diversity events and happenings across Proskauer offices.

We are proud to give you a look into our day-to-day diversity efforts and hope you enjoy this edition of *Dimensions*.



Allen I. Fagin, Chairman
Co-chair of the Diversity Steering Committee



Jamiel E. Poindexter, Partner
Co-chair of the Diversity Steering Committee

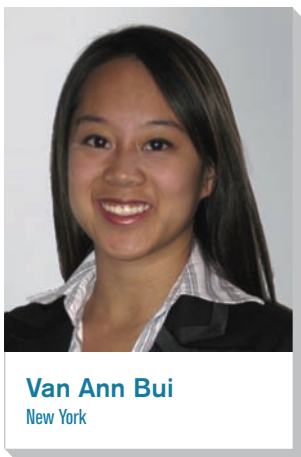


“Van Ann has distinguished herself through performance, hard work and a clear drive to succeed.”

> *Allen I. Fagin, Chairman*



Proskauer names first diversity scholar



Van Ann Bui
New York

Columbia Law Student Van Ann Bui to Receive Tuition Scholarship in Recognition of Academic Achievements, Work Ethic and Individual Character

Columbia Law School student Van Ann Bui has been named the first recipient of Proskauer's Diversity Scholarship, a new tuition reimbursement award that seeks to enhance diversity in the legal profession by recognizing the academic achievements, work ethic and individual character of an aspiring lawyer.

The daughter of Vietnamese immigrants and a native of Sugarland, Texas, Ms. Bui was a member of Proskauer's 2009 summer associate class. She participated as part of the New York City Bar Association's Diversity Fellowship, a highly competitive program—in which Proskauer has long been involved—that places first-year law students from historically under-represented populations with law firms and corporate legal departments in New York. Ms. Bui will receive a scholarship equal to half of the tuition for her second and third years of law school and is currently at Proskauer as a summer associate for 2010 and will join as a full-time associate following graduation.

“Proskauer’s Diversity Scholarship was designed to recognize law students who have excelled academically and demonstrated special skills and qualities that will make them successful lawyers,” said Proskauer Chairman Allen I. Fagin. “As a 2009 summer associate with an exemplary scholastic record, Van Ann has distinguished herself through performance, hard work and a clear drive to succeed. While we are delighted to provide her with a scholarship award, we are even more pleased she will soon be joining our firm as a practicing lawyer.”

“Part of the key to ensuring a diverse workforce is to identify initiatives that create a pipeline of opportunities to encourage diverse students to pursue legal careers and to support those efforts in a meaningful way,” said Louie Rodriguez, Proskauer’s Director of Diversity and Inclusion. “Even in a challenging economic environment, we believe it is critical to continue to make investments in diversity programs. These efforts are not only important investments in the future of the firm and the legal profession as a whole, but are an essential part of our commitment to excellence and client service.”

“As a summer associate it became clear to me that Proskauer is a firm focused on ensuring diversity and equal opportunity by taking a collaborative approach and involving lawyers across the firm,” said Ms. Bui. “One of the best parts of my experience has been the firm’s approach to mentoring. Everyone from associates to partners to the firm’s leadership takes an active role in teaching and advising with an open-door policy and in a very hands-on way. I am honored to have been selected as the firm’s first diversity scholar and look forward to building my career among this exceptional team of lawyers.”

In addition to the Diversity Scholarship, Proskauer is actively engaged in several other diversity pipeline initiatives through established programs that encourage diverse students to consider law as a career. Some of these include: Sponsors for Educational Opportunity; a multi-program relationship with The Bronx School for Law, Government and Justice; Practicing Attorneys for Law Students Program; The Boston Lawyers Group; Developmental School for Youth; and the Constitutional Rights Foundation.

“As a summer associate it became clear to me that Proskauer is a firm focused on ensuring diversity and equal opportunity by taking a collaborative approach and involving lawyers across the firm.”

› Van Ann Bui



Proskauer developed several programs in which students could work on practical skills while gaining hands-on experience



Gwen Lourie
Associate, New York

student from firm mentoring program wins gates scholarship

Carrie Montgomery, mentored by **Gwen Lourie** in our College and Professional Mentoring Program with the Bronx School for Law, Government and Justice (LGJ), was awarded a Gates Millennium Scholarship for full tuition, plus stipend, from the Bill and Melinda Gates Foundation. Carrie, who also was named a New York Times Scholar, is currently attending Columbia University.

Carrie was one of twelve students who participated in our inaugural year of the College and Professional Mentoring Program. She, along with her peers, visited the firm throughout the year to work on their college applications and scholarship opportunities. As part of the commitment to this program, students were required to meet on a monthly basis with their mentors as well as attend supplementary programs held at the firm to enhance their overall experience. Students were able to meet with a representative from the Gates Millennium Foundation to learn more about the application process and, as a result, gained an enhanced understanding of the scholarship foundation. In addition to the scholastic component, the students and mentors were able to meet outside of their pre-scheduled sessions, which allowed them to further develop their relationships.

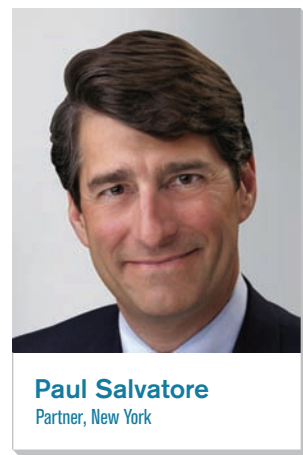
Proskauer began this association with LGJ in 2007 when **Paul Salvatore** served as “Principal for a Day” through the PENCIL Partnership Program which works to inspire the advancement of learning and broaden the scope of education by connecting schools and business leaders. LGJ, which provides its students with a law-related education through a combination of



coursework, internships, and mentoring programs, is ranked by *U.S. News & World Report* as one of the top public high schools in the country. In addition, LGJ is the first high school in the nation to be located in a judicial complex, using the Bronx Criminal Court Complex as an extended classroom.

A natural relationship formed from this connection and, as a result, Proskauer developed several programs in which students could work on practical skills while gaining hands-on experience at a major law firm. Since February 2008, both lawyers and staff have worked together with faculty and students on several programs in addition to the mentoring program, including:

- Career Day, in which 25 students attend a panel discussion featuring attorneys and staff from across the firm's various functions, as well as resume and job search workshops;
- A "Shadowing Day" program, in which students accompany employees to get a sense of the variety of work that goes on in a major law firm.



The success of all of these programs has been remarkable, and we look forward to the prospect of future participants in the College and Professional Mentoring Program achieving similar accomplishments throughout their educational careers and beyond. We recently welcomed our newest group of mentees and look forward to sharing their success stories. Participation in all of our initiatives is encouraged and welcome. If you would like to get involved in one or more of these activities, or would like additional information about them, please contact Louie Rodriguez or Samara Newman.

legal outreach

In 2009, Proskauer became a partner firm of Legal Outreach, through which we host four high school sophomore students who participate in a four-day internship at the firm. Legal Outreach works with students from underserved communities within New York City and provides them with the support and skills needed to attend top colleges throughout the country.

College Bound, the high school component of the Legal Outreach program, provides summer law internship opportunities, introducing students to lawyers from corporate law firms and government agencies. Part of this program enables the students to act as lawyers with simulated case studies and mock trials, helping them to draw on the knowledge they have gained during the internship week as well as their overall experience from the Legal Outreach program.



Cynara Hermes
Associate, New York

Cynara Hermes of the New York office and **Melissa Siegelman** of the Boston office served as the lawyer coordinators for the four-day program. Our interns, Frank Angeles, Jobert Sauray, Maimouna Siby and Jenny Yip, used a fact pattern as the basis for a direct and cross-examination workshop facilitated by several of our summer associates and litigation lawyers. Our interns were split up into two teams led by summer associates Carl Forbes and Julie Kim. Each team worked with a witness and prepared him or her as one would a client for a direct examination. In addition, the students were given the opportunity to prepare a cross-examination of the defendant, further providing the interns with another perspective of the law.

On the final day of the internship, the “lawyers” and their “clients” met to begin their examinations. Each student was allotted fifteen minutes on direct and five minutes on cross to make their key points and arguments. Litigation Partner Margaret Dale critiqued the direct examination and was impressed with the poise, level of questioning and overall performance the students showed. The cross-examination continued in the afternoon, critiqued by Scott Eggers, senior counsel and associates Dolores DiBella and Jennifer Jones, all members of the Litigation Department. The students were once again given positive feedback on their presentation and helpful hints as to how they might further develop their skills.

In preparation for their workshop, the students spent the week learning the fundamentals of direct and cross-examination techniques, proper mannerisms and tone to use while examining witnesses, raising objections and developing additional courtroom skills. However, the week was not all work. During their time at Proskauer, the interns took a field trip to the offices of the National Hockey League where they met with Jessica Berman, Associate Counsel for the NHL and Proskauer alumna, as well as several other staff members of the League. They also had a night out in Times Square, enjoying dinner at the Hard Rock Café with their summer associate mentors, followed by trivia, ski-ball and more at Dave & Buster’s.

Proskauer is proud to have forged a relationship with the Legal Outreach program last summer, and we look forward to welcoming our 2010 interns in July. For more information about the Legal Outreach Program please visit <http://www.legaloutreach.org>.



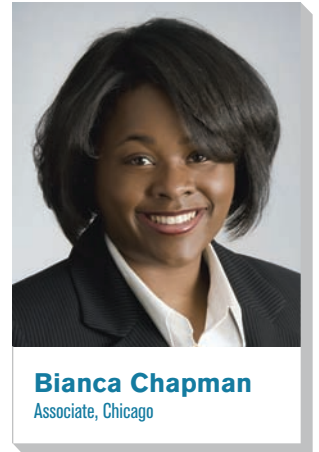
Melissa Siegelman
Associate, Boston

associate life

› Q & A with Bianca Chapman—Chicago

Q: What is a typical day for you as an associate in the Litigation Department?

As most associates would tell you, my day really varies depending on what's happening in the cases I am working on. The great thing about working in a smaller office is that junior associates are given the opportunity to take on responsibilities as soon as they are able to handle them. While I spend many days doing research and drafting legal memoranda, any given day may also include participating in strategy meetings with clients or co-counsel or working with non-legal consultants to analyze the business and financial factors that affect legal decision-making in insurance cases. Recently I got the opportunity to assist with a client pitch. For the days leading up to the pitch, my day included doing research on the legal issues the potential client was interested in, and brainstorming with our team here to decide the best way to pitch to that potential client considering their particular legal and business needs. As a junior associate, it was great to get early exposure to business development, and to be part of presenting the pitch.



Bianca Chapman
Associate, Chicago

Q: Why did you choose a career at a large law firm?

I chose to practice law at a large firm because I felt like I would get the level of training, access to complex legal issues, and associate development I needed to become a great lawyer. I also knew that being at a large law firm would allow me to “do good while doing well.” I knew I'd have access to vast resources and opportunities to get involved in pro bono or other projects to contribute to society.

Q: How has mentoring played a role in your career?

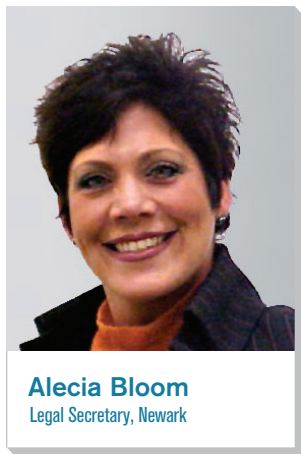
Mentoring has played a huge role in my career. I'm a firm believer that no one makes it alone, so developing and maintaining mentoring relationships inside and outside of the firm is very important to me. Although I've found that the best mentoring relationships are those that grow organically, many law students or new attorneys may not realize that it actually takes a certain skill to know how to seek out and develop those relationships. That's why I think it's important for young associates to mentor and reach back to law students, or even high school students, to help them to begin to develop those skills.

Q: How has your experience been working in one of Proskauer's newest offices?

My experience working in the Chicago office has been truly great. It's been very exciting to come in at the very beginning and watch the office grow and develop.

staff spotlight

> Alecia Bloom—Newark



In each issue of *Dimensions*, we feature a Proskauer staff member who has demonstrated not only a commitment to the firm, but also a commitment to the community. Staff Spotlight is our opportunity to showcase some of the important work our employees are doing outside of the office. In this issue, we feature **Alecia Bloom**, a legal secretary in the Newark office.

Alecia is the assistant to Newark Managing Partner Lawrence R. Sandak and also assists Associate Joseph C. Nuzzo, Jr. and Office Administrator Angela Houghton. Alecia serves as a Deputy Fire Warden and is a member of the Contingency Plan Group and the GreenSpaces Committee. She will reach her ten-year mark with Proskauer this coming July.

Alecia, a seven-year breast cancer survivor, is a zealous advocate for cancer research fundraising and awareness. Since her diagnosis, Alecia has been speaking out for herself and her fellow survivors. She has spoken to the media about her personal experience of being diagnosed with and surviving breast cancer and about the new guidelines being suggested regarding mammograms and self-examinations.

Through fundraising efforts Alecia has raised over \$2,500, making her a **PACESETTER** in the American Cancer Society's Making Strides Against Breast Cancer walk. In further fundraising efforts, last year Alecia held a benefit event which contributed towards the \$12,000 she had raised for the American Cancer Society. Alecia started walking as part of a friend's team and a few years ago started her own, which has doubled its contributions each year and has raised in excess of \$25,000.

Alecia was asked to speak at the annual Kick-Off breakfast for the cancer walk last August and also was invited to speak at Seton Hall University where she raised awareness about the disease among young women by sharing her personal experience and advocating for the importance of early detection. This past November, Alecia joined friends to serve a Holiday Harvest Dinner to 60 patients and their caretakers at the Hope Lodge in New York City. The Hope Lodge, sponsored by the American Cancer Society, is a facility that provides lodging for people receiving treatment in New York, allowing them to focus on their recovery rather than on worrying about the expense of finding lodging in the area.

Alecia adds that she "hopes one day there will be no more cancer, but until then I will keep fighting and raising money so hopefully it makes someone's life a little easier!"

If you would like to nominate someone to be featured in Staff Spotlight, please email the name of the staff member and why you are nominating him or her to Louie Rodriguez at lrodriguez@proskauer.com.

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community service and office happenings

› Louisiana State Bar Diversity Principles

Proskauer recently became a signatory law firm to the Louisiana State Bar Association Statement of Diversity Principles. By becoming a signatory firm, Proskauer has further committed itself to foster diversity and an inclusive environment in the legal profession. A complete listing of those executing this commitment statement is available online at www.lsba.org/diversity.

Proskauer has further committed itself to **foster diversity and an inclusive environment** in the legal profession.

› Proskauer hosts YWCA-NYC Academy of Women Leaders

In conjunction with the firm's observance of Women's History Month, the Proskauer Women's Affinity Group hosted a gathering of nearly 60 members of the YWCA-NYC Academy of Women Leaders and supporters of the YWCA, consisting of high-level women executives from industries including finance, marketing and consulting.

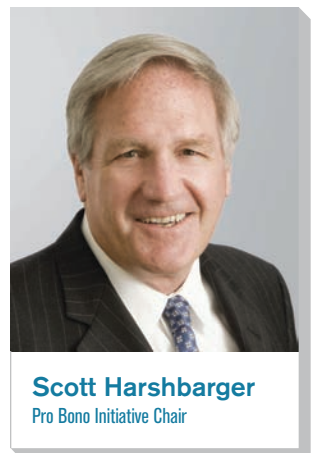
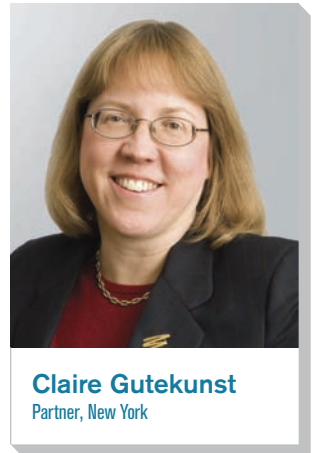
The event featured a discussion by a panel of women entrepreneurs, moderated by Proskauer litigation partner **Claire Gutekunst**. Topics included finding the right business partners, hiring, maintaining physical and emotional health, and managing work and family priorities.

› Proskauer Hosts a Fundraiser Reception for the Gay Men's Domestic Violence Project

The firm recently hosted an event in the Boston office to celebrate the one-year anniversary of our participation, led by **Amy Crafts**, in the 209A program that provides pro bono representation to victims of domestic violence.

This public-private partnership between the Middlesex District Attorney's Office and Proskauer was the first of its kind and has since been expanded with lawyers from other firms. The program was designed to address a significant gap in the way that domestic violence victims of both genders are served during the restraining order process. Since many of the victims are unable to afford a lawyer, as their abuser may control the household finances, the DA's office assigns them a lawyer to provide pro bono representation.

At the presentation, Pro Bono Initiative Chair **Scott Harshbarger** and DA Gerry Leone provided updates and program participants, including **Amy Crafts**, **Sharada Devarasetty** and **Melissa Siegelman**, shared personal stories of victims they have assisted. Massachusetts First Lady Diane Patrick, who also participated, asked to be included in the event due to her continuing work to help and protect victims of domestic violence.



> Women's Law Forum

With 135 guests in attendance, Proskauer's Executive Women's Network hosted its 4th annual Women's Law Forum at 10 on the Park at the Time Warner Center. The event brought Proskauer lawyers, clients and friends from across the globe together, providing opportunities for networking, attending continuing legal education workshops and fun. A luncheon featured a keynote presentation by Tina Brown, founder and current editor of *The Daily Beast* and former editor of *Vanity Fair* and *The New Yorker*. Participants' donations and Proskauer's 100 percent matching donation supported City Harvest. **Elise Bloom, Julie Allen, Kathleen McKenna** and **Katharine Parker** organized the event.



> Proskauer Scores 100% on Corporate Equality Index

For the second year in a row, Proskauer was named one of the country's "Best Places To Work" by the Human Rights Campaign Foundation, the nation's largest lesbian, gay, bisexual and transgender civil rights organization. The "Best Places To Work" designation is given to companies that receive a perfect score in the Foundation's Corporate Equality Index, which measures policies and practices implemented to promote fairness and equality for LGBT employees in the workplace.

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Jennifer Scullion
Partner, New York

> Jennifer Scullion Inducted into YWCA-NYC Academy of Women Leaders

Jennifer Scullion has been inducted into the Academy of Women Leaders of the YWCA of New York City, a distinguished group of more than 3,000 women noted for their professional achievements, civic commitment and leadership. Jennifer is head of the firm's International Practice Group and the editor of Proskauer on International Litigation and Dispute Resolution. She is also a member of the firmwide Pro Bono Initiative Committee as well as a member of the board of directors of the Lawyers' Committee for Civil Rights Under Law.

› Religious Observers Affinity Group Hosts Ethics CLE

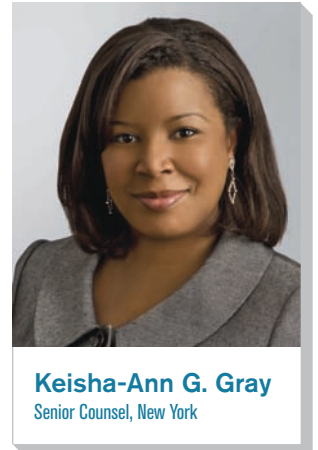
The Religious Observers Affinity group hosted an Ethics CLE program in the New York office entitled “Balancing a Big Law Career with Religious Observance.” The speaker was Amy Uelmen, Director of the Institute on Religion, Law & Lawyer’s Work at Fordham Law School. The program was very well attended across several of our offices, including Los Angeles, Boston, Boca Raton and Newark. The Religious Observers Affinity Group plans to offer similar programs throughout the year in order to assist lawyers in achieving the Ethics CLE accreditations.

› Keisha-Ann Gray Speaks on NYU WOCC Young Alumnae Panel

NYU Law’s Women of Color Collective WOCC hosted a Young Alumnae Panel, providing a forum for recent alumnae who are women of color—sharing their insight and experience in the professional world after law school. **Keisha-Ann Gray**, senior counsel in our Labor & Employment Department, participated in this event as a panelist. The event concluded with a reception where students and alumnae mingled and continued conversation.

› NAPABA Convention

Five Proskauer lawyers attended the 2009 National Asian Pacific American Bar Association Convention in Boston. The annual NAPABA Convention is a valuable opportunity for APA lawyers to develop both professional and personal relationships with a variety of different practitioners—ranging from lawyers at small and large law firms, government and non-profit attorneys and in-house counsel at current and potential clients. Attendees noted that some of the most interesting parts of the conference were learning about NAPABA’s achievements in helping to diversify the federal judiciary over the past 15 years and hearing the perspectives of three APA women federal judges on a host of issues, including the confirmation process and courtroom attire. Proskauer is proud to support this annual event and looks forward to next year’s convention being held in Los Angeles.



Keisha-Ann G. Gray
Senior Counsel, New York

Boca Raton

2255 Glades Road
Suite 340 West
Boca Raton, FL 33431-7360, USA
t: 561.241.7400
f: 561.241.7145

Boston

One International Place
Boston, MA 02110-2600, USA
t: 617.526.9600
f: 617.526.9899

Chicago

Three First National Plaza
70 West Madison, Suite 3800
Chicago, IL 60602-4342, USA
t: 312.962.3550
f: 312.962.3551

Hong Kong

Suites 3605-3607
36/F, Edinburgh Tower, The Landmark
15 Queen's Road Central
Hong Kong
t: 852.3410.8000
f: 852.3410.8001

London

Ninth Floor
Ten Bishops Square
London E1 6EG, United Kingdom
t: 44.20.7539.0600
f: 44.20.7539.0601

Los Angeles

2049 Century Park East, 32nd Floor
Los Angeles, CA 90067-3206, USA
t: 310.557.2900
f: 310.557.2193

New Orleans

Poydras Center
650 Poydras Street
Suite 1800
New Orleans, LA 70130-6146, USA
t: 504.310.4088
f: 504.310.2022

New York

1585 Broadway
New York, NY 10036-8299, USA
t: 212.969.3000
f: 212.969.2900

Newark

One Newark Center
Newark, NJ 07102-5211, USA
t: 973.274.3200
f: 973.274.3299

Paris

374 rue Saint-Honoré
75001 Paris, France
t: 33.(0)1.53.05.60.00
f: 33.(0)1.53.05.60.05

São Paulo

Rua São Tomé, 86, 17º andar
04551-080 São Paulo, SP, Brasil
t: 55.11.3045.1250
f: 55.11.3045.1391

Washington, D.C.

1001 Pennsylvania Avenue, NW
Suite 400 South
Washington, DC 20004-2533, USA
t: 202.416.6800
f: 202.416.6899

For more information about Proskauer's diversity efforts, please contact:
Louie Rodriguez, Director of Diversity and Inclusion, 212.969.5063,
lrodriguez@proskauer.com



GreenSpaces™ is our Firm-wide initiative to create a culture of environmental awareness, responsibility and social consciousness that supports a productive and sustainable workplace.