



# Nixon Peabody Diversity Update

## December 2008

Inside this issue:

Nixon Peabody sponsors HRC National Dinner	2
Nixon Peabody is platinum-level sponsor for Lavender Law	3
Juan Alexander Concepcion selected for '20 on the Move' award	3
GLBT affinity group makes education a priority at monthly meetings	4
<i>Legal Times</i> article quotes Kendal Tyre on diversity in tough economic climate	5
Firm sponsors GLAD and AIDS Action Committee events	5
Firm is a sponsor for Asian Pacific American Bar Assn. Convention	6
Hispanic Affinity Network was involved in several recent events	7
Joe Ortego wins Long Island Hispanic Chamber of Commerce Award	8

## Human Rights Campaign gives firm 100% for third consecutive year

For the third year in a row, Nixon Peabody has received a perfect rating of 100 percent on the Human Rights Campaign's (HRC) Corporate Equality Index. The index focuses on evaluating gay, lesbian, bisexual, and transgender (GLBT) equality in corporate America. Nixon Peabody is one of just 64 law firms and 259 companies nationwide to receive a perfect score on this year's list.

The HRC announced its results on September 2 via a nationally disseminated press release, and Nixon Peabody also conducted a targeted outreach effort to local, regional, and national business and legal publications, as well as diversity publications. To make everyone at the firm aware of the news, a message was sent from **Dick Langan**, the firm's CEO and managing partner, to all firm personnel.

As a result of the media efforts, *Bloomberg News* writer Cynthia Cotts specifically highlighted Nixon Peabody's gay-rights policies and its 100 percent rating from the HRC in a feature article titled "U.S. Law Firms Rated Gay-Friendly Grew Fivefold in Two Years." The article highlighted the phenomenal increase in the number of U.S. law firms with top-rated gay-rights policies, which grew this year to 64 of the 120 rated firms. The article specifically highlighted Nixon Peabody's third-year top score and included the following quote from Dick Langan: "Our diverse people and points of view allow us to attract the best people and the best clients, and provide a rich and stimulating work environment."

Each year, the HRC rates companies on their comprehensive workplace policies for GLBT employees. In order to receive a perfect rating, recipients must provide the following items, among others, for their employees:



Inside this issue, *continued*:

Wanli Xu addresses ABA  
National Conference 8

Focus on Nixon Peabody's  
diversity efforts in Rochester  
media mentions 9

William McKnight Scholarship  
Fund makes 22nd award 9

South Africa work leads to  
enhanced wineries program,  
firm exposure 10

Women's Initiative luncheons  
held regularly in firm offices 11

Fall associates add to Nixon  
Peabody's diverse culture 12

- Diversity training
- A written nondiscrimination policy covering sexual orientation
- Inclusive health insurance, bereavement, and family leave policies to employees with same-sex partners
- Gay, lesbian, bisexual, and transgender employee groups

Nixon Peabody was one of the first law firms in the country to extend health care and welfare coverage to domestic partners. The firm also offers a variety of benefits and programs that support the diversity of lawyers and employees, including health care, dental, and life insurance coverage for domestic partners; a gender-neutral, four-week paid parenting leave; and affinity groups that provide a forum and supportive environment for diverse attorneys to discuss professional development strategies and concerns.

The 100 percent rating from the HRC comes just months after the firm was recognized for the third year in a row by FORTUNE magazine as one of its "100 Best Companies To Work For®," with a special recognition made to Nixon Peabody's diversity programs.

## Nixon Peabody sponsors HRC National Dinner

This year the firm was a silver sponsor of the 12th Annual Human Rights Campaign National Dinner held at the Washington, DC, Convention Center in October.

The dinner, which is held every year in Washington, DC, recognizes leaders in the fight for equality for gay and lesbian Americans. Over 3,000 people attended this year's sold-out event, according to **Michael Reardon**, a partner in the Washington, DC, office who was involved with the event.

As a silver sponsor, Nixon Peabody was recognized in the program and on the big screen televisions throughout the event. The firm was also recognized as a sponsor in HRC publications and advertisements. Other major sponsors included Paul Hastings, Fannie Mae, Wachovia, Northrop Grumman, Time-Warner, and Wells Fargo.

Speakers at the event included New York Senator Hillary Rodham Clinton, personal finance expert Suze Orman, and Charles Berardesco, vice president and deputy general counsel at Constellation Energy.

# Nixon Peabody is platinum-level sponsor for Lavender Law

Nixon Peabody was featured as one of just eight platinum-level sponsors for this year's Lavender Law '08, an annual conference and career fair, held September 4 to September 6 in San Francisco at the Hyatt Regency San Francisco at Embarcadero Center.

"Every year, the sharpest legal minds in the LGBT community gather at the National Lesbian and Gay Law Association's annual conference and career fair," according to the organization's website. One of this year's speakers was **Paul DiSangro**, a new addition to Nixon Peabody's San Francisco

office. Paul was tapped to speak at the event on September 6. His topic was "Tax Issues through a Prism: From the Big Picture to the Particulars of the States."



Nixon Peabody is a long-time supporter of the conference, but this is the first year the firm has sponsored at the platinum level. This level of sponsorship gave Nixon Peabody considerable visibility at both the conference and the career fair. On the Lavender Law website, law school students could also link directly to Nixon Peabody's web page on diversity

Along with the sponsorship, the firm hosted a welcome reception on September 3 at Nixon Peabody's San Francisco offices. The reception gave the firm's attorneys an additional opportunity to meet one-on-one with potential recruits, as well as providing an opportunity for the students to gain more information about Nixon Peabody.

The Lavender Law Conference has been held annually for 20 years, beginning in San Francisco in 1988. The job fair began in 2002.

## Juan Alexander Concepcion selected for '20 on the Move' award

**Juan Alexander Concepcion**, an associate in the Boston office, was selected as one of the recipients of the *Boston Business Journal's* and *El Planeta* newspaper's "20 on the Move" award.

The awards are designed to recognize Latino executives who are making meaningful contributions in Boston. Juan was selected from over 150 notable nominees from the Boston business community. Upon learning of the award, Juan said: "This acknowledgement by *BBJ/El Planeta* is as much a tribute to the great work we do here at Nixon Peabody as it is to me for simply doing my part. As I once heard it said, 'when the character of a man is not clear to you, look at his friends.' I personally share this recognition with all my good friends across the firm."

Congratulations, Juan, on your recognition for the work you do to make the Boston community stronger and more effective.

## GLBT affinity group makes education a priority at monthly meetings

### Kate Kendell speaks at luncheon in San Francisco office

On September 3, Kate Kendell, an attorney and the executive director of the National Center for Lesbian Rights (NCLR), was the guest speaker at a luncheon in the firm's San Francisco office.

NCLR lawyers were the lead attorneys in the successful California Supreme Court case for gay marriage. Ms. Kendell's address was open to all, and it was attended by several members of the firm's GLBT Affinity Group because the group held a firmwide meeting in San Francisco. Many members were already in town to attend the firm's welcome reception and the Lavender Law Conference and job fair. Those members who could not attend the firm-wide meeting were invited to join via teleconference.

### GLBT brownbag lunch meeting focuses on adoption

Greg Franklin, a local Rochester attorney who focuses on adoption law, was the guest speaker at the GLBT Affinity Group's brownbag luncheon on October 8. His presentation focused on the history and constantly evolving process of adoption in general, and GLBT adoption specifically, in New York. He also addressed questions from the audience.

Greg, who is a Nixon Peabody alumnus and is married to **Jean McCreary**, a partner in the Rochester office, developed an interest in adoption law when he and Jean were adopting their son. Based upon some of the frustrations he experienced during this process, Greg decided to refocus his legal practice in the area of adoption law. Greg also did the "co-parent" adoption for **Libby Ford** and her partner's two children. Because this adoption triggered intense media scrutiny, it catapulted Greg into developing a sub-specialty in GLBT adoption.

The Rochester GLBT group makes an effort to provide periodic lunchtime educational sessions where an expert from the firm or the local community presents on a topic of interest. The sessions are open to anyone in the firm who has an interest in the issue. For this event, the group encouraged anyone who had an interest in adoption to attend because most issues facing would-be adoptive parents are the same for all individuals. However, GLBT couples do experience some additional complications.

## *Legal Times* article quotes Kendal Tyre on diversity in tough economic climate

During the week of October 20, the *Legal Times* included a special section on diversity, with the lead article focusing on the impact the economic crisis may have on workforce diversity in law firms.

**Kendal Tyre**, a partner in the firm's Washington, DC, office, was quoted and featured in an accompanying photo.

The article provided statistics indicating that the effort to increase diversity within law firms stalled this year, despite headcount growth. "This year, DC's largest firms reported a healthy increase of nearly 4 percent in total head count," according to the *Legal Times* 150 survey, which ranks offices by number of lawyers. The survey also gathers data on the number of minority and female attorneys and partners at participating firms. Despite the overall growth of the *Legal Times* 150 this year, the percentage of minority and female attorneys and partners didn't increase over last year, the first time *Legal Times* reported diversity data, according to writer Brian Katkin.

The article also expounds on the client-driven demand for more diversity among firms and discusses how the worsening economy could negatively impact efforts for several reasons, but particularly because of potentially limited hiring.

Kendal is featured in the accompanying photo, with the following caption, "**Driving Diversity:** Nixon Peabody's Kendal Tyre says clients want a diverse legal team, and firms that don't offer that are hurting themselves."

Kendal is also quoted within the article and is identified as the co-chair of Nixon Peabody's Diversity Action Committee. Among his comments within the article, Kendal remarked about the importance clients continue to place on diversity. The lengthy article also included remarks from members of several other major Washington, DC, law firms.

## Firm sponsors GLAD and AIDS Action Committee events

Nixon Peabody was a sponsor for two events in Boston during the first week of November.

On November 6, the firm hosted the annual meeting of the AIDS Action Committee at Nixon Peabody's Boston offices. This is the fourth year the firm has acted as host for this breakfast event. This year, approximately 150 public officials and AIDS advocates attended the event, according to **Bill Kelly**, a partner in the Boston office who is on the board and is vice chair of the AIDS Action Committee.

The featured speaker this year was former Massachusetts State Senator and current president of the Blue Cross Blue Shield of Massachusetts Foundation Jarrett Barrios. The AIDS Action Committee is one of the oldest and largest organizations addressing AIDS and HIV. It is a national leader in providing direct services to people living with AIDS and HIV, in education and prevention efforts and in advocating at the state and national level on a broad range of policy issues related to HIV and AIDS.

On November 7, the firm was one of several law firms sponsoring the GLAD Spirit of Justice Award Dinner at the Westin Boston Waterfront. Members of Nixon Peabody's GLBT Affinity Group, as well as law students who will be summer associates at the firm in 2009, attended the event. This year marks the organization's 30th anniversary.

GLAD, Gay and Lesbian Advocates and Defenders, works, primarily as courtroom and appellate advocates to help transform laws and change policies that affect the lives of GLBT individuals. The organization is particularly active in family and marriage equality issues, transgender matters, and topics related to HIV-affected people. Its attorneys served as lead counsel in the litigation that resulted in the establishment of civil union status in Vermont and the legalization of gay marriage in Massachusetts and Connecticut.

## Firm is a sponsor for Asian Pacific American Bar Association Convention

When the National Asian Pacific American Bar Association's annual convention took place in Seattle on November 19 to November 23, Nixon Peabody was listed among the sponsors.

The firm was a bronze-level sponsor at the event, titled "Building on Our Legacy: 20 Years of NAPABA." This year, in addition to the convention, the association sponsored an International Law Symposium, which was a half-day event beginning at noon on November 20. According to the association's website, the symposium included attorneys from throughout the United States and Asia. The gathering also included a joint luncheon with NAPABA's In-House Committee, followed by three substantive panels on the latest international legal topics of interest.

In addition to the workshops and presentations at the convention, attendees also had time to network in a more relaxed setting, while learning more about Seattle. Several outside excursions were offered, including wine tastings, chocolate factory and Pike Place Market tours, and other sightseeing to local landmarks.

**David Cheng**, a partner in the firm's tax controversy, litigation, and China Practice team, participated in the event. David, a former speaker at past NAPABA events, is the vice president of the Asian Pacific Bar Association of Silicon Valley and has been an active supporter of NAPABA for more than 10 years.

# Hispanic Affinity Network was involved in several recent events

Members of the Hispanic Affinity Network have participated in and hosted several events during the past few months.

**Luis Casillas**, as associate in the New York City office, is working on Governor Patterson's New York State Commission on Increasing Diversity in the State Workforce. Luis is assisting **Liz Moore**, a partner in the New York City office, and the commission as its associate administrator.

In October, as part of Hispanic Heritage Month, **Jim Montes**, an associate in the New York City office and the leader of the firm's Hispanic Affinity Network, was a guest speaker on a Fordham University Law School panel discussion sponsored by Fordham's Latin American Law Students Association (LALSA) on "Life as a Corporate Lawyer."

Also in October, **Maria Caceres**, in the New York City office, spoke on a panel hosted by the LALSA of Cardozo School of Law. The panel was titled "Diversity in the Workplace."

In September, **Lazaro Mur**, counsel in the firm's Florida office, was named chair of the Florida Hispanic Chamber of Commerce, which has alliances with over 36 local chambers, over 80,000 Hispanic-owned businesses constituents, and a reach of over 1,000,000 Hispanics. Laz's focus is to monitor state and federal proposed legislation that may impact Hispanic business owners.

**Ronaldo Rauseo-Ricupero**, an associate in the Boston office, participated in Nixon Peabody's recruiting committee outreach panel at Boston College Law School titled "Assessing a Firm's Diversity: What to do in a Callback Interview." The September event was for students from the law school's affinity groups. In addition, Ronaldo is currently on the planning committee for the Boston Mayor's Office of New Bostonian's "We Are Boston" event, which celebrates diversity, immigrant contributions, and heritage. The event, featuring Celtics legend Bill Russell, will be held on December 2.

On July 10, the Hispanic Affinity Network hosted a breakfast at Nixon Peabody's offices. The event was for the incoming president of the Puerto Rican Bar Association, Maria Matos. The breakfast was attended by various people including **Jim Montes**, **Angelica Valencia**, and **Brian Avello**, both summer associates in the New York City office.

On August 7, **Joe Ortego**, a partner in the Long Island office, gave a presentation at the American Bar Association (ABA) Annual Meeting. Joe's topic was "Keep Elevating Your Game: Lawyers of Color Harnessing Power." The speech focused on what minority attorneys need to do to compete, excel, and survive within a firm. Joe has 26 years of experience working in large law firms, including 11 years at Nixon Peabody. Joe also represented the firm at the ABA diversity reception and dinner dance. Nixon Peabody was one of the hosts of the ABA Annual Meeting.

Jim, Joe, and Luis also represented the firm at the Hispanic National Bar Association Annual Convention and Job Fair in Los Angeles in September, and the firm's Hispanic Affinity Network was also involved in the associated job fair. Finally, the group hosted the Long Island Hispanic Bar Association in Nixon Peabody's offices on Long Island on May 19. The event, which was

organized by Jim and Joe, provided an excellent opportunity for networking within the local legal community.

## Joe Ortego wins Long Island Hispanic Chamber of Commerce Award



(Left to Right) Ed Diaz; Ernest Gonzalez; Joe Ortego; Berenice Gomez, president of LIHCC; John Ortiz

Congratulations to **Joe Ortego**, a partner in the Long Island office, who received the Chairman’s Award from the Long Island Hispanic Chamber of Commerce (LIHCC) at its 20th Anniversary Gala on October 11. The award recognizes local leaders for their dedication to the Hispanic community on Long Island.

“My involvement with the LIHCC as both general counsel and a former member of the board of directors has brought me closer to the community, and I’ve been able to bring together my passion for the law with that of my heritage. I thank the LIHCC for this recognition, congratulate the other award recipients, and look forward to the continued progress we can and will make,” Joe said.

“Joe’s commitment to the community is truly admirable,” said Berenice Gomez, president of the LIHCC. “Each year we strive to recognize individuals whose work for and within the community has exceeded expectations. Joe has worked tirelessly as a champion of the local Hispanic community and is deserving of such recognition.”

In a show of support for Joe, the gala was attended by members of the firm’s Hispanic Affinity Network, including **Jim Montes** and **Luis Casillas**, as well as by members of the firm’s GLBT group and other firm affinity groups.

The LIHCC was founded in 1988 to advance the business interests of the Hispanic community of Long Island.

## Wanli Xu addresses ABA National Conference

**Wanli Xu**, a venture capital and emerging growth associate from the Silicon Valley office, addressed the American Bar Association’s National Conference for the Minority Lawyer in San Jose, California. The event was held June 26 through June 27 at the Dolce Hayes Mansion.

Wanli spoke on “Mergers and Acquisitions in China—A Case Study” as part of the Investing in China and Latin America Continuing Legal Education (CLE) program. The presentation discussed

locating a target company, structuring a transaction, and using the correct approach for successful execution of an acquisition in China's fast growing mergers and acquisitions marketplace.

The National Conference for the Minority Lawyer was coordinated by the ABA's Commission on Racial and Ethnic Diversity in the Profession and the ABA's Section of Business Law. This conference was designed to provide attorneys with a combination of practical training sessions and cutting-edge substantive CLE programs designed specifically for minority business lawyers, litigators, in-house counsel, solo practitioners and government lawyers.

## Focus on Nixon Peabody's diversity efforts in Rochester media mentions

Several of the firm's diversity-related activities gained recognition in Rochester-area media. The *Rochester Business Journal* mentioned Nixon Peabody's participation in the Monroe County Bar Association's Minority Clerkships Program. The program included 13 first-year law students, who worked as paid law clerks for eight to 10 weeks.

In addition, the *Democrat and Chronicle* included a "Speaking Out" editorial, co-authored by **John Witmeyer**, a partner in the Rochester office, and Urban League Chief Executive Officer Bill Clark, focused on the legacy of the firm's late colleague **Bill McKnight** and the Urban League's Black Scholar's Program.

## William McKnight Scholarship Fund makes 22nd award

Nixon Peabody representatives were in attendance again this year at the Urban League's 29<sup>th</sup> annual Salute to Black Scholars Recognition Dinner, where another local student was awarded a \$2,000 renewable scholarship from the William McKnight Scholarship Fund.

Since the William McKnight Scholarship Fund was established, scholarships have been awarded to 22 area students. The money is awarded to an African-American high school senior, from Monroe County, New York, or a neighboring county, who has been accepted to an accredited four-year college. Screeners look for a recipient with economic needs who exhibits the traits that were characteristic of Bill McKnight.

The scholarships, given annually since 1987, help perpetuate Bill's passion for developing and training young lawyers. Bill attended Cornell, graduating from the university's law school, after completing his undergraduate studies at Merrimack College. Among his many civic and community activities, Bill was counsel to the Urban League.

This year's scholarship recipient was Jenae N. Davis, a graduate of Rush-Henrietta High School, who is attending Whittier College with the goal of becoming a doctor. Jenae was born with no fingers on her left hand and was active as a camp counselor for young burn victims and as a volunteer for Food Link. She is also a member of her town's Youth Hall of Fame.

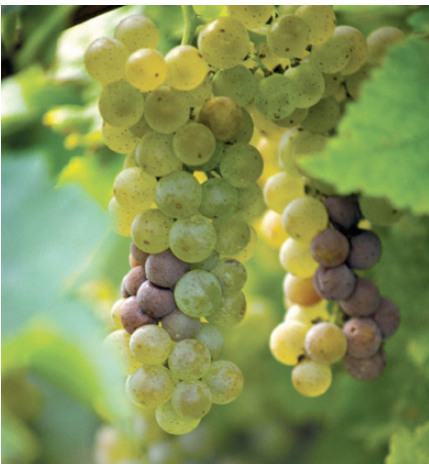
At the Urban League dinner, six Nixon Peabody attendees were joined at their table by the 2007 scholarship recipient, Ozell Franklin, now a sophomore at St. John Fisher College and co-rookie of the year in men's basketball in NCAA's Empire 8 Conference. Ozell and the McKnight Scholarship were also featured in the Rochester Area Community Foundation's spring newsletter. The mother and sister of the 1995 recipient, Shanel Odum, also joined the Nixon Peabody table. Shanel graduated from the Newhouse School of Public Communications at Syracuse University and is now associate music editor at Vibe Magazine in New York. Shanel's sister was also a former Urban League Black Scholar. Also at the firm's table was Stephanie Griffin who handles the scholarship program for the Rochester Area Community Foundation, which administers the fund. Stephanie, **John Witmeyer**, on behalf of the firm, and a representative from the Urban League select the scholarship recipient each year.

"It was especially nice to be joined by last year's recipient and the 1995 recipient's mother. It was a nice personal reminder that so many of the recipients have gone on to great successes and that the scholarships played some small part in that," said John, a partner in the Rochester office and a close friend to Bill McKnight.

A total of 409 high school students were honored at the event. This included students from 49 high schools, 371 who graduated with a 3.0 grade point average (GPA) or better and were recognized as black scholars, and 38 additional students who achieved average GPAs between 2.95 and 2.99 and received an honorable mention, according to the Urban League's website.

Nixon Peabody also purchased an ad in the program, in further support of the event, which was held June 3 at the Rochester Riverside Convention Center.

## South Africa work leads to enhanced wineries program, firm exposure



**Harry Trueheart**, Nixon Peabody's chairman, and **Kendal Tyre**, a partner in the Washington, DC, office, recently traveled to South Africa to attend the annual general meeting of TerraLex, an international law firm network of which the firm is a member.

The visit, as well as Kendal's ongoing international networking, led to considerable exposure for the firm. In addition to this work, Kendal, as a director of the United States South Africa Wine Foundation (USSAWF), is working to increase opportunities for internships at U.S. wineries.

In cooperation with the South African Wine Industry Trust (SAWIT), which helps promote the South African wine and spirits industries, the USSAWF plans to

sponsor six apprentices at U.S. wineries in 2009. The nonprofit foundation initiated the internship program in 2006, placing 10 apprentices that year. The purpose of the program is to provide an opportunity for historically disadvantaged black South African winemakers who had limited access to winemaking education during the apartheid era.

SAWIT regularly supports training and education programs, which have benefited numerous black winemaking students and professionals. More than 50 South African wine farm and cellar workers have been trained in Burgundy, France, through a SAWIT-sponsored training program.

The six selected apprentices for 2009 will spend eight weeks at wineries in the United States, returning to South Africa as accredited winemakers. USSAWF is currently working on producing a sponsor package aimed at expanding participation from U.S. wineries. The package includes a fact sheet and a CD that fully explains the program and its benefits.

“The 2006 internship program included participation from wineries in California and Virginia, but the group would like to expand participation to other wine-making regions in the United States,” Kendal said. In addition to helping more disadvantaged winemakers gain training, the apprenticeship program also provides an opportunity for the firm to work with more South African businesses and organizations, which may provide some specific opportunities for various practice groups, including the firm’s corporate attorneys and members of the beverage and alcohol group, he added.



Kendal Tyre and Harry Trueheart expanded Nixon Peabody’s business contacts in South Africa at a seminar series held in Johannesburg and Cape Town

While in South Africa, Harry and Kendal were also able to increase Nixon Peabody’s exposure to a wide variety of South African businesses. The two gave presentations at a seminar series titled “Strategies and Challenges—In-house Corporate Counsel.” The format for the series was developed by Kendal and was well attended by in-house lawyers from a wide range of leading South African businesses, including multinational corporations and emerging companies. Harry also chaired a program on business issues facing law firms, which was attended by leaders from more than 40 countries.

The seminar series, which was co-hosted by Edward Nathan Sonnenbergs and Nixon Peabody, was held in both Johannesburg and Cape Town, South Africa. “It was excellent exposure for Nixon Peabody and we look forward to future work in South Africa,” Harry said.

## Women’s Initiative luncheons held regularly in firm offices

Many of the firm’s offices have established a local Women’s Initiative group that each holds periodic meetings to further the purposes of the initiative, which is to hire, retain, and promote the development of the best lawyers. The lunch meetings are opportunities, with or without an outside speaker, to build connections among women, identify and deal with important issues, and facilitate networking opportunities. Recently, **Ann Miller**, a San Francisco Insurance and Reinsurance



Megan Tumi (new associate—labor), Ann Miller, Susan Freedman, Amanda Baker (fall associate—patents)

partner who chairs the firm’s Women’s Initiative, attended the New York City meeting and the Washington, DC, meeting.

In New York, associate **Ronelle Porter** and partner **Connie Boland** lead the initiative for that office. The New York group met on October 10, “It was a great meeting. We had about 20 female associates, counsel and partners in attendance. It was particularly good because we were able to include the first year associates, who benefitted from the experiences of their colleagues.”

The meeting was informal, with networking and reconnecting as the main goal. Participants were able to ask specific questions about firm policies and resources and were able to

hear from women who had chosen varied career paths, as well as ask Ann to answer any questions they wished. Perspectives from full-time, part-time, partner track, and non-partner track attorneys were included.

“We decided that we should get together monthly, or at least bimonthly, to talk about our experiences. It was worthwhile and very empowering, and also fun,” Ronelle said.

In Washington, DC, the Women’s Initiative luncheon also drew a crowd. The office hosted an end-of-summer Women’s Initiative Network luncheon. Hosted by brands, creations and licensing lawyers **Corinne Gorski** and **Susan Freedman**, with support from DC Career Manager **Whiting Leary**, the event was attended by several female partners and associates who participated in an engaging and wide-ranging discussion on several firm-related topics.

During the luncheon, the partners wanted to know from the associates what issues are important to them. Many associates cited mentoring, in addition to learning how to develop key relationships within the firm that would support career development and build a strong client base. The group also discussed how to prepare for leadership positions within the firm. Both Ann and Real Estate Practice Group Leader **Tina Wilcox** stressed the importance of taking charge of your own life and career progress.

In both offices Ann spoke about the Women’s Mentoring Circles pilot program, for which 50 of the firm’s women lawyers have signed up. The Mentoring Circles are being rolled out. Watch this space for more information as they develop!

## Fall Associates add to Nixon Peabody’s diverse culture

The group of fall associates who recently joined the firm includes several members of minority groups, consistent with Nixon Peabody’s ongoing efforts to bring increasing diversity to the firm.

Please welcome all of our fall associates. In total, we added 36 new associates, with 21 being female. The following associates, specifically, add ethnic diversity to our firm:

## BOSTON

**Sanga Emmanuel** joined the Litigation Department. Sanga was a summer associate at the firm in 2007. Prior to this position, he worked as a professional recruiter and as a calibration technician. He is fluent in Swahili.

## LOS ANGELES

**Amy Pham** joined the Public Finance Group. Amy was a legal intern with Nixon Peabody in 2007 and 2008. She has also worked as a Tenants' Rights Counselor for the Renter's Legal Assistance, University of California Berkley.

## NEW YORK CITY

**Maria C. Boneau** joined the Global Finance Group. Maria was a summer associate at Nixon Peabody in 2007. She also worked as an intern in the Cardozo Tax Clinic and is a former elementary education teacher.

**Jason Clark** joined the Litigation Department. In 2007, Jason was a summer associate for Nixon Peabody. During summer 2005, he was an intern for the Office of the New York State Attorney General Eliot Spitzer within the Investment Protection Bureau.

**Brian Collet** joined the Private Equity Group. Brian was a summer associate in both 2006 and 2007 for Nixon Peabody. In addition, Brian was a client service representative in 2004 for UBS Financial Services.

**Michael Garcia** joined the Private Equity Group. Michael was a summer associate for Nixon Peabody in 2007. Prior to this, Michael worked for Goldman Sachs as an analyst and then as an associate/trader from 2000-2007.

**Desiree Verdejo** joined the Public Finance Group. She was a summer associate at Nixon Peabody in 2007. She also worked as a legal intern for the Office of General Counsel for the Institute of Museum and Library Services, and as a student attorney for the General Practice Clinic at American University.

## ROCHESTER

**Paul Dimoh** joined the Private Company Transactions Group. In 2006 and 2007, Paul was a law clerk and then a summer associate at Nixon Peabody. During the 2007 school year, Paul also worked as an intern for the National Security Studies Program.

**Janelle Whitaker** joined the Public Finance Group. From 2006-2008, Janelle worked as a summer associate and legal intern for Nixon Peabody. She has also worked as a journeyman CBP Officer

for the U.S. Department of Homeland Security Bureau of Customs and Border Protection and as an Immigration Inspector for the U.S. Department of Justice, Immigration and Naturalization Service.

## SAN FRANCISCO

**Dao Lam** joined the Global Finance Group. In 2007, she was a summer associate for Nixon Peabody. Dao was also a law clerk for the U.S. Attorney's Office, Civil Division, and a law clerk with the California Department of Insurance.

**Lisa Park** joined the Public Finance Group. In 2006, Lisa was a summer associate at Nixon Peabody. She also worked as a legal intern for the U.S. Department of Justice, Civil Rights Division, and the United States Bankruptcy Court, Central District of California. Lisa is fluent in Korean, proficient in Mandarin, and conversational in French.

**Renee Reimonenq** joined the Venture Capital Group. Renee worked at Nixon Peabody in 2007 as a summer associate. She also held a judicial extern position for the United States District Court for the Eastern District of California and was a law clerk for UC David Health Systems and a corporate legal intern for Genentech.

## WASHINGTON, DC

**Amanda Baker** joined the Patents Group. In 2007, she was a summer associate for Nixon Peabody. She was also an intern for the U.S. House of Representatives in the office of Congressman C.W. Bill Young and a co-op engineering associate for ARINC.

**Tanya Nesbitt** joined the Litigation Department. Tanya was a summer associate with Nixon Peabody in 2007. Most recently, Tanya worked as a judicial intern for the United States District Court of the District of Columbia.

**Megan Tumi** joined the Labor and Employment Group in the Washington, DC, office. Megan received the Thurgood Marshall Award in 2008. In 2007, she was a summer associate at Nixon Peabody. She was also a summer law clerk for Administrative Judge Joel Kravetz for the U.S. Equal Employment Opportunity Commission.