



Nixon Peabody Diversity Update

November 2005

In this issue:

Congratulations to NP's two newest female partners	2
Garden City staff members attend awards event, gain inspiration	2
Affinity groups help advance NP's diversity initiative	3
International practice: NP builds teams focused on specific markets	4
By women, for women	6
Recognition: NP's women attorneys honored for leadership	7
Leadership roles: NP's women attorneys make a difference in a variety of ways	9
Stacey Slater appointed pro bono partner	10
Expanded parenting leave policy increases options for parents	10

Dear Friends,

We are pleased to share with you the latest issue of Nixon Peabody's diversity newsletter. The hiring, retention, and advancement of women is an important part of our diversity efforts at the firm, and we have decided to dedicate this issue to celebrating women.

We are tremendously proud of the contributions of the women who work in the firm, including our two newly elected partners, who you can read more about below. At a time when advancement opportunities for women and minorities still need to improve throughout the legal profession, Nixon Peabody's efforts are beginning to show some strong results.

Many women hold key roles in the firm from heading up some of our practice groups, to acting as office managing partners to serving on the firm's policy committee. We are bringing in more women at the associate level; in fact over the past few years alone, our overall percentage of women associates has increased from 43% to 49.2%. In addition, we are seeing more women associates build their careers at the firm and advance to partner. Their perspectives and counsel are valued by clients and colleagues alike.

This group of impressive women is also regularly recognized by the industry. Ten women partners in our Boston office were named by Boston Magazine as "Super Lawyers" in 2005, while several others including **Maggie Clemens**, **Regina Rockefeller**, **Carolyn Nussbaum**, **Susan Robfogel**, **Gig Babson**, and **Susan Valente** were named among the "Best Lawyers in America for 2006." Many women have won awards for professional excellence, as well as for their outstanding contributions to the community or the profession.

This newsletter can tell you about only some of the women of whom we are proud. I hope you will enjoy reading about the individuals highlighted and about our continuing efforts to support women in the firm and in the profession.

Best Regards,
Harry Trueheart



NIXON PEABODY LLP
ATTORNEYS AT LAW

Congratulations to Nixon Peabody's two newest female partners

Stacie Collier and Beth Mitchell were among the latest elected partners at Nixon Peabody. Both bring extensive experience and demonstrated dedication to the firm.



Stacie Collier

Stacie is a member of the Labor and Employment Practice Group in the Providence office. Prior to joining Nixon Peabody in 2000, she was an associate at Jackson, Lewis, Schnitzler & Krupman in Boston. She received her J.D. from the University of Connecticut School of Law and her bachelor of arts degree, magna cum laude, from Syracuse University.

Stacie represents employers in labor and employment matters. She provides legal and practical counsel to clients regarding personnel issues, including employee handbooks, hiring, and discipline and discharge. Stacie also has a significant amount of experience performing training in the workplace on topics such as preventing workplace harassment and discrimination, as well as management of medical leave laws. She also litigates employment matters before state and federal courts and administrative agencies. She is expecting her first child in April.



Beth Mitchell

Beth is a member of the Technology and Intellectual Property Group in the San Francisco office. Beth joined Lillick & Charles in 1998 and was previously an associate at Crosby, Heafey, Roach & May. She received her J.D. from the University of Santa Clara and her bachelor of arts from the University of California at Santa Barbara.

Beth has experience in business and intellectual property litigation, including patent litigation; employment litigation, including wage and hour actions and class action defense; business torts; breach of contract claims; trade secret litigation; and securities litigation.

Congratulations to Beth and Stacie and best wishes for their continued success.

Garden City staff members attend awards event, gain inspiration

Several secretaries and staff members of Nixon Peabody's Garden City office attended the Long Island Fund for Women & Girls (LIFW&F) "Women Achievers Against the Odds" Eleventh Annual Awards Breakfast at the Crest Hollow Country Club in Woodbury, Long Island. Over 700 people attended this event, and Nixon Peabody's attendees returned to the office with much inspiration and desire to become part of community service on Long Island.

Theresa Barber, a legal secretary in the firm's environmental practice group, has been a member of the LIFW&F for the past two years and represented Nixon Peabody as a member of the fund's Breakfast Committee. Theresa was chosen to introduce one of the breakfast honorees, Dr. Virginia

E. Maurer, breast surgeon and founder of the Maurer Foundation for Breast Health Education. Special thanks to Theresa for her ongoing, active involvement in this organization and for representing the firm.

The Long Island Fund for Women & Girls promotes a philanthropic response to gender-based inequities through a program of grant-making; assists women to reach their potential as philanthropists; and highlights, for the broader community, the issues adversely affecting women and girls. This year's breakfast commemorated a meaningful milestone for the LIFW&G. As the organization completes 2005, it will have cumulatively provided more than \$1 million to organizations that reach out to Nassau and Suffolk counties' female population.

Affinity groups help advance Nixon Peabody's diversity initiative

Groups can play a role in business development, minority hiring

To encourage the development of groups and activities for under-represented individuals within the firm, Nixon Peabody's Diversity Action Committee (DAC) is encouraging the formation of affinity groups.

"We want to encourage people with common cultures and interests to get together to assist with the diversity initiative and to work on business development. We think the groups will encourage business development and group mentoring. There have always been some informal groups, but now we want to create more formalized groups," says **Liz Moore**, a partner in Nixon Peabody's New York City office.

The groups are designed to help the firm expand its diversity efforts in a number of ways, including hiring, retention, mentoring, partnership projects with clients or potential clients, business opportunities, and enhancing a supportive environment for everyone in the firm.

Why create affinity groups for these tasks?

Affinity groups provide a supportive environment for members to discuss professional development strategies and express concerns. For example, **Ann Miller**, a partner in the firm's San Francisco office, will be leading a women's affinity group. However, the effort is just in its early stages, she says. "Many of the offices have informal women's groups, but this effort is designed to create more formal groups. To kick off the effort, women partners met at the retreat, which was one of the first steps toward creating more formal groups," Liz explains.

Does the idea of affinity groups seem exclusionary in nature? The groups are designed to be inclusive. The sole purpose behind them is to create a supportive environment, so everyone feels connected and comfortable, a fully participating part of Nixon Peabody. Membership is strictly voluntary and each group welcomes participation by non-affinity group members. You're encouraged to connect with affinity groups at every opportunity.

NP's affinity groups will be viewed as standing focus groups, with structured meetings, mission statements and a focus on potential business opportunities, which means they will be accessible to anyone who is interested in a particular group.

Interested in Forming an Affinity Group?

NP's Diversity Action Committee (DAC) encourages you to form affinity groups. However, there is a process that the committee asks that you follow. The steps include:

1. Submit an application to NP's Diversity Action Committee. (Specific information is required, so please ask one of the DAC committee members for details.)
2. After you receive approval for your group, send out a notice to the proposed members soliciting their participation. (DAC will provide a template to follow for the wording of the initial e-mail.)
3. Create an e-mail distribution list of members who indicated a desire to participate.
4. Open a non-billable number to record your time spent as a member of your affinity group.

After the group is formed, it will be up to the members to schedule and attend events or other activities.

International practice: NP builds teams focused on specific markets

Nixon Peabody's international footprint may be small, but **Ann Miller**, a partner in NP's San Francisco office and the firm's International Team leader, is working to grow the firm's presence; and she's using some of the firm's young lawyers, including young women lawyers, to help with that effort.

The firm has recently focused on building international teams focused on specific countries or regions, and reviving a foreign visiting lawyer exchange program that was in place for years in some of the legacy firms. "The goal of both programs is to establish relationships with attorneys and clients in all parts of the world, giving priority to those which present the best opportunities for Nixon Peabody. We want to think creatively about opportunities, including exchange programs and joint seminars that encourage attorneys, both in-house and from foreign law firms, to come to Nixon Peabody and opportunities for Nixon Peabody lawyers to be resident in law firms and with overseas clients for a period of time. Thus far, this has been met with great enthusiasm and success. We are also exploring ways to expand our hiring options. Hiring attorneys with varied backgrounds is a priority for us, not only to expand our international practice, but to provide diversity to our firm generally," Ann says.

Certainly, Nixon Peabody already has some attorneys with impressive international backgrounds and experience; and Ann is currently using these talented members of the team to build international ties.

For example, **Alexandra López-Casero**, an associate in the Washington D.C. office, assists the international team's effort in building business in Spain and Germany. Alexandra, who practiced for two years at a major international law firm in Frankfurt, Germany, before moving to the United States, is fluent in Spanish and German and proficient in Italian and Mandarin Chinese. She attended law school in Germany and in the United States and is now admitted in Germany and New York.

Currently, Alexandra is helping Nixon Peabody build ties with two law firms in Madrid. "After France, Spain is the second largest country in the EU and the thirteenth largest economy in the world, and it has become a competitive legal market. Many of the large international firms not only have foreign offices, but also have a significant market presence in Spain." To further the firm's business opportunities there, "we want to develop relationships with established, larger local firms that do not currently have international ties. When interacting with firms in Madrid, it helps me enormously to have lived in Spain," she explains. Alexandra is currently organizing two joint seminars with an established Spanish law firm that has a large international client base, but no offices in the United States. One seminar would be held in Madrid and the other in one of Nixon Peabody's east coast offices. Both seminars will focus on doing business in the United States and Spain, Alexandra says.

Richa Gautam, an associate in NP's New York City office, is leading the firm's efforts in India. In addition to English, Richa speaks Hindi and is conversational in French. She is admitted to practice in New York and India and has practiced law in Singapore.

Richa has been involved in collecting the firm's experience in India since she joined the firm approximately eighteen months ago. A few months ago, her role as the leader of this effort was more formalized. "Many of the partners have been involved in arbitrations and transactions with Indian companies in the eighties and nineties. I see my role as becoming a central repository for the firm's experience in India; and putting Nixon Peabody attorneys in touch with my contacts in India, where contact would be useful for both parties," she says.

Richa, along with Ann Miller and **Dan Deshon**, both partners in the San Francisco office, will make a trip to India the first part of 2006 to introduce the international team's leadership to some of her contacts and attempt to further Nixon Peabody's connections in the country. "I think we add value when there is a U.S. connection, such as building bridges for start-up companies and venture capital firms, private equity, or working with companies doing business in the United States," she says.

Patty Dolan, a senior associate in the Boston office, participated in the firm's exchange program during 2005. She recently returned from Australia, where she worked for a year with Telstra, a Nixon Peabody client. The exchange was arranged by **Jeff Cohen**, a partner in the Washington D.C. office. While Patty was in Melbourne, Belinda Bradberry, a Telstra in-house lawyer, spent a year in NP's New York City office. The exchange was very successful and the visit helped reinforce the relationship, giving both participants a deeper understanding of each other's business and legal needs.

These attorneys are representative of the excellent international backgrounds and experiences available within the firm. While Nixon Peabody's international efforts are relatively new, there are many members of the firm who have significant background and ties to a wide variety of countries. The firm is making every effort to use those connections to help build its international practice. We will tell you more about our international attorneys in a later edition of this newsletter.

By women, for women

Events help build relationships, provide networking opportunities

Nixon Peabody women attorneys have added flair to the standard networking events. They have hosted several events that provide opportunities for the firm's female attorneys to build or enhance relationships with women clients. Here is a roundup of some of the creative events they've invited clients to attend:

Are You Ready for Some Football?

NP's female attorneys and their clients were ready

In August, NP attorneys and their guests joined a host of other women on the field for one-on-one instruction from the Buffalo Bills coaches and players. The occasion was "NFL 101," an event sponsored by Women United, a special fundraising group associated with United Way.

"It's a great event. It was very well received. Next year we want to expand our participation. The clients loved it," says **Carolyn Nussbaum**, a partner in the firm's Rochester office, who attended the event, along with other Rochester attorneys, including **Anita Pelletier**, an associate, and **Lori Green**, a partner, and invited clients. The football experience is an annual charitable event that is part of the Women United Campaign. The group runs a supplemental campaign associated with United Way and exceeded their 2005 fundraising goal of \$375,000, according to the group's Web site.

In addition to the NFL 101 event, Women United also sponsors a number of other charitable events, such as wine tastings, golf outings, fashion shows and a number of other activities. Carolyn has attended a few events and says they are wonderful networking events that are attended by a diverse group of higher profile local women from a variety of occupations. Both Carolyn and Anita are members of the group's high-energy organizing committee.

Rochester office hosts cooking class

Networking event was a tasty success, more gastronomic pleasures are planned

Deborah Quinn, **Carolyn Nussbaum** and **Jean McCreary** hosted an evening at Tastings Restaurant, owned by Wegmans. The restaurant was closed to the public for a special cooking class led by the restaurant's master chef. The event was such a success that it will be repeated—for clients and firm attorneys of both genders.



Tastings Restaurant

At the first event, women attorneys from NP were joined by Eastman Kodak Company's female in-house counsel. The group made several recipes, including truffles and *pâte à choux*. The attorneys enjoyed an elegant selection of tapas, wine and desserts, while learning the secrets of gourmet cooking. Deborah, Carolyn and Jean received many thanks from the Kodak attorneys for a unique and special evening. The class was a huge success and provided an excellent opportunity to meet with clients in a non-business setting to forge even stronger relationships.

"There has been an institutional relationship between Nixon Peabody and Kodak forever. Cooking together in teams provides a wonderful opportunity to get to know each other at a more

personal level," Deborah explains. The Kodak event was such a success that a repeat of the cooking class is planned for other clients. Wegmans is a regional grocer that is expanding. The retailer also owns Tastings, an upscale Rochester restaurant. Wegmans is an NP client, so the event offered an opportunity to simultaneously entertain clients and support Wegmans' business.

San Francisco women attorneys takes clients to dinner

Nixon Peabody provided a networking opportunity for women executives and general counsel at One Market, a local, well-regarded restaurant. The event included a wine tasting and hors d'oeuvres, as well as dinner.

NP attorneys attending, all from the San Francisco office, included: **Faith Bruins, Susan Cagann, Laura Chapman, Andrea Cohen, Carrie Kienholz Flynn, Marjorie Fochtman, Marcie Keenan, Louise McCabe, Ann Miller, Darcy Pertcheck, and Gisele Rainer.** Fourteen clients and prospective clients also attended.

Recognition: NP's women attorneys honored for leadership

A number of Nixon Peabody's female attorneys have been recognized for their leadership roles in the firm, in their profession and in the community. Congratulations to the following attorneys who were recently recognized for their extraordinary efforts:

Laurie Miller was selected by Washingtonian Magazine as one of the best criminal defense attorneys in Washington, D.C. This recognition comes in addition to her having been chosen as one of the "Leading Lawyers" in litigation by the Legal Times and a "Star of the Bar" by the Womens' Bar Association. Laurie is a graduate of the University of Michigan, Harvard's

Kennedy School of Government and Yale Law School. She clerked at the United States Supreme Court for Justice Byron White and has been a partner at the firm since 1994.

Reneé Bergmann, an associate in Nixon Peabody's Philadelphia office, was appointed co-chair of the communications committee for the 2005-2006 term. The appointment makes her a member of the Executive Council of the Commission on Women in the Profession of the Pennsylvania Bar Association. Reneé also serves on the Promotion of Women Committee, another division of the Commission on Women in the Profession. Each year the Commission chooses a theme of discussion topic for their meetings held at an annual retreat at State College, mid-year meetings held in several areas simultaneously around the state, and the annual meeting held in conjunction with the Pennsylvania Bar Association's Annual Meeting; this year's theme is "Women in Government," and panelists present topics of interest along the chosen theme to women lawyers and the judiciary from across the state. Reneé is serving as the co-chair of the mid-year meeting scheduled for February 13, 2006, in Philadelphia. The Commission on Women in the Profession is aimed at securing full and equal participation of women in the profession, at all levels.

Maggie Clemens, a partner in the Rochester office, was recently a finalist for the ATHENA Award, a prestigious honor that recognizes outstanding women leaders in local communities. Nominees are identified by host organizations in the community and nominees must meet the following qualifications, according to the ATHENA Foundation's Web site:

- Actively assists women in realizing their full leadership potential
- Demonstrates excellence, creativity and initiative in their business or profession
- Provides valuable service by contributing time and energy to improve the quality of life for others in the community

In addition to the ATHENA Award for local leaders, the foundation also sponsors an international conference that provides an opportunity for existing and emerging leaders to network and gain new perspectives. An international ATHENA Award is also presented at the conference.



ATHENA award night

Maggie is the latest Nixon Peabody ATHENA Award nominee, but she is not the first in the firm to be honored. **Sue Stewart**, who before her retirement was the office managing partner in the firm's Rochester office, received the ATHENA Award in 1998. The award recognized and honored Sue's significant achievements as a woman leader in business and the community and for her contributions to the professional advancement of women. Sue, along with **Ruth Rosenberg**, was hired by Nixon Peabody in 1968. Their addition gave the firm the distinction of being the first major upstate New York law firm to employ female lawyers.

Other women partners have followed in Sue's tradition of excellence and leadership and have also received ATHENA Award nominations, including **Carolyn Nussbaum** and **Jean McCreary**.

Leadership roles:

NP's women attorneys make a difference in a variety of ways

Susan Roney was recently appointed as the chairwoman of a new Gender Diversity Committee for the International Association of Defense Counsel. The organization is very concerned about the recruitment and retention of women members. "The taskforce was only recently formed, so its work is really just getting started. It's a work in progress," says Susan, who is very active with the organization.

Jill K. Schultz, a partner in NP's Rochester office, is the president-elect of the Monroe County Bar Association and just completed a term on the bar association's taskforce for the deaf and hard of hearing. As president-elect of the bar association, she is also an ex officio board member of Volunteer Legal Services Program (VLSP). Jill has provided pro bono legal services to VLSP for many years. She is also a long-time board member of the Legal Aid Society and a regular volunteer of the Campaign for Justice annual fundraiser.

Ann Miller is currently the U.S. jurisdictional representative on the Council of the Inter Pacific Bar Association. She has been an active member in the IPBA, having chaired many presentations for that organization, and having taught in its Legal Development and Training program, which presents trainings to law firms in Asia. Ann's focus in the trainings is marketing, including practice development and client relationship management. **Varya Simpson**, senior counsel in the San Francisco office, has also become active in the organization, and will serve as vice chair of the Women's Committee. Varya is currently a member of the IPBA's MS Lin Scholarship Committee.

Maggie Clemens is president of the board for Alternatives for Battered Women, a Rochester agency that serves hundreds of women and children each year. For twenty years, Maggie has donated time to helping battered women who need legal help to escape domestic violence and put their lives back together. Maggie also spends time training other attorneys at Nixon Peabody to help with these cases. So far, she has worked on approximately seventy-five cases, including some that have taken years of effort.

Regina Rockefeller, a partner in Nixon Peabody's Boston office, was elected treasurer of the Boston Bar Association in September. She will serve a one-year term. Regina has been active in the Boston Bar since 1992. She has served in approximately fourteen leadership positions, including chair of the Health Law Section, chair of several committees; a member of the Board of Editors of the Boston Bar Journal; and a three-year term as a Council member, an elected position.

Regina describes her involvement with the Boston Bar Association as enormously rewarding and intellectually challenging. "As treasurer, I sit on the Executive Committee and chair the Finance Committee. I attend all Council meetings and am involved in policy formulation. The BBA is often called upon to act quickly upon emerging state and national issues and to influence public policy on matters where lawyers have particular expertise. When the BBA speaks out to defend civil rights, the BBA's views carry weight," she says. The Boston Bar Association has 9,600 members and is one of the most active bar associations in the nation.

Stacey Slater appointed pro bono partner

Firm's pro bono efforts serves diverse groups

In furtherance of NP's strong, continuing commitment to providing pro bono representation, **Stacey Slater** has been appointed pro bono partner, effective September 5, 2005. Stacey, a commercial litigation partner in NP's New York office, has been with the firm for ten years. Since joining the firm, Stacey has actively sought pro bono representations and has successfully handled several pro bono cases on behalf of refugees seeking asylum in the United States.

In her service as a member of NP's Pro Bono Committee, she has played an instrumental role in developing the pro bono program. In her new position, Stacey will administer our pro bono efforts across the firm and work with the Pro Bono Committee to expand NP's representation.

Nixon Peabody's pro bono efforts directly impact a diverse group of people. For example, the firm has a long history of involvement with Rachel's Women's Center in Washington D.C. We also have longstanding ties to Alternatives for Battered Women, Habitat for Humanity in San Francisco, and the Legal Aid Society of Northwest New York.

On a pro bono basis, Nixon Peabody attorneys have handled hundreds of individual cases, including death penalty appeals and criminal cases involving orders of protection, custody, divorce, and denial of social security disability benefits. Our attorneys have also volunteered their time to provide legal help to migrant farm workers, the homeless, and refugees seeking political asylum.

In addition to handling specific cases, our attorneys sit on the boards of several legal organizations, including Volunteer Legal Services Project, Legal Aid, The Migrant Farm Workers Project, Greater Boston Legal Services, the Lawyers Clearinghouse on Affordable Housing and Homelessness, and the Lawyers Committee for Civil Rights.

This work provides invaluable experiences that help both attorneys and staff develop a broader understanding and appreciation for people from all walks of life.

Expanded parenting leave policy increases options for parents

This year, Nixon Peabody increased its parenting leave policy to four weeks, up from two weeks. Several of the firm's attorneys and staff have already taken advantage of the new policy. The extension means that both mothers and fathers can spend a full month at home with their new baby—without using any of their accrued vacation time. “It is a gender neutral leave, so all employees can take advantage of it,” explains **Donna Frank**, Nixon Peabody's benefits manager.

Women employees expecting a child first take advantage of the firm's disability program. Paid time off under this program varies in length, depending on the specific circumstances of the pregnancy. After disability benefits are exhausted, parenting leave is available.

Kristin Montesano, in the firm's human resources department, was one of the first to take advantage of the new policy. She was on leave when the policy went into effect, so she was able to extend her time off by two weeks. "It allowed me to take a full twelve weeks, using six weeks of disability, four weeks of parenting leave and two weeks of vacation. I didn't have to use all of my vacation and I was able to be with my baby longer. It made a significant difference to me," Kristin explained.

Abbie Olsen, an associate in the New York City office, just returned from parenting leave on September 12, after having her second child. Now the mother of two boys, Abbie was out thirteen weeks, eight on disability for her pregnancy, four weeks of parenting leave and one week of vacation. "The extra time was a big help. Any time you can get really makes a difference," she says. Currently, Abbie is working an alternative schedule, with one day a week from home. "My schedule is flexible. Each week, I take whichever day works best with my schedule," she says. The time working from home is very productive, she says, because there are fewer interruptions.