



Nixon Peabody Diversity Update

November 2006

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Women's Leadership Conference focuses on action

Approximately 90 Nixon Peabody women attorneys attended the firm's "Women's Leadership Conference," held in Tarrytown, N.Y., on November 2 and 3. Ann Miller, Maggie Clemens, and Liz Moore, all partners, spearheaded the event, which is part of the firm's women's initiative.

Nixon Peabody's women partners, associates, and counsel, in at least their fifth year of practice, were invited. The invitations were restricted to maintain a small enough event to maximize participation and facilitate discussions.

By all reports, the experience was very positive and the structure effective. "The conference was enormously successful. Ann Miller was really the driving force behind it, and she will be leading the initiative and continuing the work in this area," said Liz Moore, a partner in the New York City office. Ann agreed that she will continue the initiative and lead it going forward, but also gave great credit to both Liz and Maggie for their hard work and inspiration. They and others will work on coming activities.

"The collegiality was wonderful. We've been working on this initiative for a year, the conference was very successful, and we had some great feedback. But this is just the beginning of the initiative, not the end," said Amy Zinman, Nixon Peabody's manager, attorney professional development. "We came out of this with action steps, and we plan to do a mini-conference road show to involve people who couldn't be there."

The goals for the leadership conference were quite specific and ambitious.

They included:

- Focusing the participants' collective experience and knowledge on issues of critical importance to the women at Nixon Peabody



- Networking and collaborating
- Starting the conversations that will allow each woman to move forward in her own specific way
- Developing concrete, practical action steps

“I equate leadership with responsibility, not power. Therefore, I view this conference as the first step for women to take responsibility for their professional and personal lives, as well as the roles they want to have in the firm,” said Ann. “I see this initiative as beneficial to women and the business as a whole, which benefits all. What we are trying to do is in the context of a successful business, and it is important not to lose sight of that.”



The first night's panel presentation included Nixon Peabody attorneys Deborah Thaxter, Martha Anderson, Susan Robfogel, Virginia Wong and Lori Green (not pictured).

The conference began with a networking reception and dinner, which included opening remarks by Harry Trueheart. He expressed his full support for the conference and for the overall women's initiative. Dinner was followed by a panel discussion featuring Susan Robfogel, Virginia Wong, Martha Anderson, Lori Green and Deborah Thaxter, highly successful partners in the firm who have demonstrated the ability to develop, manage and maintain significant practices. They provided tips and stories on building a practice and combining a practice with a personal life. Among them, they have 12 children.

The morning of November 3 began with a discussion by Lauren Stiller Rikleen, author of “Ending the Gauntlet: Removing Barriers to Women's Success in the Law,” and Wendy Schmidt, leader of the highly successful Deloitte's Women's Initiative.

Ms. Rikleen's heavily researched book addresses the institutional impediments to the retention and advancement of women in the legal profession, and provides strategies for addressing these issues. Ms. Rikleen interviewed hundreds of women lawyers and law firm managers while researching her book, which addresses “all aspects of law firm life, including firm management, the assignment process, billable hour demands, business generation, compensation, mentoring, attrition, and work/family issues,” according to one review.

Ms. Schmidt's discussion was titled “Women in the Legal Profession: Retaining and Advancing a Diverse Team.” The presentation provided an in-depth look at the accounting firm's WIN Initiative, a cutting-edge approach to women and leadership. The comprehensive, award-winning program, which began in 1993, is driven by the business case for providing career customization, or maximum work flexibility, as well as advancement and leadership opportunities for Deloitte's women professionals.

WIN, which has the full support of Deloitte's top management, has a record of success. Since the initiative was launched, the firm has compiled the following statistics:

- In 1992, three women were selected as partners, principals, or directors – in 2005, 116 women were selected.
- Deloitte's gender turnover gap is -0.7 percent, which means that men are leaving the firm at a slightly faster rate than women.
- 51 percent of rehires in 2005 were women.
- While women represent 18 percent of partners, principals, and directors overall, in 2005, 32 percent of the newly promoted class were women.
- 45 percent of new hires in 2005 were women.
- Women in the top partner/principal peer group increased by 16 percent.

The Deloitte Women's Initiative drives marketplace growth and creates a culture where the best women choose to be, according to Ms. Schmidt.

After learning more about Deloitte's approach to building its women leaders, the Nixon Peabody lawyers split into nine rotating discussion groups. The groups focused on three over-arching topics. Each group included six to eight lawyers, which allowed everyone to participate fully. Linda Chanow and Susan Manch of Shannon and Manch, a firm focused on attorney management issues, including diversity, retention and work-life balance, facilitated this portion of the event.

The facilitators assisted the groups in defining the scope of their discussions, managing information flow, recording their thoughts and deciding on action steps. Each working group was asked to identify three or more specific action steps that group members could take to address their topic. The results were shared with the larger group later that day.

The three main goals for the roundtable discussions included:

- Increasing and Exercising Influence — focused on the various internal arenas in which lawyers can exercise influence, and the most effective means of doing so.
- Building and Strengthening Client Relationships — focused on actions lawyers can take at all levels of seniority to facilitate relationship building with internal and external clients.
- Maintaining Balance — focused on how lawyers can exert control over certain areas and work to develop habits to better balance their work and outside commitments.

Everyone participated in three discussion groups, one in each of the three over-arching themes.

“The main motivator is creating an environment that allows the firm to get and keep top talent,” Ann said. “We want the best and brightest in our firm, and we need to do what is possible to keep them. This initiative benefits the entire firm. For example, achieving balance is not just a benefit to women; men want balance in their lives, too. There are indications that newer generation men are also increasingly seeking more balance. The challenge is commingling a profitable and successful business with a satisfying personal life. We are committed to working hard to find the best way for our firm.”

While the conference ended on November 3, the work has just begun. Ann, working with Liz, Maggie and others from each of the offices, will be developing specific action plans that focus on results.

In part, the plan includes continuing to build a network among women attorneys and using that network to expand current client relationships and find new clients. “Everyone really enjoyed the panels, speakers and discussions at the conference, but they also enjoyed just getting to know each other,” Ann said. “Everyone got to see the fabulous women in other offices and begin relationships, both personally and professionally.” She concluded: “We are very fortunate to have the support of the management of the firm and to have the energy of our lawyers and administrative staff.”

African American Affinity Network kickoff is a huge success

On October 20, 2006, Nixon Peabody’s African American Affinity Network (NPAAAN) held its first annual meeting at the firm’s New York City office, which was followed by a well-attended welcoming reception hosted by Art Rosner, managing partner of the firm’s New York City office. Partners and attorneys from across the firm, including firm Chairman Harry Trueheart, attended the event and, by all accounts, the kickoff was a huge success!

NPAAAN was established in January 2006 with the support of the firm’s Diversity Action Committee, which is chaired by network sponsors and members Elizabeth Moore (NYC) and Kendal Tyre (DC). Rosalyn Mitchell (SF) and John Higgins (ALB) are the co-chairs of the network, which is an important component of the firm’s overall diversity initiative. Like other affinity groups formed recently at the firm, the establishment and firm-wide support of the African American Affinity Network is considered just one more example of a number of “best practices” for law firms and businesses for which the firm has been recognized as a national leader and as one of *Fortune* magazine’s “100 Best Companies to Work For.”

According to network co-chairs Roz Mitchell and John Higgins, who put together and facilitated the network’s October 20 meeting, NPAAAN was established and designed primarily to provide a

structured forum and supportive environment for African American attorneys (and others). The network's objectives include discussing professional and career development strategies, identifying diverse business development, marketing opportunities and networking opportunities, and exploring the business benefits of even greater diversity and inclusion for the entire firm.

All of these goals and objectives were met at the kickoff meeting. The event was attended by nearly all, 30 of 34, of the firm's African American attorneys. Those in attendance included four of the firm's five (now six) African American partners, four of five African American counsel, and the majority of the firm's African American associates, including four newly hired first-year attorneys awaiting admission to the bar.



Kendal Tyre, Emily Hargrove, Kenneth Nichols, ElChino Martin and Danielle Pelot were among the attorneys attending Nixon Peabody's African American Affinity Network first annual meeting at the firm's New York City office.

Those in attendance, many meeting for the first time, came together to get better acquainted and discuss career and client development strategies and issues of mutual interest to attorneys of color and to the entire firm. In the process, many new friendships, cross-selling opportunities and informal mentoring relationships were established.

A number of informative panel discussions were held during the network's half-day meeting, which was moderated and lead by John Higgins. Drawing upon the Labor and Employment Law Group's highly successful and interactive recent retreat at Babson College in Boston, which was used as a model for the NPAAAN's first annual meeting, participants discussed and heard from a variety of panelists. Topics included "Being a Partner at Nixon Peabody – What it Means and How to Get There," "The Many Different Ways to Make

Rain," client development, the importance of relationship building, mentoring, practice development and specialization, and client service and satisfaction.

During the first of several panel discussions held during the October 20 kickoff meeting, partners Kendal Tyre, Gina Love (NYC), Alphonso Tindall (NYC), and Travis Gibbs (LA) discussed their personal and professional career trajectories and accomplishments. Through the personal experiences of the partners on the panel, which were offered in an informal interactive forum, attendees were given insight into the process and requirements of partnership, as well as tools designed to enable all attorneys at the firm, particularly minority attorneys, to be more effective and successful.

A second panel focused on the business of law firm and client diversity, client development and "The Many Ways to Make Rain." During this extended segment of the program, partners, counsel and associates discussed specific client development and marketing strategies, including client-networking opportunities, speaking engagements, producing client alerts on timely topics of inter-

est, the importance of bar association and trade association membership and involvement, and other strategies for helping to build the firm's expertise and nationwide reputation for excellence.

To ensure that the events and goals of the network are realized, and that the energy and enthusiasm generated at the kickoff meeting is continued, the group agreed to hold regular meetings, including periodic telephone conferences, and formed several sub-committees. These subcommittees, for which a number of attorneys have already volunteered, will focus on further developing and bringing to fruition the network's, the DAC's and the firm's future plans with respect to marketing and client development, mentoring, career and practice development, and diversity.

Roz Mitchell, Nixon Peabody teamwork win Verizon business

As a direct result of the firm's support of Roz Mitchell's involvement with the Minority Corporate Counsel Association, through which she met a senior executive in the legal department at Verizon Business, Nixon Peabody was engaged to handle a \$500 million outsourcing deal with one of Verizon's customers, Washington Mutual.

Thanks to great teamwork with attorneys throughout the firm and Nixon Peabody's marketing department, the firm beat out Greenberg Traurig, which had previously done work with Verizon. Jonathan Karis (BOS) and John Rosenthal (SF) acted immediately to assist in putting the right team together. David Reimer (NYC) was fantastic — creating well-written and great looking collateral material that impressed the client. Chris Mason (NYC), Scott O'Connell (MAN) and Douglas Glucroft (NYC) also provided helpful information.

A very special thank you and acknowledgment to Peter Durant (ROC) and Kristine Bailey (SF), who made the commitment to serve on the team, with work being done in Seattle. Lori Green (ROC) also stepped up and agreed to provide assistance on the ground in Rochester.

This is the first of what Verizon has indicated may be several similar deals with other Verizon customers.

Coming back: Abby Reardon returns after 11 years

You might not be able to come home again, but you can go to work again — just ask Abby Reardon. She returned to Nixon Peabody about four months ago, after taking an 11-year sabbatical to raise her three boys.

Abby originally joined Nixon Peabody in 1985 and became a partner in 1990. In 1992, she went to a counsel position and did some part-time work, gradually decreasing her work demands and becoming a fulltime mom by 1995. With three boys, now ages 15, 13 and 9, her 11 years away were busy, but they were filled with activities that were very different from the demands made on law firm partners.

In 2006, with two children in boarding school and one still at home, but in school all day, Abby was ready to resume a career, so she sent a simple e-mail to Frank Penski. “I asked him if he had a need for someone who had only carried Gatorade and heated up chicken nuggets for the last 10 years. He said, ‘Come in and let’s talk. I would love to have you back,’” Abby explains.

“I am delighted to have her back and really enjoy her presence. She has already made an extraordinary contribution to a case that Connie Boland and I are handling,” Frank said.

Surprisingly, given media coverage about the difficulties many women face after choosing the “mommy track” and then looking to return to a professional position, Abby’s return happened simply and casually. “I am so grateful to the firm that they would take a chance on me again. It is a real testament to the firm’s culture and its commitment to its people. While many other firms and businesses talk about doing this type of thing, NP just did it. The firm deserves a lot of credit for being so progressive,” she said. Abby looks at her life as a continuum, where she can devote 100 percent of herself to important commitments as they arise — her children for the past decade and now a return to her career.

Of course, returning to work wasn’t without a little anxiety. “I was nervous at first because so much has changed, technologically, and the firm is much larger,” Abby said. While she occasionally struggles with some of the more sophisticated aspects of technology, she kept her legal skills up while on leave. “I always did the CLE and have never given up my professional certification,” she said. Technology even helped her maintain her certification, as DVDs made it possible to study in her car and online programs allowed her to study from home.

Now Abby uses technology to work from home some full days and in the evenings, when necessary, which is an option that wasn’t available 11 years ago. However, she said today’s telecommuting options would not have changed her decision to leave the law for more than a decade. “You have to be fully committed. The law is a hard taskmaster. When my children were small, their needs really trumped everything else, so I couldn’t devote the necessary time to my career and I didn’t want to do it without a full heart,” she said.

Abby acknowledges that taking time away from a career is a personal choice that would not work for some professional women but, in her case, it has worked out perfectly. “Different people make different choices. What’s wonderful is knowing that, when you make a choice, it’s not forever. I feel like I’ve had the best of everything. I was able to leave to raise my children, and now I can come back fully committed,” she said.

During her absence, Abby stayed connected to the firm through periodic telephone calls, lunches, Christmas cards and various other social events, which helped her feel comfortable when she asked to return.

After so many years at home, there were some home-life adjustments, as well. For example, Abby's children had a hard time understanding the professional side of their mother. "To your kids, you're just 'mom,' so they were surprised that 'mom' was going to have an office, with a desk and stuff," Abby said. Her husband, too, made some adjustments. "He's been very supportive, but now he has to do more household admin work, so he sometimes jokes about being on the mommy track himself," she said.

While there have also been adjustments at work, Abby said that, in many ways, it is as if she has never left. "The firm is very different, it's so much bigger, but there are still a lot of familiar faces," she said.

Firm supports Rochester Black Bar Association dinner

Several Nixon Peabody attorneys attend

The Fourth Annual Rochester Black Bar Association celebrated diversity and economic justice in the 21st century at its 2006 Awards and Scholarship dinner, held on September 15 at the Hyatt Regency.

The keynote speaker for the evening was the Honorable David Paterson, New York State Minority Leader and then-candidate for lieutenant governor. Award recipients included the Honorable Eugene F. Pigott, Jr., who received the Champion of Diversity Award; Lloyd Hurst, Esq., receiving the Lifetime Achievement Award; and Andrew Brown, Esq., who received the Pioneer Award. All of the award winners were recognized for their extraordinary contributions to diversity in the legal community.

The night was particularly enjoyable for G.M. Grimmett, an associate in Nixon Peabody's Rochester office. G.M., who joined the firm in 2005, clerked for Judge Pigott for two years and maintains contact with him. "Judge Pigott was honored for his efforts toward diversifying the bar in Western New York and for the instrumental role he played while serving as the Presiding Justice of the Appellate Division, Fourth Department, in attracting diverse, top-flight legal talent to this area," G.M. said.

Brown is also well-known to many at Nixon Peabody. He began practicing law in 1984 in the New York City offices of Nixon, Hargrave, Devans & Doyle. He relocated with the firm to Rochester and, in 1994, became a founding partner at Brown & Hutchinson there.

In addition to the awards presentations, the Rochester Black Bar Association also presented the Clyde Bailey, Sr. Scholarship, as well as two academic scholarships to area high school graduates who have expressed an interest in law or government.

The firm purchased a table at the event and invited attorneys to attend and invite a client or spouse.

GLBT affinity group has busy quarter

Nixon-Peabody's GLBT affinity group helped support and organize the 10th Annual Human Rights Campaign (HRC) National Dinner on October 7 at the Washington (D.C.) Convention Center. The firm purchased tables at the event, which was well-attended.



GLBT affinity group members Kerry Dinneen, Andrew Potts, Margaret Clemens, Alan Feiler, and Michael Reardon attended a reception prior to the HRC dinner.

To further leverage the opportunity for group members to continue their work, the group, which is co-led by associates Randall Kelly and Jennifer Collins, held its second group meeting in Washington the week of the dinner. The purpose of the meeting was primarily to share information and develop priorities and goals for the group for 2007. The agenda included presentations from the Diversity Action Committee (DAC), Employee Benefits, and Recruiting.

The group, which was called a role model for the firm, also discussed other priorities and subcommittees for 2007. Agreed-upon priorities included recruiting, education and outreach, and marketing. There was also a brief discussion of retention/mentoring and pro bono work, but more discussion is needed on those topics.

The GLBT meeting included three outside speakers, and the entire office was invited to attend the lunch-hour event. Darryl Herrschaft from the Human Rights Campaign spoke on workplace issues and Nixon Peabody's recent 100-percent score on the Equality Index. Shawn Werner, Victory Cabinet Officer of the Gay & Lesbian Victory Fund, which provides strategic, technical and financial support to openly LGBT candidates, and David Noble, political director of the National Gay and Lesbian Task Force, which is the first national LGBT civil rights and advocacy organization, spoke during afternoon sessions. All three presentations were well-received and generated lively and informative discussions.

Nixon Peabody's GLBT affinity group sponsors SAGE event

The firm's GLBT Affinity Group also helped sponsor, through the purchase of a table, the Eleventh Annual SAGE Awards, Out Then & Now. The event, which included a silent auction, was held on October 30 at The Ritz-Carlton, Battery Park, in New York City.

SAGE—services and advocacy for gay, lesbian, bisexual and transgender elders, is the nation's oldest and largest organization working to support GLBT elders.

Nixon Peabody invited guests to attend the event, along with firm members. "It was a great event. We had a full table and a great showing for the firm," said Robert Christmas, a partner in the New York City office, who attended. Other Nixon Peabody attendees included Kerry Dinneen, an associate in the Jericho office, and Gene Bannigan, counsel in the New York City office. In addition, the firm invited two bankers from French banks, Chris Carolan and Chris Church; Brad Hoylman, general counsel of the Partnership for New York; Judge Paul Feinman, of the New York Supreme Court; and Tom Schoenherr, a dean at Fordham Law School.

"Gene made sure to note our presence with the Chase contingent, which included Larry Chanen and his boss, who is head of litigation. Larry personally thanked us for attending," Robert said.

The keynote speaker was Dr. Renée Richards, who received the Lifetime Achievement Award for her championship of human rights and her unique position as a transsexual athlete. Dr. Richards, who seldom speaks publicly about her tennis player days, is a distinguished ophthalmologist who has devoted her career to the treatment of eye-muscle disorders. Dr. Elliott Gross, former chief medical examiner for the City of New York and a childhood friend and classmate, introduced her.

"It was quite interesting to hear Dr. Richards' account of her struggle to become a professional female tennis player," Robert said. "Dr. Richards was a somewhat reluctant public advocate for transgender issues because she was thrust into the public spotlight on a matter that she considered a personal medical condition. Ironically, while many remember the tabloid-style publicity surrounding her struggle with her gender identity, few know of the major accomplishments she has achieved as a nationally known eye surgeon who has taught and written books on the subject. Most people settle for just one profession, but she has had several remarkable careers, including coaching professional tennis players (such as Martina Navratilova), as well as in medicine," he added.

Others who were honored at the event included:

- Charles Leslie and Fritz Lohman, life partners, who received a Lifetime Achievement Award for their commitment to GLBT art.

- Jayne Sherman and Henry van Ameringen, who received the SAGE Community Service Award for their years of service to GLBT community development and philanthropy, including co-chairing “In the Life,” the long-running GLBT show on PBS.
- Amy Ashworth, a founder of PFLAG, the national association for parents with GLBT children, who received the Ken Dawson Advocacy Award for her decades-long fight against homophobia, but could not attend the event because of illness.

Perfect score: Nixon Peabody receives equality award

In October, the firm was honored for business leadership in the area of equality for the GLBT community with an award from the Gay Alliance of Genesee Valley, which presented the award at its annual Equality Leadership Conference 2006 on October 20. State Sen. Joseph Robach, R-Greece, received the community leadership award, and Christine Carrie Fien of the Messenger-Post newspapers received the media award.

Maggie Clemens, a partner in the Rochester office, was a speaker at the conference. She talked to the group about how to form affinity groups. A few days before the conference, an article appeared in the *Rochester Democrat & Chronicle* by staff writer Joy Davia.

The article, which included quotes from Bill Simpson, described Nixon Peabody’s programs as follows:

“Nixon Peabody officials say they have made several moves in recent years to support such individuals, from forming GLBT affinity groups that offer benefits such as mentoring and support to same-sex domestic partner benefits.

“‘We continue to maintain all benefits to our entire work force regardless of where they come from and if they are gay or heterosexual,’ said Bill Simpson, director of human resources at the law firm. ‘We feel it is the right thing to do.’

“Simpson noted one such benefit: If a gay worker or partner adopts a child, ‘the worker will get four weeks parental leave, just like everyone else.’”

According to the writer, the conference touched “on a variety of topics intended to create more inclusive workplaces, from developing employee resource groups to encouraging gay, lesbian, bisexual and transgender workplace allies.”

The article quoted Kris Hinesley, executive director of the Gay Alliance of Genesee Valley, one of the groups presenting the conference. The other organizing group was the Finger Lakes LGBT

Workplace Alliance. Hinesley said that workers regularly call the alliance asking whether the area or certain businesses are gay-friendly. She believes Rochester is inclusive, but has a ways to go before it will match areas such as San Francisco or New York City.

“Several of the area’s largest employers have been leaders on this front, with Eastman Kodak Co., Xerox Corp. and Bausch & Lomb Inc. all getting perfect scores in the Human Rights Campaign Foundation’s 2006 report card on how companies treat GLBT workers, customers and investors,” according to the newspaper. Nixon Peabody also received a perfect score from the Human Rights Campaign Foundation.

According to the conference organizers, more companies are becoming involved every year, with about 20 companies sponsoring this year’s conference.

Of the companies participating in the 2006 Human Rights Campaign Foundation’s Corporate Equality Index, 23 received a perfect score. In addition to Nixon Peabody, those companies included:

AT&T Inc., Bank of America Corp., Bausch & Lomb Inc., Capital One Financial Corp., Citigroup Inc., Clear Channel Communications Inc., Corning Inc., Deloitte & Touche USA, Eastman Kodak Co., Ernst & Young, Johnson & Johnson’s Ortho-Clinical Diagnostics, J.P. Morgan Chase. KPMG, Kraft Foods Inc., Merrill Lynch & Co., MetLife Inc., Morgan Stanley, Nixon Peabody, PricewaterhouseCoopers, Sprint Nextel Corp., Wachovia Corp., Wells Fargo & Co. and Xerox Corp.

Hispanic Heritage Month

Joe Ortego honored for his community service

The Town of Hempstead, at its annual National Hispanic Heritage Month celebration, honored Joe Ortego, a partner in Nixon Peabody’s Long Island and New York City offices, as a recognized leader in the Hispanic community. The award was publicized in local newspapers and was announced by Supervisor Kate Murray at the October 3 celebration of Hispanic Heritage Month, which runs from September 15 through October 15.

“Joseph Ortego has distinguished himself in the legal community as a partner with Nixon Peabody and in the academic world as a published author and lecturer,” Murray said. “I am most impressed that he has balanced his impressive professional accomplishments with active involvement in several community oriented organizations. He is a role model for Hispanic youths.”

Joe has a long history of public service, including serving as a member of the board of directors of the Long Island Hispanic Chamber of Commerce. He is also a former Regional President of the National Hispanic Bar Association and, in 2004, he was named Touro Law School’s Pro Bono Attorney of the Year. Congratulations to Joe for the recognition he has received for his efforts.

Reneé Bergmann wins “Fast Track” award



Award recipient Reneé Bergmann, center, attended the 2006 “Lawyers on the Fast Track” dinner with her husband, Steven, and daughter, Danielle.

Congratulations to Reneé Bergmann, who was recently honored by American Lawyer Media as one of the Pennsylvania recipients of its 2006 “Lawyers on the Fast Track” awards. This is the second such tribute Reneé has received recently. Philadelphia magazine also honored her as a 2005 Rising Star. Both awards are based on outstanding achievements for lawyers under age 40.

American Lawyer Media’s “Lawyers on the Fast Track” awards are given to young attorneys whom a panel, selected from practicing attorneys and other legal professionals, views as future leaders in the community. Rising Stars are chosen by polling the most recent group of Super Lawyers. Rising Star candidates are all under the age of 40 or have been practicing 10 years or less.

Reneé is an associate in Nixon Peabody’s Philadelphia office and a member of the firm’s Franchise and Distribution Team. She came to Nixon Peabody in 2003 and was an associate with a commercial litigation boutique firm before joining the firm.

Barbara Lukeman maintains dual roles, leads diversity training

Barbara Lukeman, an associate in Nixon Peabody’s Garden City office, is a part-time attorney at the firm — but that doesn’t mean she has any time to herself. Her fulltime job is assistant professor of legal writing and research at Hofstra University, and she is also involved in Hofstra’s diversity programs.

Barbara received her Juris Doctorate, with distinction, from Hofstra University, School of Law, and her Bachelor of Arts in social science, summa cum laude, also from Hofstra University. Beginning with the spring term, she will be teaching “Sexuality, Gender and the Law” at the university.

Barbara also serves as director of Hofstra law school’s lesbian, gay, bisexual, and transgender (LGBT) fellowship program. This year, she is working with nine fellows; the school awards three fellowships per year. She is also advisor to Hofstra law school’s gay and lesbian student organization, and she gives seminars to minority students, including one focused on preparation for the

American Bar Association's minority student fellowship program. Her first seminar proved exceptionally successful: "I was thrilled when I learned that all seven students who took the seminar received fellowships," she said.

While all of this activity keeps Barbara exceptionally busy, her direct relationship with LGBT students, coupled with her teaching efforts, helps provide opportunities and foster understanding in the legal community.

Congratulations to Manchester



Gordon MacDonald, Wayne Jennings, chair of the NHCDAC, Kevin Fitzgerald and Liz Moore with the special diversity award given in recognition of the Manchester office's ongoing work.

An ongoing relationship with the New Hampshire Cultural Diversity Awareness Council, a not-for-profit volunteer organization, resulted in recognition for the firm's Manchester office. Nixon Peabody, together with Verizon and Wellpoint/Anthem, received a special award in recognition of the firm's efforts in promoting diversity.

Wayne Jennings founded the New Hampshire Cultural Diversity Awareness Council, as it is now called, in October 2000. According to the organization's website, the purpose of the statewide group is to promote an appreciation, understanding, and acceptance of the people who comprise the various racial and ethnic groups of the state and to maintain the significance of the Dr. Martin Luther King, Jr. Holiday.

The Manchester office has worked with the council and its founder for the past two years. "Wayne's such a dynamic guy, and he's very politically active in New Hampshire. Over the last couple of years, we've formed a partnership and friendship with Wayne and his group. We've supported the group financially and a number of us — Jamie Hage, Gordon MacDonald and I — have worked with Wayne to promote the activities of the cultural awareness group and volunteered to host a variety of meetings in our offices," according to Kevin Fitzgerald, Manchester's managing partner.

"On behalf of the Manchester office, I want to express our gratitude to Liz Moore, who traveled to Manchester to appear as a keynote speaker and panelist at the annual luncheon of the New Hampshire Cultural Diversity Awareness Council. And to Kendal Tyre, who traveled to the Granite State to appear as a presenter in the group's related workshop fair," Kevin said.

Liz shared the dais with two senior officers of Verizon and Wellpoint/Anthem and the New Hampshire Commissioner of Education. She spoke powerfully about the firm's diversity initiative and the evolving importance of diversity in American business and in the global economy.

Congratulations to Nixon Peabody's Albany Office

Nixon Peabody's Albany, NY, office was named one of the "Great Places to Work in the Capital Region" by *The Business Review*. Nixon Peabody earned this distinction by being one of the top-scoring firms on employee attitude surveys completed during the month of October. The formal announcement was in the October 27 issue of the business newspaper, and will be celebrated at a gala luncheon to be held on Thursday, Dec. 7, at the Crowne Plaza Hotel in Albany.

In addition, Nixon Peabody will be profiled in a special publication distributed at the luncheon and inserted in the December 8 issue of *The Business Review*.

Congratulations to the Garden City Office, as well

On Friday, Oct. 27, the *Long Island Business News* named Nixon Peabody as one of the best places to work in Long Island. Here's how the paper characterized the office:

"Promoting individuality and brainstorming among employees has paid off for Nixon Peabody, a Jericho law firm since 1989. Being aware of employees' bottom line hasn't hurt, either.

"We are given a lot of freedom to be creative and innovative in our respective areas,' one employee wrote; another said Nixon Peabody 'has the best benefits package of any law firm I have worked for.'

"Senior managing partner Michael Taubin noted many firms forget the nuts-and-bolts of the office experience. 'We're very concerned with our facilities,' Taubin said, noting that when Nixon Peabody moved into its current office, everything and everyone was focused on making the accommodations more user-friendly — from lighting to furniture to state-of-the-art technology.

"Meanwhile, employee satisfaction surveys are taken seriously by managers. 'They're conducted consistently and comprehensively,' Taubin said. Various employees identified common threads of training and respect.

"The projects I work on are interesting, challenging and always a learning experience,' one employee noted. 'Everyone is respectful of one another and I hope to be here for the balance of my working life,'" according to the newspaper's account of the Nixon Peabody office's best attributes.

Nixon Peabody hosts ASTDNY diversity training

Approximately 45 people attended a diversity-training program held at Nixon Peabody's New York City offices and sponsored by the American Society for Training and Development, New York Chapter (ASTDNY). Ralph Stalter, Nixon Peabody's regional technology training specialist and an ASTDNY board member, offered the firm's facilities for the meeting because the topic was a good fit.



Fernando Sánchez-Arias presented a diversity-training program at Nixon Peabody's New York City offices.

Fernando Sánchez-Arias presented “Impacting Multicultural Audiences: Training, Coaching, and Speaking to International, Poli-Cultural, and Diverse Audiences.” The presentation provided an opportunity for more people outside the firm to learn about Nixon Peabody's diversity programs, which were well received by participants. “Both the speaker and the ASTDNY members in attendance were thoroughly impressed by our diversity programs, our New York City facilities, the venue, and the refreshments. Fernando even went out of his way to review our diversity materials before his presentation, and to cite them as exemplary several times during his presentation,” Ralph said.

“Overall, the audience feedback was very positive. Fernando Sánchez-Arias was an inspirational and engaging speaker,” Ralph adds. William

E. Clifford, a Nixon Peabody marketing manager in the Washington, D.C., office and an attendee, agrees. “It was a pleasure attending this workshop, which offered some ideas on organizing seminars targeted toward multi-cultural audiences. The training also was a good platform for brainstorming and utilizing trial scenarios that may be useful in the future when preparing for various events,” he said.

Fernando has been the keynote speaker, feature speaker, and trainer for conferences and seminars organized by numerous worldwide organizations. He was also the 59th president of Junior Chamber International (JCI), during which time he met with heads of states, prime ministers, ministers, dignitaries and country leaders of 67 nations. He has been the chair of both the United Nations Leadership Summit, held in New York City, and the JCI World Congress, held in Fukuoka, Japan.