

Letter from Diversity Co-Chairs

Dear Friends and Colleagues:

We are pleased to present the second issue of the Simpson Thacher Diversity Newsletter. There have been several exciting developments at the Firm over the past several months, and we are happy to share them with you in these pages.



Stacie McGinn



Cheryl Scarboro

We are excited to introduce you to two new Firm partners, Stacie McGinn and Cheryl Scarboro. Stacie is a leading financial services regulatory lawyer with over 25 years of experience. Prior to joining the Firm's New York office, she served as Deputy General Counsel for the global consumer businesses of Bank of America Corporation. Cheryl joins the Firm's Washington, D.C. office following a 19-year tenure at the Securities and Exchange Commission, most recently as the Chief of the Commission's Foreign Corrupt Practices Act Unit in the Division of Enforcement.

We are working hard to continue to increase the diversity of our associate population as well. Our 2011 summer associate class included 34% ethnic minorities, and the entering associate class of 2011 is composed of 31% ethnic minorities. We owe our achievements in this context to the efforts of dozens of partners and associates throughout the Firm, as well as Firm alumni.

In other attorney news, we celebrate the June 3, 2011 election of three women partners to our twelve-member Executive Committee: Mary Beth Forshaw, Laura Palma and Marissa Wesely. Mary Beth Forshaw is also one of two Administrative Partners of the Firm.

We also congratulate Litigation associate Juan A. Arteaga, who was selected to be a member of the inaugural class of Leadership Council on Legal Diversity Fellows. The LCLD Fellows Program is designed to connect high-potential attorneys with General Counsels and Managing Partners from preeminent organizations for a year-long professional development program that focuses on relationship-building and leadership skills.

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Finally, we are pleased to report that as of April 1, 2011, the Firm has “grossed-up” the paychecks of employees who enroll same-sex partners in the Firm’s health benefits plans in order to offset any additional federal and/or state and local income taxes paid on the value of the partners’ benefits. Employees in non-US offices will be similarly “grossed-up” to ensure equal treatment with heterosexual spouses. The Human Rights Campaign recently reported that as of August 2011, Simpson Thacher is one of only twenty-one for-profit employers in the United States to offer this benefit.

We are proud of what we have accomplished and recognize that much remains to be done. Promoting diversity and inclusion is an ongoing process that requires our collective and sustained focus. We invite you to participate with us in this Firm-wide effort.

Sincerely yours,

Victoria B. Bjorklund and John C. Ericson
Diversity Committee Co-Chairs



Victoria B. Bjorklund



John C. Ericson

Interview with STB Alumnus Don H. Liu



STB Alumnus
Don H. Liu

For this edition of the Diversity Newsletter, Corporate associate and Diversity Advisory Council member Ekwutozia Nwabuzor spoke with Simpson Thacher alumnus and Senior Vice President, General Counsel and Secretary of Xerox Corporation Don H. Liu about his views on diversity. Xerox has received

many awards for its commitment to diversity, as has Mr. Liu for his personal efforts as an advocate for increased diversity in the workplace and as a mentor to young professionals.

Broadening the Definition of Diversity

Ekwi: Though it is a generalization, within the legal community we tend to view diversity as only including race, gender and sexual orientation. Do you think that view is myopic and, if so, what else do you think should be included?

Don: Yes, I think it is absolutely myopic to think only in terms of the EEOC terminology for two reasons. First, the reality is that the factors that adversely affect a group of people are not limited to just race and gender. They include religion, socio-economic issues and geographic issues, among others. So, if you only assume that the challenges facing any group of people are solely race and gender, I think you exclude a lot of people who have needs that must be addressed.

Second, in today's very diverse society, race issues are very confusing, right? When

you look at somebody, very often you do not even know what race they are. Even names do not necessarily help in identifying a person's background. I have a niece who is half Korean by the name of Meaghan Brady. Her name is not going to tell you a whole lot about her, and if you look at her, her ethnicity does not jump out at you. So, I think the traditional EEOC classification is really not a very good guide for developing a diversity plan.

Ekwi: With that in mind, how do we expand the concept of diversity to include the factors you describe?

Don: For me, diversity really is about celebrating the differences in an individual's background. That requires initially learning, then appreciating and then genuinely celebrating the differences in each individual's background. If you appreciate diversity as a celebration of differences, then the very issue that becomes a major obstacle in many law firm and corporate settings, the issue of insensitivity, can be attacked.

Life as a Diverse Law Firm Associate - Then and Now

Ekwi: When you were an associate at Simpson Thacher, what were some of the advantages of being a diverse associate, if any?

Don: You probably stood out. There were very few minority associates, certainly very few Asian-American attorneys. There were virtually no minority partners. There was only one other East Asian associate who started the year I did. He was probably about 6 feet tall, a big guy (since he's a friend I can say he's a big guy in every which way). He was smart as hell; certainly a lot smarter than I was. The downside (mostly for him) was I was often called by his name and he was often called by

mine. He would get called Don and I would say, "I don't know what to tell you, man, you must have been really stupid that day."

But the benefits were that we were really close. I would often go to his office and we would share notes and figure out things we needed to know about people, process, law, deals, etc.

Ekwi: What were some of the biggest challenges you faced as a diverse associate at Simpson Thacher?

Don: Not having enough people around at that time who shared a common background with me. It's not that everybody who is a minority has a common background but you'd be surprised how much you can share among fellow minorities: how they are perceived, not necessarily at the firm, but certainly prior to coming to the firm; the challenges that they have to overcome; the things that are often problematic in their day-to-day lives—socially, economically. These were all issues that I thought were more common amongst minorities than not. Certainly, like many other minorities, I did not come from a lot of money in my background nor have lawyers (certainly no corporate lawyers) who were among my relatives or friends. So I would say that because there were relatively few minority associates in the late '80's when I was there, there were just not as many people I felt like I could easily relate to.

Ekwi: From the outside looking in now, do you think the advantages and disadvantages have changed?

Don: Yes, I think so. First of all, I see terrific diversity at the firm that was not there in the '80's. I applaud the firm for at least getting to, if not exceeding, what I would call critical mass of diverse lawyers who now work there. The challenges are probably now such that very often I think numbers are confused with the environment. In other words, just because

you have enough recruits does not mean your diversity challenges are over. I often talk about the fact that recruiting is easier than retention and I think generally firms often get complacent about the issues facing diversity goals by the sheer improvement in the number of recruits they have.

Next Steps

Ekwi: So when dealing with retention, is a major challenge that not enough diverse people are entering the legal profession?

Don: I guess I would disagree with that. I do not think the number of people entering the practice is the problem. Now, it all depends how much is enough. When have you eaten enough? Right? How do you decide what that is? But certainly if the criterion is solely how many law students are available in the pool of potential candidates to be hired by large law firms, I would argue that there is more than enough. That's not the problem. The challenge is for law firms that are in a position to hire them to take advantage of the pool of minority law graduates that are available and, more importantly, to figure out a way to retain them. If you do not lose them, the recruiting becomes easier because you do not have to keep replenishing. Yes, I know that there are statistics that show that the number of African-American law students going into law school has come down, and that's not good. But that's talking about a trend which is not the cause, but the effect. The cause, in my view, goes back to the poor track record of success among minority lawyers in large law firms. If you can fix that problem, I think the rest will become easier.

Ekwi: What you think would help reverse the trend?



Don: I think every law firm is a little different in terms of its own challenges. For me to say, “This is the magic wand for everybody,” is, I think, wrong. I do think that there has to be a real effort made by the higher-ups in the law firms. Just as it has to come from the CEO and the Chairman of the Board in a company, I think the push and the pull need to come from the top echelon of law firms—law firm partners who genuinely believe that what it takes is a long term (meaning many years of commitment) to create a comfortable environment that celebrates people with many different backgrounds. Very often I find law firms who say, “Well, we’ve been at this for five years and somehow revenues have not gone up during that period. Obviously diversity efforts have not positively affected the bottom line.” I would say that view comes from impatience.

Ekwi: What is keeping more diverse lawyers from becoming General Counsels or law firm partners?

Don: I do not like the question itself because it seems to presume that the solution lies on the diverse attorneys first. I think the solution is not that one-sided. I think whatever the solution is, the burden is on the larger population, not just the majority or the minority, but on both. Just as mentees need to be blunt and clearly communicate what their needs are to their mentors, I think minority or diverse attorneys need to be clear on where they feel they can use help in order to succeed. Correspondingly, I think those in a position of power, those who can do something to help, need to listen, even if the message is that part of the problem is the institution itself.

The solutions to the problem are not easy. The ability to have frank discussions of that type takes tremendous amounts of patience, openness and willingness to do something

about it. That is why it takes many years to achieve the kind of diverse workplace that Xerox has. It’s a little bit like being a parent. My kids have weaknesses. To address those weaknesses, it takes years of effort. To give up after one or two years because my son was initially not good enough of an athlete is to be impatient and unreasonable. He is actually a very good athlete today, and it took a number of years for that to develop. A lot work on his part and a little bit on our part as his parents. Institutional problems do not get solved overnight; they take many years to address. I think too many people are looking for a short-term, magic wand to make that happen, and there just isn’t one.

Simpson Thacher Attorneys Team Up with LA Prep Students

Simpson Thacher partner **Victoria B. Bjorklund** and **Natalia Martín**, the Director of Diversity, connected Los Angeles attorneys with the Knowledge is Power Program (“KIPP”), a national network of college preparatory charter schools. Through the program, the Firm’s Los Angeles office was paired up with LA Prep, a middle school in which ninety-five percent of the students qualify for free/reduced lunch, and the majority of students do not speak English as a first language. In recent years, LA Prep has ranked second among all middle schools in Los Angeles and has earned the distinction of being named a California Distinguished School.

Simpson Thacher partner **Dan Clivner** and associates **Jennifer Levitt** and **Jessica Marek** prepared the students for participation in a mock trial competition sponsored by the Constitutional Rights Foundation. A team of Simpson Thacher



Sarah Luppen, Jen Levitt, Courtney Rogerson, Michael Freedman, Shin Lee and Jessica Marek with KIPP LA Prep students at the mock trial competition.

attorneys (**Kathleen Eagan, Mike Freedman, Ben Gold, Peter Jordan, Dan Kaplan, Shin Lee, Jennifer Levitt, Sarah Luppen, Jessica Marek, Chris Piazza, Josh Pollick, Brian Price, Courtney Rogerson, Steve Sutton and STB alumnus Jeff Joseph**) dedicated significant time to coaching the students in weekly meetings prior to the competition. In addition, the Honorable J. Spencer Letts, for whom Jennifer Levitt clerked, visited LA Prep and addressed the students.

As a result of the hard work and dedication of all involved, the students did an outstanding job in the competition, with some students earning perfect scores, and one student earning the title of best prosecuting attorney in Los Angeles County.

Simpson Thacher's participation with LA Prep, and its mentoring relationship with its students is ongoing. Our attorneys have continued to work with students in other contexts, including an in-house workshop aimed at preparing the students for high school and boarding school interviews. Simpson Thacher personnel also made presentations to students about the roles that paralegals, assistants, office managers and IT/office services support specialists play in a law firm's operations. In addition, the students visited the

federal courthouse in downtown Los Angeles and met with various courtroom personnel, and observed a trial. More recently, the Simpson Thacher coaches taught a five-session class on the First Amendment and the basics of oral arguments, followed by a series of mock trial workshops to prepare the students for the next mock trial competition.

Awards and Honors

During the past year, numerous Simpson Thacher attorneys have been honored for their outstanding abilities and/or their participation in and dedication to a variety of worthy causes. We are proud to recognize these individuals.



Joyce Y. Xu

Joyce Y. Xu Named to Crain's "40 Under 40" Class of 2011

Corporate partner Joyce Y. Xu was named to *Crain's New York Business'* "40 Under 40" Class of 2011. Joyce was recognized for her extensive experience and leadership in the derivatives field as well as her personal accomplishments. *Crain's "40 Under 40"* profiles rising business stars from New York across a multitude of industries, backgrounds and experiences.

Victoria B. Bjorklund Receives Two Prestigious Awards

Exempt Organizations partner **Victoria B. Bjorklund** was recognized at Moves Magazine's Power Women gala dinner held on November 9, 2010 and was featured in the magazine's Seventh



Annual Power Women issue. The award recognizes influential and successful women in various fields who have a marked and practical influence on, and make a difference in, real lives. Fellow recipients of this year's award include Kimberly Davis, President of the JPMorgan Chase Foundation, and Andrea Mitchell, MSNBC Political Correspondent.

Victoria was also presented with the Lawyers'



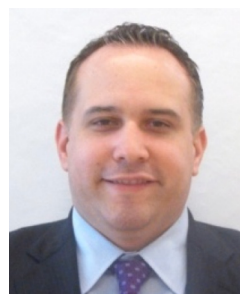
Corporate associate Dora Jimenez, ECEB associate Samantha A. Shipp, Exempt Organizations partner Victoria B. Bjorklund, Personal Planning Partner Pamela Rollins, Corporate associate Ekwutozia Nwabuzor, STB alumna Alicia N. Washington, and Personal Planning partner Laura Twomey

Committee for Civil Rights Under Law's Segal-Tweed Founders Award at the organization's 2010 Annual Awards Reception held in New York on December 13, 2010. The Segal-Tweed award is presented to the Lawyers' Committee board member who has displayed outstanding leadership and service in the cause of equal justice under the law. A nonpartisan, nonprofit organization formed in 1963 at the request of President John F. Kennedy to involve the private bar in providing legal services to address racial discrimination, the Lawyers' Committee implements its mission by marshaling the pro bono resources of the bar for litigation, public policy advocacy and other forms of service to the cause of civil rights. Victoria has served on the Board of Directors of the Lawyers' Committee since 1998.



Pro Bono Director Harlene Katzman, Director of Diversity Natalia Martín, Exempt Organizations associate Lisa Freeman, Corporate associate Makiko Harunari, Exempt Organization partner Victoria B. Bjorklund, Litigation associate Juan Arteaga, Litigation associate Linton Mann III, Corporate partner John C. Ericson, Hank Bjorklund, Exempt Organizations associate Drew Rabe, Corporate associate Julia Kohen and Diversity Coordinator Elise de la Selle

Juan A. Arteaga Named Leadership Council on Legal Diversity Fellow



Litigation associate
Juan A. Arteaga

In February 2011, Litigation associate **Juan A. Arteaga** was selected to be a member of the inaugural class of Leadership Council on Legal Diversity ("LCLD") Fellows. The LCLD Fellows Program is designed to connect high-potential attorneys with General Counsels and Managing Partners from preeminent organizations for a year-long professional development program that focuses on business development and leadership skills.

Ejim Achi Wins Accelerator Award at MIT Sloan's Africa Innovate Competition



STB Alum Ejim P. Achi

On April 1, 2011, at the Africa Innovate Competition of MIT Sloan's Africa 2.0 Conference, STB alumnus **Ejim Achi** delivered a pitch for InveSociety, a startup he co-founded that aims to increase foreign institutional investment in small and medium enterprises

in sub-Saharan Africa by providing better access to relevant investment information. InveSociety, which won an Accelerator Award at the competition, was one of four finalists invited to pitch at the MIT Sloan Africa 2.0 Conference in Cambridge, MA. The conference was organized by the Africa Business Club of the MIT Sloan School of Management. Ejim is currently an MBA candidate at the Yale School of Management.

Folake Ayoola Receives Emerging Leader Award



Yomi Ajaiyeoba, STB alumna Brittaniana Stewart and Folake Ayoola, Janet Fashakin and Osahon Akpata

On September 11, 2010, STB alumna **Folake Ayoola** received the Emerging Leader Award from the Egbe Omo Obokun of Ijesaland - NY/NJ/CT Chapter. This award is for an Ijesha son or daughter who has demonstrated leadership qualities in his/her community. Ijeshas are people from Ilesha, Osun State in Nigeria.

Firm Qualifies for Women in Law Empowerment Forum's Gold Standard Certification

In June 2011, Simpson Thacher was one of 32 firms that qualified for the Women in Law Empowerment Forum's Gold Standard Certification, a distinction bestowed upon firms that have integrated women into the highest leadership positions in the firm.

Speeches

Simpson Thacher Affinity Group Professional Development Series

The Firm's Affinity Group Professional Development Series continues to be well received. Over the past year, the series' numerous programs have covered a wide range of topics.

On September 20, 2010, the series featured a discussion entitled: "STB Lawyers Doing Public Interest Work: A Conversation with STB Fellowship Recipients". The panelists included STB alumna **Paula Han**, who completed a public service fellowship with The Wage Justice Center in Los Angeles, CA; Corporate associate **Nisha Khanduja**, who completed a public service fellowship with the Millennium Cities Initiative, Earth Institute in New York, Corporate associate **Jonathan Lieberman Fernandez**, who completed a public service fellowship with the Lawyers Alliance for New York; and STB alumna **Mitali Nagrecha**, who completed a public service

fellowship with the Brennan Center for Justice in New York. The conversation was moderated by Litigation associate **Dan Shin**.



Associates **Dan Y. Shi**, STB alumna **Mitali Nagrecha**, **Nisha Khanduja**, **Jonathan Lieberman Fernandez** and STB alumna **Paula Han**

An April 27, 2011 Affinity group gathering focused around an informal discussion with Corporate partner and Executive Committee member **Marissa C. Wesely**, and was moderated by Corporate associate **Jean Chen**. A January 19, 2011 event featured STB alumnus **Reginald Chambers**, then a founding member and head of the New York Infrastructure team of 3i Group plc, a UK-headquartered private equity firm with \$20 billion of assets under



Corporate associate **Amie Siebert**, Litigation associates **Marcela Robledo**, **Linton Mann III** and **Stephanie Inks**, ECEB associate **Craig Katerberg**, STB alumnus **Reggie Chambers**, Corporate associate **Crystal Frierson** and Litigation associates **Juan Arteaga** and **Ana Claudia Roderick**

management. Reggie was introduced by Corporate partner **Ken Wallach**, and the conversation was moderated by Corporate associate **Crystal Frierson**. Reggie was recently named one of the 2011-2012 White House Fellows and will be working with the National Economic Council during his fellowship.

STB alumnus **Duane Hughes**, an Executive Director in the Legal and Compliance Division of Morgan Stanley Smith Barney LLC, also participated in an “informal conversation” event. The March 16, 2011 discussion was moderated by Corporate associate **Rafael Berckholtz**.



Morgan Stanley intern **Alicia Sarrado**, international associate **Diego Nogueira**, former international associates **Joaquin Idoyaga** and **Alberto Bill da Silva**, STB alumnus **Duane L. Hughes**, Corporate partner **David Williams**, Corporate associate **Rafael Berckholtz**, Director of Diversity **Natalia Martin**, and Corporate associate **Ekwutozia Nwabuzor**

STB alumnae **Tiffany Liston**, Managing Director, Strategy & Development, and Counsel, Public Prep Network, and **Samantha Tweedy**, Founding Co-Director for Operations, Excellence Girls Charter



STB alumna **Michera Brooks**, **Samantha Tweedy** and **Tiffany Liston**, and Litigation associate **Linton Mann III**

School, were also speakers in the Affinity Series. Their July 21, 2011 discussion was moderated by Litigation associate **Linton Mann III** and Simpson alumna **Michera Brooks**.

Mark J. Stein Speaks at PALS Event at Simpson Thacher

Litigation Partner **Mark J. Stein** spoke at a Practicing Attorneys for Law Students Program, Inc. ("PALS") event hosted by the Firm on October 7, 2010. He spoke on a panel entitled "Careers in Criminal Law for Law Students of Color," which also featured Margo K. Brodie, Deputy Chief, Criminal Division, United States Attorney's Office for the Eastern District of New York; Richard Celestin, Program Manager, Supervised Release Program, Criminal Justice Agency; Xavier Donaldson, Partner, Donaldson, Chilliest & McDaniel and Charles Guria, Executive Assistant District Attorney, Rackets Division, Kings County District Attorney's Office. The panel was moderated by Earamichia Brown, Director of Intake and Intelligence, Office of the Inspector General/Metropolitan Transit Authority. PALS is dedicated to enhancing the skills and careers of minority law students and early career attorneys and offers customized mentoring, educational and professional development opportunities.

Alicia N. Washington Speaks at Women's Conference at Yale and Southern District of New York

On November 13, 2010, STB alumna **Alicia N. Washington** spoke at the third annual Women in Leadership Conference sponsored by the Yale Women's Leadership Initiative. She spoke on a panel entitled "Women in Law," in which she and fellow panelists Susan Kohlmann (Partner, Jenner & Block), Megan Barnett (Associate Dean of Yale Law School),

and Rachel Stanton (Community Service Fellow at Legal Aid Society) discussed topics ranging from career trajectories to pursuing a career in law and the challenges women face in the legal profession. Alicia also addressed current law clerks at the Southern District of New York on July 25, 2011. She spoke about the February 2011 trial of *Johnson v. White*, a pro bono case that Simpson Thacher took on through the Southern District's Pro Se Office. Alicia was one of the Simpson attorneys who represented Mr. Johnson at trial, along with Kevin Arquit, Bryce L. Friedman, Alex Simkin and Rita K. Maxwell. Chief Judge Loretta A. Preska and Judge Victor Marrero gave opening remarks at the event.

Marissa Wesely Speaks at PLI's "Where Are the Women in Commercial Litigation?" Program

Corporate Partner **Marissa C. Wesely** spoke on a panel for Practicing Law Institute's "Where Are the Women in Commercial Litigation?" program on June 16, 2011. The panel—whose members included Justice Rosalyn H. Richter, Appellate Division, First Department and Michele Coleman Mayes, General Counsel of Allstate—discussed gender-related statistics recently compiled by several judges in New York's Appellate Division, First Department. The panel also addressed the steps that legal institutions could take to improve that gender equality, as well as steps women litigators could take to promote themselves more effectively.

Natalia Martín Speaks at NYSBA Program

On April 14, Director of Diversity **Natalia Martín** spoke at the New York State Bar Association's Commercial and Federal Litigation Section's fifth annual CLE Program: "Smooth Moves V: Career

Strategies for Attorneys of Color.” She participated on a panel entitled “Creating a Professional Home Where All Can Thrive: Diversity Best Practices in the Legal Profession” with Taa R. Grays, Assistant General Counsel, Metropolitan Life Insurance Company; Robert T. Johnson, Bronx District Attorney; Parkin Lee, Vice President, Chief Legal Officer and Secretary of the Rockefeller Group International, Inc; and William J. Snipes, Partner, Sullivan & Cromwell, moderator.

STB Alumna and Author Speaks at Women’s Lunch



STB Alumna
Nina Sankovitch

STB alumna **Nina Sankovitch**, author of “Tolstoy and the Purple Chair” spoke at the July 26 Women’s Lunch in the New York office. Litigation partner **Joe Tringali** moderated the discussion.

Receptions and Events

Firm Sponsors 2010 LatinoJustice PRLDEF Annual Awards Gala

On November 4, 2010, a group of associates attended the LatinoJustice PRLDEF Annual Awards Gala. LatinoJustice PRLDEF’s mission is to champion an equitable society, using the power of the law, education and advocacy to protect opportunities for Latinos to succeed in work and school and to sustain their families and communities.



Litigation associate Riley Mendoza, Corporate associate Rafael Vasquez, STB alumna Ana Navia, and Diversity Director Natalia Martín

Firm Sponsors New York County Lawyers’ Association 96th Annual Dinner

On December 14, 2010, a group of Simpson Thacher attorneys attended the New York County Lawyers’ Association 96th Annual Dinner at the Waldorf Astoria. At the dinner, which was themed “Celebrating Diversity in the Legal Profession,” Simpson Thacher was acknowledged for its commitment to the NYCLA’s Diversity Statement. Litigation partner **Barry R. Ostrager** was one of the honorary dinner committee vice-chairs. The NYCLA gave out several awards, including the William Nelson Cromwell Award for service to the profession and the community. The prior year’s recipient of that

award was our own **Roy L. Reardon**, who was at the Firm's table with his wife, Patricia Hynes. Other STB attendees included Litigation partner **Libby McGarry**, Corporate partner **John C. Ericson** and associates **Andrea Andrezo**, **Dora Jimenez**, **Michele Murphy** and **Rafael Vasquez**.



Corporate associate **Rafael Vasquez**, Litigation partner **Roy L. Reardon** and Corporate partner **John C. Ericson**

Firm Hosts Receptions for Women and Minority Associates

During the past year, Simpson Thacher has hosted numerous parties to welcome women and minority associates to the Firm. Receptions for African-



Corporate associate **Ekwutozia Nwabuzor**, Litigation associate **Linton Mann III**, Corporate associate **Andre Gray**, Litigation associate **Omari Mason** and STB alumnus **Yahonnes Cleary**

American associates in the New York office were held on October 19 and December 9, 2010, and receptions for South Asian associates and Latino/a associates were held in January 2011.



ECEB associate **Craig Katerberg**, Finance Coordinator **Oscar Orellana**, Litigation associate **Juan Arteaga**, Corporate associate **Jonathan Lieberman Fernandez**, Director of Diversity **Natalia Martín**, Corporate associate **Rafael Berckholtz**, former International associate **Marcela Tobon** and Intellectual Property associate **Marcela Robledo**

The Firm has also hosted New York receptions for the Asian/Asian-American/South Asian Affinity Group on April 12 and June 7, 2011, and for the African-American Affinity Group on June 14 and 27, 2011.

In recent months, various branch offices have organized receptions for women attorneys, including an informal lunch at the DC office on February 2, 2011, attended by associates **Meghan Kelly**, **Rawia Ashraf**, **Jane Lee**, **Diana Wielocha**, **Gillian Maupin** and **Kerry Follain** and facilitated by Counsel **Hillary Mintz**. The Palo Alto office also hosted a women's event on July 11 at La Jolie Spa in Palo Alto at which attorneys and summer associates networked and enjoyed cocktails. And in July 2011, the women partners in the New York office hosted a dinner for women summer associates at Primehouse restaurant.

Victoria B. Bjorklund Treats Summer Associates to Diversity Dinner

On June 1, 2011, Victoria and Hank Bjorklund hosted a “Dinner Celebrating Diversity at the Firm” at their home on Long Island. The event was attended by summer associates, members of the Diversity Advisory Council and partners from the Executive, Diversity and Women’s Committees.

Firm Hosts City-Wide LGBT Attorney Cocktail Reception

On July 21, Simpson Thacher hosted a city-wide LGBT Attorney Cocktail Reception in the New York office. This well-attended event was organized by litigation associate **Linton Mann III** and STB alumnus **Fadi Hanna**.

Firm Sponsors Lawyers’ Committee for Civil Rights’ 2010 Higginbotham Corporate Leadership Award Dinner



Front Row: Exempt Organizations partner Victoria B. Bjorklund with associates Crystal Frierson, Lisa A. Freeman and Drew C. Rabe
Standing: Associates Samantha Shipp, Makiko Harunari, John N. Bennett and alumnus David Cooke

On September 16, 2010, Exempt Organizations partner **Victoria B. Bjorklund** and a group of associates attended the Lawyers Committee for Civil Rights’ 2010 Higginbotham Corporate Leadership Award Dinner. Former President Bill Clinton served as the honorary chair of the event.

Diversity Programs *Firm Sponsors Series of Events in Connection with Urban Education Initiative*

Continuing its work on its Urban Education Initiative, the Firm has organized a wide variety of events and programs. On February 9, the New York office hosted 22 high school juniors from the East-West School of International Studies as part of the Firm’s Urban Education Initiative. The students learned about the operations of a law firm, and speakers discussed the college application process, the experience of being a college student, and a variety of career options. Twenty-five Simpson Thacher staff members and attorneys participated in this visit, which was coordinated by **Christopher M. Garcia**, Senior Real Estate Paralegal, and **Daniel Y.**



Students from the East-West School of International Studies with STB volunteers Lorine Pendleton, Michelle Las, Michera Brooks, Garrett James, Christopher Garcia and Dan Shin

Shin, Litigation Associate, with assistance from **Elise de la Selle**, Diversity Coordinator, **Oscar Orellana**, Finance Coordinator, and **Melissa Ortiz**, Human Resources Generalist. Litigation Partner **George Wang** gave welcoming remarks to the students.

On March 24, the New York office also hosted 23 high school freshmen, sophomores and juniors from the Bronx School of Law and Finance. The students learned about the operations of a law firm and a variety of career options. Twenty-nine Simpson Thacher staff members and attorneys participated in this visit, which was coordinated by Litigation associates **Michera Brooks**, **Whytne J.V. Brooks** and STB alumni **Ejim P. Achi** and **Ted DeBonis**. Corporate partner **John D. Lobrano** gave welcoming remarks to the students.

And in May, the New York office sponsored three exciting Urban Education Initiative events. On May 19, the Firm hosted a chess tournament against 28 students (ages 13-18) who participate in the “Chess-in-the-Schools” program. The students toured the office, networked with Simpson staff and attorneys,



*‘Chess-in-the-Schools’
Corporate Challenge*

and the chess tournament. Twenty Simpson Thacher volunteers participated in the event, which was coordinated by Litigation associate **Dan Y. Shin**, with assistance from Human Resources

Generalist **Melissa Ortiz**.

On May 26, the New York personnel met with 5 high school freshmen from Frank McCourt High School. The students learned about operations of a law firm, and the value of a college education. Twelve Simpson Thacher staff members and attorneys participated in this visit, which was coordinated by assistant **Sabrina Carreras**, Litigation associate **Stephanie Acosta Inks**, and Corporate associate **Ekwutozia Nwabuzor**, with assistance from Human Resources Generalist **Melissa Ortiz**.



Students from Frank McCourt High School

And on May 27, the New York office hosted 16 high school juniors and seniors from the Bronx Engineering and Technology Academy. The students learned about the operations of a law firm, different career options, and the importance of a college education. Twenty-three Simpson Thacher staff members and attorneys participated in this visit, which was coordinated by Web Developer **Janelle Blount**, Litigation associate **Kristen E. Grauer** and SEO Interns **Lizzie Gomez**, **Christina Kim** and **Mark A. Manfra**, with assistance from Human Resources Generalist **Melissa Ortiz**.



Michael McNeil, Systems/Network Manager, Litigation associate Omari Mason, Web Developer Janelle Blount and SEO interns Mark Manfra and Lizzie Gomez



Litigation associates Linton Mann III and Juan Arteaga, STB alumna Michera Brooks and Legal Outreach interns



Students and teachers from the Bronx Engineering and Technology Academy



Legal Outreach interns and STB summer associates Michael Goldberg, Nakita Cuttino, Preston Miller, Michael Monteleone, Sarah Kopman-Fried, Jack Herman, Molly Greer and Michael Cardella

Firm Hosts Legal Outreach Students

On July 11-14, 2011, Simpson Thacher hosted eight tenth-grade interns from Legal Outreach, Inc., a non-profit organization that prepares urban youth from underserved communities to compete at high levels by using intensive legal and educational programs. This year the students handled a mock trademark and trade dress infringement case that required them to take part in negotiations, conduct depositions, write client memos and speak in a hearing before a judge. More than 50 summer associates and attorneys served as mentors, team leaders and witnesses for the internship and the mock litigation. The program was organized by associates **Linton Mann III**, and **Alyssa Watzman**, STB alumna **Michera Brooks** and paralegal **Stephanie Crosskey**.

Simpson Thacher separately welcomed twenty-three eighth-grade students from Legal Outreach's Pathways to Achievement and Community Transformation (PACT) Summer Law Institute on July 29, 2011. PACT is a program aimed at increasing the number of Black and Latino young men in college bound programs, and ultimately in the legal profession. The day's program included lunch and coaching by Simpson attorneys in preparation for an upcoming mock trial competition. Twenty-six attorneys and staff members participated in the visit, which was organized by Litigation associates **Whytne J. V. Brooks** and **Linton Mann III**, Web Developer **Janelle Blount** and paralegal **Alexis**

Polanco, with assistance from Human Resources Generalist **Melissa Ortiz**. Corporate partner **Jaime Mercado** gave closing remarks.



2011 SEO Interns



SEO interns Christina Kim and Lizzie Gomez

Lizzie Gomez, **Christina Kim** and **Mark Manfra** spent part of their summer at Simpson Thacher as interns from the Sponsors for Educational Opportunity (“SEO”) program. They worked on matters ranging from a pro bono

U-Visa case, an Urban Education Initiative event, and a variety of corporate and litigation projects. In addition, they participated in all of the summer

associate events. This fall, Lizzie, Christina and Mark started law school at Columbia, Michigan and Yale, respectively.

Firm Continues Participation in Perspectives Series Events

Simpson Thacher’s Diversity Committee organized four outstanding presentations in connection with the Perspectives Series so far this year. A February 24, 2011 lunch featured a talk with



Manager of Litigation Training **Laura D. Murphy**, Xerox Deputy General Counsel **Ivy Thomas McKinney** and Litigation partner **Peter E. Kazanoff**

Ivy Thomas McKinney, Deputy General Counsel at Xerox. Ivy was introduced by Litigation partner **Peter E. Kazanoff**, and the conversation was facilitated by Manager of Litigation Training **Laura D. Murphy**.

The April 7 event featured an informal conversation with STB alumna **Julissa Reynoso**, the Deputy Assistant Secretary of State for the Western Hemisphere.



Yolanda McGill

A July 19 presentation featured **Rose Saxe**, Senior Staff Attorney at the ACLU LGBT & AIDS Project. The discussion was entitled “Religious Refusals to Non-Discrimination Laws” and was introduced by Litigation partner **Josh Levine**. And on August 1, the Washington,

DC office hosted its first Perspectives Series event featuring **Yolanda McGill**, Senior Counsel for the Fair Housing & Fair Lending Project at the Lawyers' Committee for Civil Rights Under Law.

A Fond Farewell

We wish our Diversity Coordinator **Elise de la Selle** all the best in her new professional venture. Elise left the Firm in July to join Christie's as a Junior Account Manager in its Estates, Appraisals and Valuations Department. We are grateful to Elise for her many contributions to the Exempt Organizations, Legal Personnel and Diversity departments during her 6 years at Simpson Thacher, including her decisive role in the launch of this newsletter. We will miss her!



Litigation associates Linton Mann III and Juan Arteaga, Director of Diversity Natalia Martín, Diversity Coordinator Elise de la Selle, HR Generalist Melissa Ortiz and Corporate Associate Ekwutozia Nwabuzor at Elise's departure party

Please send any comments, updates or suggestions for future editions of the Newsletter to our Director of Diversity, Natalia Martín (nmartin@stblaw.com).

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