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DIVERSITY AND WOMEN'S INITIATIVES

Dear employees, clients and friends of Kramer Levin:

We hope you enjoy this edition of **Mosaics**, which details our recent diversity efforts. Over the past few months, attorneys and staff have enthusiastically supported numerous organizations and activities that promote diversity within the community.



Some of the highlights include intriguing diversity discussions and training at the firm, such as programs honoring African American and Women's History Months, Asian Pacific American Heritage Month, and LGBT Pride Month.

The firm is motivated by our belief that a more inclusive workforce and engagement with our community make us better lawyers and more effective advocates for our clients.

All the best,

Christopher Auguste
Partner, Corporate Department



Lisa Kobialka Represented Kramer Levin in the First Women in Law Hackathon Team Took Third Place

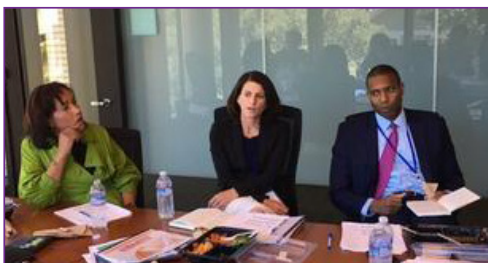
Kramer Levin Naftalis & Frankel LLP was one of 54 law firms that participated in the first-of-its-kind Women in Law Hackathon created by Diversity Lab, in partnership with Stanford Law School and Bloomberg Law. Kramer Levin Partner **Lisa Kobialka**, the firm’s representative, and her team took third place in a pitch competition aimed at generating innovative ideas to close the gender gap in law firms. Teams worked together virtually to devise initiatives that will help retain and advance experienced women in law firms and presented their ideas to a panel of judges in June. Paul S. Pearlman, Kramer Levin managing partner, said, “We’re extremely proud of Lisa and her team’s winning proposal. We are eager to review all of the ideas and identify those that can be adopted here at Kramer Levin to help us improve our efforts aimed at retaining and advancing women at the firm.”



Lisa Kobialka

Ms. Kobialka’s team developed an initiative called “The Five-Year Moment,” in which firms would develop and implement a detailed 20-point business development support plan intended for law firms of varying sizes that guides lawyers through the demanding two to three years before and after partnership. The plan was unique because it identified solutions to address specific systemic and individual issues that women face. While the solutions are inclusive and not intended to focus only on women, they play to women’s strengths and directly support women’s business generative efforts. The plan also explained how firms can generate analytical data to evaluate the solutions and ensure the success of women’s business development efforts. “It is energizing to be part of an industry-wide effort to address real-world, implementable solutions,” said Ms. Kobialka. “A great amount of effort, research and thoughtful discussion was done to create our plan, and I could not have done it without Kramer Levin’s support and dedication to this important issue.”

The third-place prize of \$5,000 will go to the **National Association of Women Lawyers**, which works to advance women in the legal profession and advocate for the equality of women under the law.



Three Stanford Law School alumni (from left to right), Miriam Rivera, Alexis Diaz and Tony West, deliberate with the rest of the judging panel during the inaugural Women in Law Hackathon June 24 at Stanford Law School. The judges listened to nine teams pitch ideas for increasing diversity and advancing women in the legal profession.

Courtesy of Stanford Law School

Diversity Committee-Sponsored Events

As part of the firm’s commitment to educate our lawyers and staff on the importance of respecting inclusion and diversity, the firm has continued the discussion on implicit bias awareness with a conversation on inclusive leadership. On Monday, April 25, the firm hosted **Dr. Elizabeth Salib** of the Catalyst organization to discuss behavioral attributes of inclusion that contribute to high-performing teams.



Elizabeth Salib, Ph.D.

Elizabeth Salib, Ph.D., joined Catalyst in 2010. She completed her doctorate in social psychology at Rutgers University, where she conducted research on inclusive leadership as well as prejudice and discrimination against understudied groups. Some of her work has been featured in the book “Social Judgment and Decision Making,” in the Journal of Nonverbal Behavior, and at professional conferences such as the Society for Personality and Social Psychology and the Society for the Psychological Study of Social Issues. She holds a master’s degree in psychology from Rutgers University, a graduate certificate in political psychology from George Washington University, and a B.A. in psychology and philosophy from Northeastern University.

Upcoming Event:

Kramer Levin will host Vice Dean for Development and Leadership Initiatives at New York University School of Law **Jeannie Forrest** for a discussion on emotional intelligence (EQ) and its usefulness in the legal world. Dean Forrest holds a PhD in psychology and is the founder of Growth Spurt Coaching, an executive coaching service. She currently supervises the development and alumni relations team at NYU Law and is responsible for the embedding of leadership programming, a signature experience, into the Law School curriculum.

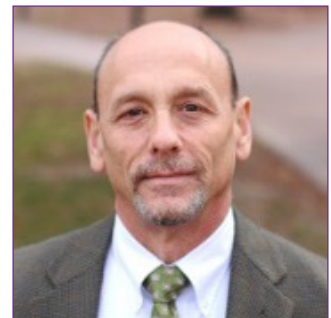


Jeannie Forrest

Vice Dean Forrest has been a key leader of NYU School of Law for two decades. From 2002 to 2010, she served as assistant and then associate dean for development and alumni relations. She became vice dean in 2010, with oversight of student services offices, as well as alumni relations and special events. She was named vice dean for development and leadership initiatives in August 2015.

As part of the firm’s Diversity Speaker Series — the firm hosted the following events over the last several months:

On Feb. 4, in honor of African American History Month, Kramer Levin hosted Professor Kenneth Janken, director of the Department of African, African American, and Diaspora Studies at the University of North Carolina at Chapel Hill. Professor Janken shared his research and work on the Wilmington Ten, which he describes as a case of political repression in the 1970s. Participants received a copy of his book “The Wilmington Ten.”

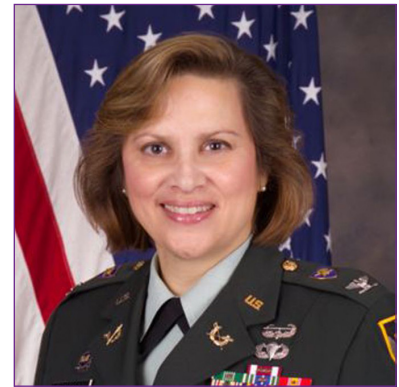


Professor Kenneth Janken

Professor Janken’s research focuses on 20th-century African American history. He is the author of two biographies: “Rayford W. Logan and the Dilemma of the African-American Intellectual” (1993) and “White: The Biography of Walter White, Mr. NAACP” (2003), which won honorable mention in the Outstanding Book Awards from the Gustavus Myers Center for the Study of Bigotry and Human Rights in North America.

In honor of Women’s History Month, the firm hosted Brig. Gen. Maritza Ryan on March 21. Ryan discussed her career as well as the long-standing presence of women in the military and positions of leadership.


Ryan recently retired from the Army as the Professor and Head of the Department of Law, U.S. Military Academy at West Point. She graduated from West Point in 1982 as a member of the third class to include women, and was commissioned as a lieutenant in the combat arms, field artillery branch. She served in the 1st Armored Division Artillery, the most forward-deployed U.S. division during the Cold War, in Nuremberg, then-West Germany, prior to her selection to the Army’s Judge Advocate General’s Funded Legal Education Program. After receiving her J.D. from Vanderbilt University Law School in 1988, Gen. Ryan’s varied assignments in the JAG Corps have included senior trial counsel (prosecutor), III Corps Artillery, Fort Sill, Oklahoma; deployment to Saudi Arabia and Iraq for Operation Desert Shield/Desert Storm as brigade legal counsel, 212th Field Artillery Brigade; chief of military justice and officer-in-charge, Fort Shafter Branch Office, 25th Infantry Division (Light), Hawaii; and deputy staff judge advocate, Army Medical Department Center and School, Ft. Sam Houston, Texas. Gen. Ryan became the professor and head of the Department of Law in Sept. 2007. In 2008, the West Point Center for the Rule of Law — dedicated to the proposition that a profound commitment to the rule of law is central to the national security of the United States, and conducive to peace and prosperity throughout the world — was established under her leadership.



Gen. Maritza Ryan

In honor of Asian Pacific American Heritage Month, Professor Elaine Chiu, director and professor of Law at the Ronald H. Brown Center for Civil Rights at St. John’s University School of Law, spoke at the firm on May 17. Professor Chiu’s discussion, titled “Lessons Learned: Building the Pipeline to the Legal Profession,” highlighted the Ronald H. Brown Law School Prep Program and the successes and ongoing challenges in recruitment and retention.

Professor Chiu is a respected scholar who has written about some of the most difficult issues in contemporary criminal justice, including intimate violence and the intersection of cultural beliefs and criminal liability. Under her leadership, the Ron Brown Center advances legal scholarship on issues of equality and inclusion through its Journal of Civil Rights and Economic Development and works closely with law students on issues of racial, social and economic injustice through its Ron Brown Scholar Program and the Coalition for Social Justice. Most recently, the Journal of Civil Rights and Economic Development has published symposium issues about race and the criminal justice system and the 50th anniversary of the Voting Rights Act. Finally, Professor Chiu proudly leads the Ronald H. Brown Law School Prep Program for College Students, the country’s best law school pipeline program for college students of disadvantaged backgrounds from across the country. More than 100 individuals have graduated from this program and are currently alumni and/or law students at 54 different law schools.



In honor of Asian Pacific American Heritage Month, Kramer Levin Naftalis & Frankel will host **Professor Elaine Chiu**, Director and Professor of Law at the Ron Brown Center for Civil Rights at St. John’s University School of Law. Professor Chiu’s discussion, entitled, **Lessons Learned: Building the Pipeline to the Legal Profession**, will highlight the Ronald H. Brown Law School Prep Program and the successes and ongoing challenges in recruitment and retention.

Tuesday, May 17, 2016
 5:00–7:00 p.m. **RSVP** By May 12
 5:00 a.m. — Cocktails and hors d’oeuvres To **Lauren Tapper**
 5:45 p.m. — Speaker to begin remarks **ltapper@kramerlevin.com** or
 212-715-9287
 Altium (29th Floor)

About Professor Elaine Chiu
 Professor Chiu is a Professor of Law and the Director of The Ronald H. Brown Center of Civil Rights at St. John’s University School of Law. She is a respected scholar who has written about some of the most difficult issues in contemporary criminal justice including intimate violence and the intersection of cultural beliefs and criminal liability. Under her leadership, the Ron Brown Center advances legal scholarship on issues of equality and inclusion through its Journal of Civil Rights and Economic Development and works closely with law students on issues of racial, social and economic injustice through its Ron Brown Scholars program and the Coalition for Social Justice. Most recently, the Journal of Civil Rights and Economic Development has published symposium issues about race and the criminal justice system and the 50th anniversary of the Voting Rights Act. Finally, Professor Chiu proudly leads the Ronald H. Brown Law School Prep Program for College Students, the country’s best law school pipeline program for college students of disadvantaged backgrounds from across the country. More than 100 individuals have graduated from this program and are currently alumni and/or law students at 54 different law schools.

About Asian Pacific American Heritage Month
 The roots of Asian Pacific American Heritage Month can be traced back to 1976, when Jeanne Jew, president of the Organization of Chinese American Women, contacted government officials in response to the lack of Asian Pacific representation in the U.S. bicentennial celebrations that same year. The month of May was chosen to commemorate two significant events in history: the immigration of the first Japanese immigrants to the United States on May 7, 1843, and the inauguration of the transcontinental railroad on May 10, 1869 (Golden Spike Day).

KRAMER LEVIN
 KRAMER LEVIN NAFTALIS & FRANKEL

On June 16, Kramer Levin hosted speaker James D. Esseks, director of the ACLU Lesbian Gay Bisexual Transgender & HIV Project, in honor of LGBT Pride Month. Mr. Esseks addressed accelerating backlash against marriage equality and trans visibility reflected in the recently enacted laws.

James Esseks oversees litigation, legislative lobbying, policy advocacy, organizing and public education around the country that aims to ensure equal treatment of LGBT people and people living with HIV. James was counsel in *Obergefell v. Hodges*, the case that won the freedom to marry nationwide; in *United States v. Windsor*, the challenge to the Defense of Marriage Act; in *Schroer v. Billington*, where a federal court ruled that Title VII's ban on sex discrimination covers transgender people; and in successful challenges to bans on adoption and foster parenting by lesbians and gay men in Florida, Arkansas and Missouri. He and the ACLU have also worked extensively to fight the recent spate of anti-LGBT and specifically anti-transgender bills in the states and to fight the use of religion as an excuse to harm LGBT people.



James D. Esseks



James graduated from Yale College and Harvard Law School, where he was editor-in-chief of the Harvard Civil Rights-Civil Liberties Law Review. He clerked for U.S. District Judge Robert L. Carter, Southern District of New York, and U.S. Circuit Judge James R. Browning, 9th Circuit.

Women's Initiative Committee-Sponsored Events

The **Women's Initiative** of Kramer Levin continued its business lunch program for women attorneys of the firm. This program schedules small group lunches with successful women in the legal and business communities and provides participants an opportunity to expand their network and discuss issues of importance to women. On Jan. 26, **Jennifer L. Rochon**, first-ever general counsel of Girl Scouts of the USA (GSUSA), hosted a lunch. Ms. Rochon is responsible for overseeing the legal affairs of the organization, including compliance with all applicable laws and regulations, protection of Girl Scout assets, and implementation of appropriate risk-management processes.



Jennifer L. Rochon

On Jan. 25 and May 9, the Women's Initiative hosted its quarterly lunch series that helps support a spirit of collaboration throughout the firm for women at all levels.

Affinity Group-Sponsored Events

The Affinity Group for the Attorneys of Color hosted its Third Annual Scotch Tasting on Jan. 29.

As part of the group's long-standing tradition, the Affinity Group for Attorneys of Color hosted a Lunar New Year discussion on Feb. 8 that focused on the customs of several East Asian celebrations, including Chinese, Japanese, Korean and Vietnamese traditions during the holiday.

Speakers included Joanna C. Lee, a former honorary research fellow of Hong Kong University (2003-2011), and an active translator and interpreter, serving such luminaries as former U.S. President Jimmy Carter, film

directors Luc Besson and Peter Greenaway, and Hong Kong action star Jackie Chan; Ken Smith, a writer of Asian arts and culture for the Financial Times and many other publications; Andrea Louie, executive director of the Asian American Arts Alliance, leading arts advocacy and cultural equity for New York City's diverse, pan-Asian, multidisciplinary cultural community; Nhi L. Tran, a student at Metropolitan College of New York and volunteer at the Vietnam Heritage Center; and Kyunghee Pyun, assistant professor, Department of History of Art, School of Liberal Arts, Fashion Institute of Technology, State University of New York.

The Affinity Group for Attorneys of Color also continued its active support of minority law students in the following ways:

- On Apr. 6 and 19, Kramer Levin's Affinity Group for Attorneys of Color hosted lunches for 1L law students attending Columbia Law School and Fordham University School of Law, respectively. Attorneys of Kramer Levin provided tips and insights into the Summer Associate Program recruiting process.
- On June 6, the firm hosted 1L students from Cornell, Columbia, Fordham and University of Virginia law schools for an evening with the firm's attorneys at Yankee Stadium. In addition to taking the students to see the Yankees play the Los Angeles Angels, our attorneys provided tips regarding the recruiting process and shared insights on life at the firm.

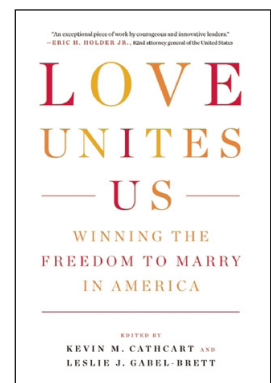
The Working Parents Affinity Group was created to address the issues these attorneys face through ongoing group dialogue, internal networking opportunities and outside events. On Mar. 15, the group hosted a webinar titled "Solutions for Sibling Squabbles," featuring Amy McCready. Amy is a "TODAY" show parenting expert and author. A Certified Positive Discipline Instructor, Amy is a champion of positive parenting techniques for happier families and well-behaved kids.

Recognition of Our Attorneys Supporting Diversity and Inclusion

Kramer Levin Partner Authors NY Chapter in Marriage Rights Book "Love Unites Us"

Litigation partner **Jeffrey S. Trachtman** authored a chapter in the book "Love Unites Us," a collection of essays by participants in the marriage equality movement published in connection with the first anniversary of *Obergefell v. Hodges*, the U.S. Supreme Court case that recognized a nationwide freedom to marry for same-sex couples. The book, edited by Kevin M. Cathcart and Leslie J. Gabel-Brett of Lambda Legal Defense and Education Fund and published by The New Press, includes essays by such prominent advocates as Evan Wolfson, Mary Bonauto, Paul Smith and James Esseys.

Mr. Trachtman's chapter, "Losing Forward: The Marriage Case in New York," discusses his experience (along with partner Norman C. Simon and other Kramer Levin lawyers) as co-counsel with Lambda Legal in *Hernandez v. Robles*, which sought recognition of marriage rights for same-sex couples under the New York Constitution, as well as other cases establishing recognition under New York law for such couples' valid out-of-state marriages. The chapter discusses how the crushing 2006 loss in the New York Court of Appeals (and losses in two other states around the same time) nevertheless furthered the debate about marriage discrimination and helped build the case for recognizing the freedom to marry through legislation, which New York state did in 2011.



"Love Unites Us" was available in bookstores as of June 14. It is available through order: <http://amzn.to/1TpDvwC>.

Chambers USA Names Katrina Baker a Finalist in the 2016 Chambers Diversity Awards

Katrina L. Baker was named a finalist for the *Chambers USA* 2016 Diversity Awards for Future Leader – Minority Lawyers. The Diversity Awards celebrate the achievements of lawyers from non-traditional backgrounds. The award ceremony was held on June 16 in New York.



Katrina L. Baker



From left: Kevin B. Leblang, Katrina L. Baker, Lauren Tapper and Christopher S. Auguste, at award ceremony.

Ms. Baker has been dedicated to several diverse initiatives since the start of her career with Kramer Levin almost eight years ago, including serving on Kramer’s Diversity Committee and playing a prominent role on the Attorneys of Color Affinity Group. In addition to Katrina’s commitment to working on diverse initiatives at our firm, she also devotes a significant amount of time to pro bono activities, including assisting the William J. Clinton Foundation, the Hawn Foundation and the New York Common Pantry.

Yekaterina Chernyak Named to List of Lawyers Who Lead by Example

Yekaterina Chernyak was named one of New York Law Journal’s “Lawyers Who Lead by Example.” Ms. Chernyak was one of nine individuals honored in the Pro Bono category, recognizing attorneys with an outstanding record of providing legal services to low-income New Yorkers.

Office Happenings — Support to Outside Organizations and Groups

- Kramer Levin sponsored a table at the Asian American Bar Association of New York (AABANY) 27th Annual Dinner, “Speak Up. Rise Up. Lift Up,” on Feb. 24, at Cipriani Wall Street.
- The firm was a sponsor for the Women in Securitization ABS Vegas event — Winning Outside the Workplace — on Feb. 28. SFIG and IMN were excited to once again co-host the largest capital markets conference in the world, ABS Vegas 2016, Feb. 28 to Mar. 2, at the Aria Resort & Casino in Las Vegas.
- The firm was a sponsor for the Apex for Youth gala on Apr. 13 at Cipriani Wall Street. Apex for Youth is a nonprofit that provides mentoring and other vital services to underserved Asian immigrant youth from low-income families in New York City. Statistics of Asian youth in NYC that surprise most people: half of these students are born into poverty, one-third of these students live in homes where no one over the age of 14 speaks English, and one-fourth don’t graduate from high school.
- Attorneys of Kramer Levin attended the Metropolitan Black Bar Association’s (MBBA) 32nd Anniversary Awards Gala at Pier Sixty, New York, on May 20.
- The 14th Annual NYSBA Women in IP event was held at Kramer Levin on June 8. As of June 2016, Kramer Levin Partner Erica Klein will be the chair of the IP Section of the NYSBA.

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