

DIVERSITY MATTERS

DIRECTOR OF DIVERSITY

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To our readers:

Following the successes with our diversity initiatives last year, we are off to another great year. In terms of recruiting, four attorneys of color have joined the firm thus far in 2007. As of the end of March, minority attorneys accounted for 8.8%, jumping from 7.7% at the end of 2006. Even more significant is the fact that out of the 27 new partners for 2007, there were four minority attorneys, three of whom began their legal careers at Kutak Rock. In addition, our 2007 summer associate class is by far the most diverse we have ever had. This year, 34% (12 out of 35) summer associates are minority students, compared to 17% last year (6 out of 30) and 9% in 2005 (2 out of 23).

2007 Diversity Plan

We have recently refined our diversity strategy in order to provide greater structure and direction to our diversity plan. This will also help ensure that we are investing our efforts and resources wisely and efficiently. Broadly speaking, the strategy and focus for 2007 will be twofold: (a) to continue expanding our recruiting and retention efforts, and (b) to foster and strengthen our culture of inclusion.

In terms of recruiting, we will continue to expand the applicant pool through minority job fairs, community outreach programs for minority students and lawyers, and law firm consortium efforts. This year, we will also begin awarding our diversity scholarships to students entering the University of Nebraska – Lincoln College of Law and the Creighton University School of Law. We are also excited about the upcoming all-associate meeting in the fall, which will provide valuable opportunities for all associates to (i) better understand the culture of the firm, and (ii) connect with their peers socially and professionally.

When it comes to the culture of inclusion, Kutak Rock already has a rich history. This is evidenced by the high ratio of women partners we have had for more than two decades. Our diversity strategy is a way to reaffirm this culture by embracing other aspects of diversity, such as race, ethnicity, religion, sexual orientation and disability. It is critical that we do so as one firm, with everyone practicing it everyday. We can take simple steps—say hello to someone outside your circle of friends at the office, find out something about him or her, or reach out to diverse attorneys in your department or office.

Much of our inclusion strategy for 2007 will focus on increased communication and education, including disseminating firmwide messages and updates about diversity. There is much to be done, but when everyone participates, simple steps can effect a huge change.

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Director of Diversity

Banks Recognized with Social Justice Award

In February, Eric Banks received the Reverend Arnold and Mildred Bringewatt Social Justice Award from Lutheran Family and Children's Services of Missouri (LFCS). LFCS is a direct-service agency assisting with crisis intervention, disaster relief and mental health issues.

Eric joined the firm in January this year as a member of the labor and employment practice group in Wichita. He has over 25 years' experience advising and representing private, corporate and government clients. Over the years, Eric has also been recognized numerous times for his extensive community service—he is the recipient of the 2002 Cochran Community Service Award from the Young Lawyers' Section of the Missouri Bar and the 2003 Equal Justice Award from the Legal Services of Eastern Missouri.

Cung Appointed to Board of Directors of Legal Aid of Arkansas

This spring, Niki Cung was asked to join the Board of Directors of the Legal Aid of Arkansas, which is funded by Legal Services Corporation (LSC). The programs run by the Legal Aid and LSC provide legal services to thousands of low-income households each year in all counties throughout the state of Arkansas in cases involving domestic violence, family law, elder law, consumer finance, public benefits and landlord-tenant or public housing disputes.

Niki, a partner in our Fayetteville office, concentrates her practice on civil defense litigation. She became a member of the National Association of Women Lawyers (NAWL) in 2006 and recently initiated an enormously successful membership drive at Kutak Rock enlisting the firm's membership and 55 new individual members to NAWL. For the past several years, she has also been a member of the Arkansas State Bar Commission on Diversity and the Arkansas Association of Women Lawyers.

Glos Reappointed to OCAABA Board

Chris Glos, a litigation partner in our Irvine office, has been reappointed to serve on the Board of Directors of the Orange County Asian American Bar Association (OCAABA). OCAABA provides professional development opportunities to its members and promotes educational and civic events for the Asian community.

Chris has also been a participant in the Trial Attorney Partnership (TAP) program of the Office of the Orange County District Attorney (OCDA) since the spring of 2004. Attorneys from outside law firms are recruited by OCDA and given the opportunity to prosecute crimes on a volunteer basis. The program entails a week of intensive training followed by eight weeks of full-time work as deputy district attorney.

Pfeiffer Voted 'Super Lawyer' and Elected as Chairman of the Bankruptcy Section of the Virginia Bar Association

Earlier this year, Loc Pfeiffer received recognition as a Virginia "Super Lawyer" in bankruptcy law and creditors' rights published annually by *Law and Politics* and *Richmond Magazine*. Only 5% of Virginia attorneys are selected as "Super Lawyers" through nominations from other lawyers and peer group evaluations.

Having previously served as a Board Member and Treasurer of the Bankruptcy Section of the Virginia Bar Association, Loc has recently been elected as the Chairman for 2008-2010. In April, he was a presenter on "Recent Developments in Bankruptcy Law" at the annual Bankruptcy Law Conference of the Virginia Bar Association's Bankruptcy Section.

Saint-George Named in 'Forty under 40' by *The Business Journal*

In January, Jo Ana Saint-George was selected as one of the Phoenix *Business Journal's* 2007 Class of "Forty under 40," which salutes the up-and-coming leaders in the Phoenix-area business community.

Jo Ana joined the firm last October and is a member of the real estate group in our Scottsdale office. Prior to joining the firm, Jo Ana also represented governmental entities in the public financing of statewide economic development projects and served as defense counsel for Fortune 500 corporations in products liability, commercial and finance litigation. A longtime advocate for diversity, Jo Ana is the founder and chair of the National Bar Association (NBA) Diversity Pipeline Program in Arizona. This program offers a four-phase series of career and educational training courses over a three-year period.

Diversity Event Highlights

Participation in diversity events by the firm and our attorneys is an integral part of our diversity strategy as a way to promote awareness within the firm and to increase our visibility in the legal community. For the first half of 2007, the firm has already sponsored many diversity events and organizations, with a growing number of our attorneys attending and participating as speakers at many of these events. I am pleased to share some of the highlights:

- The firm became a member of the National Association of Women Lawyers in February, as did 55 female attorneys who became individual members this year. As noted by a board member of NAWL, this was an "extraordinary" showing of interest and commitment on the part of our female attorneys.
- On February 1, **Antoinette Hewitt** was invited to speak by the Women's Union of her alma mater, Pomona College, on the panel entitled "Women in Leadership." Antoinette discussed her experience working as a minority attorney.
- On February 22-24, **Gil Boyce** and **Jo Ana Saint-George** attended the Corporate Counsel Conference organized by the NBA Commercial Law Section in Miami, Florida. The firm was a bronze sponsor for this event. Gil was a presenter on the topic of "Internal Investigations and Ethical Issues," discussing the nuts and bolts of how to conduct such investigations as well as dealing with potential issues such as conflicts of interest and waiver of privileges.
- On March 5, the women attorneys of the Omaha office hosted a luncheon reception honoring the new President of the Nebraska State Bar Association, Linda Crump, at the Joslyn Art Museum in downtown Omaha. The reception was well attended by a large number of female judges and in-house counsel attorneys in Omaha. In addition to celebrating the state's first African-American Bar President, the reception also provided a valuable opportunity for all the attendees to connect with other women lawyers in the city.
- On March 22-24, **Karen Perez** and **Angela Kassube** attended the Hispanic National Bar Association (HNBA) Mid-Year Conference and the 12th Annual Moot Court Competition. Angela also served as a volunteer for the moot court competition.
- On March 29, **Jo Ana Saint-George** organized the second annual Diversity Symposium as the chair and founder of NBA Arizona Committee on Diversity Pipeline Development. The symposium was a huge success and included a presentation by Michael Welp on "The Role of White Men in Successful Diversity Initiatives." There was also an in-house counsel panel from Exxon/Mobil Corp., McDonald's and the Borders Group. As a platinum sponsor of the symposium, the firm also hosted a luncheon for the conference speakers. **Paul Gerding, Jr., Mark Lasee, Paige Martin, Naomi Barnes** and **Natalie Anderson** from the Scottsdale office attended the symposium.
- The National Association of Law Placement (NALP) held its annual education conference on April 25-28 in Keystone, Colorado. **Jim Arundel, Cindy Shearon** and **Karen Perez** were speakers at the conference showcasing the Colorado Pledge to Diversity program and the Deans' Diversity Council recently formed in the Denver area. The firm has been

Diversity Event Highlights

a leading member of both initiatives, with Cindy serving as a chair of the Pledge to Diversity program a few years ago and Karen currently serving as a co-chair. The Colorado Pledge to Diversity program received the Award of Distinction from NALP this year in recognition of the effort by law firms, law schools and bar associations successfully working together to make a difference.

- On May 9-10, **Christina Adams** attended the HNBA Legislative Day in Washington, D.C. This event included a White House briefing and meetings with the members of the House and Senate. On May 31, Christina will also be attending a fund-raiser for the Hispanic National Bar Foundation (HNBF) to benefit the HNBF's Law Camp for Latino high school students from across the country.
- On May 11-12, the firm hosted the annual HNBA Board of Governors meeting at the Washington office. Kutak Rock and many of our attorneys have been longtime supporters of HNBA. Currently, **Karen Perez** is the Treasurer of HNBA, and **Trinidad Galdean** is the HNBA's Deputy Regional President for Kansas.
- On June 4-5, **David Jacobson** and **Daphne Aronson** will be attending the Wal-Mart Legal Department Diversity Conference in Bentonville, Arkansas. **Jo Ana Saint-George** has also been invited to present the NBA Arizona Pipeline Development Program at the conference.
- The National Asian Pacific American Bar Association has invited **Christopher Glos** to be part of a panel entitled "Road to Partnership at Large Law Firms" at the Regional Conference in San Diego on June 9.
- On June 27-29, **Niki Cung**, **Robert Oliver** and **Loc Pfeiffer** will be attending the American Bar Association's National Conference for the Minority Lawyer in Boston.
- In July, the firm attorneys will again participate in the HNBF Future Latino Leaders Law Camp this year. This fall, the firm will be returning to the Heartland Diversity Legal Job Fair in Kansas City, the Rocky Mountain Legal Diversity Summit and Career Fair in Denver, and the annual Nebraska Legal Diversity Summit in Omaha.



Kutak Rock LLP's law practice embraces a wide array of legal disciplines, including general corporate practice, litigation, tax, government relations, corporate finance, banking, real estate, telecommunications, health care, bankruptcy, insurance, public finance and environmental law. Founded in Omaha in 1965, the firm has expanded to 15 offices nationwide. The firm's more than 375 attorneys direct their individual professional skills toward the common goal of providing the firm's clients with excellent, comprehensive legal services.

For more diversity news and information, check our Web site: www.KutakRock.com.