

DIVERSITY
MATTERS

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To our readers:

Broad diversity engagement was our strategic objective for the 2008 diversity and inclusion action plan. How did we do? How did YOU do? Did you have an opportunity to personally take part in any diversity dialogue or programs offered by the firm or another organization, perhaps attend a conference or seminar or read an article on the topic of diversity?

For the firm, we restructured the Diversity Committee to include representation from all the offices. The Diversity Committee is comprised of volunteer members of the 2008 Policy Board and the Office Advisory Committees, along with a designee from each of the remaining offices. The Diversity Committee will continue to be instrumental in facilitating and broadening the diversity message and programs throughout the firm.

Other initiatives focused on creating opportunities for diverse groups to interact with, and support, one another. For example, the Omaha Working Parents Affinity Group provided a new platform for attorneys and staff to exchange ideas and concerns relevant to working parents. The Omaha and Denver offices launched efforts to develop and provide structured support for professional development of our attorneys. While the firm's sponsorship and participation in diversity events has steadily increased in the last three years, we took that effort to the next level despite the economic downturn by organizing and hosting many such events at our offices. All these efforts helped to create new diversity relevance for many members of the firm and facilitate their participation in our journey.

It is also encouraging that our long-standing commitment to diversity and inclusion is once again gaining national recognition, including the prestigious and competitive award as one of the 2008 Top 50 Law Firms for Women by Working Mother magazine and Flex Time Lawyers. This year, we are included in the 2009 Top 100 Law Firms for Diversity listing in MultiCultural Law magazine, which listing acknowledges the "movers and shakers" among law firms in the drive for diversity.

This year we remain resolute in our diversity journey despite the uncertain economic times. In January, a group of attorneys took on an initiative to poll attorneys who are openly gay, lesbian, bisexual or transgender. The firm has had a progressive policy in extending domestic partner benefits since 2000, and this latest effort demonstrates our open culture. Throughout 2009, we will continue to broaden our diversity message and programs. To that end, this year's two strategic initiatives will include (a) developing a national framework with respect to alternative work arrangements and (b) expanding our internal and external diversity communications. I look forward to your participation and continued support.

Daphne Hyun-Jin Aronson
Director of Diversity

Diversity Dialogue: Tom Roubidoux and Meredith Riley

In recognition of our first-place ranking in the 2009 Top 25 Law Firms for Native Americans listing in MultiCultural Law magazine, we are pleased to feature two of our Native American attorneys in this issue of our newsletter: Tom Roubidoux and Meredith Riley.

Mr. Roubidoux is a partner in our Omaha corporate department and has been with the firm since the fall of 2000 following his graduation from the Creighton University School of Law. He received his J.D. magna cum laude and served as executive editor of the Creighton Law Review. At Kutak Rock, Mr. Roubidoux concentrates his practice on finance, credit enhancement, surveillance, secured transactions and issues relating to bankruptcy, insolvency and reorganization. He is a member of the Ioway Tribe of Kansas and Nebraska. In 1986, Mr. Roubidoux and his family established the Ioway Tribe's Lynn W. Roubidoux Memorial Scholarship Fund, which provides need- and merit-based scholarships to high school students with tribal affiliation who are pursuing college. The Scholarship Fund which has been managed and administered by the Tribe since its inception has grown substantially over the years and awarded 20 scholarships in 2008 alone.



Mr. Roubidoux

Ms. Riley is an associate in the corporate-real estate group in the Denver office and joined the firm the fall of 2007. She graduated from the University of Denver College of Law in 2007, where she was the managing editor of the University of Denver Water Law Review. At law school, she was also a member of the Natural Resources and Environmental Law Society and has volunteered at the Bolder Boulder races every year since 2004. Ms. Riley is a member of the Choctaw Nation of Oklahoma and was a first-year summer associate at Kutak Rock through the Colorado Pledge to Diversity program. Since joining the firm, she has concentrated her practice on real estate and real estate finance transactions including acquiring, selling, exchanging, leasing and financing commercial real estate.



Ms. Riley

Diversity Matters: What does diversity mean to you and why is it important?

Riley: To me, diversity means inclusivity. It's an active process of seeking out people with different backgrounds and experiences who can bring their own perspectives to bear in subtle yet important ways that can benefit the entire enterprise. Diversity is especially important for the firm to enhance its ability to recruit talented and hardworking individuals who might not necessarily come to the firm through conventional channels but are capable of incredible contributions.

Roubidoux: I would also add that diversity is critical in fostering development of fresh and novel solutions to problems in any business enterprise. It is more than sloganeering. I personally experienced its benefits during my previous 20-year career in the manufacturing industry, designing, developing and producing complex systems for the Department of Defense. In the late 1980s and early 1990s, the Department was trying to trim its contractor headcount, and it became increasingly difficult to win good contracts. In an effort to stay viable in that environment, one of the main retooling moves we undertook was to reassemble our design teams with an explicit view toward diversity that represented the age-gender-ethnic-education mix of our existing groups. Surely there were some failed designs and heated discourses along the way, but when things finally matured, the end result was a creative environment that produced some truly remarkable results. Even though the widgets produced by Kutak Rock may be different, this simple business case for diversity should be one that anyone can understand.

Diversity Matters: The firm has had the diversity initiative in place since 2006 and has launched various programs. What diversity programs or initiatives would you like to see the firm undertake or focus on going forward?

Riley: I believe the firm's commitment to recruiting diverse attorneys has created a very powerful precedent. It brings a greater pool of talent to the firm and its continued commitment can inspire loyalty among diverse

Diversity Dialogue, cont'd

attorneys who are already at the firm such that today's diverse associates will be tomorrow's diverse partners. It can also influence the next generation by providing diverse children with role models with whom they can identify. I believe that the firm's commitment to diversity today will impact diversity tomorrow both in our own office and in the broader legal community.

Roubidoux: The formal commitment made by the firm should serve to reinforce the legitimate business case for diversity. Not only is it "the right thing to do," but it makes good business sense to do it. It is also important to note that, at its inception, the current diversity initiative was viewed as an extension of the firm's founding principles underlying our culture and history. This imprimatur should be viewed as a formal go-ahead to investigate and make frank assessments of the firm's practices as to whether they are consistent with the diversity goals. Conducted properly and responsibly, such analyses should be able to make the case that what is good for the diversity initiative is also good for Kutak Rock overall.

To illustrate this point, the diversity initiative should, and I believe it already does, result in the reexamination and evaluation of the firm's efforts to enhance our ability to attract and retain top candidates from underrepresented classes. No great mystery here, as this is a basic tenet of every diversity initiative. The upshot is that the changes to recruiting as part of the diversity initiative also enhances our ability to recruit and retain top candidates from the majority class as well.

People in the News

Aronson appointed Co-Chair of the Diversity Committee of the Nebraska State Bar Association

Daphne Aronson was recently appointed Co-Chair of the Diversity Committee of the Nebraska State Bar Association Minority Justice Committee. As a member of the Diversity Committee for the last two years, Ms. Aronson has worked on several pipeline initiatives to support minority students in their pursuit of a legal career and on programs aimed at retaining minority attorneys who are already practicing in the state of Nebraska. For example, the MJC Diversity Committee established an LSAT prep scholarship program last year and has since awarded 10 scholarships to minority college students some of whom have now enrolled in Nebraska law schools.

Ms. Aronson was also a presenter on "Increasing Diversity Advantage Through Mentoring" at the annual Urban League Equal Opportunity Day conference held on December 5 in Omaha.

Banks delivers keynote speech at the Missouri University School of Law BLSA Scholarship Dinner

Eric Banks was a keynote speaker at the University of Missouri Black Law Students Association Scholarship dinner on March 14 held at the Missouri University Alumni Center. This BLSA scholarship was established in 1986 in memory of Lloyd L. Gaines, the petitioner in one of the first education desegregation cases in which the Supreme Court ordered Gaines's admission to the Missouri Law School unless the state provided an all-black law school within its borders. Although Gaines was unable to attend law school due to his unfortunate disappearance, the scholarship was created to continue his legacy through the students of the BLSA.

Martinez writes for English/Spanish Newspaper, La Voz Nueva

Everett Martinez recently accepted a role as a columnist for an English/Spanish language newspaper, Las Voz Nueva, which is distributed in Colorado and Northern New Mexico. Mr. Martinez column focuses on diverse issues affecting Latino youth.

Glos elected Chair of the Judicial Evaluation Committee of the Orange County Asian American Bar Association

Chris Glos has recently been elected Chair of the Judicial Evaluation Committee for the Orange County Asian American Bar Association ("OCAABA"). Mr. Glos has previously served as Co-Chair of the Committee since last spring. The Committee reviews and evaluates judges seeking the organization's endorsement based on their commitment to the law and the Asian Pacific legal community.

Mr. Glos was also reelected to a second three-year term on the Board of Directors for the OCAABA.

Hewitt participates in the Hispanic National Bar Foundation's Project Access Mentor Program

Antoinette Hewitt is mentoring five diverse students from various law schools and colleges in the Orange County area through the HNBF's Project Access mentoring program. She will be meeting with her mentees several times over the course of the year and engage in frequent dialogue on various topics of interest. Ms. Hewitt recently organized a group brunch and is planning a bowling outing later in the year.

Miles speaks at Women's Colloquium at University of Maryland Eastern Shore

Kathleen Miles was a panelist at a Women's Colloquium on "The Changing State of Women of Color in the 21st Century" on March 5. The event was jointly sponsored by the University of Maryland Eastern Shore and Phi Alpha Delta, Legal Fraternity International. The discussion topics included a wide array of topics affecting women today including workplace opportunities, health, societal gender roles, education and crime.

Pfeiffer hosts reception for the Asian Pacific American Law Student Association from the University of Richmond School of Law

Loc Pfeiffer recently hosted a dinner reception for the Asian Pacific American Law Student Association of the University of Richmond School of Law. Many students and several senior members of the Virginia Chapter of the National Asian Pacific American Bar Association ("NAPABA") attended the reception. Mr. Pfeiffer is on the board of NAPABA-Virginia Chapter, and the firm was a sponsor at the first annual dinner held on November 8.

Sillyman invited to GE Diversity & Leadership Conference

Mike Sillyman attended a GE Networking Conference on September 10-11. Hosted by the Diversity Working Group of the GE Legal Department, the conference brought together senior GE lawyers, GE minority lawyers, minority outside counsel and special guests and speakers.

For many years, Mr. Sillyman has served as Secretary of the Hispanic National Bar Foundation and also filled in as interim President when the former President Luis Aguilar resigned due to his appointment to the role of Commissioner of the SEC in 2008.



Mr. Sillyman

Trimble appointed to the Colorado Bar Association Board of Governors

Congratulations to **Mario Trimble**, who was appointed to the Colorado Bar Association Board of Governors as a representative of the Sam Cary Bar Association last fall. The Sam Cary Bar Association has provided counsel and information to promote professionalism, fellowship and harmony within the African-American legal community in the Denver metropolitan area for over three decades. Mr. Trimble also serves as Secretary of the Sam Cary Bar Association.

Mr. Trimble was a panelist and guest of the University of Colorado Law School at the 5th Annual National Black Pre-Law Admissions and Preparation Conference and Law Fair held on October 10 in Houston. He was on the panel entitled "The Law School Admission Test."

Diversity Event Highlights

Last October, the Minority Corporate Counsel Association presented a Generational Diversity Dialogue seminar in Denver. The program featured a nationally recognized presenter, Dr. Arin Reeves of the Athens Group, and compared various communication styles and value systems among four generations in today's workplace. **Amar Bhalodia, Bill Gorham, Bob Irvin, Everret Martinez, M. Lou Raders and Mario Trimble** attended the seminar.

On February 18, **Micah Halverson** and **Heather Kendrick** attended a Diversity Workshop entitled "Your Personal Journey to Diversity and Inclusion" hosted by the Association of Corporate Counsel and featuring N. Cornell Boggs III, Chief Responsibility and Ethics Officer at MillerCoors.

Our Little Rock office sponsored the University of Arkansas William Bowen School of Law 3rd Annual BLSA Networking Reception on February 18. Over 30 students attended the event and had the opportunity to network with over 75 attorneys from 50 law firms in the Little Rock area. **Melany Birdsong, Glenn Borkowski, Randy Frazier, Watt Gregory, Jim Hathaway, Daniel Heard, Kate Hingtgen, Alex Justiss, Tyler McClay, W.A. McCormick, Robert Ost, Chris Pledger, Rob Riley, David Smith, Jim Stouffer, Carson Tucker, Shay Virtue, Gordon Wilbourne and David Williams** attended the reception.

On February 24, **Stacia Boden** and **Doug Mackay** attended the Diversity Kansas 59th Annual Humanitarian Awards dinner, which is the largest fund-raiser event for Diversity Kansas. The firm once again sponsored the dinner this year.

On March 17, the Denver office sponsored the Dean's Diversity Council's dinner reception, the evening before the 2009 Rocky Mountain Legal Diversity Summit. Joining **Bob Irvin, Peggy Richter, M. Lou Raders** and **Liz Firmender** at the reception were **Anthony Epps**, who will start as an associate this fall, along with **Kenny Bagga** and **Pardis Ostadi**, our 2009 summer associates. **Jim Arundel, Kristine Lay** and **Liz Firmender** attended the Rocky Mountain Legal Diversity Summit this year.

On April 2, the firm was a sponsor at the Wichita Hispanic Chamber of Commerce ("WHCC") Annual Meeting featuring John Quinones, ABC Television host, as keynote speaker. **Trinidad Galdean**, who is Chair-Elect of WHCC for the coming year, introduced Mr. Quinones and addressed the audience. **Stacia Boden, Doug MacKay, Richard Olmstead, Mark Pemberton, Ashley Shaneyfelt and Jason Stitt** joined the Kutak table.

The firm was a sponsor at the ICAN Women's Leadership Conference held in Omaha on April 2. Kutak attendees included **Danielle Amorena, Daphne Aronson, David Jacobson, Patricia Peterson, Jeanne Salerno, Judy Schweikart and Margot Wickman**.

In the last six months, the firm also made contributions to the National Urban League Equal Opportunity Day Awards Dinner held in New York, the Annual Fundraiser Dinner for National Asian Pacific American Bar Association-Virginia Chapter and the NBLSA 41st Annual National Convention held in Irvine on March 18-22.

Around the Firm

We are proud to announce that Kutak Rock LLP is included in **MultiCultural Law 2009 Top 100 Law Firms for Diversity** listing. Additionally, our firm ranked 22nd in the "Top 100 Law Firms for Women" listing and ranked first in the "Top 25 Law Firms for Native-Americans" listing. MultiCultural Law magazine is an annual publication dedicated to ensuring diversity and inclusion in the legal profession. Its highly competitive "Top 100 Law Firms for Diversity" listing was created to acknowledge the proactive achievements of law firms making a positive difference in the drive for diversity and inclusion.

The firm has been a law firm member of National Association of Women Lawyers ("NAWL") since 2007 and in the last two years hosted NAWL programs at our offices in Scottsdale and Fayetteville. This spring, the firm presented and hosted NAWL's **"Backpack to Briefcase"** program in the Omaha and Irvine offices on April 1 and 2, respectively. This transitional program included panel discussions on topics relevant to making a successful transition from law student to lawyer, followed by a networking reception. Each panel featured accomplished legal professionals from diverse backgrounds and experiences, including our attorneys, **Katherine Carey** and **Elizabeth Jensen**. Both programs were very well attended and received. Many thanks to **Daphne Aronson, Julie Beaton, Lucy Dogger, Jill Goldstein, Antoinette Hewitt, Patricia Peterson, Jeanne Salerno, Marcia Washkuhn** and **Margot Wickman** for organizing these events.

The **Omaha** office launched a professional development program with a new attorney orientation curriculum which includes four topics: "Timekeeping," "Firm Management and Governance," "Working with Support Staff" and "Workload Management," plus an individual training session on Executive Inquiry System. The last session is scheduled for April 27.

The **Denver** office is a contributor to the Colorado Campaign for Inclusive Excellence ("CCIE") which is a nonprofit corporation dedicated to increasing diversity in the legal profession and actively recruiting, educating and supporting private and public sector legal organizations to create cultures of inclusion. **Jim Arundel** serves as Treasurer of CCIE, and **Jaimee Boyd** provides accounting services in a pro bono capacity.



Above: Patricia Peterson moderating a panel on "Working with Partners, Senior Colleagues and Clients." Top: Attendees at the Omaha Backpack to Briefcase session.



From left to right: Julie Beaton, Laura Overton (Corporate Counsel for Sun Healthcare Group, Inc.), Antoinette Hewitt, Judge Elaine Streger (Orange County Superior Court), Tiffany Keith (Associate at Morrow & White), and Caryn Seibert (President and CEO of Carl Warren & Co.)

Around the Firm, cont'd

The Omaha Working Parents Affinity Group wrapped up its quarterly presentation series with "Self-Esteem for Children" in October. Once again, the presentation was well-attended and received. The group also organized two year-end community outreach projects to help needy families in the Omaha area. These projects mobilized the entire office and featured a spirited floor competition that resulted in the winning floor earning the perk of dressing casually for a week in January.

If you have a story to share from your office, please let me know. I would love to hear from you.



Left: Steve Likes (partner) and a Sienna Francis House representative transport boxes of donations to load into the organization's van. **Center:** (Front row, left to right) Matt Enenbach (associate), Steve Likes (partner), Daphne Aronson (Director of Diversity/Of Counsel) (Back Row): Beth Ascher (partner) between two Sienna Francis House representatives. **Right:** Members of Omaha's Working Parents Affinity Group and representatives of the Sienna Francis House pictured with the van nearly overflowing with donations from Kutak Rock's attorneys and staff members.



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 16 offices nationwide. The firm's nearly 400 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.