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Fall 2014

We are committed to achieving a workplace that is reflective of the clients we serve and the communities in which we live and work.

Nationally Ranked as a Top 25 Firm for Female Partners

Shipman & Goodwin LLP has been named among the top 25 law firms for female partners by Law360 in *The Glass Ceiling Article: 2014*. Ranked 18th in the nation (out of the almost 400 law firms surveyed), the firm's percentage of women partners is indicative of its success at hiring, promoting and retaining top female attorneys, according to Law360.

The firm's long history of promoting women to the partner level started with the naming of its first female partner in 1942, and continues to the present day, where 41% of all of the firm's attorneys are women and 32% of the partners are women.

Many women attorneys in the firm support civic and charitable organizations that benefit the members of the community at all levels in areas such as human services, the arts, education and government. They believe in the responsibility of giving back to the community, and contribute their resources to local, regional and national organizations. Some of their more recent accomplishments include the following: Mary Jo Andrews appeared on *60 Minutes* and has been interviewed and quoted by a number of media outlets as an advocate for better access to mental health services for children; Lesley Schless was awarded



Pictured above are many of our women attorneys at Shipman & Goodwin.

the YWCA's Brava Award in recognition of her professional success and community involvement; Leander Dolphin was named by Lawyers of Color (LOC) to its second annual Hot List honoring early-to mid-career diverse attorneys; Latonia Williams completed a term as Vice President of the George W. Crawford Black Bar Association and served as Co-Chair of the organization's Annual Dinner;

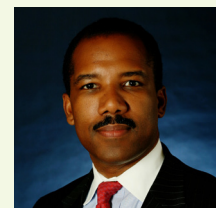
Sonia Pedraza was elected to serve on the Board of Directors of the Connecticut Hispanic Bar Association; Robin Frederick served as Chair of the Jewish Community Centers (JCCs) of North America Biennial 2014 Convention; and Dawn Crumel was named to the Board of Directors for the American Health Lawyers Association.

Anne Littlefield, a Partner in the Firm's School Law practice and a member of the firm's seven-person management committee, says "Shipman & Goodwin takes pride in living out its commitment to our core value of diversity. The firm provides support and mentoring to its women attorneys, and we are pleased to be recognized for our long-standing efforts in this area."

ACHIEVEMENTS AND RECOGNITION

Four Attorneys Receive National Diversity Recognition

Robert Simpson, a Partner in the firm's Litigation practice, completed a successful term as Chair of **The Commercial Law Section of The National Bar Association**. As Chair, he led planning for the 27th Corporate Counsel Conference held in February in Austin, Texas. Robert recruited as his Honorary Co-Chairs: Jack Balagia, Jr., Vice-President and General Counsel of Exxon Mobil Corporation; Jerome D. Okarma, Vice President, Secretary and General Counsel, Johnson Controls, Inc.; Angelique Strong Marks, General Counsel and Corporate Secretary, Behr America, Inc.; and Mark D. Roellig, Executive Vice President and General Counsel, MassMutual Financial Group.



Robert Simpson

At the conference, Robert presented McDonald's Corporation with the Commercial Law Section's Corporation of the Year Award for its continued commitment to diversity. Over 350 attorneys attended the conference and over 100 of them were in-house lawyers.



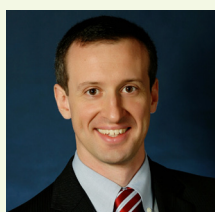
Leander Dolphin

Leander Dolphin has been named by **Lawyers of Color** (LOC) to its second annual Hot List honoring early- to mid-career diverse attorneys in the Eastern Region. Hot List honorees were selected from nominations by mentors, peers and colleagues as well as extensive research of attorneys with noteworthy accomplishments.

Leander is an Associate in the firm's School Law and Labor & Employment Law practices. She frequently takes on leadership roles in community organizations, professional associations and the firm. She is a member of The Governor's Prevention Partnership Board of Directors, has served both as Secretary and as a member of the Board of Directors of the George W. Crawford Black Bar

Association, is on the Associates Advisory Committee for the Lawyers Collaborative for Diversity and sits on the firm's Diversity Committee.

Lawyers of Color promotes exceptional attorneys of color through social media (including On Being A Lawyer of Color) and has been recognized by the American Bar Association, National Black Law Students Association and National Association of Black Journalists. Leander and the other honorees, pictured at right, were feted at a reception on July 12 at Sullivan & Cromwell's New York office.



Bill Roberts

Bill Roberts, an Associate in the firm's Health Law practice, has been appointed as a "Business Law Envoy" for the 2014-2016 class by the **American Bar Association**. Each year, the Business Law Section appoints up to five outstanding young lesbian, gay, bisexual or transgender (LGBT) lawyers to participate in a two-year term as Business Law Section Envoys.

The Envoys Program springboards participants into leadership roles within the Section by providing mentors, travel subsidies, and involvement opportunities. Through the program, the Section hopes to increase diversity in the Section and identify new leaders to participate in Section Committees. Bill's term will run through August 31, 2016.

Anthony Shannon, an Associate in the firm's School Law practice, has been selected as a winner of **The Black Man Can (TBMC) Awards** for 2014 which recognize the accomplishments of black men and boys who embody the definition of a positive black male image and contribute to the community and professional arenas of black men. The mission of The Black Man Can organization is to actively promote a positive black male image.



Anthony Shannon

As the winner of the Law category, Anthony has been honored as a male lawyer working to uplift people and bring about positive change in his community. Anthony is a member of the School Law practice, where he primarily handles labor relations and education law issues for public school districts. He also participates in the George W. Crawford Black Bar Association which represents the collective body of black attorneys in the State of Connecticut; he currently serves as the organization's Vice President and previously served two terms as Treasurer. In addition, Anthony has been a Board Member for the Greater Hartford Male Youth Leadership Program in Connecticut.

IN THE SPOTLIGHT

“In Community” Workshops Focus on Diversity Issues in the Workplace

Shipman & Goodwin hosted the fourth and fifth segments in our “In Community” series, a series of panels that the firm launched to focus on a variety of issues facing our workforce and community.

On April 10, guest speaker, Refai Arefin, a lawyer and Assistant Imam of the Islamic Association of Greater Hartford, presented on *Understanding Islam*, discussing the basic tenets of Islam, early Islamic history, international demographics about Muslims and general misconceptions about Islam.

We held our most recent panel, “*Not for Sale*” - *Combating Child Trafficking and Exploitation* on July 31. The panelists defined child and human trafficking, explained how this is a local and international problem, examined what is being done to combat the problem, both locally and internationally, and informed attendees about prevention and advocacy efforts. Panelists included Stephanie Goins, Executive Programs Director of Love146, an international human rights organization working to end child trafficking and exploitation; David Novick, Deputy Chief of the Financial Fraud and Public Corruption Unit of the Criminal Division of the U.S. Attorney’s Office, District of Connecticut, who coordinates the Office’s prosecutions of

human trafficking offenses and has an active docket of trafficking cases; and Tammy Sneed, Director of Gender Responsive Adolescent Services at Connecticut’s Department of Children & Families, who is a co-leader of DCF’s Human Anti-Trafficking Response Team and of the

Governor’s Task Force on Justice for Abused Children and who frequently works to train organizations to respond to victims of domestic minor sex trafficking.



Coming in the Fall of 2014

Our next “In Community” workshop, slated for Fall 2014, will focus on religion in the workplace. The event will be posted on our website as soon as details are available. For more information on our “In Community” series, or to be added to our “In Community mailing list, please contact Kevin Roy at kroy@goodwin.com.

UConn Law School’s Diversity Week 2014



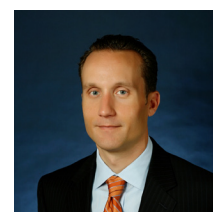
For the second year in a row, Shipman & Goodwin was the sole law firm sponsor of the University of Connecticut

School of Law’s Diversity Week which took place March 24 - March 28. This celebration, organized by the University of Connecticut School of Law Student Bar Association’s Diversity Committee highlighted diversity initiatives at the law school and in the state’s legal community, and explored diversity of ethnicity, gender, politics, disability status and religion.

Presenters included advocates in the legal community, area law school professors and guest lecturers. The week’s highlights included a keynote address by Suzan Johnson Cook, the first African-American woman to serve as the United States Ambassador-at-Large for International Religious Freedom.

Lawyer’s Collaborative for Diversity (LCD) Appointment

Gabe Jiran, a Partner in the Firm’s Labor and Employment practice group, has been elected to serve as Vice President/President-Elect of the Lawyers Collaborative for Diversity (LCD).



Gabe Jiran

Gabe has long served on LCD’s Board of Directors and has participated in many of its programs, including serving as a mentor to law students of color through the organization’s mentorship program. LCD was formed to make Connecticut a more attractive place for lawyers of color and women to practice law by uniting the resources, energy and commitment of Connecticut’s leading law firms, corporations, public sector entities, law schools and state bar associations.

The organization, which Shipman & Goodwin has been involved in since its inception in 2003, is committed to increasing the recruitment, retention and advancement of lawyers of color and women.

MENTORING

Law Day Provides Students an Inside View of Law

On May 2, 2014, high school students learned firsthand about the legal profession at Shipman & Goodwin LLP's Law Day 2014, an annual event designed to give students from diverse backgrounds an inside view of life at a law firm. (Law Day is observed nationally each year to celebrate a commitment to the law, with activities sponsored by bar associations, courts, and schools.)

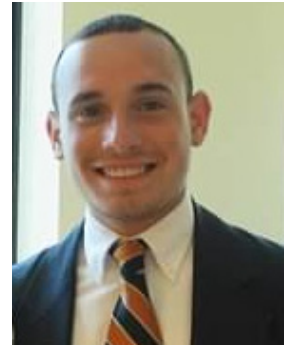
Students from Bloomfield High School and Hartford's Capital Preparatory Magnet School were treated to a "behind the bench" tour of the Connecticut Supreme Court. They also participated with lawyers, paralegals and administrative staff in panel discussions about career possibilities in the law and related fields. A dialogue, centered on students' rights, generated a great deal of curiosity as students explored real-life scenarios such as free speech versus freedom of expression and searches of students and their property.

Hartford Capital Preparatory Magnet School Internship

For the past four years, Shipman & Goodwin has partnered with Hartford's Capital Preparatory Magnet School to afford a diverse high school senior the opportunity to spend two mornings per week at the firm.

Over the course of the winter and spring, the intern learns about different areas of the law, interacts with practitioners and further develops legal reasoning, written and oral communication skills.

Our 2014 intern, Kevin Rivera, is pictured at right. Kevin is now attending Central Connecticut State University.



Just the Beginning Foundation's Summer Legal Institute

In conjunction with the Just the Beginning—A Pipeline Organization's ("JTB-APO") Springfield Summer Legal Institute which is sponsored by MassMutual, several Shipman & Goodwin attorneys, including **Chris Cahill, Mark Ostrowski, Harrison Smith, Latonia Williams** and **Julia Zajac** spent a morning in July at The Hartford providing coaching and advice to nearly forty high school students from Springfield, Massachusetts area schools. The attorneys, along with attorneys from The Hartford and several other organizations, provided suggestions and tips on how to prepare for an oral argument. Students had the opportunity to practice their appellate arguments and to obtain feedback on their performance.

Additionally, several of these attorneys attended a networking reception at MassMutual where they met with students in the program and helped the students to work on their networking and social skills. This is the second year that Shipman & Goodwin attorneys have volunteered with the Summer Legal Institute. The JTB-APO's Summer Legal Institute is a free legal immersion program dedicated to developing and nurturing interest in the law among high school students from varied socioeconomic, ethnic and cultural backgrounds underrepresented in the legal profession and to making a legal or judicial career more accessible. The Institute introduces students to basic legal concepts, develops their analytical and critical thinking skills, and provides opportunities for students to hone their public speaking and professional networking skills.

Diversity Committee

Scott Murphy, Managing Partner

Leander Dolphin

Maria Drag

Alfredo Fernandez

Susan Freedman

Stephen Gellman

Alex Hwang

Gabe Jiran

Sarah McGinley

Greg Mokodean

Sandy Olearcek

Maria Ramsay

Jessica Ritter

Lori Romano

Bill Ronalter

Kevin Roy, Committee Chair

Daniel Schwartz

Robert Simpson

Megan Tenney

Lyn Walker

Suzanne Warnery

Latonia Williams

If you have questions about our firm or our Diversity initiatives, please feel free to contact Kevin M. Roy, Chair. Kevin may be reached at (860) 251-5162 or you may email him at kroy@goodwin.com.

For a complete list of diversity events/sponsorships, visit www.shipmangoodwin.com/diversityevents or scan the QR code.

