

Second Annual Forum

Best Practices for
DEVELOPING
and **RETAINING**
WOMEN LEADERS
IN THE LEGAL
PROFESSION

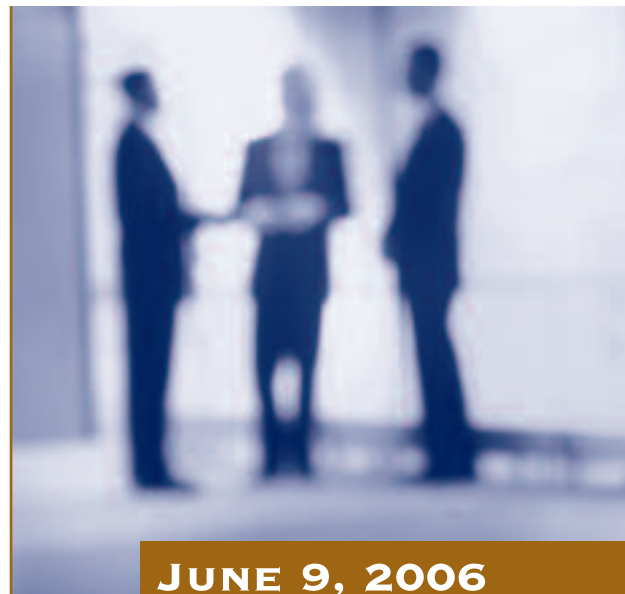
FEATURING KEYNOTE SPEAKER

Lauren Stiller Rikleén

author of

*ENDING THE GAUNTLET: Removing
Barriers to Women's Success in the Law*

... With a faculty drawn from some
of the nation's leading corporations, law
firms and diversity consulting firms



JUNE 9, 2006
NEW YORK CITY
FLATOTEL

- ✦ The New Rules for Getting Business – Women in Key Roles in Client Engagements
- ✦ Developing Effective Strategies to Recruit, Retain and Promote Women
- ✦ What Really Works – and What's Next

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“Promoting women’s legal careers is not just a matter of good-will or high-mindedness. It’s also a winning business strategy.”

THE NEW YORK TIMES, MARCH 19, 2006

Recruitment and retention of top talent at the partner and associate levels is key to the success of law firms. But, the pool of current and future talent in the legal profession is shrinking relative to demand. The reasons include:

- ✦ Law school applications, while up slightly recently, are significantly below numbers 20 years ago.
- ✦ Modest increases in law school graduates have not kept pace with exponential growth in demand for quality lawyers.

On top of this, there are labor shortages predicted over the next ten years based on Bureau of Labor statistics.

At the same time, the role of women could not be more important:

- ✦ Seventy percent of law school graduates in the next five years will be women and/or minorities.
- ✦ Major corporations are increasingly demanding diversity within the ranks of those advising them.

It is more critical than ever to attract and promote women to become partners and leaders in law firms and corporations. Firms have established women’s and other diversity initiatives and yet, women still leave in droves. Despite countless efforts in this area, many firms feel they are not stemming the exodus. This program will focus on what is causing this exodus, what law firms and other organizations are doing about it and what else needs to be done. *What steps can your firm take now to begin to recruit, retain and develop women successfully?*

Now in its second year, this pioneering forum for law firms and corporate law departments will take the lessons learned from extensive research and identify and examine the best practices that companies and firms have implemented for keeping and promoting women.

WHO SHOULD ATTEND: FIRM CHAIRS ❖ MANAGING PARTNERS ❖ RECRUITMENT PARTNERS ❖ HIRING PARTNERS ❖ EXECUTIVE COMMITTEE MEMBERS ❖ PROFESSIONAL DEVELOPMENT DIRECTORS ❖ DIVERSITY COMMITTEE MEMBERS ❖ WOMEN’S INITIATIVE COMMITTEE MEMBERS

Learn from the organizations that have been successful in creating an environment where women thrive and become leaders including major corporations, law firms and other professional firms.

Hear from the clients in leading legal departments and business divisions of companies such as DuPont and Schering-Plough about their hiring based upon diverse teams of outside counsel.

Understand the lessons learned by the nation’s leading experts in workplace diversity as they have worked with various organizations in implementing diversity strategies. Hear what they have found works — and doesn’t work.

Learn from the work of Lauren Stiller Rikleen, author of the recently released *ENDING THE GAUNTLET: Removing Barriers to Women’s Success in the Law*, a book about the business of law, the revolutionary changes that have taken place in the legal profession in the past two decades, and the failure of law firms to retain, recognize, reward, and promote women attorneys—even as the firms’ need for talented lawyers has dramatically increased.

INCLUDED WITH YOUR REGISTRATION—

ENDING THE GAUNTLET: Removing Barriers to Women’s Success in the Law
By Lauren Stiller Rikleen



With your registration, you will receive a copy of this pioneering new book by Lauren Stiller Rikleen, a senior partner with the Worcester, MA firm of Bowditch & Dewey. In her book, Ms. Rikleen details the hurdles facing female lawyers and what steps firms can take to remove them.

PROGRAM HIGHLIGHTS

9:00 AM – 5:30 PM, including Luncheon ♦ 5:30 PM – 6:30 PM, Networking Reception

INTRODUCTION TO CONFERENCE

*Program Chair: Susan Raridon Lambreth
Vice President
Hildebrandt International*

SESSION I THE NEW RULES FOR GETTING BUSINESS – “DIVERSITY RULES”

- ✦ General Counsels’ Views of the Roles of Women in Law Firm Leadership
- ✦ Law Departments as Role Models – How They Recruit and Retain Top Female Talent

*Moderator: Susan Webster
Cravath, Swaine & Moore LLP
New York City*

*Speakers: Janine M. Dascenzo
Managing Counsel, Legal Operations
General Electric Company
Fairfield, CT*

*Thomas Sabatino, Jr.
Executive Vice President and
General Counsel, Schering-Plough
Kenilworth, NJ*

*Thomas L. Sager
Vice President and
Assistant General Counsel, DuPont
Wilmington, DE*

SESSION II DEVELOPING EFFECTIVE STRATEGIES TO RECRUIT, RETAIN AND PROMOTE WOMEN

- ✦ Understanding the Environment for Women to Succeed in Today’s Law Firm
- ✦ Emerging Diversity Challenges
- ✦ Changing Expectations for Women Lawyers in Gen X and Gen Y
- ✦ Changing the Models of Success to Maximize Long-Term Engagement of Women and Minimize Stress and Attrition
- ✦ Using Medical Research on Gender Differences to Advance and Retain Women Lawyers

- ✦ Understanding the Historic Stumbling Blocks for Women; Networking and Providing Strategies to Overcome Them
- ✦ The Economic Case for Flex-Time and Part-Time Lawyering

*Moderator: Susan Raridon Lambreth
Vice President
Hildebrandt International*

*Speakers: Deborah Epstein Henry
Founder/President
Flex-Time Lawyers LLC
Philadelphia/New York City*

*Arin Reeves
Principal Consultant
The Athens Group, Inc.
and President, Women’s
Networking Community
Chicago*

*Karen Kahn Wilson
President, Women Centric Enterprises
Westport, CT*

LUNCHEON AND KEYNOTE: CREATING A WORK ENVIRONMENT AND CULTURE FOR WOMEN TO SUCCEED

- ✦ What firm leaders must do to remain competitive in recruiting, retaining and advancing women and how they can ensure that their workplaces are doing all that can be done to facilitate success.

*Speaker: Lauren Stiller Rikleen, author of
Ending the Gauntlet: Removing
Barriers to Women’s Success in the
Law, Bowditch & Dewey*

SESSION III WHAT REALLY WORKS – AND WHAT’S NEXT

- ✦ Innovative Approaches to the Workplace – from Law Firms, Law Departments and other Professional Service Firms
- ✦ Changing Perceptions and Culture Within Law Firms
- ✦ Practical Examples of Programs at Work

*Moderator: Susan Raridon Lambreth
Vice President
Hildebrandt Institute*

SESSION III, CONT'D

Speakers: **Carole Aciman**
President, National Conference of
Women's Bar Associations
Counsel, Hughes Hubbard & Reed LLP
New York City

Jay Cohen
Partner, Paul, Weiss, Rifkind, Wharton
& Garrison LLP
New York City

Roberta A. Kaplan
Partner, Paul, Weiss, Rifkind, Wharton
& Garrison LLP
New York City

Wendy C. Schmidt
Principal
Deloitte & Touche USA LLP
New York City

Harry P. Trueheart, III
Chairman, CEO and
Co-managing Partner
Nixon Peabody LLP
New York City

NETWORKING RECEPTION

5:30 PM – 6:30 PM

ABOUT THE FACULTY

CAROLE ACIMAN is Counsel at Hughes Hubbard & Reed LLP and President of the National Conference of Women's Bar Associations. She was selected by peers to be included in *Best Lawyers of America*, and *The New York Area's Best Lawyers; Who's Who in America*, 60th Diamond Edition (2005-06) and *Who's Who in American Law*, 14th Edition (2005-06).

JAY COHEN is a partner in the Litigation Department of Paul, Weiss, Rifkind, Wharton & Garrison LLP in New York City and a member of the firm's Management Committee. In 2005 and 2006, he was selected as one of New York's leading lawyers by the peer review organization Best Lawyers in America. He is recognized for his extensive trial experience, particularly with regard to antitrust, securities, intellectual property and other commercial disputes. He chairs the firm's Legal Personnel Committee.

JANINE M. DASCENZO is Managing Counsel, Legal Operations at General Electric Company in Fairfield, CT. She joined GE in 1998 from Squire Sanders & Dempsey in Columbus, OH. She began her career at GE in the GE Aircraft Engines litigation group and served as General Counsel of GE Fanuc Automation before assuming her current role.

DEBORAH EPSTEIN HENRY is Founder and President of Flex-Time Lawyers LLC in Philadelphia and New York City and Of Counsel to the law firm of Schnader Harrison Segal & Lewis LLP in Philadelphia. She focuses on the issues of work/life balance and attorney retention, with a particular emphasis on retaining and promoting women lawyers.

ROBERTA A. KAPLAN is a partner with Paul, Weiss, Rifkind, Wharton & Garrison LLP in New York City. Named by the *National Law Journal* as one of the "40 under 40" leading lawyers across the country, she has served as lead counsel for the California Public Utilities Commission in litigation arising from the California energy crisis and in a pro bono case challenging New York state's ban on same-sex marriage. She chairs the firm's Women's Initiatives Committee.

SUSAN RARIDON LAMBRETH is a Vice President with Hildebrandt International. She has her J.D. and M.B.A. She also has over 21 years of experience as a consultant to the legal profession, specializing in leadership, practice management and strategic issues affecting the future of law firms and the legal profession.

ARIN REEVES is a principal consultant, speaker and trainer with The Athens Group, Inc. in Chicago. She specializes in the areas of gender and diversity issues, effective communication, change management and conflict resolution. She also serves as the President of the Women's Networking Community.

LAUREN STILLER RIKLEEN is a senior partner at Bowditch & Dewey LLP in Framingham, MA. She has been recognized in *Chambers USA America's Leading Business Lawyers*, *The Best Lawyers in America*, as one of the "Top 50" woman attorneys in Massachusetts. In 2005, she was appointed to the American Bar

Association's Commission on Women in the Profession. She is also a founding member of the Council for Women of Boston College.

THOMAS J. SABATINO JR. is Executive Vice President and General Counsel of Schering-Plough Corporation in Kenilworth, NJ. He is responsible for overseeing the legal operations of the company including formulating corporate legal policy and supervising inside and outside counsel and directing corporate activities pertaining to corporate communications, federal legislation, government relations, community affairs and corporate security.

THOMAS L. SAGER is Vice President and Assistant General Counsel of DuPont in Wilmington, DE. He also serves as the Chief Litigation Counsel. He helped pioneer the company's Convergence and Law Firm Partnering Program and continues to have oversight responsibility. Among many honors, the Minority Corporate Counsel Association awarded him the first "The Thomas L. Sager Award" in recognition of his individual efforts and achievement to promote diversity in the legal profession.

WENDY C. SCHMIDT is a principal with Deloitte & Touche USA LLP in New York City. She is the national leader of the Business Intelligence Services practice. Her work includes sensitive investigative due diligence for financial and strategic buyers in domestic and international transactions. She is a frequent contributing author to legal publications and speaker on legal topics.

HARRY P. TRUEHEART, III is Chairman, CEO and Co-managing Partner of the law firm Nixon Peabody LLP in New York City. He is principally involved in business, commercial, technical and construction-related litigation in federal and state courts in various jurisdictions and national and international arbitration.

SUSAN WEBSTER is a partner at the law firm of Cravath, Swaine & Moore LLP in New York City where she is a member of the firm's corporate law department. Her practice is diverse and she has extensive experience in mergers and acquisitions, joint ventures and securities offerings.

KAREN KAHN WILSON is President of Women Centric Enterprises in Westport, CT. She focuses on applying state-of-the-art research on women's psychology to the business world and developing best practices for promoting and retaining women in law firms and corporations.

AN IMPORTANT RESOURCE



The Hildebrandt Handbook of Law Firm Management draws on the extensive collective experience of the consultants of Hildebrandt International to address the key management issues and leadership challenges confronting law firms in today's rapidly changing market environment.

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RR DONNELLEY is integral to the capital raising and regulatory processes worldwide. We help corporations, securities law firms and investment banks create, manage, produce and deliver transaction and compliance documents. We add value through highly personalized and around-the-clock service, single-source solutions, deal management, worldwide regulatory expertise, a global reach, client education, and insight that comes from a history of experience and achievement. We publish the website REALCORPORATELAWYER.COM, a comprehensive resource site for corporate and securities lawyers.

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ABOUT THE MEDIA PARTNER:

THE NATIONAL CONFERENCE OF WOMEN'S BAR ASSOCIATIONS (NCWBA) is an organization of women's bar associations, for women's bar associations, with approximately 60 women's bar associations and bar sections in 36 states representing approximately 35,000 women lawyers. It serves as a vehicle for the exchange and dissemination of information and ideas among women's bar associations and women's bar sections of local and statewide bar associations. The organization is dedicated to advancing and protecting the interest of women attorneys in achieving full participation in all the rights, privileges, and benefits of the legal profession, and to promoting the advancement of women in society and in the administration of justice. For more information about the organization, please contact Executive Director Pam Nicholson at pnicholson@ncwba.org or 503-657-3813 or visit the NCWBA website at www.ncwba.org.



ABOUT THE PROGRAM DEVELOPER:

THE HILDEBRANDT INSTITUTE, a division of Hildebrandt International, provides leadership development programs and interactive workshops tailored to meet the needs of a broad array of law firm and other professional service leaders. The Hildebrandt Institute also offers custom programs, which are highly focused professional development sessions that address a firm's specific challenges, opportunities and issues. The Institute's programs, some of which are offered in concert with George Washington University, are distinguished by the outstanding professional and academic backgrounds of its faculty, which includes senior law firm managers, renowned academics, the most experienced consultants in the legal industry and distinguished experts from associated fields. Hildebrandt is a Thomson company.



Let those who hope to lead

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REGISTRATION **SPACE IS LIMITED, AND WE ANTICIPATE STRONG INTEREST IN THIS CONFERENCE.**

FEES AND PAYMENT POLICY: The registration fee of \$1095 includes the conference, course materials, Ending the Gauntlet by Lauren Stiller Rikleen, breakfast, luncheon and reception. Make checks payable to West. All payments must be received prior to the start of the conference.

CANCELLATIONS AND CHANGES: Cancellations received by 9:00 a.m., May 26, 2006 will be accepted, and a full refund will be made — less a \$95.00 processing fee. Attendee substitutions for this conference may be made at any time. These substitutions are not transferable to other conferences. Cancellations received less than 2 weeks before the event will be credited towards another seminar less the administrative charge of \$95.00. If no cancellation or substitution is made by the event date, we will credit the payment towards another seminar less an administrative charge of \$295.00. Seminars are held subject to enrollment. Dates, venue and program details are based on information available upon publication of this invitation, and may be subject to change. In the event of a conference cancellation, Legalworks will make a full refund of any registration fees paid, but assumes no liability for non-refundable transportation costs, hotel accommodations or additional costs incurred by registrants.

COURSE MATERIALS: A comprehensive set of printed and bound materials containing outlines, background information and articles will be provided for each

registrant. The handbook is available in print for only \$115.

CONTINUING EDUCATION CREDIT: States have widely varying regulations regarding Continuing Education credit. Certificates of Attendance are available at conference registration. Please contact Legalworks for more information concerning approval.

Financial Assistance is available in the event of hardship. Call for details.

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CONFERENCE LOCATION AND HOTEL ACCOMMODATIONS: The conference will be held at the Flatotel, 135 West 52nd Street, New York, NY 10019. Telephone: 212-887-9400. Room Rates: \$299. Be sure to mention you are attending the Hildebrandt/West Legalworks Conference to obtain our group rate.

NO TAPE RECORDING PERMITTED.

For more information or to register, call: 800.308.1700 or visit: www.thomsonlegalworks.com

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JUNE 9, 2006
NEW YORK CITY • FLATOTEL

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Web: www.thomsonlegalworks.com

(All Members of the National Conference for Women Bar Associates will receive a 10% discount to the event. Please check box if you are a Member.)

Yes, I am a Member of the NCWBA.

REGISTRATION

(Please mention Source Code A6BX when you register.)

- YES!** Please register me for *Best Practices for Developing and Retaining Women Leaders in the Legal Profession*, June 9, 2006, New York City, Flatotel.
Code # 40508597\$1095

PUBLICATIONS

- I wish to purchase the Course Handbook when it is published.
Code # 40508701\$115
- I wish to purchase the *Hildebrandt Handbook of Law Firm Management*.
Code # 40418421\$170
- I wish to purchase *ENDING THE GAUNTLET: Removing Barriers to Women's Success in the Law*, by Lauren Stiller Rikleen.
Code # 40486741\$25

AUDIORECORDINGS

- I wish to purchase the Audiorecordings of the conference, including course book.
Code # 40508702\$460

Organization: _____

Attendee Name(s): _____

Title: _____

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