

Leadership Council on Legal Diversity

2014 Fellows Second Meeting

September 17-19, 2014
Arizona Biltmore
Phoenix, AZ



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

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LCLD 2014 Fellows Second Meeting: Agenda

September 17, 2014

- 4:30 - 5:00 PM**
Frank Lloyd Wright
Salon GHI
Welcome
Gary L. Sasso, President and CEO, Carlton Fields Jordan Burt, and LCLD Board Member
- 5:00 - 6:00 PM**
Accountability Partner Exercise
- 6:15 - 9:00 PM**
Gold Room & Patio
Welcome Reception

September 18, 2014

- 6:00 - 7:00 AM**
Paradise Garden
Morning Yoga
Fellows have the option to attend a group yoga class to start their day.
- 7:30 - 8:30 AM**
MacArthur Foyer
Breakfast with LCLD Members
- 8:45 - 10:45 AM**
Frank Lloyd Wright
Salon GHI
Covering
Kenji Yoshino, Chief Justice Earl Warren Professor of Constitutional Law, New York University School of Law
Christie Smith, Ph.D., Regional Managing Principal, Consulting, and Managing Partner, Deloitte University Leadership Center for Inclusion, Deloitte, LLP
- Yoshino and Smith will present their findings on the behavior known as “covering”—the tendency of individuals to manage or downplay their differences, often at great cost to both themselves and their employers.
- 10:45 - 11:45 AM**
Frank Lloyd Wright
Salon GHI
Jumbo Shrimp, Genuine Naugahyde, and Optimistic Lawyers: What can the psychology of resilience teach us about improving lawyer performance?
Larry Richard, Ph.D., President, LawyerBrain LLC
- Lawyers are famous for being negative—cynical, skeptical, pessimistic, and risk-averse. While contributing to excellence in the practice of law, these qualities magnify the damaging psychological consequences of change and uncertainty. This seminar introduces participants to recent breakthrough scientific principles of human behavior, and shows how lawyers can use them to stress-proof themselves in turbulent times.
- 12:00 - 1:00 PM**
MacArthur 4, 5, 6 & 7
Lunch with LCLD Members
- 1:15 PM**
Squaw Peak Terrace
Group Photograph on Squaw Peak Terrace

September 18, 2014 (Continued)

1:30 - 3:30 PM

Networking Break

3:30 - 5:30 PM

Frank Lloyd Wright
Salons A, B, C, D, G,
H, I & J

Breakout Sessions: Improved Visibility = Increased Marketability

Susan L. Blount, Prudential Financial, Inc., and LCLD Board Member
John J. Bouma, Snell & Wilmer LLP
Alan N. Braverman, The Walt Disney Company
Dennis J. Broderick, Macy's, Inc., and LCLD Board At-Large Vice President
Michael J. Harrington, Eli Lilly and Company
Brett J. Hart, United Airlines, Inc., and LCLD Board Treasurer
Kimberly Leach Johnson, Quarles & Brady LLP
Denise F. Keane, Altria Group, Inc., and LCLD Board Member
Jorge A. Mestre, Rivero Mestre LLP
Harriet Mountcastle-Walsh, Honeywell Aerospace
Chuck Riley, Lane Powell, PC
Karen Roberts, Wal-Mart Stores, Inc., and LCLD Board Member
Gary L. Sasso, Carlton Fields Jordan Burt, and LCLD Board Member
Vincent A. F. Sergi, Katten Muchin Rosenman LLP
Laura Stein, The Clorox Company, and LCLD Board Chair-Elect
Linda M. Szymanski, Shell Oil Company

LCLD Member general counsel and managing partners will share true stories of their path to leadership in small group sessions. Designed to provide specific guidance to Fellows for improving their visibility and marketability within their firms or corporations, speakers will provide concrete examples of the positive qualities they seek out in future leaders. Speakers are encouraged to share personal stories of disappointment, setbacks, and stumbles they encountered along the road and candidly discuss how they cultivated resilience to come through stronger than before.

This session will look at how these leaders make difficult decisions, what everyday habits they nurture, how they manage the delicate balance between work, family, and community commitments, and provide tips that Fellows can use to learn to successfully do these things, too. Ample time for Fellows to ask question will be provided.

5:30 - 6:00 PM

Break

6:00 - 9:00 PM

Conference Center
Bus Parking Area

Dinner: Dine-Arounds

Dine-Arounds are at the Fellows' expense. Buses will depart **promptly at 6:00 pm** from the Bus Parking area in front of the Conference Center. **Promptly at 9:00 pm**, buses will depart from the restaurant hub area to return to the Arizona Biltmore.

9:30 - 11:30 PM

Paradise Garden

Dessert Reception

A delicious opportunity to connect with each other. Casual, resort attire.

September 19, 2014

6:00 - 7:00 AM

Paradise Garden

Morning Yoga

Fellows have the option to attend a group yoga class to start their day.

September 19, 2014 (Continued)

8:00 - 8:45 AM

Frank Lloyd Wright
Salon EF

Breakfast

9:00 - 10:30 AM

Frank Lloyd Wright
Salon EF

Career Pathways

Honorable Marta M. Chou, Fourth Judicial District Court Judge of Minnesota, and 2012 LCLD Fellow
Vanessa Allen Sutherland, Chief Counsel, Pipeline and Hazardous Material Safety Administration, U.S. Department of Transportation, and 2011 LCLD Fellow

The LCLD Fellows Program is designed to provide mid-career attorneys with insight and inspiration into leadership oriented career paths. This panel of distinguished guests will discuss their career paths, and the decisions they've made in designing their career trajectory.

10:30 AM - 12:00 PM

Frank Lloyd Wright
Salon EF

Executive Presence Defined

Tim Gluszak, Senior Manager, Learning & Development, Global Diversity & Inclusion, General Mills, Inc.

Executive presence is undoubtedly elusive. It is discussed in board rooms and compensation meetings, and like obscenity, we know it when we see it. However, we have struggled to define it until now.

12:00 PM

Frank Lloyd Wright
Salon EF

Wrap-Up & Adjourn

Lori L. Lorenzo, Program Director, LCLD

LCLD 2014 Fellows Second Meeting: Speakers



Susan L. Blount is Executive Vice President and General Counsel, Law, Compliance, Business Ethics, and External Affairs, at Prudential Financial, Inc., responsible for the company's 700-person global Law, Compliance, Business Ethics, and External Affairs departments. She is also a member of Prudential's Office of the Chairman group and Senior Management Committee.

Blount assumed the role of general counsel in 2005 and was promoted to executive vice president in June 2013. She joined Prudential in 1985. Prior to being named general counsel, she held a variety of leadership positions, including chief counsel for the Investment Division and vice president and secretary when the company demutualized in 2001.

Blount is active in the community and the legal profession. She serves on the board of Montclair State University, the second largest university in New Jersey. She also serves on the board of trustees of the University of Texas Law School Foundation, the Leadership Council for Legal Diversity, and the Association of Corporate Counsel.

Under Blount's leadership, Prudential's Law Department has been recognized among the "Most Innovative Law Departments" by the *Financial Times*, an "Employer of Choice" by the Minority Corporate Counsel Association, a "Legal Department of the Year" by the *New Jersey Law Journal*, and the "Corporate Law Department of the Year" by the New Jersey Hispanic Bar Association. It also received special recognition by the New York City Bar Association's Committee on the Recruitment and Retention.

Prior to joining Prudential, Blount was an associate at the law firm of Kirkland & Ellis. She graduated from The University of Texas at Austin with a Bachelor of Arts degree in history and a Juris Doctor degree with honors.



John J. Bouma is the Chairman of Snell & Wilmer. His practice emphasizes complex business litigation, including antitrust and legal malpractice defense.

Bouma has been included in annual editions of *Best Lawyers in America* consecutively for the 31 years it has been published, *Southwest Super Lawyers* every year since 2007, and *Lawdragon* "Top 500 Leading Lawyers in America." He is a Fellow of the American College of Trial Lawyers. *The National Law Journal* has named Bouma one of the "100 Most Influential Lawyers in America." From 1986 to 2006, Bouma was a member of the Board of Directors of ALAS, the professional liability insurer for many of the country's large law firms. During 2003, 2004, and 2005, he served as chairman of that board.

Bouma has served as president of the Phoenix Association of Defense Counsel, the Maricopa County Bar, the State Bar of Arizona, the Arizona Bar Foundation, the Western States Bar, and the National Conference of Bar Presidents. He has served the American Bar Association (ABA) as a member of the Board of Governors and a member of the ABA House of Delegates.

Bouma has served as president of the Phoenix Art Museum and the Arizona Opera. He currently serves on the Boards of Directors for the Phoenix Art Museum, the Valley of the Sun United Way, and Greater Phoenix Leadership. Bouma is a co-founder of the Arizona Equal Justice Campaign, Wildlife For Tomorrow, and the Partnership for a Drug-Free America, Arizona Chapter.

Bouma has been described as the "gentle giant of the litigation Bar." Contemporaries marvel at his "incredible ability to manage cases" ...while more junior lawyers cite him as a tremendous influence, particularly for his strategic skills and effective, low-key style. (*Chambers USA: America's Leading Lawyers for Business*, 2006)



Alan N. Braverman was named Executive Vice President and General Counsel of The Walt Disney Company in January 2003. He was promoted to Senior Executive Vice President and General Counsel of The Walt Disney Company in October 2003 and appointed Secretary in October 2005. In his position, Braverman is the chief legal officer of the company and oversees all aspects of Disney's legal affairs and governmental relations around the world. He reports directly to Bob Iger, Disney's Chairman and Chief Executive Officer.

Prior to its acquisition by Disney in 1996, Braverman served as senior vice president and general counsel at ABC, Inc. He joined ABC, Inc. in November 1993. In his positions with ABC, Inc., Braverman had broad responsibilities for the corporation's legal affairs and its governmental relations and, until he became general counsel of Disney, Braverman served as executive vice president and general counsel, ABC, Inc., and deputy general counsel, The Walt Disney Company.

Braverman joined Capital Cities/ABC, Inc. from the Washington, D.C. law firm of Wilmer, Cutler & Pickering, where he started in 1976. He became a partner in 1983, specializing in complex commercial and administrative litigation. Before joining Wilmer, Cutler & Pickering, Braverman was a law clerk to the Honorable Thomas W. Pomeroy, Jr., Justice, Pennsylvania Supreme Court.

Braverman, a native of Boston, Massachusetts, received a B.A. degree from Brandeis University in 1969 and subsequently worked for two years as a Vista volunteer in Gary, Indiana. In 1975, he received a J.D. degree *summa cum laude* from Duquesne University in Pittsburgh, where he was also editor-in-chief of the Law Review.



Dennis J. Broderick is Executive Vice President, General Counsel, and Secretary of Macy's, Inc. (formerly Federated Department Stores, Inc.), a position to which he was elected in May 2009.

Broderick joined the company in 1987 when he was appointed vice president and deputy general counsel. He was named senior vice president and general counsel in 1990 and secretary in 1993.

Before joining Macy's, Broderick was assistant general counsel at The Firestone Tire & Rubber Co. in Akron, Ohio. Prior to that, he practiced with the law firm of Hahn, Loeser, Freedhaim, Dean & Wellman (now Hahn, Loeser & Parks) in Cleveland, Ohio.

Broderick is At Large Vice President of the Leadership Council on Legal Diversity Board of Directors and a member of the CBA-BLAC Roundtable. He is a former member of the Cincinnati Symphony Board of Trustees.

A native of Pittsburgh, Broderick is a graduate of the University of Notre Dame. He earned his law degree from the Georgetown University Law Center in 1976. He lives in the Cincinnati area.



Judge Marta M. Chou is a 1999 graduate of Michigan State University and a 2003 graduate of the University of Wisconsin Law School. She was appointed to the State of Minnesota's Fourth Judicial District Court by Governor Mark Dayton on February 3, 2014 and serves in the criminal division.

Judge Chou was previously an attorney with the law firms of Robins, Kaplan, Miller & Ciresi LLP and Barnes & Thornburg LLP. She practiced in the areas of business and intellectual property litigation representing corporations in such industries as home appliances, medical device, food and grocery, and personal care. She also represented *pro bono* clients in juvenile and family law matters. Judge Chou has been an adjunct professor of advanced advocacy courses at the William Mitchell College of Law in St. Paul, Minnesota.

As an attorney, Judge Chou was recognized as a “Super Lawyer” and “Rising Star” by *Minnesota Super Lawyers*, an “Up and Coming Attorney” by *Minnesota Lawyer*, one of “25 on the Rise” by the Hispanic Chamber of Commerce of Minnesota, and is a recipient of the Diversity in Business award by the *Minneapolis-St. Paul Business Journal*.

Judge Chou is a long-time advocate of diversity within the legal profession. She has served as chair of the Diversity Committee of the Minnesota State Bar Association, as co-chair of the Professional Development Committee of Twin Cities Diversity in Practice, and is a member of the Hispanic National Bar Association, the Minnesota Hispanic Bar Association, and Minnesota Women Lawyers. She is a founding board member of the Minnesota Mother Attorneys Association, and was a Fellow with the Leadership Council on Legal Diversity (2012).

Judge Chou sits on many community boards including COMPAS (Community Programs in the Arts) and the Hennepin County Bar Foundation.

She is married and the mother of three young children.



Tim Gluszak is the Senior Manager, Learning and Development, in Global Inclusion & Staffing at General Mills, Inc. In this role, Gluszak partners with the employee networks and functional inclusion councils to provide best-in-class learning and development while driving winning performance.

Gluszak started his career with General Mills in 1991 as a process development engineer. During his 13 year R&D career at General Mills, Gluszak worked on various new product launches and product improvements including international products. His final assignments as a senior R&D manager included R&D responsibility for North Asia in the International Division and General Mills Canada. In 2005, Gluszak transferred to Human Resources as a recruiting manager. Gluszak led a team that successfully recruited experienced hires for all corporate functions at the World Headquarters. In 2009, Gluszak transferred to the ITQ organization where he provided HR support to the Baked Goods Platform, Bell Institute of Health and Nutrition, Brands on the Go, and International teams.

He holds a master’s degree in psychology from Alfred Adler Graduate School, a master’s degree in chemical engineering from the University of Wisconsin, Madison, and a bachelor’s degree in chemical engineering from the University at Buffalo.

Gluszak recently rejoined the board for the Domestic Abuse Project (DAP) and is a former board member of Cornerstone Advocacy Services, Headway Emotional Health Services, and past chair of the board for DAP.



Michael J. Harrington became Senior Vice President and General Counsel for Eli Lilly and Company in January 2013 and is a member of the company’s Executive Committee.

Prior to taking this position, Harrington served as vice president and deputy general counsel, global pharmaceutical operations. In this capacity, he was responsible for legal issues related to Eli Lilly and Company’s five global business units (Animal Health, Bio-Medicines, Diabetes, Emerging Markets, and Oncology). Since joining Lilly in 1991 as an attorney in product liability litigation, Harrington has served in a number of other business and legal positions with Lilly including managing director of Eli Lilly New Zealand and as general counsel for Lilly’s operations in the Asia Pacific region.

Born in Evanston, Illinois, Harrington received his Bachelor of Arts degree in English in 1985 from Albion College. He received his law degree from the Columbia University School of Law in 1988. Prior to joining Lilly,

Harrington was a litigator at the law firm of Baker & Daniels in Indianapolis.

Harrington currently serves on the boards and executive committees of the Indiana Chamber of Commerce, Lawyers for Civil Justice, and the Indiana Repertory Theatre. He is also a member of the Board of Trustees and Executive Committee of Albion College, and a member of the board of the International School of Indiana.



Brett J. Hart is Executive Vice President, General Counsel, and Secretary for United Airlines, the world's leading airline. In this role, Hart is responsible for managing the company's legal and environmental affairs, regulatory and policy matters, and corporate real estate worldwide, reporting directly to Jeff Smisek, United Airlines' President and CEO.

Prior to joining United in 2010, Hart was executive vice president, general counsel, and corporate secretary at Sara Lee Corporation, where he directed global legal operations for the corporation. After joining Sara Lee in 2004 as assistant general counsel, Hart held positions of increasing responsibility including deputy general counsel and global compliance officer.

Prior to Sara Lee, Hart was a partner at Sonnenschein Nath & Rosenthal in Chicago. Before that, he served as special assistant to the general counsel at the U.S. Department of Treasury in Washington, D.C.

Hart is the Treasurer of the Leadership Council on Legal Diversity Board of Directors. Hart received his Bachelor of Arts degree in philosophy and English from the University of Michigan and a Juris Doctor degree from the University of Chicago Law School. He is married and has three sons.



Kimberly Leach Johnson, Chair of Quarles & Brady, is one of Southern Florida's most successful attorneys: a five-time "FIVE STAR: Best in Client Satisfaction Wealth ManagerSM," one of the "Top 50 Women" in *Florida Super Lawyers*, and one of *Florida Trend* magazine's "Florida Legal Elite," to mention but a few recognitions. For even higher praise, one need only speak directly with the many families and individuals whom she represents. From post-mortem tax-mitigation techniques, interpretation of trust documents, and corporate fiduciary advice to IRS audits, lifetime gift planning, and comprehensive document preparation, Johnson guides her clients through the processes of defining final wishes and seeing them through with confidence, confidentiality, and competence. A consummate financial manager and long-time elected member of Quarles & Brady's Executive Committee, Johnson now serves as chairperson of the 475-lawyer, AmLaw 200 firm that serves clients across the country. In addition to those leadership duties, she continues her active trusts & estates practice and is still there, every single day, for every last client.

Johnson is a graduate of Anderson College (B.S. in social work, 1977), of the University of Florida Levin College of Law (J.D., 1981), and of the University of Miami (M.M.L., 1982). Married for more than 30 years to Ken—another attorney, whom she met in law school—Johnson's three sons are now grown and enjoying successful careers of their own.



Denise F. Keane serves as Executive Vice President and General Counsel for Altria Group. In her role, she leads the company's Law department and the Corporate Secretary's office.

From May 1995 to December 1997, Keane served as senior vice president & general counsel for Philip Morris USA and later senior vice president, worldwide regulatory affairs, and associate general counsel for Philip Morris Companies.

Keane served as the senior vice president and general counsel for Philip Morris USA from 2001 until assuming her most recent position with Altria in 2008. She has engaged in the successful management of company litigation issues and has managed legal regulatory issues globally. During her career with the Altria family of companies, Keane has held various management and leadership positions.

Under her leadership, the company's Law department has been recognized several times for its efforts to promote diversity and inclusion within the legal profession. For example, in 2002 and 2011, the Minority Corporate Counsel Association presented Altria with its Employer of Choice Award. The following year, Altria received the *Financial Times'* Innovative Lawyer Award for its approach to diversity and training and development. Keane is also the 2013 recipient of *Inside Counsel* magazine's Sharing the Power Award and the Burton Award for Legal Achievement's Legend in Law Award.

She is a member of the American Bar Association (ABA) and is currently serving on the Commission on Women in the Profession. She is also the ABA Co-Chair of the Task Force on Gender Equity. In addition, Keane serves on the board of the Leadership Council on Legal Diversity.



Lori L. Lorenzo is the proud mom of four kids: Amanda, 12; Mark, 9; Kyle, 6; and Ethan, 4. In her role with the Leadership Council on Legal Diversity (LCLD), she is responsible for supporting LCLD's efforts to promote diversity and inclusion among Member organizations, developing and managing LCLD's strategic programs, and promoting understanding of legal diversity issues generally.

Lorenzo has published several articles and she is a frequent speaker on diversity with organizations including the American Bar Association, the National Association for Law Placement (NALP), and the Association for Legal Administrators. Lorenzo is the Chair of the Diversity and Inclusion Section of NALP, and a Diversity Fellow with the American Bar Association, Law Practice Management Section. She recently spearheaded the development of the first Safe Space Training program for law schools and legal employers in collaboration with the National LGBT Bar Association and the National Center for Lesbian Rights.

Lorenzo received her B.A. with honors from the University of Florida and her J.D. from Duke University School of Law. Before joining LCLD, Lorenzo practiced in structured finance and securitization, owned a martial arts company, and spent several years managing diversity initiatives for law schools.



Jorge A. Mestre engages exclusively in a commercial litigation practice, including international arbitration and litigation. In *Chambers USA*, he has been praised for "his strategic sense and creative thinking in critical litigation matters" and characterized as "a brilliant litigator with the creative edge; he sees a tactical advantage in what seems like an intractable problem."

Among his many high-stakes matters, Mestre successfully represented a Chevron attorney in a case that was part of the \$100 billion, 18-year litigation over Chevron's alleged environmental damage in the Amazon. As part of the defense, a series of U.S. discovery proceedings were commenced that ultimately resulted in the Second Circuit ordering the production of more than 600 hours of outtakes (the most ever ordered to be produced in U.S. history) from *Crude*, a film about the litigation. *The Wall Street Journal* has called the case the "Legal Fraud of the Century."

He currently represents six former directors and officers in *FDIC v. Stipes*. The lawsuit, measured by the alleged loss, is the third largest brought by the FDIC in the recent financial crisis. Although the insurer denied coverage based on the "Insured v. Insured" exception, the court ordered advancement of defense costs—the first such order in this banking crisis. Commentators have called the ruling "a significant victory for the

individual directors and officers who hoped to be able to rely on the D&O insurance policies. . .”

Mestre has litigated cases through trial in both federal district court and Florida state court and has handled appeals before numerous state and federal courts. He has also litigated domestic and international arbitration matters in both English and Spanish.

He has served in various leadership positions within the American Bar Association and is a member of the Board of Directors of the Hispanic National Bar Foundation. He is a member of the bars of Florida, New York, Washington, D.C., and many federal courts.



Harriet Mountcastle-Walsh was named Vice President & General Counsel for Honeywell Aerospace in May 2005. Based in Phoenix, Honeywell Aerospace is a \$15 billion strategic business group of Honeywell International. Mountcastle-Walsh leads the Law, Contracts & Export Compliance function—a staff of 280 legal, contracts, and international trade compliance professionals in 11 countries and 37 locations worldwide. She has focused the function on high impact service, cost efficiency, customer experience, and risk mitigation.

Before joining Honeywell, she was a partner in the D.C. law firm of Howrey, Simon, Arnold, & White. During eight years at Howrey, she specialized in complex litigation, contract administration, and compliance. Mountcastle-Walsh earned her Juris Doctor degree *cum laude* from Harvard Law School and graduated *summa cum laude* from Miami University in Oxford, Ohio, with a bachelor’s degree in economics and minors in political science and French. After receiving her undergraduate degree, she served as a White House intern for then Vice President George Bush. And, following law school, she was a law clerk for the Honorable Judge Eric G. Bruggink of the U.S. Federal Court of Claims.

Mountcastle-Walsh is active in the Arizona Women’s Leadership Forum and is Chairperson for Honeywell’s Political Action in Arizona. Mountcastle-Walsh has been recognized as one of *Diversity Journal’s* “2014 Women Worth Watching,” featured on the cover of Republic Media’s 2014 *Who’s Who in Business*, and recognized as one of the 2013 “25 Most Dynamic Women in Business” by *Phoenix Business Journal*. She also received a Certificate of Special Congressional Recognition in 2014 for her outstanding contribution to the community, and a Counsel of the Year award from Arizona Corporate Counsel in 2013.

Mountcastle-Walsh grew up on a small farm in Louisville, Ohio. She now lives in Scottsdale, Arizona with her husband and four children. She enjoys mentoring; being involved with her children’s sports and school activities; and taking time for yoga, spin, and weight conditioning.



Dr. Larry Richard is recognized as the leading expert on the psychology of lawyer behavior. He has advised dozens of Am Law 200 law firms on leadership; management; and related issues such as teams, change management, repairing dysfunctional behavior, talent selection, assessment, and other aspects of strategic talent management. Widely known as an expert on the lawyer personality, he has gathered personality data from thousands of lawyers. He is also widely known for his expertise in teaching lawyers how to build psychological resilience.

A graduate of the University of Pennsylvania Law School, Dr. Richard practiced law as a trial attorney for 10 years. He then earned a Ph.D. in psychology from Temple University. For more than 20 years, he has provided consulting services exclusively to the legal profession. Formerly with Altman Weil, and more recently with Hildebrandt, he recently launched his own consulting firm, LawyerBrain LLC, which focuses on improving lawyer performance through personality science.

His *What Makes Lawyers Tick?* blog is widely read by law firm leaders around the world. He is a frequent author and sought-after speaker on the use of positive psychology and applied behavioral science in helping law firms to succeed.



Chuck Riley is the Vice President of Lane Powell and Chair of the firm's Trusts and Estates Group. Beginning January 1, 2015, Riley will be the President of the firm (firm-wide managing partner).

Riley has practiced exclusively in the trusts and estates area since his admission to the Bar in 1987. His practice focuses upon tax-sensitive estate planning and estate and trust administration for high net worth families. Riley was named by *Best Lawyers in America* as Seattle's 2013 "Lawyer of the Year" in Trusts and Estates, and he is a Fellow of the American College of Trust & Estate Counsel. Riley is a member of the Estate Planning Council of Seattle and has served on the Executive Committee of the Real Property, Probate & Trust Section of the Washington State Bar Association.

Riley is also active in the Seattle community, where he sits on the Executive Committee of the Seattle Police Foundation and the Downtown Seattle Association. He also serves as the General Counsel of the Downtown Seattle Association.



Karen Roberts is Executive Vice President and General Counsel for Wal-Mart Stores, Inc. (Walmart). In this role, she oversees the legal department, which is responsible for handling all legal matters affecting the company in its domestic and international markets.

As the leader of Walmart Legal, Roberts ensures the company's compliance with the laws and regulations in the regions in which it operates, forecasts possible issues and works ahead of them to ensure the company's readiness, and heads department initiatives such as its Medical-Legal Partnership Program and its diversity and inclusion efforts.

Roberts was previously executive vice president and president of Walmart Realty, where she was responsible for Walmart's real estate operations and a portfolio of close to 1 billion square feet. In this role she ensured that the company fulfilled its commitment to be a good neighbor by working with communities to generate jobs, spur economic growth, and continue its mission to save people money so they can live better.

Prior to her move to Realty, she served as senior vice president and chief compliance officer for Walmart. She managed operations and pharmacy compliance, environmental compliance, immigration and financial services compliance, product safety compliance, food safety and quality assurance, and the privacy office. Since joining Walmart in 1995 as a real estate manager, Roberts has held various positions within the company, including vice president and general counsel for real estate and construction.

Roberts obtained her Bachelor of Science degree in public administration from Harding University and her Juris Doctor degree from the University of Arkansas. She is currently a member of the Arkansas Bar Association, the American Bar Association, the International Council of Shopping Centers, and the International Association of Attorneys and Executives in Corporate Real Estate. Roberts also serves as a board member for the Institute for Legal Reform and the Leadership Council on Legal Diversity.



Gary L. Sasso has served as President and CEO of Carlton Fields (now Carlton Fields Jordan Burt) since February 2006. Before that, he led the firm’s Litigation department and served on the firm’s board and Executive Committee. Carlton Fields Jordan Burt has 375 lawyers and government consultants resident in California, Connecticut, Florida, Georgia, New York, and Washington, D.C.

Sasso received his undergraduate degree in economics from the Wharton School and earned his law degree from the University of Pennsylvania Law School, where he graduated first in his law school class and served as editor-in-chief of the *University of Pennsylvania Law Review*. Following graduation, he clerked for Judge Spottswood W. Robinson, III, on the United States Court of Appeals for the D.C. Circuit and then for Justice Byron R. White on the United States Supreme Court. He practiced as a litigator in Washington, D.C., until moving back home to Florida to join Carlton Fields in 1987.

Sasso is active in many civic and professional organizations. He has served as chair of the United Way for the Tampa Bay region, chair of the Tampa Bay Partnership, and chair of the United Way’s Tocqueville Society, and he is incoming chair of The Straz Center for the Performing Arts. He was editor-in-chief of the ABA’s *Litigation* journal, and he is a Fellow in the International Academy of Trial Lawyers and the American Academy of Appellate Lawyers. He serves on the boards of the Leadership Counsel on Legal Diversity and the American Law Institute. He was born in Miami, Florida, and lives in Tampa, Florida, with his wife, Karen, where they have raised three daughters.



Vincent A.F. Sergi is the Chairman of Katten Muchin Rosenman LLP. Based in Katten’s Chicago office, Sergi drives the strategic direction and growth of the firm. He chairs the Board of Directors and Executive Committee and co-chairs the firm’s Compensation Committee.

Sergi was elected as national managing partner in 1995 and has been integral in shaping Katten into the firm it is today. During his tenure, the firm has grown dramatically through a merger, lateral acquisitions, and foreign expansion. He has been instrumental in recruiting talented people to the firm, which has nearly doubled in size since he took the helm. Under his leadership, the firm has expanded geographically, including a considerable augmentation of the firm’s presence in New York and the opening of multiple offices in Texas and California. Sergi also spearheaded the creation of Katten’s international footprint with locations in London and Shanghai.

He is instrumental in championing the firm’s diversity efforts, leading to many honors and accolades for Katten. The firm is one of only four law firms in the country recognized among the “100 Best Companies” by *Working Mother* magazine and was named one of *MultiCultural Law* magazine’s top firms for diversity. Katten also earned recognition as one of the “Best Places to Work for LGBT Equality” from the Human Rights Campaign.

A member of Katten’s first associate class, Sergi joined the firm in 1974. He previously served as chair of the Commercial Finance group, focusing his practice on counseling lenders in all types of financing transactions.



Christie Smith is the Managing Principal for Consulting in the west region of the United States at the Deloitte University Leadership Center for Inclusion. Her responsibilities include markets, clients, talent, and community for more than 2,400 consulting practitioners and more than 250 principals and directors. She is also a Lead Consulting Partner and Advisory Partner on several of Deloitte’s largest life sciences/biotech clients.

With more than 25 years of experience, Smith has a passion for serving clients and bringing innovative and effective solutions to their most important business, market, and talent issues. Smith focuses her work with

clients on aligning business strategy with the requirements of organizational structure, talent, leadership development, and global workforce planning.

In addition to her management and client responsibilities, Smith leads the Deloitte University Leadership Centers for Inclusion and Community Impact. Both roles provide a platform for developing solutions with the company's people, clients, academics, and non-profits about how the business world can fundamentally redefine how it approaches issues including inclusion, transitioning veterans, and education.

Because of Smith's varied accomplishments and commitment to inclusion, she has been identified by *Diversity Journal* as a 2013 "Woman to Watch." In addition, she has been recognized in 2012, 2013 & 2014 as one of "San Francisco's Most Influential Women" by the *San Francisco Business Times*.

She is a frequent lecturer and author on topics including corporate values, leadership, culture, inclusion, and talent. Her work has been featured in *Fortune*, *Harvard Business Review*, *The New York Times*, *Forbes*, *Fast Company*, and on CNN.

Smith is a board member at Seattle Children's Hospital and a member of the Breadwinning & Caregiving Advisory Council of the New America Foundation.

Smith has a M.S.W. from Rutgers University, and a Ph.D. in social work and industrial and organizational psychology from New York University.



Laura Stein serves as Senior Vice President—General Counsel of The Clorox Company, with responsibility for worldwide legal ethics and compliance, corporate secretary, corporate communications, crisis management, risk management, business continuity, security, and internal audit matters. Stein serves on the Clorox Executive Committee, chairs the Clorox women's employee resource group, co-sponsors Clorox's corporate responsibility and enterprise risk programs, and works closely with Clorox's Board of Directors. Previously Stein was senior vice president—general counsel of H.J. Heinz Company.

Stein is Chair-Elect of the Leadership Council on Legal Diversity Board of Directors. She is also a Director of Franklin Resources, Inc. (a publicly-traded global investment company known as Franklin Templeton Investments) and CN (a publicly-traded North American transportation company). Stein is Co-Chair of the Corporate Pro Bono Advisory Board and Chair of the Equal Justice Works Board of Directors. She is a member of the American Law Institute Council, President of the Association of General Counsel, and former chair of the Association of Corporate Counsel.

Stein received her J.D. from Harvard Law School and is a graduate of Dartmouth College, where she earned her undergraduate and master's degrees.

Stein has received the Margaret Brent Award, the ABA's highest award for women lawyers given for legal excellence and paving the way for other women lawyers, the Sandra Day O'Connor Board Excellence Award, and the *Corporate Board Member America's Top General Counsel Recognition Award*, among others. The National Association of Corporate Directors included Stein in its 2011 list of the most influential leaders in the boardroom and corporate governance community, and *The National Law Journal* also named Stein in its inaugural list of the "20 Most Influential General Counsel" in America. Stein speaks six languages and has lived in China and Italy. She and her husband, Mark Conrad, are the proud parents of Amanda and Christopher.



Vanessa Allen Sutherland is Chief Counsel to the Pipeline and Hazardous Material Safety Administration (PHMSA) of the U.S. Department of Transportation (DOT). As PHMSA's chief legal official, Sutherland's responsibilities include serving as legal advisor to the administrator; overseeing PHMSA's comprehensive legal programs and services with regard to proposed legislation, applicable laws, rules, regulations, and orders; and recommending or completing enforcement actions for violations of pipeline safety or hazardous materials transportation safety laws and regulations.

Sutherland joins DOT after seven years as senior counsel at Altria Client Services in Richmond, Virginia. In this capacity, she managed technology transactions; procurement matters; data security and privacy issues; packaging; competitive intelligence; U.S. Customs regulatory issues; state and federal audits; and the corporate re-organization, dissolution, and spin-off of international entities. Prior to this, Sutherland spent six years in various legal roles at MCI/WorldCom, including vice president and deputy general counsel for its webhosting and outsourcing subsidiary. She has also worked for the Federal Deposit Insurance Corporation and the U.S. Department of Energy—Office of Inspector General.

In 2010, Sutherland was one of 31 lawyers in the Commonwealth of Virginia to be honored as a “Leader in the Law—2010” for advancing the law, serving the community, and improving the justice system in Virginia. She was also a 2011 Leadership Council on Legal Diversity Fellow. Sutherland holds a J.D. from American University, an M.B.A. from American University, a Certified Information Privacy Professional standing from the International Association of Privacy Professionals, and a B.A. from Drew University.



Linda M. Szymanski is the General Counsel of Upstream Americas and Head of Legal U.S. at Shell Oil Company based in Houston, Texas. Szymanski graduated with a B.B.A. in international business and economics (*summa cum laude*). She received her Juris Doctor degree from the University of Houston School of Law (*magna cum laude*), where she served as book editor for the *Houston Journal of International Law*.


Szymanski joined Shell in 1995 as a lawyer for Shell Oil Company after she served as a law clerk in the Summer Clerkship Program. She has served Shell as an employment litigator and counselor, a commercial lawyer, and managing counsel in Downstream, assistant to the legal director and secretary to the RDS plc Audit Committee in The Hague, Netherlands, and Executive Committee secretary/assistant to the CEO/U.S. and Mexico international directorate advisor in The Hague. Prior to coming on-seat into her present role in April 2014, she most recently held the position of chief ethics & compliance officer based in The Hague, where she oversaw the group's compliance with and conclusion of its Deferred Prosecution Agreement.

Szymanski was born in Alamogordo, New Mexico. She and her husband, Paul, have two children (twins). Besides spending quality time with her family, her interests include running, traveling, and reading.










Kenji Yoshino is the Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law. He was educated at Harvard (B.A. 1991), Oxford (M.Sc. 1993 as a Rhodes Scholar), and Yale Law School (J.D. 1996). He taught at Yale Law School from 1998 to 2008, where he served as deputy dean (2005-6) and became the inaugural Guido Calabresi Professor in 2006. His fields are constitutional law, anti-discrimination law, and law and literature.

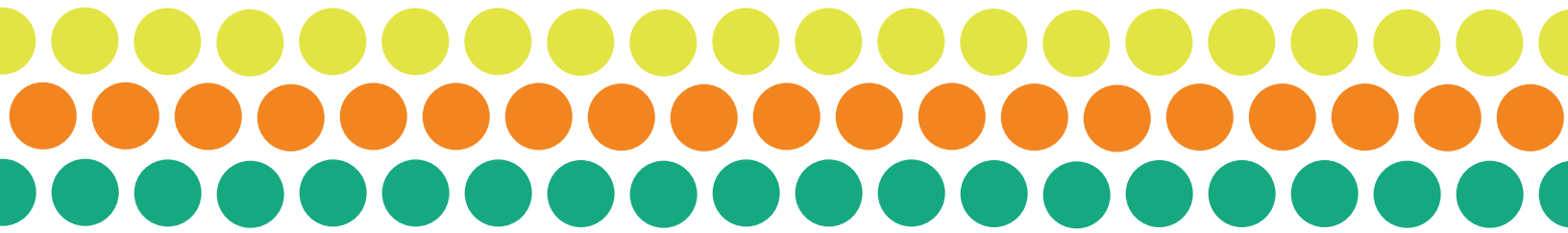
Yoshino's first book, *Covering: The Hidden Assault on Our Civil Rights*, was published by Random House in 2006. His second book, *A Thousand Times More Fair: What Shakespeare's Plays Teach Us About Justice*, was published by Ecco/HarperCollins in 2011.



Yoshino has published in major academic journals, including *The Columbia Law Review*, *The Harvard Law Review*, *The Stanford Law Review*, and *The Yale Law Journal*. He has also written for more popular forums, including *The Los Angeles Times*, *The New York Times*, and *The Washington Post*. He makes regular appearances on various radio and television programs, such as NPR, CNN, PBS, and MSNBC. In 2011 he was elected to the Harvard Board of Overseers for a six-year term. He also serves on board of the Center for Talent Innovation and Deloitte's Inclusion External Advisory Council.

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