

Leadership Council on Legal Diversity

2016 Pathfinder First Meeting

**March 31 - April 2, 2016
Eli Lilly and Company
Indianapolis, Indiana**

Agenda

March 31, 2016

6:00 - 8:00 PM

Welcome Reception at The Alexander Hotel, iMOCA Gallery

Welcome Remarks by Roger P. Furey, Chairman Elect and Washington, D.C. Office Managing Partner, Katten Muchin Rosenman LLP; and Michael J. Harrington, Senior Vice President and General Counsel, Eli Lilly and Company; LCLD Member

April 1, 2016

7:40 AM

Meet in The Alexander Hotel Lobby

Lori Lorenzo and the Pathfinders will walk over to Eli Lilly and Company together. Lilly is located at 893 S. Delaware Street; however, please use the Building 98 entrance, which is near the intersection of Alabama Street and South Street. Alabama Street runs into Building 98. You will be directed to the meeting room by security.

8:00 - 9:00 AM

Breakfast at Eli Lilly and Company

9:00 - 9:15 AM

Welcome & Orientation

Lori L. Lorenzo, Program Director, LCLD

9:15 - 10:15 AM

The Leader Within

Angela Vallot & Mitchell Karp, Partners, VallotKarp Consulting

Every leader has a different path to success, but there are often similar challenges along the way. One such challenge is a phenomenon known as the imposter syndrome. While everyone experiences feeling like an imposter at some point in their career, research shows that women, people of color, and others in the numeric minority may be more susceptible to this phenomenon. In this opening session you will learn about the imposter syndrome and how to overcome it.

10:15 - 10:45 AM

Break

10:45 AM - 1:00 PM

Know Thyself: Self-Awareness Using the TypeCoach MBTI Tool

Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education

Every successful professional must have the desire and ability to engage in self-assessment. This session will use the TypeCoach Myers-Briggs Type Indicator tool to help you understand your own default preferences around communication, information processing, and decision making. You'll also learn to identify key aspects of preferences that differ from your own, and will strengthen your ability to tailor your interactions with others so that

April 1, 2016 (Continued)

you communicate with increased clarity and effectiveness.

1:00 - 2:00 PM

Lunch

2:00 - 3:30 PM

Getting to Know the Company: Eli Lilly

Tiffany R. Benjamin, Assistant General Counsel, Assistant Corporate Secretary, Eli Lilly and Company

Michael J. Harrington, Senior Vice President and General Counsel, Eli Lilly and Company; LCLD Member

3:30 - 5:30 PM

Branding, Networking & Relationship Building

Elise Holtzman, President, The Lawyer's Edge

Growing and nurturing worthwhile professional relationships will lead you to opportunities that won't come from simply doing good legal work. First, learn the most effective ways to engage in networking and how to do so in a manner that aligns with your goals, personality, and values. Then, discover how identifying and conveying your unique brand can help you stand out from a very crowded field of lawyers so you can create the professional future you want and deserve.

5:30 - 6:15 PM

Break

6:15 PM

Dine-Arounds

Join your fellow Pathfinders for dinner at a local restaurant. Meet with your group in The Alexander lobby 30 minutes prior to your reservation time. All restaurants are located within walking distance or a short cab ride from the hotel. Please note that Dine-Arounds are at the Pathfinders' expense.

April 2, 2016

7:40 AM

Meet in The Alexander Hotel Lobby

Lori Lorenzo and the Pathfinders will walk over to Eli Lilly and Company together. Lilly is located at 893 S. Delaware Street; however, please use the Building 98 entrance, which is near the intersection of Alabama Street and South Street. Alabama Street runs into Building 98. You will be directed to the meeting room by security.

8:00 - 9:00 AM

Breakfast at Eli Lilly and Company

9:00 - 9:30 AM

Networking Debrief

Elise Holtzman, President, The Lawyer's Edge

This is a short discussion of your experience networking with fellow Pathfinders during last night's Dine-Arounds. What did you do differently? What

April 2, 2016 (Continued)

approaches worked or didn't work for you and why? Share your observations with the group and start considering how you might adjust your networking style in the future.

9:30 - 11:00 AM

Case Study: Sponsorship at Wilmer Cutler & Pickering

*Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education
Vincent A.F. Sergi, Chairman, Katten Muchin Rosenman LLP; LCLD Member*

Our session on the Harvard Law School case, "Sponsorship at Wilmer Cutler & Pickering: Yoon-Young Lee," will involve a discussion of sponsorship, mentoring, professional/people development, and how different members of an organization can contribute to (or detract from) attempts to establish cultural norms and behaviors. You will learn the difference between sponsorship and mentorship, and what you can do to find and develop your own sponsor-based relationships.

11:00 AM - 12:30 PM

LCLD Fellows Panel: My Path to Success

*Sonia Chen Arnold, Assistant General Counsel, Litigation & Legal Compliance,
Eli Lilly and Company; 2013 Fellow*

*Kiamesha Colom, Partner, Benesch, Friedlander, Coplan & Aronoff LLP; 2015
Fellow*

*Jennett M. Hill, Senior Vice President and General Counsel, Citizens Energy
Group; 2011 Fellow*

Jimmie L. McMillian, Partner, Barnes & Thornburg LLP; 2011 Fellow

Alejandro Valle, Senior Attorney, Kopka Pinkus Dolin PC; 2013 Fellow

*Crystal T. Williams, Brand Counsel, Bio-Medicines Business Unit, Eli Lilly
and Company; 2013 Fellow*

Moderated by Lori L. Lorenzo, Program Director, LCLD

A panel of law firm and in-house Fellows discuss key elements to success in their organizations and true stories of their own successes (and failures) along the way. They will share tips for navigating difficult choices and things they wish they had known earlier. Fellows will also host breakout discussions with small groups of Pathfinders after the panel presentation.

12:30 - 1:30 PM

Lunch

1:30 - 3:30 PM

Scenario Work

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

There are critical decisions to be made at every step in one's career. This program will focus on the challenges facing young attorneys as they begin to move up in their organizations. Rather than simply sharing tips and best practices, this workshop will be highly interactive with role plays and small group activities to allow each participant to explore critical career decisions like developing mastery in an area of their interest rather than a supervisor's

April 2, 2016 (Continued)

desire, soliciting feedback about all aspects of their work, adding value to the organization, and its customers and clients, and figuring out how to overcome institutional obstacles.

3:30 - 5:00 PM

Leadership Essentials: Build Your Ability to Deliver and Receive Feedback

Chris De Santis, Specialist in Management and Organization Development

Both giving and receiving tough feedback is difficult, but feedback is an essential part of learning and growth. Learn to master two skills in this session: first, build the trust required to elicit difficult but career-building feedback from colleagues and, second, develop the courage necessary to give honest feedback to others.

5:00 - 5:15 PM

Closing Session

Lori L. Lorenzo, Program Director, LCLD

Speakers



Sonia Chen Arnold is an attorney with Eli Lilly and Company and serves as Assistant General Counsel in Litigation and Legal Compliance. In her role, Arnold is responsible for managing major litigation matters for the company. She also provides legal counsel and strategic direction on the company's eDiscovery efforts, as well as assisting in the management of the Lilly Preferred Outside Counsel Program. Previously, she served as the global brand attorney for Lilly's cardiovascular business unit.

Arnold attended Vanderbilt University for her undergraduate degree, where she double majored in violin musical arts and human and organizational development. Arnold earned her law degree from Indiana University School of Law in Bloomington, Indiana in 2001. Before joining Lilly, Arnold was an attorney at Bingham Greenebaum Doll, LLP (formerly Bingham McHale, LLP), focusing her practice on complex business litigation. Prior to entering private practice, Arnold also clerked for two years with the Indiana Court of Appeals with the Honorable Ezra H. Friedlander.



Tiffany R. Benjamin is Assistant General Counsel, Assistant Corporate Secretary for Lilly. In that role, she serves as the company's securities law compliance and corporate governance counsel, as well as assistant secretary to the Board of Directors. From 2013 to 2015, she served as the company's anti-corruption counsel, U.S. export counsel, and lead counsel on the company's privileged internal investigations process.

Prior to joining Lilly, Benjamin served as senior investigative counsel for the Democratic staff of U.S. House of Representatives Energy and Commerce Committee, working on investigations into national matters including the Deepwater Horizon oil spill, the Wal-Mart Mexico bribery allegations, the 2012 fungal meningitis outbreak, and the Solyndra loan guarantee investigation. Before joining the committee, she worked as an associate in the D.C. office of King & Spalding, as a member of its Special Matters team, handling white collar and government investigations. Benjamin has a law degree from Harvard Law School and an undergraduate degree from Indiana University.



Kiamesha Colom is a Partner in Benesch Law's Real Estate & Environmental Practice Group. She focuses her practice in the areas of real estate transactions, real estate lending and loan documentation, and related business transactions. Colom has closed numerous SBA, USDA, and conventional commercial loans for commercial lenders. As a closing attorney, Colom reviews, prepares, negotiates, analyzes, drafts agreements and other business documents, and confers with in-house counsel, borrowers, and loan processors. Her extensive base of knowledge covers an array of commercial loan types, including government guaranteed lending, asset based line of credits, term loans, real estate transactions, and construction loans. Additionally, Colom has assisted banks with recovery of yearly financial documents, past due funds, foreclosure filings, liquidation, and government guaranteed purchasing processes.

Colom is involved in her community through several organizations. She is a member of the Board of Directors of La Plaza and The Milk Bank; she is also a member of Executive Women in Finance.

Colom is a 2015 Fellow of Leadership Council on Legal Diversity and a member of the Membership Committee of Indy CREW and the Executive Committee of the Indianapolis Bar Association, Business Law Section. She serves as Legal Line Co-Chair of the Pro Bono Standing Commission and volunteers with Big Brothers Big Sisters of Central Indiana. She is also a former board member of Flanner House.

Colom received a J.D. from Indiana University Robert H. McKinney School of Law, an M.S. in education, with honors, from Mercy College, and a B.A. degree from Manhattanville College. She is admitted to practice in Indiana and the U.S. District Courts for the Northern and Southern Districts of Indiana.



Chris De Santis is an independent consultant specializing in the design and delivery of management and organization development interventions. He assists individuals or groups in identifying obstacles to effectiveness and subsequently works with them to create user-friendly solutions aligned with the company's strategic initiatives. He brings with him 30 years of experience in training and development, graduate degrees in organization development and marketing, and work experience in manufacturing, service, and not-for-profit environments. He has an undergraduate degree in business from the University of Notre Dame, an M.B.A. from the University of Denver, and an M.A. in organization development from Loyola University.

De Santis has done training and instructional design work with service organizations such as Accenture, Abbott Labs, and Navigant. He has been the director of training and development for the American Medical Association and he was part of the Human Resource Development group for Brunswick Corporation, a leader in the manufacture of leisure products. He has worked as an independent practitioner for the past 18 years serving professional services firms focused in the areas of law, consulting, and accounting. He has done management and executive development course design, implementation, and facilitation, as well as the delivery and evaluation of training initiatives. He has numerous vendor certifications (including DDI, Forum, ODI, TAI, Blanchard, Rummel-Brache, Myer-Briggs,) and has done both needs assessments and the subsequent course deliveries to address those needs.

He has special expertise in dealing with generational differences in the workplace, gender socialization at work, applying the principles of emotional intelligence to leading and managing change, mentoring, and the application of a variety of instrumentation including multi-rater feedback to develop and enhance performance, and how to develop and leverage long-term relationships in the selling process. He also teaches and has a depth of knowledge in facilitation, listening, and presentation skills developed through his work experiences and background in theater games.



Carrie J. Fletcher is the Executive Director of Executive Education at Harvard Law School (HLS), where she works with faculty and an administrative team to develop leadership programs that serve law firm managing partners, emerging law firm leaders, and general counsel from across the globe. Fletcher also teaches in HLS Executive Education programs, works with law firm clients to develop and deliver tailored leadership programming to their attorneys, and runs the business operations of the Executive Education department.

Before joining HLS Executive Education, Fletcher was the executive director of law programs at the Fullbridge Program, where she designed curricula focused on professional and business skills development and managed ongoing and new client relationships. Prior to her time at Fullbridge, Fletcher spent 18 years in both practicing and business-side roles at large law firms. From 2007-2013, she was a member of the Professional Development & Training team at Goodwin Procter LLP, where she created and implemented programming for partners and associates that focused on leadership development, core professional skills instruction, and substantive legal skills training. Fletcher also practiced complex commercial and soft intellectual property litigation from 1996-2007, initially in Chicago, and then at Foley & Lardner's Boston office for the last nine years of that period.

Fletcher received her J.D. from the University of Michigan Law School (December 1995) and her B.A. (April 1993, with honors) from the University of Michigan.



Roger P. Furey is the Managing Partner of Katten's Washington, DC office and is a member of the firm's Board of Directors. He has more than 25 years of experience protecting and enforcing intellectual property rights on behalf of his clients. Furey concentrates his practice on resolving disputes involving copyrights, trademarks, and advertising, and he protects his clients' intellectual property rights around the globe by supervising a network of IP litigators in every region of the world.

His IP litigation experience includes trademark and trade dress infringement, copyright infringement, and trade secret misappropriation for clients across a wide range of industries, including telecommunications and information technology, automotive parts, industrial batteries, aviation and aerospace, flooring products, and defense contracting. Furey has considerable experience representing sports associations in nationwide trademark and copyright counterfeit enforcement programs in connection with major sporting events.

In the advertising and marketing arena, Furey represents clients in Lanham Act Section 43(a) and false advertising litigation brought by and against competitors. Furey also has considerable experience handling inquiries, investigations, and litigations commenced by federal and state regulators, including the Federal Trade Commission, state attorneys general, and other regulatory agencies. His location in the Washington, DC office provides him with ready access to federal regulators, and he has developed strong working relationships with many of them. Finally, Furey regularly reviews client advertising campaigns for compliance with federal and state regulatory requirements, and he is very active in representing clients in advertising disputes brought before the National Advertising Division (NAD) of the Better Business Bureau.



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 is Chair of the Board of Directors for the Indiana Repertory Theatre and the United Way Tocqueville Society; and Co-Chair of the Civil Justice Reform Group (CJRG). He is a member of the Board of Trustees and the Executive Committee of Albion College, and a board member of the Leadership Council for Legal Diversity (LCLD) and the United Way of Central Indiana.



Jennett M. Hill joined Citizens Energy Group in 2013 as Vice President and General Counsel, where she was responsible for oversight of the legal and regulatory areas, including legislative and governmental affairs. In 2014, Hill was promoted to Senior Vice President and General Counsel where she also assumed oversight of human resources, environmental affairs, and internal audits. Hill came to Citizens as a partner with the law firm of Faegre Baker Daniels, LLP (FBD), where she specialized in tax-

exempt and nonprofit law, representing organizations exempt from federal and state income taxes. She counseled clients in all aspects of tax-exempt law, and provided clients with legal and business guidance in the areas of intellectual property, the Internet, and privacy matters. Prior to that, Hill worked for International Business Machines (IBM) for over 10 years. During that time, she served as an area resource manager and as a systems engineer and consultant in support of various mid-sized systems, where she provided marketing and technical support to regional clients.

Hill is actively involved in the Indianapolis community. She currently serves as Vice-Chair on the Board of Directors of Eskenazi Health Center, Inc., and serves on the boards of Allen Whitehill Clowes Charitable Foundation, Inc., the Indianapolis Neighborhood Housing Development, Inc., Lilly Endowment, Inc., Indiana Legal Foundation, and the Indiana Energy Association. Hill previously served on the boards of the Center for Leadership Development, Inc., Community Home Health Services, Crown Hill Heritage Foundation, Inc., DePauw University Alumni Board, and Community Centers of Indianapolis, Inc. Hill is a member of the Indiana State Bar Association and was recently elected to the membership of The American Law Institute.

While a partner at FBD, Hill helped lead the effort to bring the nationally acclaimed Street Law Program to Indianapolis, alongside colleagues from Eli Lilly and Company (Lilly). She earned a J.D. from Indiana University Robert H. McKinney School of Law and a B.A. from DePauw University.



Elise Holtzman, *The Lawyer's Success Coach*, is an experienced lawyer and certified business coach who specializes in helping attorneys become more successful, more satisfied with their legal careers, and by extension, more fulfilled in their personal lives.

As the Founder and President of The Lawyer's Edge, Holtzman works with partners

and associates in private practice as well as in-house counsel to help them maximize career opportunities and minimize obstacles to success. The philosophy that drives Holtzman's practice is that the happiest and most successful lawyers are the ones who engage in the strategic pursuit of professional excellence by developing insights and capabilities that go beyond technical legal skills.

Her areas of expertise include:

- Networking and business development training and coaching
- Preparing high-potential attorneys for leadership roles and partnership
- Honing "career intelligence" skills, such as communication, management, and client service

Holtzman frequently speaks on leadership development topics for organizations including the New York State Bar Association; the New Jersey State Bar Association; the New Jersey Women Lawyers Association; Lawline.com; and Columbia, Cardozo, and Rutgers law schools.

Prior to founding The Lawyer's Edge, Holtzman practiced at large law firms in the area of commercial real estate transactions. She earned a B.A. in psychology from the University of Pennsylvania and her J.D. from Columbia Law School, where she was an editor of the *Columbia Law Review*. Holtzman is a past president of the New Jersey chapter of the International Coach Federation (ICF) and is accredited by the ICF. She continues to be an active law school alumna as a member of the Board of Directors of the Columbia Law School Association.

Holtzman lives with her husband, a practicing attorney, and their three children in central New Jersey.



Mitchell Karp is a Partner in VallotKarp Consulting, which provides a broad range of services to corporations, law firms, and other organizations on issues relating to diversity and inclusion, cultural competence, mentoring/sponsorship, gender dynamics, and conflict resolution. He is a former civil rights attorney who brings two decades of pioneering work to human rights issues, communications skill-building, executive coaching, and organization development.

Karp has helped a wide range of leadership teams (global teams as well as U.S.-based teams) identify potential problem areas and to develop appropriate strategies to improve workplace dynamics. In 2003 he completed a study for the U.S. Agency for International Development interviewing CEOs in Egypt and the U.S. to identify best practices to enhance global competitiveness.

Prior to launching his consulting career, Karp founded the New York City Commission on Human Rights Training Institute. As director of the Training Institute, Karp designed and presented training programs to hundreds of organizations, firms, and agencies on topics such as: Cultural Diversity; Improving Inter-Group and Interpersonal Communication Skills; and Conflict Resolution Skill-Building. His skills as a trainer and group facilitator have won Karp praise from senior partners at law firms and corporate executives.

Karp holds a B.S. in industrial and labor relations from Cornell University, a J.D. from Rutgers Law School, and a master's degree in organization development from American University. He has received awards for his precedent-setting litigation and community service. He is currently an adjunct instructor for the Management Development and Human Resources Programs at the Cornell University

School of Industrial and Labor Relations in New York City. His coaching clients include corporate executives, partners in law firms, and executive directors of not-for-profit organizations.



Lori L. Lorenzo is the proud mom of four kids: Amanda, 14; Mark, 11; Kyle, 8; and Ethan, 6. 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, among others.

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, her work experience included law practice in structured finance and securitization, small business ownerships (a martial arts company), and several years managing diversity initiatives for law schools.



Jimmie L. McMillian is a Partner in Barnes & Thornburg LLP's Indianapolis office and a member of the Litigation Department. McMillian received a B.A. degree in 1998 from Indiana University-Bloomington. He received his J.D. degree in 2002 from the Indiana University School of Law-Indianapolis. McMillian is admitted to practice law in the state of Indiana and the United States District Courts for the Northern and Southern Districts of Indiana. McMillian is also a certified civil mediator in the state

of Indiana. He currently serves as Chairman of the Marion County Public Defender's Agency Board of Directors. He is also a member of the firm's Motorsports practice group and represents clients in the industry.

McMillian represents clients on a variety of legal matters, including products liability claims, personal injury lawsuits, contract disputes, and criminal defense matters. In March 2010, McMillian tried a case for a commercial construction client, who after a bench trial obtained \$3.8 million judgment in federal district court related to a general contractor's failure to comply with the terms of a construction agreement.

In 2005, he received Barnes & Thornburg's Pro Bono Attorney of the Year Award and the Honorable Carr L. Darden Leadership Award. In 2006, he was recognized by *The Indiana Lawyer* as one of 10 "Up and Coming Lawyers" and received the publication's Leadership in Law Award. McMillian is a graduate of the inaugural 2011-2012 Leadership Council on Legal Diversity (LCLD) fellowship program.



John Mitchell is a lawyer and a leader. He is committed to helping lawyers discover their leadership potential so that they continuously develop themselves and their organizations in pursuit of changing the world. Mitchell specializes in working with lawyers in formal roles like general counsel, managing partner, practice group leaders and committee chairs, and those in informal leadership roles. He also supports in-house lawyers transitioning to business roles, junior associates, new partners, major rainmakers, and senior lawyers considering their “second season” in life.

Helping leaders transition to new leadership positions is one area of Mitchell’s expertise. He has extensive experience assisting women and attorneys of color in successfully applying their talents in new roles and new environments. Mitchell’s unique background brings personal experience to these types of transitions and his educational experiences ground those firsthand experiences with sound theory and applied research.

Mitchell’s 20-plus years of business experience ranges from working as a professional in a social service agency, to practicing law in a large international law firm, to leading a large urban affiliate of an internationally known not-for-profit housing development organization, to starting a successful company that helps leaders develop and hone their own unique leadership style.

When he is not working with clients, Mitchell can often be found running or cycling along Chicago’s beautiful lakefront. He and his wife can be found at one of the city’s many restaurants, cultural institutions, or music festivals. An annual pilgrimage to the New Orleans Jazz & Heritage Festival, visits with friends around the country, and bicycle trips anywhere the terrain is more varied than Chicago’s keep Mitchell on the move. So, if you get his voicemail leave a message. More likely than not he is out someplace having fun. But do not worry—he will return your call!



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.

Sergi is a member of the Chicago United CEO Council, Goodman Theatre Board of Trustees, and the Leadership Council on Legal Diversity. He has been honored by *Crain's Chicago Business*, Lawdragon as a 500 finalist (2010), and the Leading Lawyers Network, Top 250 Leading Business Lawyers in Illinois (2014).

Sergi earned a J.D. from Northwestern University School of Law and a B.A. from Beloit College. He is admitted to the Illinois Bar.



Alejandro Valle has extensive experience in litigating employment and commercial matters. His experience includes trial, appeal, mediation, and arbitration, in the areas of employment law, premises liability, contract disputes, and non-competition agreement enforcement. Valle's clients have included manufacturers, restaurants, staffing services, nursing homes and other assisted living/health care facilities, retail stores, governmental agencies, hotels, auto dealerships, distributors, and service providers in a variety of industries, and other entities and individuals.

Valle's employment law experience includes both pre-litigation and post-lawsuit phases. He has defended employers in a wide range of employment matters, including alleged race, sex, disability, age, and military status harassment and/or discrimination cases (Title VII, Section 1981, ADA, ADEA, USERRA), FMLA and COBRA disputes, ERISA matters, wage and hour/FLSA disputes, state law workers compensation retaliation cases, and other related state law matters, including defamation, "blacklisting", "whistleblower" retaliation and infliction of emotional distress claims, as well as litigation related to enforcement of favorable arbitration or non-compete agreements. He has handled cases alleging same-sex sexual harassment and state-law sexual orientation discrimination and retaliation (California law). Valle has worked with his employer clients to review, draft, and train management regarding various employment policies, including harassment and other types of policies.

He has obtained several favorable summary judgment rulings for employment matters in federal court, and for commercial matters in state court (Indiana), resulting in the dismissal of a variety of claims against his clients. His first-chair trial experience includes a defense verdict in a jury trial for a retail client in a premises liability case.

Valle is fluent in Spanish. In 2013, he was selected as a Fellow of the Leadership Council on Legal Diversity. He is a member of the Indiana State Bar Association and the Indianapolis Bar Association. Valle earned a law degree, *cum laude*, from Indiana University-Bloomington School of Law and a B.A. from University of Virginia. He is admitted to practice in Indiana, as well as the U.S. District Courts for the Northern and Southern Districts of Indiana, Eastern and Western Districts of Michigan, Eastern District of Missouri, Northern District of Illinois, and the U.S. Court of Appeals, Seventh Circuit.



Angela Vallot is a Partner in VallotKarp Consulting, which provides a broad range of services to corporations, law firms, and other organizations on issues relating to diversity and inclusion, cultural competence, mentoring/sponsorship, gender dynamics, and conflict resolution. Vallot is also a frequent panelist and keynote speaker on the topics of women’s leadership and diversity and inclusion as a business imperative.

Vallot began her career in Washington, D.C., where she worked as an attorney for 17 years with the law firms of Jones Day and Arent Fox, representing Fortune 500 corporations, financial institutions, and foreign governments on a broad range of issues, from government relations and real estate to business and international transactions.

In 1997, she was recruited by the CEO of Texaco to lead the company’s diversity efforts and transform its image and reputation following the settlement of a \$176 million racial discrimination lawsuit. During her tenure at Texaco she created and managed the Office of Corporate Diversity Initiatives, chaired Texaco’s Corporate Diversity Council, and managed the work of six regional Diversity Councils with a combined membership of over 100 employees, and worked closely with the seven-member court-appointed Task Force on Equality and Fairness. She also developed and managed the company’s partnerships with key national organizations such as the NAACP, National Urban League, National Council of La Raza, and Hispanic Association on Corporate Responsibility, which resulted in transforming Texaco’s image from “pariah” to corporate diversity leader (subject of *Fortune* feature story, September 6, 1999). She remained at Texaco until the company merged with Chevron in 2001.

Vallot was recruited by the CEO of Colgate Palmolive in 2001 to serve as the Vice President of Global Workplace Initiatives. In this role, she worked both nationally and internationally in company’s global subsidiaries to develop and implement country-specific diversity and inclusion strategies. She traveled to subsidiaries in Brazil, South Africa, London, and Paris, working closely with local business and HR teams in each location.

Vallot graduated from Mills College and Georgetown University Law Center.



Crystal T. Williams is an in-house counsel for Eli Lilly & Company. She serves as the global and U.S. Brand Attorney in Lilly’s Bio-Medicines Business Unit and U.S. Medical Affairs organization. Prior to joining Lilly, Williams was an associate attorney in the Indianapolis office of Barnes & Thornburg LLP. At Barnes, Williams was a member of the firm’s Litigation Department and focused her practice on food, drug, and device products liability litigation. Williams was nominated by Barnes to participate in the LCLD Fellows class of 2013. Prior to joining Barnes, Williams practiced general litigation and labor and employment law with Edwards Wildman Palmer LLP in Chicago.

Williams received her B.A. in psychology from Indiana University–Bloomington and received her J.D. from Duke University School of Law. She is admitted to practice in the States of Indiana and Illinois and before the U.S. District Courts of the Northern and Southern Districts of Indiana as well as the Northern District of Illinois.

Williams is actively involved in a number of civic and professional organizations. She sits on the

Board of Directors for Indiana Fair Chance as well as Fit University, Inc. Williams is a member of the Duke University Alumni Association and a lifetime member of the Indiana University Alumni Association. She is also a member of Delta Sigma Theta Sorority, Inc.

Williams is married to Dr. Antonio Williams, a professor in the IU School of Public Health, and she is the proud mother of two handsome boys, Antonio Jr. and Anderson.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

LEADERSHIP · ACTION · RESULTS

www.lclldnet.org