PAST YEAR IN REVIEW

Diversity Annual Report

2014
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A Message from Our Co-Chairs

We are pleased to share with you our third annual diversity report. S&C has a long and proud history as a diversity leader and innovator in the legal community. We value the unique abilities and perspectives of every individual, and we support diversity and inclusion in its broadest sense. In seeking to foster a diverse and inclusive work environment, we put at the forefront maintaining an environment in which each individual is valued for her or his different perspective and insight.

Our commitment to diversity and inclusion is reflected throughout every level of our Firm; the members of the Diversity Committee include the Firm’s senior chairman, members of the Firm’s Management Committee, practice group managing partners, hiring partners, associate development partners, chairs of the Firm’s associate affinity networks and chairs of the Women’s Initiative Committee. Our Firm’s Diversity Management Department works together with our Diversity Committee to implement our strategic initiatives concerning (i) recruiting and retention, (ii) diversity education and training, (iii) professional development and other internal programming, (iv) community outreach through our pipeline programs, and (v) patronage of numerous diversity-related organizations. Through these initiatives, our goal is to create an atmosphere of inclusion irrespective of perceived differences and to train and develop our lawyers into trusted, effective and creative counselors who collaborate with each other, and our clients, to find sophisticated and creative solutions to our clients’ complex legal issues.

The following pages illustrate our diversity accomplishments in 2014, with particular emphasis on the mission and activities of our three lawyer networks and Women’s Initiative Committee, our recruiting efforts, our commitment to pro bono matters, and growing the pipeline of diverse attorneys through our key programs and partnerships. Diversity and inclusion are essential components of our Firm’s culture and continue to remain top initiatives of the Firm.

David H. Braff
Diversity Committee Co-Chair

Tracy Richelle High
Diversity Committee Co-Chair
You have experience doing project development and finance transactions, particularly in Latin America, and have an active M&A and joint venture practice with an emphasis on natural resources, infrastructure and financial services sectors. What else can you tell us about yourself, your background and your role at S&C?

Though I’ve spent most of my life up and down the Northeastern seaboard (high school outside of Washington, D.C.; Harvard College; New York), I have always maintained close family ties to Central and South America. I was born in Nicaragua, where my father is from, and, after moving to the States when I was five, spent much of my youth traveling there and to Chile (where my mother is from). As I grew up in the States, these family ties and my general exposure to the region, as well as my parents’ work in development and diplomacy, resulted in my developing an interest in a long-term career that provided me with an opportunity to not only make contributions to the region’s development, but also develop as a professional on a global stage. S&C has been a great place to develop that goal, not only because of the significance of the work we do in Latin America, but also because of how globally integrated this practice is with our offices and clients around the world.

Your name is German but you grew up in Nicaragua—that’s a pretty diverse background. Have you faced any particular challenges in your career because of this? If so, how did you overcome them? If not, has it been a positive?

After I moved to this country (first living in Texas and Alabama), in addition to the early challenges common to immigrant experiences, like learning to speak English, there were some continuing challenges of my background not fitting neatly with the immigrant experience with which most people were familiar. I think this gave me some experience at a young age in confronting the narrowness of some of the categories or assumptions people tend to apply in extrapolating from their own experiences. Fortunately, however, this has not presented a challenge in my legal career at S&C. Instead, I have found it to be beneficial. It is great to work at a place that appreciates not only the diverse perspectives that can and should be brought to bear on cooperatively solving problems with and for your client, but also how an awareness of others’ perspectives can help you communicate more effectively and bridge differences.

Why do you think diversity initiatives are important at a place like S&C?

I think the various diversity initiatives that the Firm maintains are critical to fostering awareness of the value that diverse perspectives bring to our work. Strengthening a culture that values and seeks out diversity is critical to the Firm’s ability to recruit the best people and successfully represent our clients in work of increasing complexity and international scope that requires close integration among teams around the world.
What would you say to someone who belongs to a group traditionally underrepresented in the legal profession if they asked you about joining S&C?

I would say that the experience of working at S&C, where people are passionate about the quality of the service we provide clients and value the substantive contributions people make, can be tremendously empowering. We help clients grapple with some of the most complex and novel legal issues and are incredibly focused on achieving the best possible outcomes for them. I think the strength of S&C’s culture is its lawyers’ focus on this common enterprise. This can be particularly liberating for a young lawyer from a diverse background, because the value of your professional contributions to the team will always be put first and there is never an expectation that you have to “fit in” in other ways that may be inconsistent with your life experience or background. I think I sensed this in choosing S&C. What I’ve been pleasantly surprised at, however, is that this focus on results not only creates space for young lawyers to be themselves, but it also creates an environment that values and implicitly celebrates the diversity that results from this, which makes it a more fun and interesting place to work.

What are your interests outside the Firm?

My wife and I recently had a third child, so you can imagine that many of my primary interests outside of work revolve around my recently expanded family. My oldest is now 6 and I have been fascinated to experience New York City a bit through his eyes. Though I moved around as a kid, each of the communities in which I lived tended to be somewhat homogenous. My wife and I love raising our kids in lower Manhattan precisely because of the diversity of experiences to which they are exposed on a day-to-day basis. It’s a great, vibrant community that is becoming increasingly family-friendly and continues to undergo an exciting revitalization that began after 9/11 and, more recently, has continued in the wake of Hurricane Sandy. For example, I’m a cycling enthusiast and, with my oldest having just learned to ride his own bike, we love to ride around the numerous waterfront parks that have been opened on both sides of lower Manhattan in the past couple of years.

What diversity-related activities are you involved with outside of the Firm?

I serve as the chair of the Inter-American Affairs Committee of the New York City Bar Association, which focuses on developing the Bar Association’s interests in issues affecting the region and ties to other lawyers throughout it, and, as chair, also serve on the committee of the Vance Center for International Justice, which coordinates the New York City Bar Association’s activities in cross-border pro bono work. In various ways, the Vance Center and Inter-American Affairs Committee serve as vehicles through which New York lawyers can make a contribution to the advancement of issues in the region, such as comparative underrepresentation of women in the profession, indigenous peoples’ rights, marriage equality, freedom of expression and access to justice.

“Strengthening a culture that values and seeks out diversity is critical to the Firm’s ability to recruit the best people and successfully represent our clients in work of increasing complexity and international scope that requires close integration among teams around the world.”
**Partner Profile**

**Suhana S. Han**

Suhana Han is a partner in the Firm’s Litigation Group. Her background brings a unique perspective to her practice, which focuses on complex commercial litigation, including securities, banking, contract and employment disputes.

S&C’s lawyers are trained to be generalists with a broad perspective and a thorough understanding of law and business. How has this played into your role as litigation lawyer here at S&C?

We have the privilege of serving sophisticated clients with sophisticated problems. Being a generalist allows me to tackle a vast array of cases and keeps me on my toes. I believe that having a broad perspective allows us to serve better our clients. With each new matter, the learning curve is steep and I’m dealing with new issues. But that's exactly what makes my S&C life interesting and challenging. Even after more than a decade of practicing law, I’m continuing to grow and develop as a lawyer, and I’m very grateful for such opportunities. It would be a very tough job if I felt that I wasn’t developing professionally.

You have a unique background. Where were you before New York?

I was raised on Guam, which is a tiny island in the Pacific known for its military bases and brown tree snakes. Guam really is a paradise with gorgeous beaches and tropical weather year-round. I was first exposed to the “mainland” when I moved to Chicago for college. Needless to say, it was quite a culture shock. My parents were especially worried about the cold weather. Whenever they called me (which at the time cost $1 a minute), they asked about the temperature and urged me to “breathe through my nose, not my mouth.” I have managed to adapt to the cold weather and really enjoy living in New York City (except during this past winter).

Tell us about an interesting representation you’ve tackled at S&C.

One of my first cases when I joined S&C involved the representation of Tommy Arthur, a death-row inmate in Alabama. Since 2001, I have worked on this pro bono case, which is my longest-running case. Numerous lawyers worked very hard throughout the years to save Tommy from five execution dates. From challenges relating to DNA evidence, Alabama’s sentencing scheme and its method of execution, we have vigorously litigated on Tommy’s behalf and he is an extremely grateful client. During this period, the United States Supreme Court issued several decisions shaping the landscape for capital litigation, and it has been so interesting to apply such law to Tommy’s case. Most recently, we filed a lawsuit challenging the constitutionality of Alabama’s lethal injection protocol involving midazolam and survived the state’s numerous attempts to dismiss Tommy’s case.

Outside of your practice, you are also an involved member of the S&C community, participating in both the Firm’s Diversity Committee and Women’s Initiative Committee. How do these networks strengthen the Firm and its mission with respect to diversity?

Both of these committees play a critical role at S&C. Through the tone from the top, I believe that the Firm prioritizes diversity. In addition to its social
value, promoting diversity makes sense from an economic perspective. We are in the service business, and our continued success depends on our ability to attract and retain the best law students and lawyers. To do that, we need to cast a wide net embracing individuals from diverse backgrounds with diverse perspectives. I believe such diversity makes us better lawyers, which in turn benefits our clients.

What drew you to S&C?

Initially, I liked S&C's downtown location. That's obviously not a compelling basis for choosing a law firm. Lucky for me, it turned out to be the right decision. The more relevant question is why I decided to stay at S&C. Aside from the amazing work and the amazing people, I recognized early on in my career that S&C is focused on meritocracy. No matter what you did in your previous life and where you went to school, your performance is evaluated based on the actual work you do here.

What would you say to someone who belongs to a group traditionally underrepresented in the legal profession if they asked you about joining S&C?

I would emphasize the culture of meritocracy at S&C, which provides everybody with the opportunity to succeed. I believe such meritocracy is truly empowering, because it allows you to take charge of your career. We obviously can’t control how a court will rule, but we can control the quality of a brief, a deposition and oral argument. I would also emphasize the culture of teamwork here. No matter who you are or where you came from, sometimes you will need help and you will want to consult with others. S&C lawyers are eager to pitch in and share their opinions, and there is so much to learn from this tremendous talent pool. We are competitive by nature, but I don’t think we regard our success as a zero-sum game. Among many other reasons, our willingness to work as a team makes S&C a special place.

When you’re taking a break from leading financial institutions in class action lawsuits and investigations, or other matters, what interests are you pursuing?

I have a 5-year old son, and I spend as much time as possible with him. He's a fantastic little man—with his own likes and dislikes—and I try very hard to encourage him to develop his interests. If that means I have to learn all the characters from Thomas the Train or the members of Argentina’s World Cup team, so be it. Recently, my son has become very interested in chess, so I’ve been reading up on chess strategies to keep up with him (and find clever ways to beat him).
AAN’s Mission

The Asian Associates Network (AAN) facilitates the professional development and advancement of Asian lawyers at the Firm. AAN provides its members with a candid forum within which they can meet other lawyers of East Asian, Pacific Island, Southeast Asian, South Asian and Asian-American backgrounds. AAN members also organize mentoring, networking and educational activities and participate in the recruitment of law students to the Firm. In addition, AAN promotes and encourages diversity in coordination with other affinity groups at S&C. AAN also maintains a two-to-one mentor program, matching two more-senior members of the group with each new associate who joins in the fall.

Statistics:

The Firm’s Asian lawyers include worldwide:

- 11 partners
- 4 special counsel
- 96 associates

Anna Fee, Chair, AAN
SPONSORSHIPS and COMMUNITY

The Firm sponsors, and our attorneys participate in, programs hosted by many professional organizations dedicated to the Asian community, including:

- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund (AALDEF)
- Japanese American Bar Association (JABA)
- Korean American Family Service Center (KAFSC)
- Korean American Lawyers Association of Greater New York (KALAGNY)
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- South Asian Bar Association of New York (SABANY)

Recognitions:

For the second consecutive year, Acquisition Finance Magazine has named S&C the U.S. Leading Diversity Law Firm of the Year at its ACQ5 Global Awards 2014. The ACQ Global Awards have celebrated the achievement and innovation of leaders, business teams and distinguished firms in their annual awards process since 2005.

2014 EVENTS and HIGHLIGHTS

February 6: AAN held its annual dinner in celebration of the Lunar New Year.

February 26: The Firm sponsored the AABANY Annual Dinner.

March 7: The Firm sponsored the JABA 38th Annual Installation and Awards Gala in Los Angeles.


May 5: The Firm hosted a reception to celebrate Asian Pacific Heritage Month.

May 7: Members of AAN, NOBLL, the LGBT Network and the Diversity Committee celebrated S&C’s 2014 diversity and inclusion programming and accomplishments at the annual Networks’ Spring Diversity Dinner.

June 10: The Firm sponsored the KALAGNY Annual Awards Gala.

June 11: AAN welcomed the 2014 summer associates at its annual Meet & Greet.

June 23: The Firm sponsored AALDEF’s Annual Summer Cocktail Party.

July 16: AAN hosted its annual summer associate reception.


October 8: The Firm sponsored SABANY’s Annual Leadership Awards.

October 13: AAN hosted its annual new associates’ welcome dinner.

LGBT Network

LGBT’s Mission

S&C has a long tradition of supporting its LGBT personnel and of serving the LGBT community through pro bono legal representations and other contributions to LGBT causes. The Firm is proud of, and values, this ongoing commitment to promoting equality and rewarding merit without regard to sexual orientation or gender identification.

The Firm’s LGBT Network was organized in order to further the Firm’s commitment to the LGBT community as a whole, provide a nurturing social and professional community for LGBT individuals within the Firm, and enhance the inclusive environment of the Firm overall. The LGBT Network facilitates S&C’s involvement in LGBT pro bono work; supports recruitment of LGBT personnel; and organizes professional, social and educational events.

OUR LAWYERS

- Partner David Braff is a member of the Firm’s Management Committee and co-chairs the Diversity Committee.
- Partner Mitch Eitel is deputy managing partner of the Firm’s Financial Services Group.
- Partner Rick Wertheim co-heads the Firm’s Broker-Dealer Regulation Group and is a member of the Diversity Committee.

Statistics:

The Firm’s LGBT lawyers include worldwide:

- 10 partners
- 2 special counsel
- 24 associates

S&C has one of the highest percentages of LGBT partners among large New York City law firms.
Recognitions:

- For the second consecutive year, Acquisition Finance Magazine named S&C the U.S. Leading Diversity Law Firm of the Year—LGBT at its ACQ5 Global Awards 2014.
- The Firm received the Immigration Equality “Safe Haven Award” for its ongoing representation of LGBT asylum seekers.

SPONSORSHIPS and COMMUNITY

The Firm sponsors, and our attorneys participate in, programs hosted by many professional organizations dedicated to the LGBT community, including:

- Human Rights Campaign
- Lambda Legal
- LeGaL—The LGBT Bar Association of Greater New York
- National LGBT Bar Association Lavender Law Conference and Career Fair
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- Services & Advocacy for GLBT Elders (SAGE)
- Transgender Legal Defense & Education Fund
- The Lesbian, Gay, Bisexual & Transgender Community Center (The Center)
- The Trevor Project

2014 EVENTS and HIGHLIGHTS

March 3: The LGBT Network, in conjunction with the Pro Bono Group, hosted Rose Saxe, ACLU LGBT and Transgender & AIDS Project senior staff attorney, who presented “The Supreme Court Ruling on the Defense of Marriage Act: The Fight, the Decision, Where We Stand Now, and What’s Next.”


March 26: The LGBT Network held its annual spring event, a cooking competition and reception at the French Culinary Institute.

March 27: The Firm sponsored the National LGBT Bar Association Out & Proud Corporate Counsel Institute and Award Reception in Los Angeles.

April 3: The Firm sponsored The Center Dinner.

April 15 and May 28: The Firm participated in the Out in Law and Out on the Street receptions in London and Hong Kong.

May 5: The Firm sponsored the Lambda Legal Liberty Awards Dinner.

June 2: The LGBT Network hosted its Pride Month Reception and Meet and Greet for the summer associate class of 2014.

June 16: The Firm sponsored the Empire State Pride Agenda Equality@Work Awards Luncheon and Trevor Live! NY.

June 23: The Firm sponsored the ACLU and NYCLU LGBT & AIDS Project Reception.

July 8: The LGBT Network hosted its annual summer associate reception at the Flatiron Room.

August 21–23: The Firm sponsored and lawyers participated in the Lavender Law Conference and Career Fair. An associate served as a workshop panelist and another was honored as one of the “Best LGBT Lawyers Under 40” at the Saturday luncheon.


October 20: The Firm sponsored the SAGE Awards & Gala in New York City.

October 22: The Firm sponsored the National LGBT Bar Association’s Inaugural Business Legal Conference and Out & Proud Corporate Counsel & Allies for Justice Award Reception in London.

December 8 and 9: The Firm participated in Out Leadership’s program titled “The Landscape: LGBT Business & Talent in Asia” and the Out on the Street 2014 Asia Dinner in Hong Kong.

PRO BONO ACTIVITIES

- S&C partnered with the ACLU of North Carolina to challenge the state’s ban on same-sex marriages, as well as the state’s ban on two-parent adoption that effectively bars same-sex couples from joint adoption.
- 2014 marked the 25th year that S&C lawyers have hosted a bi-weekly legal clinic at New York-Presbyterian Hospital’s Center for Special Studies and its Gay Men’s Health Crisis satellite location to provide estate-planning services to impoverished individuals living with AIDS and HIV. Since 1989, lawyers at the Firm have dedicated more than 14,000 hours to the project.
Network of Black & Latino Lawyers

NOBLL’s Mission

Our Network of Black & Latino Lawyers is designed to provide its members with the resources and opportunities that will help them fulfill their development goals while at the Firm. NOBLL members focus on professional, personal and community development, as well as assisting with student outreach. NOBLL maintains a one-to-one mentoring program, matching more senior members of the network with new associates joining the network each fall, and an associate-led speaker series covering substantive practice and professional development issues.

OUR LAWYERS

- Partner Sergio Galvis heads the Firm’s Latin America Group, co-heads the Sovereign Issuers practice, chairs the Firm’s Recruiting Committee and is a member of the Management Committee.

- Partner Tracy Richelle High is deputy managing partner of the Firm’s Litigation Group, co-chairs both the Diversity Committee and Women’s Initiative Committee and is also a member of the Managing Partners Committee.

- Partner Juan Rodriguez heads the Firm’s European practice.

- Partner Marc Trevino heads the Firm’s Executive Compensation & Benefits practice.

Statistics:

The Firm’s Black and Latino lawyers include worldwide:

- 8 partners
- 34 associates
Recognitions:

S&C was named U.S.—Leading Diversity Law Firm of the Year at the ACQ Law Awards 2014. The ACQ Law Awards recognize the achievements of leaders in the legal industry. Chosen by ACQ’s readership, the award winners exemplify the best in industry leadership, achievement and best practices across various business and legal sectors.

SPONSORSHIPS and COMMUNITY

The Firm sponsors, and our attorneys participate in, programs hosted by many professional organizations dedicated to the Black and Latino community, including:

- Association of Black Women Attorneys (ABWA)
- LatinoJustice PRLDEF
- Metropolitan Black Bar Association
- NAACP Legal Defense and Education Fund (NAACP LDF)
- Practicing Attorneys for Law Students Program, Inc. (PALS)
- Sponsors for Educational Opportunity (SEO)

2014 EVENTS and HIGHLIGHTS

February 10: The Firm hosted a reception to celebrate Black History Month.

April 23: NOBLL held its annual spring event, which included a whisky tasting and reception at The Flatiron Room.

April 26: The Firm participated in ABWA’s 20th Annual Ruth Whitehead Whaley Scholarship Luncheon.

April 30: The Firm sponsored the SEO’s 11th Annual Awards Dinner.

May 7: Members of AAN, NOBLL, the LGBT Network and the Diversity Committee celebrated S&C’s 2014 diversity and inclusion programming and accomplishments at the annual Networks’ Spring Diversity Dinner.

May 16: The Firm participated in the MBBA’s 30th Anniversary Awards Gala in New York and in the NAACP LDF’s 60th Anniversary Commemoration of Brown v. Board of Education in Washington, D.C.

May 20: The Firm hosted the PALS Spring Writing Workshop.

June 11: The Firm participated in ABWA’s Annual Associates Dinner.


July 17: The Firm hosted a reception and photo shoot for honorees—including a NOBLL member—of the 2014 Lawyers of Color LLC “Hot List.”

July 18: NOBLL hosted its annual summer associate reception.

October 1: The Firm hosted a reception to celebrate Hispanic Heritage Month.

October 9: The Firm hosted the annual PALS Kick-Off Reception.

October 10: The Firm participated in the Law Society Black History Month Program in London.

October 30: NOBLL hosted its annual new associates’ welcome dinner.

November 5: The Firm sponsored the LatinoJustice PRLDEF Annual Awards Gala.

November 6: The Firm sponsored the NAACP LDF annual National Equal Justice Awards Dinner.
The Women’s Initiative Committee (WIC) works to enhance the experience of women in practice at the Firm by focusing on the retention and advancement of our women lawyers and by fostering informal networking and mentoring opportunities. The WIC hosts a wide range of internal programs, external events and sponsorships that are designed to ensure that the Firm’s women lawyers have access to a variety of professional development opportunities. Each year, the WIC sponsors bar association and other professional organization events, brings in speakers of the highest caliber, co-hosts events with clients and holds periodic receptions and events at partners’ homes to further its mission. The WIC also maintains the Women@S&C Lunch Program, a series of monthly, informal, small group lunches among the Firm’s women partners, special counsel and associates. These lunches provide a casual setting for our women lawyers to share perspectives and learn from one another’s experiences. There is no specific agenda, which creates an open forum for candid discussion and for the associates to raise subjects of interest to them.

OUR LAWYERS

- Partner Whitney Chatterjee co-heads the Firm’s Alternative Investment Management Group and is a member of the Diversity and Women’s Initiative committees.
- Partner Tracy Richelle High is deputy managing partner of the Firm’s Litigation Group and co-chairs both the Diversity and Women’s Initiative committees.
- Partner Sharon Nelles is a member of the Management and Women’s Initiative committees.
- Partner Sarah Payne co-heads the Firm’s Technology, Finance and Mergers & Acquisitions practice and is a member of the Women’s Initiative Committee.
- Partner Yvonne Quinn co-heads the Firm’s Antitrust practice and is a member of the Women’s Initiative Committee.
- Partner Alison Ressler heads the Firm’s California practice, co-heads the Private Equity practice and is a member of the Management, Diversity and Women’s Initiative committees.
- Partner Karen Seymour is co-managing partner of the Firm’s Litigation Group and is a member of the Management, Diversity and Women’s Initiative committees.

Statistics:

The Firm’s women lawyers include worldwide:

- 31 partners
- 2 European counsel
- 2 of counsel
- 16 special counsel
- 235 associates
2014 EVENTS and HIGHLIGHTS


March 19: The Firm hosted a YWCA breakfast panel in celebration of Women’s History Month.

March 24: Partner Yvonne Quinn hosted an NYU 1L Reception at her home; she also hosted a Columbia 1L Reception at her home on April 1.

April 1: The Firm participated in the Los Angeles Chapter of Women of the Association of Corporate Growth’s Networking Reception.

April 3: The Firm sponsored the Dress for Success® Something to Share Gala.

April 26: The Firm participated in ABWA’s 20th Annual Ruth Whitehead Whaley Scholarship Luncheon.

April 30: The Firm sponsored Legal Momentum’s “Aiming High” Luncheon.

May 8: The Firm sponsored the NYWF “Celebrating Women” Breakfast.

May 13: The Firm participated in the KSP New Women Partners Breakfast.

May 21: The Firm hosted a women’s writing workshop led by an S&C alumna, as part of the NYCBA Diversity Pipeline Committee’s “Launching Your Career Series.”

June 12: The WIC hosted its annual dinner to welcome the women summer associates in the New York office.

June 16: The Firm sponsored the NYCBA’s “Who’s the Boss: When Women Call the Shots” panel presentation.

June 17: The Firm participated in the KSP 1L Panel and Reception.


June 24: Lawyers attended the Women in Law Empowerment Forum’s Breakfast with Loretta E. Lynch and Elizabeth Anne Tursi.

July 23: The WIC hosted a discussion titled “What Role Does Gender Play in the Profession?”

July 24: The WIC hosted a rooftop wine class/tasting for all women associates and summer associates in the Washington, D.C. office.

September 19: The WIC hosted its annual breakfast to welcome the new women associates.

October 21: The WIC hosted a networking reception with LexisNexis’s Women Connected Group, which served as a kick-off for the annual weeklong clothing drive to benefit Dress for Success®.

October 29: The WIC hosted a Harvard Law School Women’s Alliance Breakfast Panel.

November 4: The WIC hosted Part II of the Women in Law Panel & Discussion titled “Opting Up, Not Out.”

November 11: The WIC hosted a reception for all women lawyers in the New York office.


SPONSORSHIPS and COMMUNITY

The Firm sponsors, and our attorneys participate in, programs hosted by many professional organizations dedicated to the advancement of women and girls, including:

- Dress for Success®
- HerJustice
- Judges and Lawyers Breast Cancer Alert (JALBCA)
- Kate Stoneman Project (KSP)
- Legal Momentum
- National Association of Women Lawyers (NAWL)
- New York Women’s Foundation (NYWF)
- Sanctuary for Families
- Women’s Bar Association of the District of Columbia
- The YWCA of the City of New York

Recognitions:
S&C was awarded the “Most Innovative International Firm Award” at the inaugural Euromoney Legal Media Group’s Americas Women in Business Law Awards in New York City. The Firm was recognized for its unique programs, including the Floor Wizard mentoring program, professional development speaker series and adoption benefits.
For lawyers at Sullivan & Cromwell, time spent on pro bono cases is an integral part of the work performed for the Firm. The cases S&C takes on and wins result in positive change on both an individual and national scale, and associates who are staffed on these cases are given opportunities to work in ways often reserved for more senior lawyers. In addition to the professional development opportunities, pro bono cases are often significant to S&C lawyers on a personal level. A litigation associate in New York active in several pro bono matters states that “S&C is a good place to do pro bono work because people are supportive of it. There are a lot of people and causes that need representation. Whenever there’s a case, it’s important to people that it be done well.”

Examples of some of the Firm’s pro bono representations include:

Transgender Legal Defense and Education Fund (TLDEF)—Name Change Project

Since October 2007, Sullivan & Cromwell has partnered with TLDEF, an organization committed to ending discrimination based upon gender identity and expression, to assist more than 140 low-income transgender individuals in New York change their names to conform with their gender identities. TLDEF refers clients to participating S&C attorneys who then meet with the client, prepare and file the name change petition, and accompany the client to an appearance in civil court in Manhattan. Through this work, lawyers have the opportunity to help members of a marginalized community avoid the discrimination and embarrassment that comes with having a legal name inconsistent with their gender identity and presentation.

Her Justice and Sanctuary for Families—Domestic Violence

S&C lawyers advise survivors of domestic violence in conjunction with the organizations Her Justice and Sanctuary for Families to help immigrant women and children gain legal residency under the federal Violence Against Women Act (VAWA) and provide representation in family court proceedings. VAWA self-petitions and battered spouse waivers enable immigrant women who are domestic violence survivors to seek lawful permanent residence in the United States for themselves and their children without the permission or assistance of their abusive husbands.

Through Her Justice, the Firm receives referrals for uncontested divorces, orders of protection and child support cases. In February 2014, partner Tracy Richelle High, associates Michael Popper and Meredith Sherman, and litigation analysts Cesar Chavez and Evangelina Romero were awarded the 2014 Commitment to Justice Award for outstanding legal team by Her Justice. The team successfully represented a survivor of domestic violence and her two children in their U visa applications, resulting in the reunification of the family in the United States after seven years of separation. S&C’s summer associates also participate in Her Justice’s Summer Associate Program, assisting on both family and immigration law matters under the supervision of S&C lawyers.

S&C special counsel Bill Schroeder, Evangelina Romero, Michael Popper and Cesar Chavez accepting the Commitment to Justice Award.
In October 2014, the S&C Endurance Club participated in the fifth annual *Story by Story* event, climbing 43 stories in a Midtown skyscraper to raise funds for the nonprofit organization Her Justice. The team had some strong performances overall. S&C, as a corporate partner with Her Justice, provides critical support to the organization’s general operations, and a number of the Firm’s lawyers have volunteered their time and legal knowledge over the past few years.

Summer associates also participate in Sanctuary for Families’ Courtroom Advocates Project (CAP), which places summer associates directly in the courthouse and supervises them while they help survivors of domestic violence when they first enter court pro se to file their petitions. Through CAP, summer advocates help survivors of domestic violence draft their petitions for protective orders, advocate for them at their initial appearance and at the next court date before family court judges and educate them about the family court process.

**Immigration Equality**

For more than 20 years, Immigration Equality has been focused on providing free legal services to lesbian, gay, bisexual, transgender and HIV-positive immigrants seeking safety and equitable treatment. During the past three years, the Firm has represented a total of 13 asylum seekers referred by Immigration Equality, all of whom hail from countries where LGBT individuals face persecution. In May 2014, the Firm received a Safe Haven Award from Immigration Equality for its ongoing representation of LGBT asylum seekers.

On September 11, 2014, Immigration Judge Sandy K. Hom granted asylum to pro bono clients Rubal and Animesh, who were referred to S&C by Immigration Equality. Rubal and Animesh, a married gay couple from India, suffered severe abuse and persecution by their families and local authorities before fleeing to the United States in 2013. Their arrival on crewmen’s visas meant that their applications for asylum were transferred directly to immigration court and assigned to Judge Hom, whose denial rate is one of the highest among New York judges (at one point denying as many as 91 percent of applications). Because Rubal and Animesh filed for asylum more than one year after their arrival in the United States, they faced the additional burden of justifying the delay by demonstrating changed circumstances that materially affected their eligibility for asylum. S&C entered negotiations with the Department of Homeland Security and successfully stipulated that the Indian Supreme Court’s December 2013 decision recriminalizing homosexuality, as well as Rubal and Animesh’s marriage in February 2014, constituted changed circumstances and that they had a well-founded fear of persecution in India based on their sexual orientation. After hearing testimony from Rubal and Animesh, Judge Hom promptly granted their applications from the bench. As a result of S&C’s victory, Rubal and Animesh are immediately eligible to work in the United States and can apply for permanent residency in September 2015.

**Human Rights First**

Through Human Rights First, S&C lawyers assist asylum seekers who are at risk of harm in their home countries because of who they are—because of their religion, political opinion, sexual orientation or ethnicity. S&C lawyers litigate in immigration court concerning these asylum seekers’ experiences of persecution and fear of future persecution if returned to their home country. Our representations have included asylum seekers from more than 14 different countries.
Sullivan & Cromwell celebrates the diversity of backgrounds, cultures and experiences of all its lawyers in the Firm’s 12 offices around the world. Although the majority of the Firm’s diversity and inclusion programs and events take place at, or originate from, the Firm’s headquarters in New York, the Firm continuously seeks to enhance and increase the programming available to our other offices.

All of the Firm’s offices are represented on the Diversity Committee, and their insight and feedback contribute to our global strategy. Lawyers and staff worldwide are invited to participate via videoconference in all programs featuring outside speakers and panel discussions. In addition, these programs are recorded and copies are sent to those offices where the time difference prevented them from participating.

The Firm is committed to providing its people with opportunities for candid dialogue regarding diversity and inclusion. In late 2014, S&C provided mandatory training for all lawyers worldwide titled “How We Work Together and Why It Matters.” The program, presented by the management consulting firm VallotKarp, brought together partners and associates of all levels of seniority over the course of several months. Developed under the guidance of the Diversity Committee, the program sought to raise a deeper awareness about how people experience and perceive a law firm environment. The sessions explored practical ways that everyone, whether in the partnership or at the junior associate, level can foster an inclusive culture that maximizes the potential of all our people.

The Firm also regularly sponsors regional activities that educate, promote and celebrate all aspects of diversity and inclusion. In 2014, the Firm continued to increase the amount of programming offered in all offices.

For example, S&C, Covington & Burling and Baker McKenzie collaborated to present a first-of-its kind diversity program for their London offices. Going forward, each quarter, one of the firms will host a program featuring a prominent speaker who will discuss pertinent diversity issues. Attendance is open to each of the participating law firms. Past programs have featured the head of KPMG’s restructuring department, who spoke about her rise through corporate ranks as a woman in the early ‘80s, and London-based LGBT activists.
Among other events, lawyers in the Hong Kong office attended “Out in the Street” programs and events including the Asia Reception, Asia Dinner, and Asia Summit. Lawyers in the Los Angeles office attended the Japanese American Bar Association’s Annual Installation and Awards Gala and the Los Angeles Corporate Counsel “Out & Proud” Reception.

Lawyers in the Firm’s Washington, D.C. office also regularly participate in diversity-related activities. Events for women lawyers and summer associates are held each summer, and lawyers in the D.C. office routinely attend programs hosted by the Women’s Bar Association and Hispanic Bar Association of the District of Columbia. The Firm also regularly sponsors the OutServe-Servicemembers Legal Defense Network National Dinner. In addition, D.C. lawyers periodically attend events in New York hosted by the Firm’s affinity groups.

INTERNATIONAL OFFICE ROTATIONS

Associates who have expressed interest in working outside the United States may be offered the opportunity to participate in a minimum two-year rotation to one of S&C’s non-U.S. offices. These rotations balance the needs of the regional office with the associates’ desire to enhance the depth and breadth of their legal skills and contribute to the Firm’s global initiatives. Added benefits of these rotations are the intra-office relationships that develop among our lawyers.

VISITING LAWYERS PROGRAM

Founded in 1949, Sullivan & Cromwell’s Visiting Lawyers Program provides practical training in the United States to visiting lawyers who plan to return to their home countries to practice law.

With more than 330 alumni in 48 countries, the hallmark of the Firm’s Visiting Lawyers Program has been the substantive nature of the experience provided: The visiting lawyers do not learn by observing others at work; they learn by active involvement in transactions. The Firm believes that it is difficult to provide meaningful exposure to the U.S. practice in a short time. Accordingly, the program begins in the fall of each year and participants generally are at the Firm for a term of seven to eight months.
Having a diverse workforce requires hiring people of all backgrounds. In order to attract the most diverse group of talented lawyers, S&C recruits at more than 30 law schools and job fairs. The Firm also works with affinity student groups and bar associations to sponsor panel discussions, conferences and networking events. By placing an emphasis on substantive programming, the Firm and its lawyers provide a valuable resource to students by helping them better understand the realities of practicing law and the steps they need to take to best position themselves to have successful careers.

Our associate affinity networks play a key role in recruiting at S&C. Each year, the chairs of each of the networks—AAN, LGBT Network and NOBLL—correspond with the affinity groups at all of the law schools where we recruit. A member of each network is assigned as the liaison to each affinity group at these schools and works to recommend programs and events for the Firm to sponsor with the organizations. These partnerships help keep the Firm connected to law students throughout the year and also encourage the development of informal mentoring relationships that can be crucial to students as they assess where to begin their legal careers. In addition, students develop a better understanding of S&C and the business imperatives—of which diversity is one—that drive the Firm on a daily basis.

Below is a list of some of the panel discussions, conferences, and networking events the Firm sponsored this past recruiting season:

**Recruiting Events in 2014 included:**

- Berkeley Diversity Placement Night
- Columbia Asian Pacific American Law Students Resume Workshop
- Columbia Black Law Students Association International and White Collar Work Panel
- Columbia Law Women’s Association Women in Firms Panel and Mentoring Program
- Columbia Latino/a Law Students Association Annual Awards Banquet
- Cornell Asian Pacific American Law Students Association Annual Conference
- Cornell Women’s Law Coalition Panel
- Harvard Asian Pacific American Law Students Association Annual Conference
- Harvard Black Law Students Association Job Fairs and Diversity Reception
- Harvard Lambda Legal Advocacy Conference and Panel
- Harvard South Asian Law Students Association Panel
- Harvard Women’s Law Association Mentorship Program
- Lavender Law Conference and Career Fair
- LGBT Association of Greater New York Career Fair
- Los Angeles Legal Recruitment Association Diversity Networking Event and Reception
- NYU Asian-Pacific American Law Students Association Annual Networking Dinner and 1L Luncheon
- NYU Black Allied Law Students Association Sponsorship
- NYU Law Women Professional Mentorship Program and 1L Reception
- NYU Law Early Interview Week Diversity Reception presented by the Latino Law Students Association
- Penn Asian Pacific American Law Students Association Conference
- Penn Law Women’s Association Mentorship Series and Guide to BigLaw Panel
- Stanford Black Law Students Association Annual Conference
- UCLA Annual Diversity Reception
- Women of Stanford Law Panel on the European Debt Crisis
- Yale OutLaws Alumni Banquet and Firm Panel
The Firm’s summer associate program is an integral part of the recruiting process. Composed mainly of rising second-year law students, the program is designed to expose summer associates to a variety of different practice areas, matters, transaction types and senior lawyers. Summer associates receive a thorough introduction to the Firm’s culture and values, including diversity training, practical advice about working at S&C, courses that add to their knowledge of basic research and writing skills, and comprehensive mentoring and feedback. In addition, U.S.-based associates are afforded the opportunity to request placement in one of the Firm’s offices outside of the United States for four to six weeks, or they may elect to split their summer between two of S&C’s U.S. offices, subject to space and staffing needs. In 2014, 10 summer associates spent time in one of our non-U.S. offices, and five summer associates split their time between two U.S. offices. Summer associates are also given the opportunity to participate in public interest externships. Finally, each summer, S&C organizes a variety of social events, including parties at lawyers’ homes, Broadway shows, sporting events and lawyer network receptions.
The Firm is committed to increasing the number of diverse attorneys in the larger legal community. It demonstrates this commitment by supporting and participating in internship, mentoring and development programs for high school, college and law school students of color and lawyers of color, including:

**Legal Outreach and New Jersey Law & Education Empowerment (NJ LEEP)**

At the high school level, we partner with Legal Outreach and NJ LEEP. These organizations prepare urban youth from underserved communities to compete at high academic levels by providing intensive legal and educational skill-building programs. In addition to financially sponsoring these programs, each summer, the Firm hosts four students from each program for one week, during which time they are exposed to our lawyers and practice areas through various presentations and activities, including a mock trial.

**Sponsors for Educational Opportunity (SEO)**

At the college level, we are a long-standing partner with SEO, a nonprofit organization that provides mentoring programs for minority high school students and continues to support their development throughout college and during the participants’ careers. S&C has financially supported SEO and employed outstanding college graduates as part of SEO’s Corporate Law Program for more than two decades. Students intern at the Firm during the summer between graduation from college and commencement of law school. The Firm also hires former SEO interns as summer and regular associates. Since 1993, the Firm has employed 73 SEO interns, 13 percent of whom joined the Firm as regular associates following their law school graduation. Diversity Committee and Women’s Initiative Committee Co-Chair Tracy Richelle High is a former SEO intern.

**Practicing Attorneys for Law Students Program, Inc. (PALS)**

The Firm is a longtime supporter of PALS, an organization that provides networking opportunities and mentoring and development programs to minority law students and junior lawyers. In addition to our financial support, for nearly 20 years we have hosted the program’s Fall Kick-Off Reception, which attracts approximately 250 minority law students and attorneys from the tri-state New York City area. S&C also hosts a writing workshop each spring for PALS members, and S&C lawyers serve as PALS mentors.
Leadership Council on Legal Diversity (LCLD)
The Firm is a member of LCLD, an organization of more than 200 corporate chief legal officers and law firm managing partners dedicated to creating a diverse legal profession. LCLD has four strategic goals: talent development, partnership candidacy, pipeline development and metrics. One of its signature programs is the Fellows Program. This year-long professional development program identifies high-potential lawyers from diverse backgrounds and supplements their law firm skills with a learning program consisting of in-person conferences, peer-group projects and extensive contact with LCLD’s top leadership. The goal is to produce a generation of lawyers with strong leadership and relationship skills who are committed to fostering diversity within their individual institutions and the profession at large. One of our diverse partners has served as an LCLD fellow since the program’s inception in 2011. In addition, S&C lawyers participate in LCLD’s Individual Mentoring Program, which pairs volunteer mentor attorneys with diverse 1L students at law schools in 25 cities across the United States.

Additionally, the Firm actively supports the New York City Bar Association as a sponsor of its Office for Diversity and Inclusion. An S&C associate serves on the New York City Bar’s Minorities in the Profession Committee, and the Firm supports numerous events hosted by the New York City Bar’s Women in the Legal Profession Committee, including the annual Justice Ruth Bader Ginsburg Lecture on Women and the Law and General Counsel panels. For the past two years, the Firm has also hosted writing workshops as part of the New York City Bar’s Diversity Pipeline Committee’s “Launching Your Career” series. The series provides college pre-law students through second-year law students with the opportunity to attend professional development programs specifically tailored to women and diverse men at various New York City law firms during the summer. An S&C alumna leads the workshop, and several S&C associates facilitate breakout group discussions.
# Maintaining a Standing Diversity Committee that Reflects Our Firm’s People

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<thead>
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For additional information on Sullivan & Cromwell’s diversity and inclusion initiatives, please visit: www.sullcrom.com/diversity-and-inclusion