

Diversity Update

Summer 2007

- ▶ **MCCA LML Scholarship Program** - We are continuing to participate in the Minority Corporate Council Association (MCCA) LML Scholarship Program through our support of our Groom Law Group Fellow, Lisa Gonzalo, who is entering her 2nd year of law school at Rutgers University. We are contributing a total of \$30,000 over three years to Lisa's law school expenses. Our Executive Principal, Jon Breyfogle, is a member of the scholarship program selection committee.
- ▶ **ABA Annual Meeting** - On August 10, Groom Associate and Diversity Committee Member, Alex Ryan, gave a presentation at the ABA Annual Meeting in San Francisco on best practices under the American with Disabilities Act for legal employers. This was a joint program sponsored by both the American Bar Association Young Lawyers Division and the ABA's labor and employment law section. The program was intended to provide legal employers with an overview of the "reasonable accommodations" provisions of the ADA, in an effort to provide guidance in employers' hiring and retention practices with respect to employees with disabilities. The program consisted of a moderated panel discussion, with panel members including the Regional Attorney from the EEOC's San Francisco office, the pro bono coordinator with Morrison & Foerster, and the chair of the ABA's Commission on Mental and Physical Disability Law.
- ▶ **Vault/MCCA Job Fair** - Groom again sponsored a booth at the Vault/MCCA Diversity Job Fair in New York City, on August 15 and 16. Although we were one of a very few small specialty firms attending this event, one of our Principals and member of our Recruiting Committee, Christy Tinnes, was interviewed for a video presentation on the Vault website.
- ▶ **Pride of Rochelle Mentor Program** - As part of our "pipeline" work to introduce diverse groups of students to the legal professional in general, and our benefits practice in particular, Groom hosted the Pride of Rochelle Mentor program, a group of 32 6th through 8th grade, at-risk, middle school boys from Kinston, North Carolina who were visiting Washington, D.C. Please look for our separate story and pictures from this event on the diversity webpage.
- ▶ **HBNA Future Latino Leaders Law Camp** - This year, during July, we supported the Hispanic National Bar Association (HBNA) Future Latino Leaders Law Camp at Georgetown University. Groom was a Bronze Sponsor for the HNBA Award dinner attended by attorneys Jon Breyfogle, Chris Keller, Christy Tinnes, Ellen Goodwin, August Imholtz, and Mark Nielsen. Mark and August also participated in the law camp by coaching students in preparation for their Mock Trial competition.
- ▶ **NBA Crump Law Camp** - Once again, we provided classroom supplies for the National Bar Association Crump Law Camp held in July. The two-week camp at Howard University provides students entering the ninth through eleventh grades with an introduction to the American judicial system.

► **Summer Intern Program** - During the end of July and first part of August, LaTaunja Beckwith, our paralegal coordinator organized a series of lunch program to discuss careers in benefits law with our summer interns in paid administrative positions. Four students participated. Derica Barbour, a senior at Georgetown University, majoring in marketing, Jeffrey Nelson, a senior at George Washington University who is planning to enter law school in a few years, Evann Baker, entering his freshman year of college at Quinnipiac College in Connecticut, and Sophie Shen, a senior at Walt Whitman High School in Bethesda, MD.

In several lunch meetings, the program covered Groom's legal practice areas, including Health, Litigation, Fiduciary Responsibility (ERISA Title I), and Employee Benefits Tax (ERISA Title II). Attorneys from each practice group discussed their practice areas and offered thoughts on topics such as why they chose law as a profession, getting into and succeeding at law school, balancing career and family, and what it is like to be an employee benefits

attorney. Our Health practice was represented by Heather Meade and Nicole Cerquitella; Litigation by Alex Ryan and Christina Crockett; Fiduciary Responsibility by Jon Bourgault and Jennifer Eller; and Employee Benefits Tax By Shannon Salinas and Eric Cotts. Diversity Committee members and members of Groom's paralegal staff also participated. At the end of the program, Groom sponsored an evening of bowling, which included interns, paralegal, and attorneys who participated in the lunch meetings.

