At Sutherland, we strive to create a supportive work environment that is diverse and fosters top-notch client service.

Sutherland is proud of its accomplishments in 2012 on diversity and inclusion, many of which are described in this report. We are particularly pleased that, beginning in 2012, one-third of the members of the firm’s Executive Committee were women, and 14 women held positions in our practice groups and office leadership. Additionally, our firm received the Women in Law Empowerment Forum Gold Standard Award in 2012 and was ranked 7th in an AmLaw 100 survey for having women in leadership roles.

Our diverse partners, counsel and senior associates also achieved excellent results in 2012, due in no small part to the Diverse Attorneys Working Group initiative launched in 2011. This initiative is designed to ensure that diverse Sutherland attorneys receive the business development and profile-raising opportunities needed for a long and successful career at the firm.

Although we have come a long way, we will not become complacent and self-congratulatory. Our success and the future progress of our attorneys will continue to require effort and support from our partners, staff and clients as well as constant reassessment of the firm’s recruiting, hiring, training, mentoring, feedback, promotion and advancement programs. We will continue in our support of and attention to our diversity programs to sustain our successes.

Of course, more remains to be accomplished to make certain that our firm and the legal profession have the diverse talent essential for the world in which we live and practice. We remain committed to these efforts because it is the right thing to do.

We welcome your input, constructive criticism, advice and opportunities to partner with you in new initiatives.

Sincerely,

Rachel G. Clingman
Executive Committee Member

Mark D. Wasserman
Managing Partner

Allegra J. Lawrence-Hardy
Executive Committee Member

Beverly J. Rudy
Executive Committee Member

James L. Henderson III
Partner and Chief Diversity Officer
Sutherland is honored to have received the following recognitions in 2012:

- **Multicultural Law Magazine**
  - Top 100 Firm for Diversity
  - Top 100 Firm for Women
  - Top 25 Firm for African Americans

This recognition is based on a survey of more than 200 law firms on the American Bar Association’s list of firms with more than 100 lawyers.

- **Ranked 7th in AmLaw 100 for Women in Leadership Roles**
- **Best Place to Work for LGBT Equality**
  - For the fourth consecutive year, Sutherland was named a “Best Place to Work for LGBT Equality” by the Human Rights Campaign, America’s largest civil rights organization working to achieve lesbian, gay, bisexual and transgender (LGBT) equality. Sutherland once again earned a perfect 100% score on the Human Rights Campaign Foundation’s Corporate Equality Index. The survey rates businesses on a scale from zero to 100% on their treatment of LGBT employees, consumers and investors.

- **Vault Rankings included:**
  - No. 5 in the “Best Law Firms to Work for”
  - Top 20 in “Diversity for Minorities”
  - Top 20 in “LGBT Diversity”
  - Top 25 in “Diversity for Women”
  - Top 25 in the “Best Law Firms for Diversity”
  - No. 2 for Informal Training
  - No. 2 for Formal Training
  - No. 4 for Satisfaction
  - No. 4 for Associate/Partner Relations

**Women in Law Empowerment Forum (WILEF)**

For the first time, Sutherland was given the “Gold Standard” recognition by the Women in Law Empowerment Forum (WILEF). WILEF is the premier forum for women in law firms for The AmLaw 100 and Second Hundred. Only 65 law firms nationwide received this year’s award which required achievement of four of the five following criteria:

- 10% of firm chairs and managing partners (firmwide, U.S. or North American Regional and U.S. branch offices) are female
- 20% of the firm’s primary governance committee is female
- 20% of the firm’s compensation committee or its equivalent is female
- 25% of the firm’s practice group leaders and/or department heads are female
- 10% of the top half of the most highly compensated equity partners in the firm are female

**Leadership Council on Legal Diversity**

The Leadership Council on Legal Diversity (LCLD) is a national organization made up of top legal professionals. The group focuses on developing strategies to increase diversity in the legal profession. Sutherland’s Managing Partner Mark Wasserman is an active member and, in 2012, Sutherland Partner Thomas Bundy was selected for the Fellows Program. The Fellows Program is designed to connect high-potential attorneys with general counsel and managing partners from preeminent organizations for year-long professional development. Through the program, a class of 134 attorneys attends a range of training meetings and receives the opportunity to learn from top leaders in the legal field.
2012 Diverse Attorney Conference

The 2012 Diverse Attorney Conference was held August 16-18 in Washington, D.C. The two-day event brought together firm management, partners, associates and clients to initiate thought-provoking conversation on topics that impact diverse attorneys. Two informative panel discussions with in-house counsel provided insightful commentary and useful tips on client relationships. Sutherland’s Thomas Bundy facilitated the first panel, “Secrets of Successful Outside Counsel,” and panelists included representatives from American Airlines, Scripps Network, South Jersey Industries and American Water Service. The second panel discussion, “The No-Spin Role that Diversity Plays in the Retention of Outside Counsel,” was facilitated by Sutherland’s Juan Garcia and included panelists from Bank of America, American Airlines and Nationwide Insurance.

Proud Supporter of the Following Organizations

- The Atlanta Legal Diversity Consortium, Inc.
- Southeastern Minority Job Fair
- National Asian Pacific American Bar Association Convention
- Georgia Diversity Program
- Vault/MCCD Diversity Guide
- National Bar Association Corporate Counsel Conference
- Women’s Energy Network-Houston
- Georgia Association of Black Women Attorneys
- Minority Corporate Counsel Association Diversity Honors Gala
- State Bar of Georgia Diversity Program Annual CLE and Luncheon
- Association of Women Attorneys
- Corporate Counsel Women of Color
- Hispanic Bar Association Officer Annual Fundraiser
- Georgia Association for Women Lawyers
- Atlanta Bar Association, 10th Anniversary Retreat and Diversity Award Reception
- The Atlanta Women’s Foundation
- Gate City Bar Association
- NALP Foundation
- Corporate Liberty Circle Sponsor for Lambda Legal
- Women in Law Empowerment Forum
- Harvard Law School Southern Legal Society
- Stonewall Bar Association of Georgia, Inc.
- National LGBT Bar Foundation
At Sutherland, we pride ourselves on the career advancement of women. Sutherland women are leaders within the firm and the profession. They strive not only to enhance their skills and profiles within their chosen fields, but also to contribute to their communities. They are leaders, mentors and trusted advisers.

**Executive Committee Member: Rachel G. Clingman**

Rachel Giesber Clingman, Partner-in-Charge of the Sutherland Houston office, says that for a time, many industry diversity initiatives existed because of client emphasis. “But over time, client focus seems to have lessened. Sutherland has and continues to have extraordinary diversity and inclusion because that’s who we are and what we believe in, not because of some external recognition.” Realistically, she says, “our world, our communities and our clients are diverse in gender, creed, language and in all other ways, and the firm’s diversity is a tremendous asset of which I am proud to be a part.”

Rachel has earned national recognition as a litigator focused on the energy sector handling complex litigation, crisis management and related commercial issues. When she joined Sutherland as a lateral partner and leader of the firm’s Crisis Management and Complex Litigation Team, she was immediately impressed by the firm’s women attorneys. “Many of our women have independently built strong, dynamic practices,” she says. “We have a strong group of women partners to mentor and guide others.” In addition to providing examples of success, all Sutherland attorneys who serve as mentors position the firm to face the challenges of the future. “As the legal profession becomes more competitive, it is incumbent on all of us to mentor junior attorneys about the professionalism and the business of law,” Rachel says. “Being an excellent lawyer is a requisite, but not enough.”

Rachel’s commitment to giving back is reflected in her community service and charitable work, including serving on the Advisory Council of the Women’s Energy Network of Houston, as a member-at-large of the Executive Women’s Partnership Steering Committee of the Greater Houston Partnership and as a member of the Steering Committee for Women’s Initiative at the United Way of Texas Gulf Coast.

**Executive Committee Member: Allegra J. Lawrence-Hardy**

The youngest member ever of the firm’s Executive Committee, Allegra J. Lawrence-Hardy is Deputy Team Leader of Sutherland’s Business and Commercial Litigation Team and its Labor and Employment Team. She focuses her practice on multi-party and multi-jurisdictional litigation and labor and employment law, representing companies throughout the United States and abroad in numerous trials and other proceedings.

Through roles on Sutherland’s Executive Committee, Hiring Committee, and Diversity and Inclusion Committee (which she organized and led in its formative years), Allegra has aggressively pursued diversity initiatives within the firm. Most notably, she designed the firm’s nationally recognized Sutherland Scholars program which is described below, and she spearheaded recruitment and retention efforts that resulted in Sutherland being ranked among the top 5 firms in the country by Vault and earning a perfect score in the Human Rights Campaign Foundation’s Corporate Equality Index. Through Allegra’s efforts, the firm appointed its first Chief Diversity Officer.

Beyond Allegra’s impressive resume, her expertise and boundless energy have earned her numerous awards. Some of her most notable honors include: recognized as one of the National Bar Association and IMPACT’s 2011 Nation’s Best Advocates: 40 Lawyers Under 40; recognized by Chambers USA: Guide to Leading Business Lawyers in the area of labor and employment; named among “40 Under 40 Up & Comers” by the Atlanta Business Chronicle; selected as an “Unsung Heroine” by the National Coalition of 100 Black Women, Inc., Metropolitan Atlanta Chapter; selected for inclusion among “Atlanta’s Top 100 Black Women of Influence,” Atlanta Business League; recipient of the Chief Justice Leah Sears Award for Distinction in the Profession; recipient of the Gate City Bar Foundation’s A.T. Walden Outstanding Lawyer Award; and named among “Atlanta’s 25 Power Women to Watch” by Atlanta Woman magazine.
Executive Committee Member: Beverly J. Rudy

When Beverly J. Rudy joined Sutherland 20 years ago, she was looking for a firm that would allow her to grow her energy trading practice. Beverly—now a partner in the Energy and Environmental Practice Group, a member of the firm’s Executive Committee, Deputy Practice Group Leader – Energy and Environmental and Co-Team Leader – Energy Trading—was also attracted by the firm’s culture. “Sutherland is well managed, economically conservative and true to its mission of not trying to be all things to all clients in every location,” says Beverly, who is based in the Washington, D.C., office. “The firm also fosters an atmosphere that is collegial and respectful, and is full of attorneys who are smart and nimble.”

Over the years Beverly has met her goal of growing her practice, which involves advising oil trading companies and focusing on commercial, international trade, regulatory and transaction tax matters that affect the global trading of oil, petrochemicals and other energy commodities. She points to Sutherland’s commitment to diversity and inclusion as one factor that has made her practice flourish. By nurturing the talent of women attorneys and those from diverse backgrounds, Sutherland is able to be more responsive to its clients, that have become more diverse and multicultural in recent years. Training and mentoring represent important aspects of Sutherland’s success as well, she says. “We encourage young lawyers to maximize their particular talents and strengths, to be as excellent as they are and to never settle for less.”

Beverly says when she was asked to join the firm’s Executive Committee, she appreciated the opportunity to contribute to the firm’s continued success in a management capacity. “I wanted to give back more than my personal blood and sweat,” she says, and “hope that I will serve as a mentor and role model to the women here.”

Leading the Way

- Rachel G. Clingman, Executive Committee; Partner-in-Charge of Houston Office
- Jennifer W. Fletcher, Co-Practice Group Leader – Litigation
- Ann G. Fort, Team Leader – Intellectual Property Litigation
- Dorothy B. Franzoni, Team Leader – Renewable and Alternative Energy
- Susan S. Krawczyk, Team Leader – Broker-Dealer/Investment Adviser
- Catherine M. Krupka, Team Leader – Electric Regulatory
- Cynthia M. Krus, Practice Group Vice-Chair – Corporate and Financial Services
- Susan G. Lafferty, Team Leader – Fuels
- Daniella Landers, Team Leader – Environmental
- Allegra J. Lawrence-Hardy, Executive Committee; Deputy Team Leader – Business and Commercial Litigation
- Carley A. Roberts, Partner-in-Charge of Sacramento Office
- Lisa A. Rosen, Team Leader – Real Estate Finance, Capital Markets and Commercial Mortgage Servicing
- Beverly J. Rudy, Executive Committee; Deputy Practice Group Leader – Energy and Environmental; Co-Team Leader – Energy Trading
- Cynthia R. Shoss, Co-Team Leader – Insurance Transactions and Products
Recruiting and retaining top-notch attorneys is a Sutherland trademark. The firm is committed to continuing to attract, develop and promote the strongest talent, which includes placing a priority on diversity.

**By the Numbers**

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<th>Year</th>
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<th>Partners of Color</th>
<th>Women Attorneys Firmwide</th>
<th>Partners of Women</th>
<th>LGBT Attorneys Firmwide</th>
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<td>7%</td>
<td>35%</td>
<td>20%</td>
<td>2%</td>
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</tr>
</tbody>
</table>

**Inclusive Recruitment**

In 2012, Sutherland expanded its recruiting efforts at notably diverse law schools and career fairs, hosted events for attorneys and summer associates, and sponsored various associations for individuals of diverse backgrounds. In addition, the firm offered internships for students of color and LGBT students.

Sutherland participated in diverse attorney recruiting events hosted by:

- Harvard Black Law Students Association
- George Washington University Black Law Student Association
- Howard University School of Law
- Georgetown University Law Center
- Mid-Atlantic Black Law Students Association
- Southeastern Minority Job Fair
- Lavender Law Job Fair (National LGBT Bar Association)
- Vault Legal Diversity Career Fair
- The University of Texas Law School Excellence in Diversity Program
- Houston Bar Association Minority Opportunities in the Legal Profession Summer Clerkship Program
- 1L LCLD Scholars Program

**Building Support**

Recognizing that a supportive network fosters professional growth and improved client service, Sutherland strives to provide diverse attorneys with the tools they need to succeed. We work closely with each attorney to ensure that he/she receives the necessary opportunities, training and attention to grow within the firm. Upon walking in the door, new associates are paired with mentors who serve as coaches and offer advice as the associates learn their way. The Diversity and Inclusion Committee then reviews monthly reports to identify potential issues early on and works to create individualized retention plans.

**Diverse Attorneys Working Group**

To further business development opportunities for established diverse attorneys, Sutherland created a Diverse Attorneys Working Group. The group has its own budget and accountability, and focuses on fostering business opportunities for diverse attorneys who are senior associates, counsel and partners.
Meet Some of Sutherland’s Diverse Talent

New Partner Profile: Ellen M. Dunn

What was it that attracted you to Sutherland?
From time to time in my career I crossed paths with Sutherland attorneys so I knew they were not only sharp but genuinely nice people. When several of my partners from Dewey & LeBoeuf decided on Sutherland, I began to look at Sutherland as a logical choice based on the quality of its people in addition to its strong insurance practice and client-focused way of doing business. I am very pleased that I am able to continue to work with attorneys who I essentially grew up with alongside my new Sutherland colleagues.

What has it been like to be a woman attorney in your industry? Have there been any challenges?
By the time I was graduated from law school in the early 1990s, women attorneys before me had done an enormous amount to pave the way for women to succeed in a law firm. However, even with the work of previous generations, I grew accustomed to being the only woman in the room in the early stages of my career. While this is still often the case, I think it’s important to remember that whether it be in the boardroom or courtroom, an “us versus them” mentality is counterproductive and unnecessary.

What advice do you have for women associates?
As I became more senior, it became clear to me how vital it is to show women attorneys who are junior to me what it means and what it takes to do well. My advice to women associates is also applicable to male associates—to succeed you must be committed to working extremely hard, and you must love what you do. In his book Outliers: The Story of Success, Malcolm Gladwell wrote, “Once a musician has enough ability to get into a top music school, the thing that distinguishes one performer from another is how hard he or she works. That’s it. And what’s more, the people at the very top don’t work just harder or even much harder than everyone else. They work much, much harder.” I believe this is true within a law firm as well.

New Partner Profile: M. Kristan Rizzolo

What was it that attracted you to Sutherland?
Sutherland seemed like a natural fit for me. Sutherland has a great reputation as an insurance firm and as a tax firm, so I felt like my insurance tax practice would fit right in. Also, several of my former colleagues at Dewey & LeBoeuf had joined Sutherland and were very pleased with the move. The key, however, was how welcoming everyone was. Sutherland allows me to serve my clients well in an atmosphere of professionalism and collegiality.

What has it been like to be a woman attorney in your industry? Have there been any challenges?
In many ways, my being a woman had no impact on my work or on my career. My colleagues respected me, my work was interesting and I was well rewarded for my hard work. However, at times, being a woman tax attorney could be a bit lonely because so few women are attracted to tax law. Often I am the only woman in a room full of men. My biggest challenge has been finding ways to relate to and to connect with my male clients and colleagues.

What advice do you have for women associates?
Never stop learning from everyone who will teach you. Mentors are important, but there are many other people who have things to teach you. Find ways to become known outside your firm by becoming active in bar associations, in industry groups and in civic organizations. Treat everyone around you, including non-legal staff, with respect and professionalism, and be extra good to your assistant. Every once in a while look out the window to remind yourself that there is a world outside your office walls and it is worth seeing.
New Partner Profile: Carley A. Roberts

At 38, Carley A. Roberts is nationally recognized for her leadership in California state tax policy and has developed a significant practice handling cases involving many of California’s most critical state and local tax (SALT) issues, including some of the most important corporate income and sales/use cases to be litigated. She is widely considered a leading California tax litigator and has represented clients before administrative bodies and trial and appellate courts, in California as well as jurisdictions across the country. Carley’s exceptional client base includes technology service providers, retailers, banks, manufacturers, health care providers, and telecommunications and biotechnology businesses.

Since 2007, Carley has served as chair of the California Tax Policy Conference—the leading conference on developments in the bellwether state for state tax policy. She is also past chair of the California State Bar’s Taxation Section and remains a valued adviser to its Executive Committee. Carley is regularly asked to speak at conferences and events for national industry and regional state tax groups including the Council On State Taxation, Tax Executives Institute (TEI), California Society of CPAs, Eagle Lodge West, TEI-SJSU Tax Policy Conference, and the California State Bar Taxation Section.

Carley’s many professional accolades include: recognized by Chambers USA: Guide to Leading Business Lawyers in the area of state and local tax; named a Northern California Super Lawyer in the area of tax; and named a recipient of the Wiley W. Manual Award for Pro Bono Legal Services.

Carley joined Sutherland in January 2012.

New Partner Profile: Linda A. Sciuto

What was it that attracted you to Sutherland?
Primarily, the people. More specifically, when five of my partners from Dewey & LeBoeuf and I met with Sutherland partners in Washington, I was instantly comfortable with the people. Everyone with whom we met was open, enthusiastic and professional. The fact that our insurance practice dovetailed very nicely with Sutherland’s insurance expertise was an added bonus, and the transparency and fairness in firm management was like a breath of fresh air, but the deciding factor was the Sutherland community.

What has it been like to be a woman attorney in your industry? Have there been any challenges?
I seem to be attracted to industries in which, historically, women were not always identified. I served in the U.S. Air Force and have worked with the New York City Police Department—so I may have a slightly different perspective when it comes to trying to determine what it is like to be a woman attorney in my industry. However, I can say that it has been very rewarding. The challenges that I have faced over the years primarily relate to innate gender-based differences in work styles. It has been my experience that women tend to operate more on a cooperative/networking basis, while men tend to be more competitive/hierarchical. Because both work styles have validity and may be more or less appropriate given a particular set of circumstances, trying to meld the two has been my main challenge.

What advice do you have for women associates?
Find at least one great mentor. Find a partner or, better yet, one male and one female partner, with whom you enjoy working and from whom you can learn—not just substantive legal issues, but the more esoteric skills necessary to be a great lawyer.
Elisabeth M. Bentzinger joined Sutherland in July 1999 as a new associate, after working for a life insurance company right out of law school. While the legal issues involving insurance investment products were not something she had learned about in law school, she has found that area of law to be quite interesting and rewarding. Today, she has developed a thriving practice assisting insurance companies and other financial services clients with the design and implementation of a variety of U.S. Securities and Exchange Commission registered and unregistered investment products.

Elisabeth’s hard work and perseverance in this field has paid off with a promotion to partnership effective January 2013. She offers new associates the following advice: “Don’t feel stressed or pressured about advancing your career – there is more than one path at Sutherland, and you should take your time to focus on learning your practice area, establishing client relationships, developing a good working rapport with your Sutherland colleagues, and learning how to manage a career in private practice.”

Juan C. Garcia’s work ethic, dedication and attention to client service are widely recognized, propelling him to partnership effective January 2013. After earning a B.S. in accounting from the University of Houston in 1993, he joined the management program at Kroger, a chain grocery store, where he quickly moved up the ladder.

Despite earning a comfortable salary and a highly regarded role at the company, Juan aspired to a more challenging career. In 2001, Juan enrolled at South Texas College of Law, where his efforts earned him a spot on the Law Review, induction into the Order of the Barristers, and a first place award in a national moot court competition.

Since graduating summa cum laude in 2004, Juan has developed a thriving litigation practice, focusing his work on business torts, commercial lease disputes, personal injury defense and general contractual matters. He has successfully represented clients in a number of significant matters including: various energy companies in cases involving the Jones Act, the Longshore and Harbor Workers’ Compensation Act and other maritime claims; chemical manufacturers in wrongful death claims; and “new” employers in trade secret/non-competition agreement cases. Juan is on the Board of Directors of the Hispanic Bar Association and is very active in the Houston Livestock Show and Rodeo.

At Sutherland, Juan recently took the reins of the firm’s Diverse Attorneys Working Group.
Sutherland Women Attorneys Group in Atlanta

In 2012, SWAG held numerous events to support women in the legal profession. The events included a lunch seminar to review the paternal leave policy and address concerns; “Sutherland Women Stepping Up,” a new philanthropic initiative; “Flawlessly Fashionable,” a client development event; and a three-part Women Associates Business Development seminar. SWAG also sponsors monthly “moms” lunches for working mothers to discuss issues or common concerns.

SWAG Event in Washington, D.C.

The Washington SWAG Steering Committee sponsored a one-day leadership forum for the firm’s Washington and New York women attorneys. The forum, titled “Leading From Where You Are,” was moderated by nationally recognized business development strategist Mary Kaczmarek, and included a panel discussion led by Sutherland Partners Cynthia Krus, Allegra Lawrence-Hardy and Cynthia Shoss. Pattie Sellers, chair of Fortune Magazine’s Most Powerful Women Summit, delivered the keynote address. In 2012, the Washington SWAG Steering Committee also hosted a workshop on creating a business plan, a panel discussion led by Suzanne Sparrow (formerly an officer of Allied Capital Corporation and now with Sutherland), a presentation by Sutherland attorneys Cynthia Krus and Lisa Morgan on partnering with your client, and a reception for women summer associates.

Sutherland Women Stepping Up Program

Sutherland Women Stepping Up is a philanthropic initiative organized by a group of Sutherland’s women attorneys who are dedicated to empowering women’s social and financial independence through impactful philanthropy. Sutherland Women Stepping Up offers collective philanthropy projects and educational opportunities to instill a sense of power, confidence and unity among women attorneys, provide opportunities to build client relationships, and enhance recruitment and retention of women attorneys.

Highlights of educational opportunities organized by the Sutherland Women Stepping Up in 2011 and 2012 include:

- Sutherland Women Stepping Up Speaker Series: Featuring lunch speakers, such as Marjorie Fine Knowles (professor of law, Georgia State University) and Deborah Richardson (executive vice president, National Center for Civil and Human Rights), for both Sutherland attorneys and clients on issues relating to the women’s philanthropic movement; and
- Sutherland Women Stepping Up Book Club: Featuring discussions of books and articles relating to various philanthropic issues and women’s empowerment.

The Sutherland Women Stepping Up Program also completed its inaugural fundraising campaign in 2012, donating $50,000 to Families First in an effort to promote parental involvement in children’s education and support of Atlanta families in need. The group’s successful inaugural fundraising campaign exceeded its goal, enabling the group to begin building an endowment for future philanthropic initiatives. “Sutherland is one of the nation’s most recognized and respected law firms; we are grateful for their generosity and interest in our programs and services,” said Kim Anderson, chief executive officer of Families First. “This partnership will allow us to serve 43,000 children and families and provide them with educational resources that can in turn guide them to achieve individual academic and professional success.”
Making a Difference

“I now better understand what kind of workplace I want to be a part of—an international firm, proficient in corporate law, that promotes pro bono work and community involvement and has a heritage of success, respect, honor and philanthropy…”

Sutherland intern Michael McMillan II

Law Internship for High School Students

In 2012, Sutherland again participated in the Atlanta Bar Association's Summer Law Internship Program. Students involved in this program had the opportunity to work at Sutherland during the summer and were paid for their hard work and dedication. The summer interns worked firsthand with Sutherland attorneys and obtained a thorough understanding and appreciation of the law. Graduates of the Summer Law Internship Program have either pursued careers as attorneys or have sought other positions in the legal field.

Gate City Bar Association’s Justice Robert Benham Law Camp

In 2012, Sutherland hosted a student at the annual Gate City Bar Association’s Justice Robert Benham Law Camp. The camp is designed to expose minority high school students in the Atlanta area to the field of law. The camp includes classroom instruction and field trips. The following letter was written by Sutherland’s intern to Sutherland’s Human Resources Department, and is a tangible reminder of the significance of support for this program.

Thanks for the best week any high school intern could have asked for! I honestly don’t know where to begin to thank you for the courtesy, generosity and warmth you’ve shown me this week. Based on what I hear from outsiders and see on television, law firms seem intimidating but being so close to you has undone any of my apprehensions. You, Mrs. Black and a few other people around here almost seemed like extended family and created a working atmosphere that I can look forward to 10 years from now when I get out of law school. In addition, connecting with successful Black Americans such as yourself, Mr. Johnson, Mr. Rawls, Mr. Barnett and Mr. Clark was an invaluable experience… I know that, like you, I can enroll in and succeed at one of America’s best law schools. I am assured that, like you, I can work with diverse, dynamic and powerful people and not only be comfortable, but confident in my place and my potential, progression and perspectives… In addition to meeting Black attorneys, you’ve made me feel like an attorney or counsel myself. I am more aware about the inner workings of corporate law—contracts, employment, tax, trade, mergers and acquisitions, and arbitration and mediation than I ever was before. Additionally, I now better understand what kind of workplace I want to be a part of—an international firm, proficient in corporate law, that promotes pro bono work and community involvement and has a heritage of success, respect, honor and philanthropy is what Sutherland Asbill & Brennan is and what I want to be associated with… With my best,

Michael McMillan II
Sutherland Scholars

In 2012, Sutherland Scholars graduated a class of 26, reaching more than 250 underrepresented law students since 2005.

Sutherland Scholars is an innovative pipeline program that involves a six-week intensive course of study which is designed to give minority students the tools and skills needed to succeed in law school and later in the legal field. The program is held in Atlanta and Washington, D.C. The program is the first of its kind and has been replicated by other large law firms throughout the nation. Since its inception, Sutherland Scholars has included students from numerous colleges and universities, including but not limited to, Spelman College, Morehouse College, Clark University, Howard University, Hampton University, Florida Agricultural and Mechanical University, and Alabama State University.

For more information visit: www.SutherlandScholars.com

In 2012, Sutherland Scholars was honored to have Teresa Wynn Roseborough as the keynote speaker at the Atlanta graduation ceremony. Ms. Roseborough, currently Executive Vice President, General Counsel and Corporate Secretary of the Home Depot, has enjoyed a remarkable legal career that spans both public and private sectors including partnership at Sutherland. In a memorable presentation, “Be Not Afraid of Greatness,” Ms. Roseborough shared insight on some of the secrets to her success including a few suggestions for first year law students: don’t believe everything you think; learn to be a courageous acceptor of unjust criticism; avoid shiny objects; be passionate; don’t let knowledge of law become a substitute for your discernment of right; and don’t be afraid to be great.

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Good afternoon Attorney Lawrence-Hardy,

My name is Katherine Ellis and I was a scholar in the 2012 class of the Sutherland Scholars Program this past summer. I am now at the University of Buffalo Law School and I just received my Contracts class grade back today and I received an A-. I just want to thank you for all the hard work you have put into the program because I know without it I would not have done as great as I have.

Thank you again,

Katherine
Sutherland Junior College

Started in 2006, Sutherland Junior College (SJC) grew out of a long-standing relationship with Bell Multicultural High School in Washington, D.C. With more than 600 students from approximately 30 countries around the world, Bell students face a number of challenges: the vast majority live below the poverty line, most are not native English speakers and many have arrived in the United States within the last few years.

The SJC program supports up to 10 junior and senior students each year. Juniors meet at Sutherland’s D.C. office for two hours once a week to prepare for the SAT and ACT tests, engage in life-skills training and receive personal encouragement. Over the summer, rising seniors work in various Sutherland departments as part of a paid internship that helps students not only develop a professional work ethic but also save for college. Seniors spend time with Sutherland attorney mentors who help them study, write personal statements, prepare and send college applications, and guide them through the financial aid process. Sutherland attorneys build relationships with the Bell students, making every effort to remain available and offer encouragement both during and after the SJC program.

2012 SJC students Paulin Miano and Gabriel Amba

2012 SJC student Crystal Springer
As part of Sutherland’s pro bono, public service and outreach efforts to dozens of organizations with a mission to create a more diverse and inclusive community, the firm supports, among others:
For more information about diversity and inclusion at Sutherland, please contact:

Bert Adams at 212.389.5004 or bert.adams@sutherland.com
B. Knox Dobbins at 404.853.8053 or knox.dobbins@sutherland.com
James L. Henderson III at 212.389.5013 or jim.henderson@sutherland.com
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