



ConnectingKatten

Welcome

On behalf of Katten Muchin Rosenman LLP's Diversity Committee, welcome to the first edition of our semi-annual diversity newsletter, *Connecting Katten*.

Consistent with our founding principles of client service and legal innovation, diversity is one of the core values by which we do business every day. Since the Firm's inception, we have actively supported and promoted diversity within our workplace by working to attract, retain, nurture and advance our attorneys. The Firm's Diversity Committee, which is composed of fifteen partners, in conjunction with the Executive Committee, has worked closely with our diversity consultant, The Athens Group, to develop a strategic plan to implement a formal, integrated diversity initiative to support the development of minority attorneys at the Firm. In addition, the creation of the Minority Associates Committee has helped the Diversity Committee to focus on the issues that are most critical to our success in recruiting and retaining minority attorneys.

On July 13, 2006, the Firm held its first Firmwide Diversity Retreat at our Chicago office. As you will read later in this edition of *Connecting Katten*, the retreat was an enormous success. Our day-long event was concluded with an insightful panel of general counsels stressing again why diversity is not only the right thing to do, but also a business imperative in today's global marketplace. The assembly of many of the Firm's minority attorneys stressed the importance of continuing our focus on retaining our diverse attorneys and brought to light the importance of continuing to develop our associates through comprehensive mentoring programs.

Through our many diversity-related initiatives and the commitment of attorneys throughout all levels of the Firm, in 2005 Katten Muchin Rosenman emerged as one of the top 100 law firms for diversity according to *Multicultural Law Magazine*. As a Firm dedicated to the achievement and promotion of diversity both within the Firm and within the broader legal community, we hope that *Connecting Katten* will be a useful resource for all our attorneys.

Vincent A.F. Sergi
National Managing Partner

Leslie P. Minier
Co-Chair
Diversity Committee

Theresa L. Davis
Co-Chair
Diversity Committee

August, 2006

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Upcoming Events

- September 12 Chicago Minority Associates Welcome Lunch
- September 13-14 California Minority Counsel Program Business Development Conference: Diversity: The Sky's the Limit! (San Francisco, CA)
- October 6 Joffrey Ballet - Cinderella (Chicago)
- November 8 Minority Corporate Counsel Association (MCCA) - Creating Pathways to Diversity Conference (New York)
- November University of Chicago Mock Interview Program
- December 8 Joffrey Ballet - The Nutcracker (Chicago)
- December/ January 2007 Minority Attorney Holiday Party (Chicago)

Katten Muchin Rosenman's Minority Scholarships

Since 2001, Katten Muchin Rosenman LLP has offered Minority Scholarships to minority students participating in the Firm's Chicago office Summer Associate Program. The Firm is pleased to announce that it will continue its dedication to the promotion of diversity within the Firm by offering Minority Scholarships to two minority students in the Chicago Summer Associate Program and, for the first time, to a minority student participating in the New York Summer Associate Program.

To be eligible to receive one of the three \$15,000 scholarships for the 2007 Summer Associate Program, candidates must meet the qualifications expected of summer associates and successfully complete the respective office's Fall 2006 interview process. Minority Scholarship applications are due on Thursday, August 31, 2006. The final decisions of the scholarship recipients will be announced by October 16, 2006. Scholarship funds will be disbursed following acceptance of a 2007 Summer Associate position with the Firm and proof of enrollment.

Scholarship applications and more information are available on the Firm's website at:

www.kattenlaw.com/careers/summerprogram/minority/chicago and www.kattenlaw.com/careers/summerprogram/minority/newyork.

Eligible candidates:

- Minority students who have completed their first year in law school
- Three \$15,000 scholarships - 2 in Chicago, 1 in New York
- Applications due August 31, 2006
- Applications and more information are available at:
www.kattenlaw.com/careers/summerprogram/minority/chicago
www.kattenlaw.com/careers/summerprogram/minority/newyork

All further inquiries relating to the Minority Scholarships can be directed to:

Elaine F. Miller, Manager
Attorney Recruiting and Development
Katten Muchin Rosenman LLP
525 West Monroe Street
Chicago, IL 60661-3693
elaine.miller@kattenlaw.com

Kim M. McHugh, Manager
Attorney Recruiting and Development
Katten Muchin Rosenman LLP
575 Madison Avenue
New York, NY 10022-2585
kim.mchugh@kattenlaw.com

The 2005 Minority Scholarship recipients are Julie H. Liu and Jeremy C. Daniel. For more information on Liu and Daniel, see the profiles on page 3. Liu, a May 2007 Juris Doctor candidate at Northwestern University School of Law, and Daniel, a May 2007 Juris Doctor candidate at Loyola University Chicago School of Law, participated in the 2006 Summer Associate Program in the Firm's Chicago office.

Minority Scholarship recipients are selected based on superior academic achievement, extracurricular, civic and charitable activities, writing skills and leadership potential, as well as other qualities that reflect the potential for outstanding contributions to the Firm and the legal profession.

Connecting**Katten**

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Washington, DC

Gordon C.F. Chin, Chair

Connecting Katten Editors

Gail H. Kim, Chicago
gail.kim@kattenlaw.com
Ritu Vig, Chicago
ritu.vig@kattenlaw.com

Contributing Writers

Gordon C.F. Chin, Washington, D.C.
Yvonne M. Perez-Zarraga, New York
Mark J. Reyes, Chicago

2005 Minority Scholarship Recipient Profiles



Julie H. Liu
Northwestern University
School of Law

Julie H. Liu will be starting her third year at Northwestern University School of Law this fall and was a summer associate in the Firm's Chicago office this past summer. Liu first learned about the Minority Scholarship when she went on the Firm's website to see a picture of a friend who had previously participated in the Firm's Summer Associate Program. She saw the link to the Minority Scholarship and decided to apply.

The Minority Scholarship was an important factor in Liu's decision to join the Chicago office, but it was not the only reason. Liu said that she did not really think about the scholarship when she interviewed

and eventually accepted her position. "I would have accepted a position with Katten without the scholarship," she said. "It was the people and opportunities at Katten that convinced me on the place, not the money."

The Minority Scholarship did convince Liu that the Firm was committed to promoting diversity. "It's nice to see when a firm puts money where their mouth is. People [at the Firm] were honest and didn't sugarcoat the diversity issue," said Liu. She saw that the Firm was prepared to really work at promoting diversity and felt invited, and even challenged, to join in that effort.

- Favorite restaurant: her parents' restaurant in D.C., Jenny's Asian Fusion (www.jennysdc.com)
- Founder and co-president of the Northwestern University Sports Law Society
- Executive officer of the Asian Pacific American Law Students Association
- Staff of the Northwestern University *Journal of International Human Rights*
- Externed for the Honorable Morton Denlow in the United States District Court for the Northern District of Illinois
- B.A. from the University of Virginia, 2002, Phi Beta Kappa
- Little League coach for Near North Little League – Liu's team consists of 18 boys aged 9-12 from the Cabrini Green public housing development



Jeremy C. Daniel
Loyola University Chicago
School of Law

Jeremy C. Daniel will be starting his third year at Loyola University Chicago School of Law this fall and was a summer associate in the Firm's Chicago office this past summer. Daniel learned of the scholarship through Loyola's financial aid office, which e-mailed the application to Daniel.

The Minority Scholarship not only promotes diversity, but it makes the Firm stand out to law students overwhelmed by information and choice. "I don't think I could have distinguished Katten from other law firms in the city without the scholarship ... [The scholarship] definitely made me take notice of the Firm," said Daniel. "What's more, I may not have

had the opportunity to interview at Katten without the scholarship, as my school's OCI process did not pair me with the Firm for an initial interview."

Ultimately, Daniel did not come to the Firm just for the Minority Scholarship. "The people here are the type of people I would hang out with outside of work," he said. "I got along with the people I met at the Firm better on a personal level than with people I met at other firms." Daniel didn't consider the Minority Scholarship when he was choosing where to spend this summer. Daniel said, "Other things were more important to me, but Madeline and Kennedy [Daniel's year old twin daughters] say thank you."

- Junior member of the *Loyola Law Journal*
- Member of Black Law Students' Association
- Summer 2005 judicial extern for the Honorable Mark Filip in the United States District Court for the Northern District of Illinois
- United States Marine Corps, 2000-2004 (investigating officer for four Judge Advocate General Manual investigations, served in Virginia, Okinawa, Thailand, Bangladesh, South Korea, Taiwan)
- B.S. Illinois Wesleyan University, 2000

Diversity Retreat - July 13, 2006

On July 13, 2006, the Firm held its first Firmwide Minority Attorney Retreat in the Chicago office. The day-long retreat included a presentation by Dr. Arin N. Reeves on the history of diversity in law firms and understanding specific challenges for minority associates in law firms and a panel of General Counsel of national corporations presenting the business case for law firms to invest in and support diversity. Retreat

participants also attended seminars on networking and career development.

The objectives for the Retreat were to communicate the Firm's diversity mission and strategies, facilitate engaged dialogue on issues of diversity and career planning, solicit feedback from minority attorneys on how the Firm can better support their individual careers, and to provide networking

opportunities for the participants. As Vincent A.F. Sergi, National Managing Partner noted, "Hiring and promoting women and minority attorneys is critical to the Firm's future success as it is essential to our ability to grow our client base, to providing our clients with the highest quality of legal services and to creating a diverse work environment consistent with the high standards to which Katten Muchin Rosenman holds itself."

History of Diversity in Law Firms

By Mark J. Reyes

Dr. Arin N. Reeves spoke to the attendees of the Firmwide Minority Attorney Retreat regarding the importance of diversity in law firms, the progress in law firm diversity efforts, and steps that law firms can and must take to better address issues of diversity. Dr. Reeves is a principal consultant, speaker, trainer and personal coach with The Athens Group, the Firm's diversity consultants. Dr. Reeves and The Athens Group performed a survey to evaluate the Firm's diversity status and provided assistance in focusing efforts on particular diversity initiatives to help attract and retain more minority and women attorneys.

Dr. Reeves, who is an Adjunct Professor at Northwestern University's College of Arts & Sciences, has worked in the areas of racial/ethnic, gender, age/generational, sexual orientation, class, and cultural diversity, equity, discrimination and harassment in organizations for over ten years. She received her Bachelor of Science in Human Resource Management from DePaul University, her Juris Doctor from the University of Southern California, and her Ph.D. in Sociology from Northwestern University.

Dr. Reeves first addressed particular challenges that minority attorneys face in law firms. She reported that minority

attorneys often experience a lack of integration into the law firm's "professional and social fabric." This lack of integration leads to a failure for minority attorneys to build critical relationships with attorneys in prominent positions in the firm. Minority attorneys then eventually experience conflicting thoughts on why there are not greater numbers of minority attorneys in partnership and senior management positions. Overall, this alienation from the rest of the law firm results in minority attorneys missing out on career developing projects and opportunities, feelings of isolation and discontent, and the proliferation of the idea that the firm is not vested in their professional development.

However, Dr. Reeves noted that law firms are becoming more committed to diversity. This change is not only for the benefit of minority attorneys, but additionally it increases the overall productivity of the firm. Demographics across the country are changing and with such change comes a similar shift in the collection of judges and juries found in courtrooms. Clients are looking not only for the brightest attorneys, but also those reflective of their client base.

Law firms are also realizing the benefits of diversity. For example, diversity serves to

reinforce relationships with current clients and develop opportunities for new client relationships, it enables recruiting efforts and retention of attorneys, and it allows law firms to better connect with and invest in the communities in which these law firms work.

While implementing diversity initiatives is a start, it is critical for law firms to change the mind set and firm perception regarding diversity. Dr. Reeves stated that law firms and attorneys mistakenly think of diversity as equal treatment of all attorneys. However, equal treatment is not the answer. Different people and different circumstances call for situation-specific treatment. Instead, Dr. Reeves encourages law firms to focus on providing equal access to career-advancing and educational opportunities to all attorneys.

The reality is that law firms need to embrace differences in all people and understand that a more diverse workforce will integrate competent minority attorneys, reduce attrition rates, and aid law firms in thinking creatively to increase the quality of work product. Dr. Reeves also pointed out that, while law firms have come a long way in recognizing the benefits of diversity and implementing diversity initiatives, there is still work to be done.



Business Case for Diversity:

A Presentation by Corporate General Counsel

By Yvonne M. Perez-Zarraga

In 1999, the chief legal officers of approximately 500 major corporations signed a document entitled *Diversity in the Workplace - A Statement of Principle*. In doing so, those corporations evidenced their commitment to fostering diversity in the legal profession and their strong hope that the law firms that serviced them would do the same. In 2005, seeing that the movement had slowly come to a halt, Roderick Palmore, General Counsel of Sara Lee, set forth *A Call to Action*, with the intention of furthering the goals of the *Statement of Principle* by asking corporations to make a commitment to act and to make decisions about retaining law firms based in part on the diversity performance of those law firms. Since 2005, approximately 90 General Counsels of corporations nationwide have signed *A Call to Action*.

In the final presentation of the Diversity Retreat, three General Counsels offered their perspectives on *A Call to Action*, the business case for diversity, and the importance of diversity in workplace as a way to ensure success. The panel, consisting of Andrea L. Zopp, the former General Counsel of Sears Roebuck & Company, Samuel M. Reeves, Associate General Counsel for Wal-Mart, and Carolyn H. Clift, Vice President, General Counsel and Assistant Secretary of Health Care Service Corporation, was moderated by Veta Richardson, the Executive Director of the Minority Corporate Counsel Association (“MCCA”).

When evaluating an outside law firm’s performance on the diversity front, each of the companies represented by our panelists took a different approach. All agreed that, although they look at pure statistical data over the course of a few years, raw numbers alone are insufficient to judge a law firm’s progress. Rather, the companies look at criteria such as whether younger women and minority attorneys are still with the firm and how they are progressing, whether the firm has a program in place to improve diversity, particularly the retention and promotion of women and minority attorneys and attrition rates.

All of the panelists had taken action against outside law firms that their companies felt were not making sufficient progress retaining and promoting diverse attorneys. Mr. Reeves noted that Wal-Mart put together a survey and sent it to the top 100 law firms that they worked with. The survey covered statistics, attrition rates and the types of plans the firm had in place to promote diversity. In addition, the firms were asked to submit the names of potential new relationship partners who were either women or minorities. After examining the results of the surveys, Wal-Mart terminated two firms immediately and then moved approximately 40 relationships (approximately \$60 million worth of business) to women and minority partners within the same firms.

The panelists also offered useful tips on how to foster diversity within the legal

profession. All the panelists noted that, although young minority attorneys were being hired by many firms, those associates were not being retained and promoted by those firms. As Ms. Zopp noted, if the principle behind the business case for diversity is that diversity creates the best work product, then the constant turnover in law firms of young minority associates is insufficient to meet the demands of the corporate client, as the young attorneys were simply not with the firms long enough to become integral parts of the teams servicing the client. Thus, one of the first steps Sears Roebuck took was to move business away from firms where the team servicing the company was not diverse. Some companies even have established a precedent that a woman or minority attorney had to be the lead attorney on a certain number of matters for the company, thereby ensuring that diverse attorneys play an integral role in a transaction team.

Reeves, Zopp and Clift all agreed that a firm’s diversity initiative has to be driven from the top down and that the management of the firm must take responsibility for improving diversity and act accordingly. Clift emphasized that, at Healthcare Services Corporation, what makes the company’s diversity program work is accountability, which she said, involves three main components: 1) a commitment to diversity, 2) goal-setting for advancing the program and 3) accountability, namely, linking meeting diversity goals with incentive compensation.

A Call to Action: Diversity in the Legal Profession

“As Chief Legal Officers, we hereby reaffirm our commitment to diversity in the legal profession. Our action is based on the need to enhance opportunity in the legal profession and our recognition that the legal and business interests of our clients require legal representation that reflects the diversity of our employees, customers and the communities where we do business. In furtherance of this renewed commitment, this is intended to be a Call to Action for the

profession generally, in particular for our law departments, and for the law firms with which our companies do business.

In an effort to realize a truly diverse profession and to promote diversity in law firms, we commit to taking action consistent with the referenced Call to Action. To that end, we pledge that we will make decisions regarding which law firms represent our companies based in significant part on the

diversity performance of the firms. We intend to look for opportunities for firms we regularly use which positively distinguish themselves in this area. We further intend to end or limit our relationships with firms whose performance consistently evidences a lack of meaningful interest in being diverse.”

For more information on the Call to Action and for links to related sites, visit www.CLOCalltoAction.com.

Business Development: Building Relationships That Can Lead to New Business

By Gordon C.F. Chin

During the Minority Attorney Retreat, partners and senior associates attended a seminar entitled “Business Relationships That Can Lead To New Business.” This session was facilitated by Paula Giovacchini of Akina, a consulting and training firm that helps attorneys develop better ways to sell their own and their firms’ services. Giovacchini’s presentation provided an overview of successful business development and examples of best practices.

Giovacchini outlined the first steps in successfully developing business: 1) targeting a market; and 2) determining your personal sales pitch. Each attorney then created a personal quick pitch which identified the following information: who I am; what I do; why/how I do it; problems I solve; and how I can help.

Turning to lead generation through relationship referrals, Giovacchini provided some examples for successful networking, such as expanding your professional network by, among other things, joining organizations and participating in events, scripting calls to ensure consistent message, and focusing on

creating “win/win” situations with the potential client/referrer.

The seminar covered another key element of business development – creating conversation with potential and existing clients. Giovacchini outlined seven types of conversation scenarios, from conversations in social settings (e.g., cocktail parties) to re-connecting with someone that you have not spoken with for some period of time, and she discussed how to execute each with the goal of leading to either a prospect or referral of business. For example, in a “party talk” situation, Giovacchini suggested probing your conversation partner by asking the person what brought them to the party, what they are working on or what their relationship is to the host.

Then, Giovacchini provided some ideas for transitioning a conversation from social to business. She noted that it is important not to create a pressure environment, rather to have a great conversation on an occasion – appropriate topic. In addition, she emphasized the importance of not overselling one’s self as it could be perceived

poorly. Finally, look for an “in” or reason to talk further some other time and follow up (i.e., “I really enjoyed getting to know you and would enjoy getting your perspective on doing business in your industry” or “May I have your card to call you for a cup of coffee sometime?”).

To avoid being perceived as too aggressive by a potential client, Giovacchini discussed and provided examples of successful ways of contacting potential clients and means to stay in touch with them. She suggested sending the potential client invitations to events or copies of an article of interest. She pointed out that if a reason to contact someone feels contrived, it likely is.

The seminar concluded with a discussion and presentation on how to plan the next steps in business development. First, identify a conversation which may lead to business referrals and schedule it. Second, refine your personal quick pitch (and test the pitch on trusted advisors). Third, establish a rhythm for business development whether it is a little bit every day, or carving out a certain period of time each day or a certain day each week.

Chicago Minority Associates Committee Holiday Party

On February 8, 2006, the Chicago Minority Associates Committee hosted a post-holiday cocktail reception at the Mars Art Gallery. Incoming summer associates and future first year associates (who will be starting at the Firm in September 2006) were invited to meet Chicago associates and partners and enjoy drinks while enjoying the art on display. The Mars Art Gallery, which specializes in contemporary pop art and outsider artwork, also gave a presentation on beginning art collecting.



Chicago Diversity Committee: The Joffrey Ballet Presents Cool Vibrations

On April 28, 2006 the Diversity Committee invited attorneys and guests to the Joffrey Ballet’s performance of Cool Vibrations and a pre-performance reception. Cool Vibrations, an innovative mix of classical ballet and modern dance, presented three separate ballets set to the music of the Beach Boys, Motown and Prince. Future Joffrey Ballet diversity events are planned in October and December 2006.

Attorney Profiles

Angela Ivy Rochester Associate - Los Angeles



Angela Ivy Rochester is a litigation associate who joined the Firm in October 2003 upon receiving her Juris Doctor from Northeastern School of Law.

One of Rochester's favorite parts of the litigation practice is the discovery period. "Interviewing witnesses and trying to piece together facts surrounding a case is satisfying—especially when they come through," she stated. In addition, Rochester believes that one of the more challenging aspects of a legal career in litigation is motion practice.

The most memorable case was her involvement in the representation of Universal Pictures in *EEOC v. Universal*

Pictures before the U.S. District Court for the Central District of California (Case No. 03-07023 GAF). In *Universal Pictures*, the EEOC brought a wrongful termination lawsuit for allegations of race discrimination by a crew member for the 2002 motion picture "2 Fast 2 Furious" in the Central District of California. Rochester said the case "was a cluster of many different areas of law, such as labor law, contract law, etc. Seeing how it all played out was educational and interesting."

The best advice she has received throughout her career is to constantly review your case file. "You will always find new facts and/or perspective when you review anew," she said.

Linda S. Chan Associate - New York



Linda S. Chan joined the Firm as an associate in September 2001. She received her Bachelor of Science from Columbia University's School of Engineering and Applied

Science and her Juris Doctor from the Benjamin N. Cardozo School of Law. Chan knew she wanted to become a lawyer from a young age and chose to focus on Intellectual Property litigation to make use of her technical background in mechanical engineering.

"My favorite aspect of a legal career is

conferring with clients to come up with the best means of protection of their intellectual property rights and executing these plans for protection," said Chan. She feels the most challenging aspect of her career has been getting clients to understand that the law may not always be fair in their eyes.

In addition to her IP practice, Chan spends time supervising junior associates obtain trademark protection for *pro bono* clients through the Volunteer Lawyers Association. Chan also belongs to the International Intellectual Property Society and the United States Tennis Association.

Lisa-Marie C. Monsanto Partner - Washington, D.C.



Lisa-Marie C. Monsanto joined the Firm's Corporate and Aviation practices in August 2002 and was promoted to partner in 2006. Prior to joining the Firm she worked as an associate in the

Financial Institutions Group at Shaw Pittman LLP. She received her Bachelor of Arts in Economics from McGill University, her Masters of Business Administration with a concentration in Finance from Rutgers University, and her Juris Doctor from Columbia Law School. Prior to law school, Monsanto worked for 6 years with

Prudential's Portfolio Management Group.

Monsanto started her legal career in international project finance. However, she soon began doing a significant amount of commercial lending, various types of cross border financings, derivatives and specialized capital markets debt products with foreign financial institution clients and later a significant amount of aviation finance. Monsanto is from Trinidad and has a particular interest in Latin America and the Caribbean. While at law school she worked with a Mexican law firm in Mexico and in New York, and with the Center for the Economic Analysis of Law in Washington. The

Manotti Jenkins Partner - Chicago



Manotti Jenkins joined the Firm's Intellectual Property practice in 2005. He earned his Bachelor of Arts from Howard University and his Juris Doctor from Indiana University School of Law.

Jenkins' interest in Intellectual Property began when he was a summer associate and has since developed into a successful practice with a concentration in patent litigation. His favorite aspect of Intellectual Property is dealing with the complex factual and legal issues that are often presented. To date, his most interesting case has been a patent infringement matter for the Louisville Slugger Co. against Wilson Sporting Goods Co.

In addition to his billable practice, Jenkins is a volunteer for the RainbowPush Legal Clinic which assists poor and otherwise often neglected Chicago residents with their legal problems. He is also Co-chair of the Minority Trial Lawyers Committee of the American Bar Association and is a member of the American Intellectual Property Law Association, the Intellectual Property Association of Chicago and the Chicago Bar Association.

His advice to all summer and first year associates is to take as much time as necessary to make sure your written work product is stellar. In addition he advises, "As you become more experienced as an attorney, make sure to build your own client base so that you will not be totally dependent on other attorneys for work."

Center for the Economic Analysis of Law is a consulting firm that advises developing countries regarding reforming their commercial laws, particularly as they relate to commercial finance.

Monsanto is a former president of a non-profit established to build and fund public art galleries in the Caribbean. In her free time she enjoys working with her sister, who is an artist, and a couple of other artist from the Caribbean on promoting their art. In addition, she is an avid golfer and gardener and a member of the Rotary Club of Washington, DC and the Women's Foreign Policy Group.

Diversity Report: 2005 - 2006

While statistics alone are not the sole measuring stick when assessing the Firm's success in hiring and retaining diverse attorneys, the tables presented below show the number of minority, male and female partners and other attorneys (which includes of counsel, special counsel, associates and staff attorneys) at the Firm in 2005 and 2006 in each of the Firm's five offices.

Chicago		
	6/30/05	6/30/06
Partner		
Minority	6	4
Male	114	115
Female	31	35
Other Attorney		
Minority	8	16
Male	83	66
Female	51	53

Charlotte		
	6/30/05	6/30/06
Partner		
Minority	0	0
Male	14	14
Female	0	0
Other Attorney		
Minority	0	0
Male	7	9
Female	7	6

Los Angeles		
	6/30/05	6/30/06
Partner		
Minority	3	3
Male	24	23
Female	9	14
Other Attorney		
Minority	11	9
Male	13	18
Female	22	23

New York		
	6/30/05	6/30/06
Partner		
Minority	0	0
Male	62	68
Female	12	14
Other Attorney		
Minority	14	16
Male	65	63
Female	45	49

Washington, DC		
	6/30/05	6/30/06
Partner		
Minority	3	2
Male	23	20
Female	9	11
Other Attorney		
Minority	2	4
Male	16	20
Female	12	9

Total		
	6/30/05	6/30/06
Partner		
Minority	12	9
Male	237	241
Female	61	74
Other Attorney		
Minority	35	45
Male	184	176
Female	137	140

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Katten

Katten Muchin Rosenman LLP

www.kattenlaw.com

401 S. Tryon Street
Suite 2600
Charlotte, NC 28202-1935
704.444.2000 tel
704.444.2050 fax

525 W. Monroe Street
Chicago, IL 60661-3693
312.902.5200 tel
312.902.1061 fax

5215 N. O'Connor Boulevard
Suite 200
Irving, TX 75039-3732
972.868.9058 tel
972.868.9068 fax

1-3 Frederick's Place
Old Jewry
London EC2R 8AE
+44.20.7776.7620 tel
+44.20.7776.7621 fax

2029 Century Park East
Suite 2600
Los Angeles, CA 90067-3012
310.788.4400 tel
310.788.4471 fax

575 Madison Avenue
New York, NY 10022-2585
212.940.8800 tel
212.940.8776 fax

260 Sheridan Avenue
Suite 450
Palo Alto, CA 94306-2047
650.330.3652 tel
650.321.4746 fax

1025 Thomas Jefferson Street, NW
East Lobby, Suite 700
Washington, DC 20007-5201
202.625.3500 tel
202.298.7570 fax