

Cooley Women's Initiative

THE PROGRAM

The Cooley Women's Initiative is built on the foundation of a core career development platform on which women attorneys firm-wide have access to obtain the skills needed to grow and flourish professionally. Key components of the program include:

Counseling

Women partners across the firm serve as career development counselors to women associates not assigned to their resident offices to help foster a comfortable and anonymous environment in which associates can feel free to express both personal and career aspirations. Associates and partner counselors are encouraged to stay in close contact to survey progress and voice new discussion topics.

Associate Events

Throughout the year, Cooley hosts events produced uniquely for and, in some cases, by the women associates of the firm. Topics of discussion raised onsite at associate brainstorming sessions and by the members of the Initiative, serve as event content. To date, event formats have included frequent women associate breakfasts, intimate dinners at partners' homes, as well as an annual firm-wide webinar series. It is worth noting that, while the associate event series is an integral part of the Cooley Women's Initiative, topics suggested by women associates, such as alternative work schedules and Cooley's family leave and adoptive policies, may be relevant to male associates as well. As such, these events are often inclusive and open to all associates of the firm.

Liaison Program for Attorneys on Family Leave

Under this program, an attorney serves as a liaison to attorneys (men and women) taking long term leaves (exceeding four weeks), providing support leading up to the leave and serving as a primary contact during leave. The liaison would take appropriate action, in conjunction with HR, to help reacclimate the attorney on his/her return after leave.

Leadership Conferences

Cooley hosts, attends events, and sponsors and participates in surveys associated with leading women's organizations throughout the US, including the Women in Law Empowerment Forum (WILEF), the National Association of Women Lawyers (NAWL), Shaumbaugh Leadership Program and Talent Advisory Board (TAB).

NATIONAL ACCLAIM

Since its launch, the Cooley Women's Initiative has been recognized for its outstanding work by national rankings and accolades including:

Working Mother & Flex-Time Lawyers 50 Best Law Firms for Women

Cooley was named to the "50 Best Law Firms for Women" list by Working Mother and Flex-Time Lawyers. The list recognizes law firms that have family-friendly policies and business development initiatives that are retaining women and advancing them into the leadership pipeline.

WILEF Gold Standard Certification

For the second consecutive year, Cooley was awarded the WILEF Gold Standard Certification, a status that emphasizes the leadership roles achieved by women equity partners. WILEF's criteria for Gold Standard Certification states that a firm must "demonstrate that women represent a meaningful percentage of their equity partners, of their highest leadership positions, of their governance and compensation committees, and of their most highly compensated partners." Cooley partners Shira Nadich Levin and Barbara Kosacz are members of the WILEF East conference board and West conference board, respectively. Cooley's CEO Joe Conroy is a member of the WILEF Law Firm Leaders Council.

Talent Advisory Board (TAB) Case Study

For each of the last three years, Cooley has been selected to participate in the annual California Law Firm Diversity Best Practices case study conducted by diversity management consulting firm, the Talent Advisory Board (TAB). The 2013 study will feature Cooley as a firm whose initiatives to welcome, retain and develop attorneys have contributed to our success in having a higher representation of women and minority partners as compared to industry benchmarks. The 2012 study featured Cooley as a firm whose work-life arrangements are "strategically integrated into a transparent culture."



The Cooley Women's Initiative was created in 2010 as part of the firm's core diversity principles. Led by New York real estate partner Shira Nadich Levin, it was formed to attract, retain and mentor a strong network of women attorneys firm-wide. The Initiative provides the tools needed to achieve professional success and personal fulfillment, including counseling, business development training and networking opportunities for women associates across the firm.



www.cooley.com

BOSTON
BROOMFIELD, CO
LOS ANGELES
NEW YORK
PALO ALTO
RESTON
SAN DIEGO
SAN FRANCISCO
SEATTLE
WASHINGTON, DC
SHANGHAI

Cooley
LLP

www.cooley.com

COOLEY TRAIL BLAZERS

Various women attorneys at both the partner and associate levels are helping set the tone for what has become an exciting and encouraging working environment for women attorneys at Cooley.

Recent activity and accolades by Cooley women attorneys include:



The Recorder's "Women Leaders in Tech Law" List

Five Cooley partners -- **Nan Wu, Michelle Rhyu, Barbara Kosacz, Jennifer Fonner DiNucci** and **Heidi Keefe** -- have been named to *The Recorder's* "Women Leaders in Tech Law" list, which recognizes 50 women attorneys from across the state of California who have "demonstrated leadership and expertise in solving the most pressing legal concerns tech companies can face." With five attorneys on the list, Cooley tied for top spot in terms of the number of women selected by *The Recorder*.



The Daily Journal: Top Women Lawyers List

IP litigation partner **Heidi Keefe** was named to the 2012 Top Women Lawyers list by *The Daily Journal*.



NAWL Panel Address

IP partner **DeAnna Allen** spoke on a panel addressing the topic "My So Called Amazing Law Career" at the 2012 National Association of Women Lawyers Annual Meeting and Awards Luncheon in New York. Allen is a member of NAWL's executive board.



NAWL Foundation Roundtable and WILEF East Board

New York real estate partner and Chair of the Cooley Women's Initiative **Shira Nadich Levin** was invited to participate in an ongoing discussion conducted by a group of leaders of women's initiatives of large firms.

Levin, a member of the Women in Law Empowerment Forum (WILEF) East Board, also participated in a panel discussion at the June 2013 WILEF East conference on "Having it All - Myths and Realities Behind Successful Women in Law."



Chambers USA "Women in Law Award"

M&A partner **Jennifer Fonner DiNucci** was honored in 2012 by *Chambers USA* with the "Women in Law" award in the category of Up & Coming Corporate/M&A Lawyer of the Year.



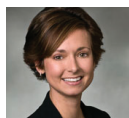
WILEF East Conference

Intellectual Property Litigation partner **Janet Cullum** participated in a panel discussion at the 2012 Women in Law Empowerment Forum (WILEF) East conference on social media as a business development tool for women lawyers.



Lawyers of Color

Associate **Tanisha James** was named to *Lawyers of Color's* inaugural "Hot List," which honors early-to mid-career minority attorneys under the age of 40 who are excelling in the legal profession.



San Diego Business Journal "Women Who Mean Business" Award

Associate **Karen Deschaine** was honored in 2011 by the *San Diego Business Journal* with the "Women Who Mean Business" award and recognized as a dynamic woman business leader and role model in the San Diego community.



YWCA Silicon Valley: Annual Tribute to Women Awards

This annual award, honoring Silicon Valley's executive women, was awarded in 2011 to pro bono partner **Maureen Alger**.