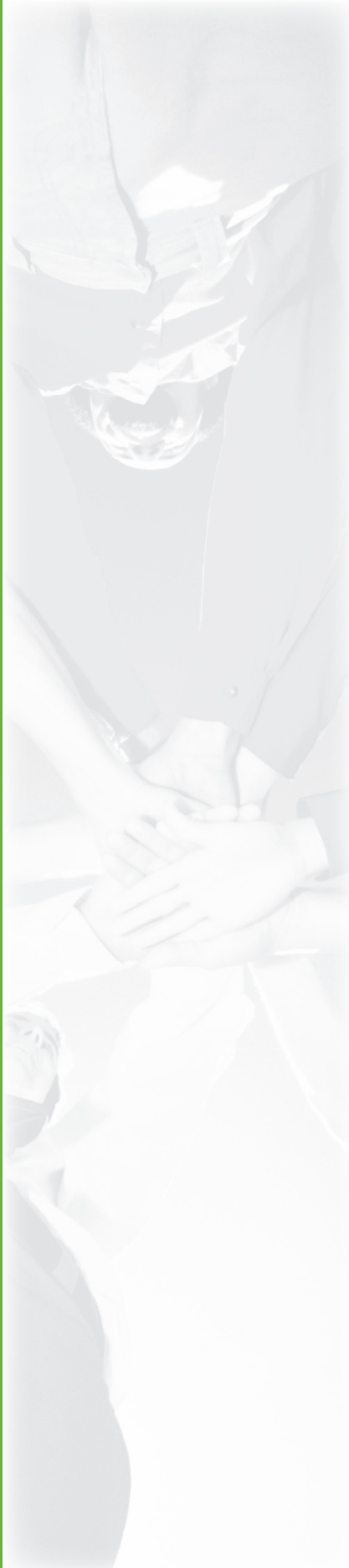
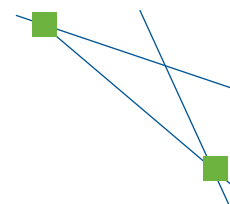


Diversity at Kramer Levin

*Diversity Drives Change, Inclusion Prompts
Innovation and Engagement Achieves Success*

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Message from the Diversity Committee Chair

As Chair of the Kramer Levin's Diversity Committee, it gives me great pleasure to share a summary of our firm's diversity programs and initiatives.

As you may know, the Diversity, Women's Initiative and Pro Bono Committees and our Affinity Groups have implemented several programs to build on the firm's long-standing commitment to diversity and community service. We hope you enjoy reading about them throughout the pages of this brochure.

Kramer Levin continues to believe that embracing diversity and the community in which we live allows us to make more informed decisions that will have far reaching and lasting benefits for everyone our firm touches: our employees, our families and our clients.

Christopher S. Auguste
Corporate Partner

Our Values

We have long understood that our continued status as a top law firm depends on developing world-class attorneys with a wide range of perspectives. We therefore regard it as imperative that we maintain an environment where people from diverse backgrounds can flourish, both as lawyers and as individuals.



Kramer Levin Diversity Lecture Series

Kramer Levin will host Jane T. Eng, Chief Executive Officer of the Charles B. Wang Community Health Center (CBWCHC), to discuss the book *From Street Fair to Medical Home* which highlights the history of the Charles B. Wang Community Health Center. In addition to hearing the discussion and receiving a copy of the book, please join attorneys of the firm to network and socialize over lunch.

About our Speaker

Jane T. Eng, Esq. is the Chief Executive Officer of the Charles B. Wang Community Health Center (CBWCHC) in New York City. Ms. Eng has been associated with CBWCHC for more than 30 years. Under her leadership, the Health Center expanded its service capacity by adding three new sites to meet the growing needs of the rapidly expanding Asian American population in the New York metropolitan area. CBWCHC currently serves 40,000 users and provides more than 200,000 medical and dental visits a year.

Ms. Eng is a graduate of Columbia University and Harvard Law School and has served as an Administrative Law Judge for the City of New York, Department of Finance. She is Vice President of New York's primary care association, the Community Health Care Association of New York State, and has served on the AAPCHO Executive Committee for the past eight years. She is a member of the Board of Directors of New York's primary care association, the Community Health Care Association of New York State and has served as President, Treasurer and Executive Committee member of the Association of Asian Pacific Community Health Organizations for the past ten years.

- **date**
Wednesday, July 6, 2011
- **time**
12:30 - 2:00 pm
- **place**
1177 Avenue of the Americas
(between 45th and 46th Streets)
C-1 level
Please bring ID for security
- **rspv**
to Ms. Lauren Tapper by July 1, 2011
ltapper@kramerlevin.com or 212-715-9287

KRAMER LEVIN



Kramer Levin Women's Lunch with Guest Speaker Elizabeth Grayer

Please join us for lunch with Elizabeth Grayer where she will discuss her work as President of Legal Momentum, the nation's oldest legal defense and education fund dedicated to advancing women's economic and personal security.

About Ms. Grayer

Prior to joining Legal Momentum in February 2011, Ms. Grayer was a Partner in the Litigation Department of Cravath, Swaine & Moore LLP.

Ms. Grayer's passion for women's equality, security, and opportunity has permeated her career. From 2005 to 2008, Ms. Grayer worked with the Legal Aid Society leading a team of lawyers and paralegals in securing an enforceable right to shelter for homeless families in NYC.

Ms. Grayer also serves as a Trustee of Jewish Home Lifecare and is Chair of the Bronx Division's Strategic Planning Committee.

Ms. Grayer received her B.A. magna cum laude from Amherst College in 1986, where she was elected to Phi Beta Kappa, and her J.D. cum laude from Harvard Law School in 1989. After a clerkship with Hon. Miriam Goldman Cedarbaum of the U.S. District Court for the Southern District of New York, she joined Cravath in 1990 and became a Partner in 1997.

About Legal Momentum

For more than 40 years, Legal Momentum has made historic contributions through litigation and public policy advocacy to advance economic and personal security for women. Legal Momentum's goals are to: increase pathways into quality employment opportunities; protect workplace rights of vulnerable populations; strengthen the social safety net; expand rights, justice and services for victims of violence and to promote gender equity in education, employment, immigration policy, health care and the courts.

- **date**
August 1, 2011
- **time**
12:30 pm - 2:00 pm
- **place**
1177 Avenue of the Americas, C1 Level
- **RSVP:**
Lauren Tapper by July 28, 2011

KRAMER LEVIN

Invitations to our diversity and women's events.



Diversity at Kramer Levin

At Kramer Levin, no career will be limited in any way by race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability, or marital and parental status.

Our Diversity Committee

At the heart of our program is the Diversity Committee, a proactive body charged with promoting diversity within the firm, the legal profession in general, and in society at large. The Committee — made up of partners, associates, and senior administrative staff — has a mandate to encourage free and open dialogue on diversity issues, and to oversee the recruitment and assimilation of law students and laterals, as well as ongoing development of Lawyers of minority backgrounds.

Our Diversity Programs

Throughout the year, Kramer Levin has hosted programs for staff and attorneys that have aimed to promote awareness on diversity-related topics. Through a series of voluntary programs, CLE programs and mandatory/formal training for both staff and attorneys, the firm has delivered educational programs on a monthly basis throughout the course of the year. Some of the recent speakers include:

- Professor Marcia L. McCormick, of Saint Louis University School of Law;
- New York-based filmmaker Bennett Singer, to show excerpts from his award-winning documentary *Brother Outsider: The Life of Bayard Rustin*;
- Taina Bien-Aime, Executive Director of Equality Now, an international human rights organization that works for the protection of the rights of women and girls;
- Columbia University Professor and noted author Mae Ngai;
- Christine Sun, Senior Counsel of the ACLU LGBT & AIDS Project; and
- Michael Kramer, Senior Director at YAI/National Institute for People with Disabilities Network.

Communication of our Diversity Mission

Kramer Levin recognizes that promoting diversity must be a continuous process. As part of that process, the importance of diversity is expressed as often as possible through actions and words. The firm utilizes a variety of communication mediums to communicate the importance of this initiative including: firm trainings, e-mails, the firm's internal and external websites, public support (financial or other) of various diversity-related organizations, pro bono work, newsletters and meetings.

Diversity & Community Service

mosaics

KRAMER LEVIN
Spring 2011

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- 2 Kramer Levin Pro Bono Efforts Result in Three Asylum Wins for Clients of Diverse Backgrounds
- 2 Affinity Group Sponsored Events
- 3 Charities and Community Support
- 4 Interview with James Grayer: Co-chair of the Legal Recruiting Committee and Newly Appointed Co-chair of the Pro Bono Committee
- 5 Community Service Activities
- 6 Cultural Heritage Month Celebrations & Diversity Training
- 6 Women's Initiatives
- 7 Outside Support to Cultural Groups
- 7 Kramer Levin Wins Criminal Appeal for Indigent Defendant
- 7 Legal Services NYC Hails Kramer Levin as 'Pro Bono Visionary'
- 8 Diversity and Community Calendar

www.kramerlevin.com

Dear Employees, Clients and Friends of Kramer Levin,

As the firm's Chair of the Diversity Committee, I am pleased to present this issue of Kramer Levin's Mosaics Newsletter detailing our recent programs and accomplishments. Over the past few months, attorneys and staff have dedicated much time and energy to organizations supporting a broad range of interests.

The firm has successfully won grants of asylum for individuals fleeing persecution. In addition, the firm was notably recognized by Legal Services NYC as "Pro Bono Visionaries" for its more than decade-long commitment to staffing a full-time Housing Court externship at South Brooklyn Legal Services. Legal Services NYC is the umbrella organization for Legal Services offices in New York and is the largest provider of free civil legal services to low-income people in the United States.

In recent months, we have held cultural heritage celebrations honoring African American History Month, Women's History Month and Asian Pacific Heritage Month and have held diversity discussions including one in the art of communication. These events included speakers and authors, training sessions and the viewing of a documentary.

With our continued mission to create a more inclusive society in mind, we welcome any ideas or comments that you may have to help us promote diversity and service to the communities in which we live and work.

*Christopher S. Augate
Corporate Partner
Chair of the Diversity Committee*

Kramer Levin One of Five National Law Firms to Receive Immigration Equality's Annual Safe Haven Award

On May 31, 2011, Kramer Levin will be one of five national law firms to be honored with Immigration Equality's annual Safe Haven Award. The Safe Haven Award is presented annually to firms for their pro bono work on behalf of Immigration Equality's LGBT clients who are seeking political asylum in the United States. Kramer Levin's asylum program, headed by associates Aaron Frankel and Michael Sternhell, and the firm's asylum win for an HIV-positive gay man from Grenada (a case handled by associate Matthew Abbott and former associate Carmel Gabbay Legault, and one of seven such cases handled by the firm in 2010) were noted. Immigration Equality is a national organization that advocates for equal immigration rights for the LGBT and HIV-positive community. ■

Attorney Advertising
Kramer Levin Naftalis & Frankel LLP

A copy of the Firm's Diversity & Community Newsletter.




Attracting the Best and the Brightest

Kramer Levin actively recruits the best and brightest law students, clerks and laterals. Our attorneys conduct on-campus interviews around the country and also regularly hire new associates from schools where we do not conduct scheduled visits. For a complete list of schools and career fairs, please visit: <http://www.kramerlevin.com/lawstudents/oci/>

Kramer Levin is committed to recruiting from diverse student populations.

Among the on-going diversity strategies we employ to increase interest and involvement in the firm are:

- Participation in the Sponsors for Educational Opportunity (SEO) Corporate Law program. The 10-week internship is designed to give minority students a broad experience in the legal field prior to attending law school in the fall.
- Sponsorship of minority law student association events, including mock interview programs, panel discussions and career panels.
- Sponsorship and participation in events held by Practicing Attorneys for Law Students (PALS) and the NY Minority Attorney Networking Series.
- Sponsorship of pipeline programs such as Legal Outreach, YouthBridge-NY and Cristo Rey New York High School Corporate Work Study Program.



Support to our Attorneys: Affinity Groups

The firm has several affinity groups to support our attorneys who share a common connection such as race, parenting or sexual orientation. In addition to providing opportunities for networking and relationship building, the groups help identify methods that will assist in recruiting and retaining top talent and also serve as a liaison with like affinity groups in law schools and corporations.

Affinity Group Contacts:

Affinity Group for Attorneys of Color:

Dannie Cho, Litigation Associate

DCho@Kramerlevin.com

LGBT Affinity Group:

Norman C. Simon, Litigation Partner

Nsimon@Kramerlevin.com

Affinity Group for Working Parents:

Matthew Dunn, Business Immigration Partner

MDunn@Kramerlevin.com



Women's Initiatives

Kramer Levin is committed to creating and maintaining an environment where its women can flourish and become leaders in the legal community, both inside and outside the firm. Representation by women in the firm's senior and partnership ranks continues to increase.

The Women's Initiatives Committee, an energetic and active group comprised of both men and women, works hard to address issues of importance to women at the firm, improve the recruitment, retention, and advancement of women attorneys, and increase the representation of women in leadership roles. Business development and networking are key components of the Committee's efforts, and the firm consistently facilitates opportunities for women to create business connections and develop their practices.

Among the programs overseen by the Women's Initiatives Committee are the following:

Training

Our women attorneys are encouraged to participate in a variety of training sessions and CLE programs focusing on skills development, networking, work/life balance, business development, and other topics tailored to their interests. Programs have included:


- A "BRAG Workshop" on effective self-promotion
- Meetings of Flex-Time Lawyers LLC®, a group that addresses work/life balance and the retention and promotion of women attorneys
- A lecture by best-selling author Deborah Tannen discussing communication differences between men and women
- Speeches by clients and other outside speakers on tips for success, rainmaking, and effectively building a book of business.

Networking and Social Events

A variety of professional and social activities are conducted periodically throughout the year for the benefit of our women attorneys.

Internal lunches bring together women attorneys from all departments to promote networking, encourage cross-selling, and foster a sense of community within their ranks.

External lunches feature prominent New York women from many fields, resulting in a lively exchange and cross pollination of ideas across disciplines. Past lunches have been addressed by a United States District Judge, the General



Counsel of several prominent companies and foundations, the chief finance officer of a national real estate company, and a number of other notable women from the business world.

We also host an annual women's social event for our attorneys and clients. Past events have included a Women's Billiards Night, a Women's Poker Night and Women's Table Tennis Night. These events regularly draw more than 100 prominent female business executives and lawyers to network and socialize.

Part-Time and Leave Policies

Recognizing the challenges of balancing professional and personal responsibilities, the firm's part-time and child care leave policies are both generous and flexible. These policies are open to all our attorneys, women and men alike. Any attorney can request a part-time schedule which include three day or four day options. Likewise, any attorney is entitled to leave in connection with a birth, adoption or foster care placement, and can follow that leave with a reduced work schedule on a long-term basis. Attorneys in all departments of the firm, and at all levels of seniority (including partners), have availed themselves of these benefits.

Our Commitment

The firm is a signatory to the Association of the Bar of the City of New York's "Statement of Goals of New York Law Firms and Legal Departments for the Retention and Promotion of Women," which provides our commitment to, among other things, the full and equal participation of women in all levels of our firm.

We also back a number of legal organizations aimed at supporting women, including: Flex-Time Lawyers LLC, the New York State Bar Association's Committee on Women in the Law, the National Association of Women Lawyers, and the New York City Bar Association's Committee on Women in the Profession.



LGBT Initiatives

Kramer Levin is committed to LGBT inclusiveness and equality. We are proud of some of the recognition we have received for our LGBT diversity efforts. For example, we were named a “Top Company for LGBT Equality” by Working Life Matters Magazine in 2011; were selected as one of the two top three law firms in two nation in diversity for LGBT lawyers in two 2012 Vault survey of associates; were honored by Governor Andrew Cuomo in 2011 for our contributions to achieving marriage equality in New York; and received two 2009 Equality@Work Award from Empire State Pride Agenda.

Our firm has played an important role in pro bono LGBT rights litigation for nearly two decades on issues including: marriage equality and recognition in New York; serving as co-counsel with the ACLU in *McMillen v. Itawamba County School District*, et al., a case brought on behalf of an openly lesbian student who was denied the right to attend her high school prom with her girlfriend as her date; securing political asylum for LGBT clients persecuted in their home countries because of their sexual orientation or gender identity; vindicating the rights of a same-sex domestic partners in the wake of September 11; establishing adoption rights for same-sex couples; and authoring amicus curiae briefs to the United States Supreme Court (in *Lawrence v. Texas* and *Boy Scouts of America v. Dale*).

Kramer Levin also has a long history of supporting LGBT community organizations and events. Some examples include:

- serving as counsel to Gay Men’s Health Crisis (GMHC) since its founding by Larry Kramer (brother of the firm’s late founding partner, Arthur Kramer);
- serving as pro bono general counsel to the New York City LGBT Community Center;
- serving as pro bono general counsel to Freedom to Marry;
- hosting LGBT leaders to speak at Pride Month firm events;
- hosting Empire State Pride Agenda and other LGBT organizations’ board meetings and working groups;
- sponsoring numerous events for LGBT law students, including most recently Harvard Law School Lambda’s Annual Gay and Lesbian Legal Advocacy Conference and Dance; and
- sponsoring yearly benefits by Lambda Legal, the New York City LGBT Community Center, Empire State Pride Agenda, The Lesbian and Gay Rights Project of the American Civil Liberties Union.

Pro Bono

Kramer Levin is proud of the scope of its public service commitments. We actively participate in the communities in which we live and serve. Our pro bono efforts often dovetail with our commitment to diversity by focusing on the needs of under-served groups and communities:

Women

- **Human Rights.** Our attorneys have succeeded in several asylum cases representing women facing political persecution and oppressive practices such as female genital mutilation and forced marriage.
<http://www.kramerlevin.com/about/probono/2007report/asylum/>
- **Family Services/Domestic Violence.** Kramer Levin has a long tradition of representing indigent and poor working women in obtaining divorces, spousal support, child support, custody and orders of protection.
<http://www.kramerlevin.com/about/probono/2007report/civilpovertylaw/>
- **Reproductive Freedom.** Kramer Levin has advocated to protect the rights of low-income pregnant women, including those prosecuted for drug use during pregnancy.
<http://www.aclutx.org/files/Ward%20Amicus%20Brief.pdf>

The LGBT Community

- **Civil Rights.** Kramer Levin is particularly proud of its efforts to secure full marriage equality for same-sex couples, and has been involved with LGBT rights litigation over two decades.
<http://www.kramerlevin.com/about/probono/2007report/civilrights/>
- **Health & Social Services.** Kramer Levin incorporated Gay Men's Health Crisis in 1981 and still represents it, and serves as pro bono general counsel to The Lesbian, Gay, Bisexual and Transgender Community Center.
<http://www.kramerlevin.com/about/probono/2007report/socialservices/>
- **Political Asylum.** Kramer Levin attorneys have obtained asylum for gay and transgender individuals facing persecution in their countries of origin.
<http://www.kramerlevin.com/about/probono/2007report/asylum/>
<http://www.kramerlevin.com/about/probono/2006report/asylum/>
- **Promoting Diversity in the Community**

Lawyers at Kramer Levin undertake pro bono matters that connect them to communities around the world. Serving the needs of individuals and groups with limited access to legal services gives our lawyers a more complete picture of the world, beyond the realm of corporate law, and encourages a diversity of viewpoints and experiences.

Empowering low income and minority communities:

- Kramer Levin staffs an ongoing position at South Brooklyn Legal Services. Three associates per year rotate through this position — each spending several months representing low-income tenants in Housing Court full time. Since 1998, our associates have counseled more than 1,500 clients, many from communities of color.

<http://www.kramerlevin.com/about/probono/2007report/poortenants/>

- Kramer Levin teamed with two public interest law firms to launch the lawsuit, *League of Women Voters of Florida v. Cobb*. The court, which struck down a restrictive Florida law that had chilled voter registration in poor and minority communities. <http://www.kramerlevin.com/about/probono/2007report/votingrights/>

- Kramer Levin also worked with the Asian American Legal Defense and Education Fund (AALDEF), a New York-based organization that protects and promotes the civil rights of Asian Americans through litigation, legal advocacy, and community education, as part of its voter protection project. <http://www.kramerlevin.com/about/probono/2005report/civilrights/>

- Kramer Levin attorneys have fought for the due process rights of Guantanamo detainees who were Uighurs, a Turkic Muslim minority group native to Western China that has been brutally oppressed by the Chinese government.

<http://www.kramerlevin.com/about/probono/2006report/guantanamo/>

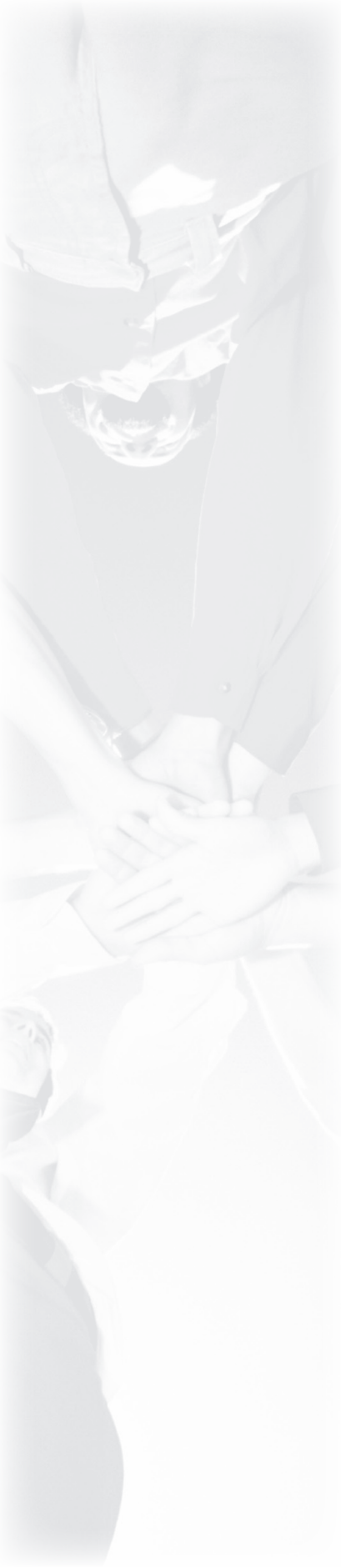
Supporting arts, culture, health and education in diverse communities:

- Health and Social Services. Kramer Levin supports Listen, Inc., a national youth development network; Northside Center for Child Development, which provides mental health services to more than 1,800 at risk children and their families in the East and Central Harlem communities; and the Korean Family Counseling and Research Center, which provides a variety of social services to members of the Flushing community.

<http://www.kramerlevin.com/about/probono/2007report/socialservices/>

- Education and Technical Assistance. Kramer Levin provides general corporate representation for the Wadleigh Scholars Program, which prepares low income and minority students for admission to boarding schools, and our attorneys actively mentor diverse youth through the Harlem-based Legal Outreach program.

<http://www.kramerlevin.com/about/probono/2007report/assistance/>



- The Clinton Foundation. In 2007, Kramer Levin launched an exciting new pro bono relationship with the William J. Clinton Foundation, which supports a broad range of health, education and economic initiatives in diverse communities around the globe.

<http://www.kramerlevin.com/about/probono/2007report/clintonfoundation/>

- Arts & Culture. Kramer Levin supports Harlem Needle Arts and Ifetayo Cultural Arts, among many other diverse cultural organizations.

<http://www.kramerlevin.com/about/probono/2007report/artsandculture/>

Recognitions

In recent years, our diversity efforts have earned considerable recognition:

- MultiCultural Law Magazine named Kramer Levin a ‘Top 100 Law Firm’ for Diversity & Women every year since 2007.
- Kramer Levin has earned the honor of being named one of the National Association for Female Executives (NAFE) & Flex-Time Lawyers 2011 Best Law Firms for Women.
- In Vault’s 2012 Top 100 Law Firms ranking, Kramer Levin is ranked in the Top 20 of the Best Law Firms for Overall Diversity, and ranked #3 with respect to LGBT. This distinction recognized our efforts for women, minorities and LGBT attorneys.
- In the 2011 Corporate Equality Index, Kramer Levin received a top rating of 100. This is the fourth straight year Kramer Levin has been recognized with this distinction.
- Work Life Matters magazine named Kramer Levin one of the “Top Companies for LGBT Equality for 2011”.

External Support

Kramer Levin has a long history of participating in events with or providing financial support to organizations and events that focus on diversity related issues. Some examples include:

- ACLU Lesbian and Gay Rights Project
- Asian American Bar Association of NY
- Asian American Law Fund of New York
- Asian Pacific American Law Students Association (APALSA)
- The Asian American Legal Defense & Education Fund
- Black Law Students Association (BLSA)
- Empire State Pride Agenda
- Gay Men's Health Crisis (GMHC)
- Hispanic Federation
- Lambda Legal
- Legal Outreach
- Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York (LeGal)
- Minority Corporate Counsel Association
- Minority Mentor Program at Fordham Law School
- NAACP Legal Defense Fund
- National Asian Pacific American Bar Association (NAPABA)
- Practicing Attorneys for Law Students (PALS)
- South Brooklyn Legal Services
- Thurgood Marshall College Fund, Inc.
- Sponsoring numerous events for LGBT law students, including most recently Harvard Law School Lambda's Annual Gay and Lesbian Legal Advocacy Conference and Dance

For more information about Kramer Levin's Diversity efforts, please contact:

Lauren Tapper
Director of Diversity
212.715.9287
ltapper@kramerlevin.com