

KRAMER LEVIN WOMEN'S INITIATIVE

Kramer Levin Celebrates our Women Attorneys & Our Women's Initiative Efforts

Kramer Levin Naftalis & Frankel LLP is committed to fostering and maintaining an environment in which diversity can flourish — including issues of importance to our women attorneys.

The Mission of the Kramer Levin Women's Initiative

Kramer Levin works hard to provide our women attorneys with the opportunity, education and support to develop successful practices and become leaders both inside and outside of the firm. Kramer Levin's Women's Initiative Committee, comprised of both women and men, meets regularly 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 positions.

Kramer Levin Naftalis & Frankel LLP is a premier, full-service law firm with offices in New York and Paris. Our strong focus on client service and our single-minded commitment to excellence have enabled us to build long-term relationships with major domestic and international corporations, institutions and individuals that look to us for innovative and practical solutions for both everyday and complex matters. For more information about our firm, please visit www.kramerlevin.com.

KRAMER LEVIN

Honors and Recognitions

Our innovative and supportive efforts have brought us recognition as a leading law firm for women. For example:

- *Multicultural Law Magazine* has consistently selected Kramer Levin as one of the Top 100 Law Firms for Women every year since 2006.
- Vault Top 100 Law Firms ranked Kramer Levin as a Top 20 Firm for our overall diversity in the 2011 rankings. This distinction recognized our efforts for women, minorities and LGBT attorneys.


Policies, Initiatives and Resources that Support our Women

Training sessions The firm offers training sessions and CLE programs that are of interest to our women attorneys, many of which focus on skills development, networking, work/life balance, and business development. In certain instances, the firm has partnered with clients and outside organizations, including Deloitte & Touche, Flex-Time Lawyers LLC, and the Financial Women's Association.

Networking & Social Events Kramer Levin hosts periodic internal lunches with women attorneys across departments and senior staff to encourage networking, cross-selling, and to foster a sense of community.

External lunches are also organized with prominent women working in the fields of law or business within the New York City area. These lunches provide Kramer Levin's women the opportunity to exchange ideas and share strategies for success. Guests of honor at these lunches have included a United States District Judge, the General Counsels and senior in-house counsels of several prominent companies and foundations, principals of investment companies, and a chief finance officer of a national real estate company.

The firm also hosts an annual women's event for our attorneys and our clients. Our last event was a *Women's Billiards Night* which encouraged women to learn pool etiquette and discuss tips for success. This event followed our *Women's Poker Night* event, which was lauded by guests and profiled by a local legal publication as an "Event That Impressed." Both events gathered more than



100 prominent female business executives and lawyers to network with other leaders in their fields. In 2010, Kramer Levin is inviting women “back to the table” — the ping pong table — as the firm hosts an event at Susan Sarandon’s SPiN New York club. Professional table tennis champion Sooyeon Lee will guide our guests on ping pong skills as well as discuss motivation and the importance of building your personal brand.

Part-Time/Leave Policies Kramer Levin recognizes the value of providing assistance with the challenges we all face in meeting our work and personal responsibilities. The firm’s generous and flexible child care leave policy and part-time policy provides attorneys (both women and men) with leave in connection with the birth, adoption or foster care placement of a child and thereafter allows attorneys to work a reduced schedule on a long-term basis. Many of our attorneys have utilized these benefits and have built long fulfilling careers at Kramer Levin.

Work/Life Resources The firm provides free off-site back-up emergency childcare through Bright Horizons to all of its employees and has a devoted room for nursing mothers as well as for other personal uses.

Commitment to the Retention and Promotion of Women Kramer Levin 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,” under which we pledge to, among other things, support the full and equal participation of women in all levels of our firm, and the “Statement of Diversity Principles,” expressing our commitment to facilitating diversity in the hiring, retention and promotion of attorneys.

Pro Bono Efforts for Women

Kramer Levin's commitment to public service is integral to the firm's culture. While the firm's pro bono efforts are varied and extensive, the following are some highlights from our recent work focusing on the empowerment of women and gender equality.

- **Human Rights.** Our attorneys have succeeded in several asylum cases for our women clients who suffered injustices such as female genital mutilation, physical abuse, and abandonment.
- **Family Services/Domestic Violence.** Kramer Levin has a long tradition of representing indigent and working poor women in obtaining divorces, spousal support, child support and custody in family and matrimonial courts. We continue to work with two referral organizations: *New York Legal Assistance Group*, which offers a broad range of legal services to low and middle income individuals and *inMotion*, which offers assistance in domestic relations to low income individuals who have suffered physical, emotional or financial distress at the hands of a partner. Kramer Levin also works closely with the social services program, *Family Dynamics*, which operates parenting services inside New York State correctional facilities. As part of this program, Kramer Levin attorneys provide legal advice and services to incarcerated mothers dealing with custody and visitation issues. Finally, Kramer Levin has worked with *Sanctuary For Families*, an organization that represents victims of domestic violence and Nassau County agencies to find financial support and affordable housing for clients.
- **Reproductive Rights.** Kramer Levin attorneys worked with the *American Civil Liberties Union* and the *ACLU* of Texas in successfully litigating a Texas appellate case involving prosecutions of pregnant women which violated the women's right to privacy. We argued that the prosecutions opened the door to widespread interference with the women's life on the pretext of protecting the fetus which would discourage them from seeking medical treatment and prenatal care rather than face prosecution.

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