



DIVERSITY



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SUMMER 2007



Table of Contents

Moving Ahead with the Firm's Strategic Plan for Diversity.....	1
Winston Diversity Scholarship Applications Available Now	2
Recent Accomplishments of Winston & Strawn Women Partners	3
Working with Outside Organizations	4
Focus On: Los Angeles and Chicago	6
Recruitment News	8
Awards and Recognition	9
Diversity Committee At-a-Glance	Back Cover



About Diversity@Winston & Strawn

This newsletter describes our ongoing commitment to diversity within the firm, as well as with our clients, and in our community. We believe our continued work and discussion about diversity will give the firm greater insight and sensitivity, which will allow us to provide outstanding client service. Thank you for your interest and support.

Diversity@Winston & Strawn LLP is published periodically for Winston & Strawn attorneys, clients, and friends. Executive editors: Jennifer Nijman (Partner, Chicago office, 312-558-5771) and Joseph Torres (Partner, Chicago office, 312-558-7334). Managing editor: Paula Tsurutani (Business Development, Chicago office, 312-558-5273). Winston & Strawn, founded in 1853, has 900 attorneys in nine offices worldwide, including Chicago; Geneva, Switzerland; London, England; Los Angeles; New York City; Moscow, Russian Federation; Paris, France; San Francisco; and Washington, D.C. For additional copies of this diversity newsletter, please contact Winston & Strawn's Business Development Department, 35 W. Wacker Drive, Chicago, Illinois 60601, 312-558-5231.



Moving Ahead with the Firm's Strategic Plan for Diversity

The Diversity Committee's strategic plan, which received unanimous approval last year from the firm's Executive Committee, has focused on a number of major areas—mentoring; work/life balance; recruitment; business and professional development; communications; retention, assignments, and inclusion; and associate evaluations. Committee members have been working in subcommittees on implementation plans, policy recommendations, and procedures, with input from focus groups, Winston alums, and diversity consultants.

"Over the past several months our diversity consultant, Eastern Point Consulting Group, has been conducting a series of confidential interviews and focus groups in all our domestic offices to assess current strengths, opportunities, and challenges in the area of diversity," said Diversity Committee co-chair Jennifer Nijman. "A cross-section of attorneys from each office were chosen to participate in this process. Using the results of this information, Eastern Point will work with the Diversity Committee to develop recommendations."

New Parent2Parent Program

"One focus group included partners and associates in all offices who have taken a maternity leave at Winston," said Diversity Committee co-chair Joseph Torres. "Participants were invited to discuss their leave of absence experience, including what worked well and what challenges they faced in preparing for their leave, taking their leave, and then returning to the firm." The findings from these focus groups will be used to identify how the firm's *Parent2Parent* program can support attorneys who take a maternity leave of absence. The *Parent2Parent* program, being chaired by **Alexis MacDowall** and **Eleni Kouimelis**, will serve as a support group and communications vehicle regarding issues that are important to attorneys who are trying to balance work and parenting.

New Mentoring Program Rolled Out to Domestic Offices

Using feedback from focus groups, interviews, and other sources, along with an assessment of industry best practices, the firm rolled out a new firmwide mentoring program in early 2007 (see article on page 6). "We are ramping up to implement plans for additional efforts now," said Joe. "The Committee will be meeting in person later this summer," added Jennifer, "to review the new findings of the focus groups, develop additional recommendations, and discuss next steps." Each subcommittee will then develop action items based on the focus group information, and present recommendations at the close of the meeting to the full committee. If you have questions about the Diversity Committee's strategic plan, please contact Jennifer Nijman or Joe Torres.



Joe Torres and Jennifer Nijman,
Diversity Committee Co-Chairs



WINSTON DIVERSITY SCHOLARSHIP APPLICATIONS AVAILABLE NOW

As part of the firm's commitment to diversify the law school pipeline, Winston & Strawn is offering five \$10,000 scholarships to diverse law school students. In selecting the scholarship recipients, we will consider the students' academic achievements, extra-curricular activities, and demonstrated leadership and interpersonal skills. We invite recommendations for candidates who are looking for career opportunities in a large law firm environment.

To apply for the Winston & Strawn Diversity Scholarship, applicants need to complete and submit an application, which can be found at www.winston.com, along with a current resume, law school transcript, and a brief personal statement. These materials must be submitted by November 1, 2007 to diversityscholarship@winston.com. Scholarship applicants who attend a law school at which Winston & Strawn conducts on-campus interviews should also sign up to see us on campus. For all other scholarship applicants, the scholarship application will also serve as the application to our 2008 summer program. Scholarship recipients will be announced on or about December 15, 2007.

Recent Accomplishments of Winston & Strawn Women Partners



Liisa M. Thomas was featured in a *Crain's Chicago Business* profile titled "She Stops Them from Crossing the (On)Line." In the profile, Liisa discusses her work on "hot" issues such as text messaging and the Children's Online Privacy Act.

Christine A. Edwards is one of 14 commissioners and chair of the Financial Institutions Working Group of the U.S. Chamber of Commerce: Capital Markets Commission, which recently issued its *Report and Recommendations on the Regulation of U.S. Capital Markets in the 21st Century*.



Laura R. Petroff, managing partner of Winston & Strawn's Los Angeles office, was named by the *Daily Journal* to its most recent list of the Top 100 Most Influential California Lawyers. Laura also serves on the board of directors of Public Counsel, the largest pro bono public interest firm in the world.

Marie A. Lona was named head of Winston's recently launched e-Discovery and Electronic Information practice, which counsels clients on all issues surrounding electronically stored information.



Connie N. Bertram was named a Leading Lawyer in labor and employment law by *Legal Times* and Top Washington Lawyer in employment law by *Washingtonian Magazine*. She also serves as an instructor for the National Institute for Trial Advocacy, serves as co-chair of the annual Georgetown CLE/ALI-ABA Evidence Issues and Jury Instructions in Employment Cases program, and recently authored the article "Sarbanes-Oxley: The New Whistlestop for Whistleblowers in The Labor Lawyer."



Susan A. Pival was elected to the Chicago Bar Association Board of Managers for a two-year term beginning in June.



Jennifer T. Nijman was among the *Leading Lawyers Network* magazine's list of the Top 10 Leading Women Lawyers in Illinois in All Areas of Law, and **Christine L. Albright** was ranked among the magazine's list of the Top 10 Leading Women Consumer Lawyers in Illinois.



Debra Albin-Riley is the immediate past chair of the Los Angeles County Bar Association's Litigation Section.



Barbara C. Sessions, the firm's marketing partner, won the 2007 Legal Marketing Association, Chicago Chapter Your Honor Award for Excellence in Advertising Campaign in recognition of Winston's new ad series.

Working With Out



The firm is a Platinum Sponsor at the National Lesbian and Gay Law Association's 2007 Lavender Law Conference, which will be held in Chicago from September 6-8. The Chicago office will host the kick-off reception on September 5 and participate in the Lavender Law Job Fair on September 6.



Our New York office, through the efforts of **Shari Markowitz Savitt**, was involved in the National Association of Women Lawyers 2007 Annual Awards Luncheon in New York on August 2 at The Waldorf-Astoria. Shari was on NAWL's planning committee. The firm sponsored the luncheon and hosted a table.

The firm was a Bronze Level sponsor at the Third Annual Lawyers for Diversity event held by the Lesbian and Gay Bar Association of Chicago (LAGBAC), a professional organization of lawyers, judges, and law students. The July 26 event featured speakers on diversity in the legal community and benefited four of Chicago's largest lesbian, gay, bisexual, and transgender (LGBT) community organizations: The Center on Halsted, Equality Illinois, the Lesbian and Gay Bar Association of Chicago (LAGBAC) Foundation, and Parents, Family and Friends of Lesbians and Gays (PFLAG). All of these organizations share a mission to level the playing field for LGBT persons and the LGBT community.



Winston & Strawn co-sponsored *Women of Color in the Legal Profession: Success Strategies for Law Firms* hosted by the ABA Commission on Women in the Profession on June 19 in Chicago. This program, which discussed strategies and practices that have impeded or improved law firms' ability to retain women of color attorneys, was a follow-up to the Commission's *Visible Invisibility: Women of Color in Law Firms* study published in October 2006. Winston labor and employment partner **Cheryl Tama Oblander** participated in the event on behalf of the firm.



The firm was a platinum sponsor of the 2007 Korean American Bar Association (KABA) Annual Banquet held on June 14 in Chicago. Since 1993, KABA has provided a social networking resource to its more than 150 members. KABA also staffs and sponsors monthly free legal consultation to lower income individuals in Chicago on a variety of issues, including immigration, contracts, and employment. Associate **Samuel Park** represented the firm at this event.



Winston & Strawn was a lead sponsor of the Mexican American Legal Defense & Education Fund's *27th Annual Chicago Awards Dinner* held June 14 at the Palmer House Hilton in Chicago.

The firm took part in the Women Everywhere: Partners In Service Project (WE) annual Community Service Day on June 8. This event allowed male and female volunteers to give back to their community by volunteering their time to nearly 30 local service agencies dedicated to helping women and children in need. Winston & Strawn volunteers pitched in to paint and do some spring cleaning at Gilda's Club Chicago, which provides emotional and social support to those living with cancer.



Winston & Strawn was a gold sponsor of the Minority Corporate Council Association (MCCA) Mid-Atlantic Region Tenth Anniversary Dinner held on June 21 in Washington, D.C. The dinner, which celebrated 10 years of diversity progress, paid tribute to the Mid-Atlantic corporate winners of the MCCA's "Employers of Choice Award" and celebrated the accomplishments of past award winners whose dedication to inclusiveness has empowered people and inspired leadership. On hand to support this year's honorees were Winston attorneys **Michael Bhargava**, **Lynn Rosenstock**, **LaNora Williams**, **Michelle Speller-Thurman**, **Bill Hall**, **Franklin Parker**, and **Rachel Miras-Wilson**.

Inside Organizations

SUMMER 2007

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Diversity Committee co-chair **Jennifer Nijman** was a panelist on the “Women and Leadership” panel at the May 31 *Breaking Barriers, Building Bridges* program co-sponsored by the Chicago Bar Association and the American Bar Association. **Susan Pipal** served as a moderator for another session titled “Outside the Box: Transitioning to a New Career.”



Winston & Strawn sponsored the New York Urban League’s *42nd Annual Frederick Douglass Awards Dinner* held on May 2 in New York. The awards dinner is inspired by the life of the “Father of the Civil Rights Movement” and is a celebration of diversity, equal opportunity, and the rights of humanity. Winston corporate partner **Sidney Holmes** is a member of the New York Urban League board of directors.



Partner **Patricia Madsen** moderated a panel of “Powerful Women in Real Estate” on April 3 at Club 101 in New York. Panelists for this program, sponsored by the Association of Real Estate Women, included Dorothy Herman, CEO, Prudential Douglas Elliman; Darcy Stacom, Vice Chairman and Partner, Investment Properties Institutional Group; Veronica W. Hackett, Managing Partner, The Clarett Group; and Suzanne Kliegerman, Senior Vice President, Commercial Real Estate Lending, Commerce Bank.

Our San Francisco office was a sponsor of the Asian American Bar Association of the Greater Bay Area’s *30th Anniversary Celebration and Installation Banquet* held on March 16 at Yank Sing restaurant in the Rincon Center Atrium. The event, emceed by CBS5 anchor Sydnie Kohara, honored the Association’s past presidents and featured a video of the Association’s history by award-winning producer Dianne Fukami. Associates **Brian Lee** and **Susan Lee** were instrumental in organizing the firm’s sponsorship.



The firm was a sponsor of the National Summit of Black Women Lawyers’ 20th anniversary program titled “Lifting As We Climb: Our History Demands It, Our Legacy Requires It!” held March 8-10 in Chicago. This program was presented by the Black Women Lawyers’ Association of Greater Chicago, Inc., an association of primarily African-American female attorneys, judges, law professors, and law students. Since its formation in 1987, its mission has been to promote excellence and integrity in the profession, address critical issues facing minority attorneys, assist law students through scholarship programs, and provide community service. Winston attorneys **Belinda Heath**, **Janelle Carter**, and **Averil Edwards** attended the three-day summit, and attorneys **Cardelle Spangler**, **Lisa Parker**, **Heather Benno**, and **Liisa Thomas** attended the keynote luncheon, which featured an update on the “Call to Action” with Alfreda Coar, General Counsel of GE Healthcare, Diagnostic Imaging; Linda Dunn, General Counsel of Harley-Davidson Financial Services; E. Christopher Johnson, Jr., General Counsel of General Motors North America; Professor Charles J. Ogletree, Jr. of Harvard Law School; and Roderick Palmore, General Counsel of Sara Lee Corporation.

The firm sponsored the Chicago Renaissance Gala cocktail party and dinner, hosted by the Chicago Council of Black Law Students Associations (CCBLSA) on February 9 at the Museum of Science and Industry. This year’s Gala honored the 40th anniversary of Justice Thurgood Marshall’s appointment to the Supreme Court. Attending the event were **Kevin Cloutier**, **Ryan Green**, **Rahsaan Sales**, **Heather Benno**, **Sam Mendenhall**, and **Joe Torres**. Two Northwestern University law students, Denise Ware and Jackie Hall, also attended as Winston’s guests.

Shane Sagheb, **Denise Smith**, **Anthony Solana**, and **David Kim** represented the firm at UCLA School of Law’s *Second Annual Law Firm Diversity Reception* on February 28.

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Focus On LOS ANGELES CHICAGO

Los Angeles Office Partners with Disability Rights Legal Center

Los Angeles managing partner **Laura Petroff** reports on a recent effort that merges diversity and public interest causes by partnering with a local legal services provider, the Disability Rights Legal Center (DRLC). “Several of our partners and associates have teamed up with DRLC,” she said, “to provide pro bono representation of several individuals asserting discrimination by the state court system in San Bernardino County, California.”



Laura Petroff

The case, pending in the United States District Court, Central District of California, seeks to redress the failure of the defendants, the State of California, and the County of San Bernardino, to provide physical and programmatic access to San Bernardino County courthouses by persons with physical disabilities. Our clients, who are disabled attorneys, litigants, witnesses and other visitors to the county courthouses, have brought these claims not only on their own behalf, but also on behalf of others with physical disabilities.

With the DRLC, Winston & Strawn attorneys **Anna Segobia Masters**, **Debra Albin-Riley**, **Shane Sagheb**, **Peter Perkowski**, and **Kyle Gehrman** have worked diligently to develop a protocol, to which the defendants have agreed, for the systematic evaluation of each courthouse in the County of San Bernardino by qualified surveyors. According to Shane Sagheb, “This will be a comprehensive evaluation to identify the access barriers at all of the County’s courthouses, as well as the means by which defendants are to eliminate those barriers. For example, the assessment will look at access to the courthouse facilities, including travel within the courtroom, to clerks’ offices, to other departments, on the witness stand, and to courthouse parking facilities.” The evaluation process is underway and is expected to be completed before the end of the year.

Mentoring, Chicago Style

The framework for Winston & Strawn’s new mentoring program, part of the Diversity Committee’s strategic plan, was introduced in early 2007 to all five domestic offices. The program features formalized mentor relationships plus training and confidential and personalized mentoring. Since that announcement, each office has put its own stamp on the program, enlisting mentors and advisors, planning activities, and providing guidance and feedback to associates.



Marie Lona

Diversity@Winston & Strawn spoke with **Larry Desideri**, Chicago office managing partner, and **Marie Lona**, the firmwide and Chicago office mentoring program co-coordinator. This article combines their thoughts about a range of topics related to mentoring in the Windy City.

The development of the firm’s mentoring program has been a real team effort in many ways. Our work began more than a year ago as an outgrowth of the Diversity Committee’s strategic planning process, which zeroed in on a number of firm management issues, including mentoring. We took that opportunity to map out a far broader program that would incorporate diversity concerns, involve



Larry Desideri

all our associates, and include best practices from other law firms and organizations. We wanted to build a comprehensive program that was flexible, and had an infrastructure with good “bones” that would last. We’ve been lucky to work closely with Eastern Point Consulting, which has allowed us to take advantage of a vast amount of their research, experience, and insights on workable, results-oriented mentoring programs.

As the largest office, the Chicago office program faced some healthy challenges in terms of coordinating and communicating an effort on this scale. All local mentoring coordinators work with their office managing partners to match mentors and advisors with associates, so in Chicago, Marie and Cardelle worked with Larry to figure out a workable plan.

The Plan for First Through Third Year Associates

In Chicago, we are working with a total of 92 associates and 226 mentors. First years are paired with a senior associate and second and third years have partner mentors. We took particular care to create associate/mentor relationships that would cross departments, which we believe build stronger teams and broaden everyone’s understanding about law and the firm.

It’s always productive to learn about other practice areas, build relationships with new people, and learn more about firm life and culture from different perspectives. It also helps set the stage for future cross-selling and imaginative client service. We require mentors and mentees to meet for two hours every month. The meetings are not necessarily formal. They can be lunch meetings. Or, they can be more creative — going to a museum, walking through Millennium Park, or even something simple like grabbing a cup of coffee at Starbucks. The point is that it is an activity that allows the pair to talk freely.

What Happens in Year Four and Beyond

Associates in their fourth year and up are matched with a partner Advisor, generally from the same department. This relationship continues until the

associate becomes a partner. Advisors and Advisees will meet at least twice a year. The meetings focus on the associate’s career development within the firm, but also open the door to discuss concerns and offer insights and tips on business development and professional and career goals.

All mentors, advisors, and associates attended an orientation and training session about the program that outlined the program, its goals, and expectations.

In Chicago, we held 18 meetings, which also included a chance to ask and respond to questions.

Anecdotally, initial feedback in Chicago about the mentoring program has been very positive, with favorable comments — from associates and partners — about having a more formalized mentoring structure that encourages training and one-on-one, confidential mentoring.

Naturally, we expect many informal mentoring relationships to continue to develop — as they have in the past. But, our research shows that retention improves when associates have stronger ties to a law firm, and having a mentoring program is an additional way to encourage that possibility.

Stay Tuned

As the mentoring program plays out in each office, all local coordinators are accumulating their own playbook of successful efforts, FAQs, and best practices. We are comparing notes on a regular basis, and will be fine-tuning the program accordingly. To make this program a success, both mentors and mentees must make a commitment to apply some effort to the program. In terms of long-term benefits, we think it’s time well-spent to enhance client service, continuity, and teamwork.

Winston & Strawn Mentoring Program

Firmwide coordinators:

Charles Birenbaum (San Francisco)

Marie Lona (Chicago)

Office coordinators:

Chicago: Marie Lona and Cardelle Spangler

Los Angeles: Steve Smerek

New York: Lina Viviano

San Francisco: Amanda Groves

Washington, D.C.: Eric Bloom

Recruitment News

The Chicago office participated in the Cook County Bar Association Job Fair on August 10, where we interviewed second-year law students for the 2008 Summer Program. The Cook County Bar Association is the oldest African-American bar association in the country.



The Diversity Committee and Recruitment Department organized several diversity-related events for our summers, "designed to showcase each city's different neighborhoods and unique cultural resources," said **Joe Torres**, co-chair of the Diversity Committee. "We are continuing our tradition of showing summers a glimpse of the city that is informative, fun, and a little out of the ordinary." On June 7, summers in the Los Angeles office went on a walking tour of historic Olvera Street, which features a colorful Mexican marketplace and is known as the birthplace of Los Angeles. In Chicago, the Diversity Committee hosted an event on June 19 at the Field Museum. Associates toured the new Ancient Americas Exhibit and a speaker from the Field presented a short program about the exhibit. In the Big Apple, our New York summers enjoyed a walking tour on June 19 through the Lower East Side, Chinatown, and Little Italy to see the various historic and architectural landmarks associated with the different cultures and communities that immigrated to New York. The tour was followed by a feast at the Peking Duck House in Chinatown. Our D.C. summers took the "Before Harlem, There was U Street" walking tour on June 19. Finally, in July, the San Francisco summers explored the murals in the historic Mission District.



The firm's Washington, D.C. office hosted a "1L Diversity Roundtable" discussion on Tuesday, July 10 for diverse 1Ls from Georgetown University, George Washington University, American University, Catholic University, George Mason University, the University of Maryland, and Howard University. Students had a chance to talk with Winston attorneys and staff at various stations set up for specific topics. **Greg McConnell**, Director of Public Interest Law, headed up our Pro Bono table and **Paula Holderman**, Director of Professional Development, was on hand to answer questions about training and education. A group of Winston attorneys from our Washington, D.C. office also provided answers and perspectives about large law firm life, including **Susan Longstreet**, **Carter DeLorme**, **May Wall**, **Eric Bloom**, **LaNora Williams**, **Monique Reid**, **John Hsu**, **Jovial Wong**, **Rishi Nangia**, **Michael Mancusi**, and **Jane Chang Dempsey**.



AWARDS AND RECOGNITION

Client Morgan Stanley selected the firm as a recipient of its 2006 diversity award in recognition of our efforts to staff Morgan Stanley matters with strong, diverse legal teams. The award was presented during a reception on November 15 in New York. Attending the reception were **Christine Edwards, Susan Berkwitt, Cathy Joyce, Marie Lona, Karen Quirk, and Joe Torres**. Last year, Winston & Strawn proposed a series of new diversity programs that focus on specific legal practice areas of Morgan Stanley and its subsidiaries, resulting in several Morgan Stanley assignments being led by women partners at Winston with additional staffing that includes women and minority attorneys.



According to Winston & Strawn financial services partner **Christine Edwards**, one of Morgan Stanley's relationship managers, "Morgan Stanley is a terrific client for Winston & Strawn so we wanted to be responsive to them and their priorities. The award was a result of a concerted effort to respond to Morgan Stanley's diversity commitments. We staffed our matters with diverse attorneys, took the initiative in starting new programs, and coordinated these activities with our Diversity Committee's work."

Barbara Sessions (partner in charge of Business Development and member of the firm's Diversity Committee), **Anne Heathcock**, and **Abbe Wright** were winners of the LMA (Legal Marketing Association), Chicago chapter's *Your Honor Award — For Excellence in Advertising Campaign, 2007* in recognition of Winston's series of new branding campaign, which included a new diversity ad.

Diversity Committee member **Liisa Thomas's** IP advertising practice was the subject of an April 2 profile in *Crain's Chicago Business*, which described her work on "hot button" issues involving the electronic medium.

Paula Holderman, Director of Professional Development, was appointed to the Illinois Supreme Court Advisory Committee for MCLE.

Julie Bauer, co-chair of the firm's Hiring Committee, was reelected Secretary of the Seventh Circuit Bar Association for the 2007-2008 bar year.



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Diversity Committee

At Winston & Strawn, diversity and inclusiveness are core values. We believe a global practice such as ours has a responsibility to reflect the diverse world that we serve. Our Diversity Committee, with representatives from top management and major practice areas, guides and implements the firm's diversity policies and programs. If you have questions about Winston & Strawn's diversity efforts, please contact a Diversity Committee member listed below.

Co-Chairs:	Amanda Groves (San Francisco) Joseph Torres (Chicago)	agroves@winston.com jtorres@winston.com
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