

Diversity News at Ballard Spahr Andrews & Ingersoll, LLP

IN THIS ISSUE

- Message from the Co-Chairs • Spotlight • Events & Sponsorships
- Rev. Martin Luther King Jr. Day • Diversity Successes • Constitution High Corner

MESSAGE from the Co-Chairs

This summer 2008 issue of The Diversity Newsletter carries good news in many forms. For starters, the newsletter features a fresh format designed to enhance awareness of diversity initiatives at Ballard Spahr and in the legal profession as a whole.

Early 2008 has been a busy time at Ballard as we evolve in our diversity efforts and embark upon new initiatives. Key to this evolution is the announcement of Virginia G. Essandoh joining us as Director of Diversity. Virginia's consulting experience will enable her to integrate diversity initiatives throughout the firm. She will work closely with us and the Diversity Committee to plan and execute the firm's strategic diversity initiatives, which include strengthening the recruiting, retention, mentoring and training of lawyers at all levels. She also will be responsible for coordinating Ballard's diversity outreach efforts. We hope you will enjoy learning more about Virginia as you read her profile in the spotlight section of this newsletter.

The Diversity Committee recently announced the launching of the firm's newest affinity group - the Lesbian, Gay, Bisexual and Transgender (LGBT) group. This group exemplifies our ongoing commitment to diversity as we work to foster inclusiveness for people of all races, ethnicities, genders and sexual orientation. We are proud of the continuing success of our groundbreaking program at Constitution High, which has become a national example of a pipeline program. A key development this year is the firm's support for the construction of a mock trial courtroom at Constitution High. Construction on the courtroom began in June. You can read more about the firm's affinity groups and our Constitution High program in this issue of the newsletter, along with news of our participation in diversity events.

Through our sponsorships, events and internal efforts, Ballard remains committed to fostering a diverse and inclusive workplace. We communicate that commitment to external and internal audiences alike. Enjoy this issue and please contact us if you have questions or comments about our diversity work.

Tobey M. Daluz and Leslie E. John, *Diversity Committee Co-Chairs*

SPOTLIGHT: Virginia G. Essandoh, *Director of Diversity*

What drew you to the Director of Diversity position at Ballard?



Virginia G. Essandoh

The people I met at Ballard and the fact that Ballard seemed to be a place that marched to its own drum, meaning that it didn't necessarily follow what other firms are doing. I've known Tobey (Daluz) and Leslie (John) and other Ballard people over the years,

and I trust them as people of high integrity. The firm's diversity efforts are led by committed co-chairs, which was an example of what I believe is Ballard's commitment to diversity. I wouldn't be here otherwise.

Your background is in consulting. How will that help you in your new role?

The greatest skill I developed as a consultant involves navigating and understanding law firm leadership and structures. Structures differ within law firms but handling, navigating and understanding the goals of firm leadership is a

key to success. As part of this understanding of leadership, I know the value of establishing trust and credibility with lawyers, finding which people to talk to about issues, and working with various constituencies. I understand how each of these facets contributes to the success I will have as Director of Diversity.

Where does Ballard stand with respect to its diversity program relative to other law firms?

Ballard is aligned with other Am Law 200 law firms, most of whom follow a prescriptive diversity plan. The Minority Corporate Counsel Association has a scale to measure diversity programming that runs from compliance at the low level, to diversity at the middle, and full inclusion at the upper level, with full inclusion being where a firm wants to be eventually. Ballard stands, in my view, between diversity and full inclusion. I say we are approaching full inclusion because I see the signs: women in leadership roles, commitment and support for furthering the firm’s diversity efforts and efforts to improve development, advancement and promotion of all lawyers. These are all terrific signs that the firm is edging towards full inclusion.

What do you see as your primary challenges as Director of Diversity?

I don’t see challenges. I see opportunities to try different strategies. If you can’t get something done one way, find another way to get it done.

What is your first order of business?

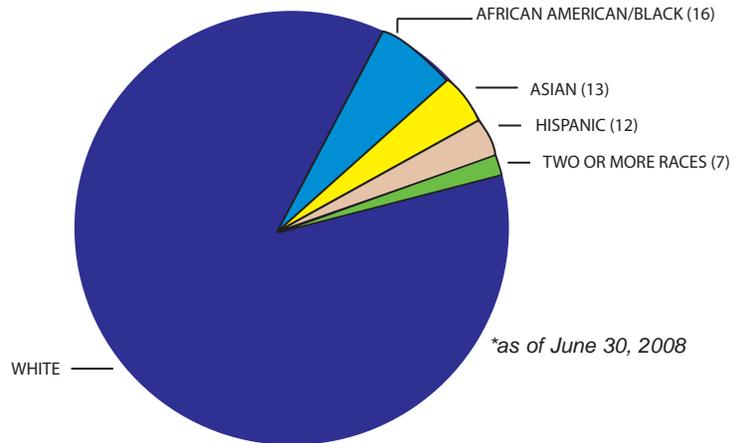
Definitely top on the list is navigating the firm and learning how it works. This involves discovering allies or champions for diversity and developing trust and relationships. It might take a couple of years to meet everyone I need to meet but I’m learning some new aspect of the firm every day. I’m also learning to balance the administrative functions of the position with the substance of doing my part to make Ballard a place where lawyers are successful.

When you were completing your J.D., did you see yourself working in the diversity field at a law firm?

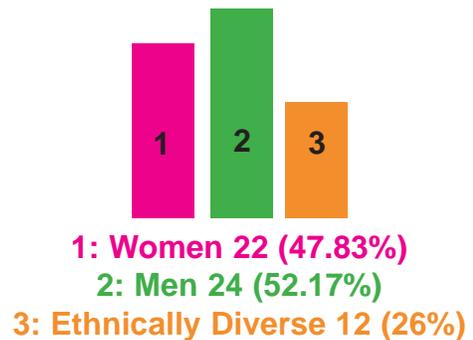
No, I didn’t. The only thing I wanted was to incorporate something I was passionate about into my love and respect for the law. It is tremendously rewarding to play a role in the betterment of this great profession.

BALLARD DEMOGRAPHICS

TOTAL ATTORNEYS: 526
 Women: 208
 Men: 318



SUMMER ASSOCIATE CLASS: 46



What is new and exciting in corporate diversity and do you see that as influencing law firm diversity programming? In other words, what could the future look like for Ballard’s diversity program?

The most exciting aspect of law firm diversity right now involves the generation blending of younger lawyers and more seasoned lawyers—the new generation or younger employees bring fresh perspectives, ideas and new approaches, and they are challenging the status quo. It’s invigorating to have summer associates asking questions about diversity. In terms of corporate diversity, I believe law departments are going to continue to challenge law firms to do a better job with respect to diversity.

If you had to choose one word to describe your approach or style, what would it be?

Collaborative!

SUCCESSSES

- Emilie R. Ninan received the 2008 Cornerstone Award from the North American South Asian Bar Association in June.
- Brian Pedrow is Vice President of Diversity for the Society for Human Resources Management. Brian started a diversity task force at SHRM in January.
- Marlene Gomez was appointed in March 2008 to serve as Committee Chair for the Hispanic Bar Association of Pennsylvania (HBA) and as co-chair of the group's networking committee. She also was named secretary of the HBA's Legal Education Fund Board for 2008.
- For the third straight year, Ballard made the Top 100 Law Firms for Diversity list in *MultiCultural Law* magazine, a publication with a readership of 40,000 lawyers across the U.S. The magazine focuses on issues related to diversity in the legal profession, general workplace diversity and roles that minorities and women play in today's business world. The listing appears in the magazine's Fifth Anniversary edition this March. In addition, Ballard is ranked one of the Top 100 Law Firms for Women in the March 2008 issue of *Women 3.0 magazine*, a sister publication of *MultiCultural Law* magazine. This publication promotes the continued success of women in the corporate community.
- Stephanie Franklin-Suber, Business & Finance Partner in the firm's Philadelphia office, was honored with the 2008 Woman of Distinction Award at the Dr. Martin Luther King Jr. Annual Memorial Breakfast sponsored by the Barristers' Association of Philadelphia on January 21, 2008. Stephanie's speech was covered by several television news stations following the event. The firm had two tables at this event and attendees included many partners, clients and members of the judiciary.
- We successfully participated in the Philadelphia Diversity Law Group First-Year Summer Program. This program offers first-year students from participating Philadelphia-area law schools who have overcome obstacles in pursuing a legal career or who are from



Emilie R. Ninan



Brian Pedrow



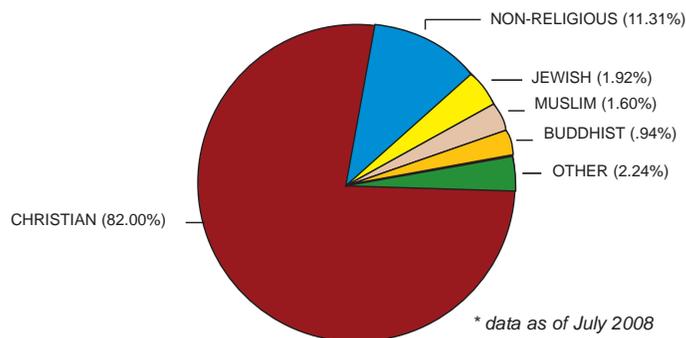
Marlene Gomez



Stephanie Franklin-Suber

Facts & Figures

Largest Religious Groups in the United States



Source: Association of Religious Data Archives

backgrounds that are underrepresented in the Philadelphia legal community the opportunity to succeed in summer programs sponsored by the Philadelphia Diversity Law Group organizations. Rachel Keene, a 2L from Temple University Law School, completed the 2007 summer program and recently accepted Ballard's offer of full-time employment. She will join us in fall 2009 after participating in the firm's public interest fellowship program for one year.

- Ballard received 80 out of 100 points on the Human Rights Campaign Corporate Equality Index, an annual survey that measures how equitably companies treat their gay, lesbian, bisexual and transgender employees. A modification to the firm's anti-discrimination policy, made after our HRC CEI survey submission, now specifically states that the firm will not discriminate on the basis of gender identity and expression. This clarification should result in an even higher ranking in next year's HRC CEI survey.

MORE CONSTITUTION HIGH NEWS

Ballard is commencing its third year of its groundbreaking pipeline partnership with the Constitution High School for American Studies, a Philadelphia magnet high school whose students—80 percent minority—are interested in civics, history and law. The firm provides in-depth mentoring to students, mock trial coaching, career counseling, summer internships, financial support and other curricular and extracurricular support.

January 2008

Ballard lawyers and staff met weekly to coach students on mock trial team, and accompanied students to four rounds of Philadelphia Mock Trial Competition.

CONSTITUTION HIGH CORNER

January–June 2008 was a busy time for the Ballard/Constitution High partnership program. Highlights of the first half of the year included:

- Ballard's Constitution High pipeline project was featured at the Diversity Conference of the National Association of Legal Career Professionals held in Philadelphia.
- The pipeline project won an award from the Philadelphia School District for Best Practices in Community Partnerships.
- The firm hosted a job shadowing program for Constitution High students.
- Firm lawyers and staff prepared students for the Philadelphia Mock Trial Competition and Drexel Law Mock Trial Competition.
- Firm staff coordinated plans for the installation of a mock trial courtroom at Constitution High.

A Ballard lawyer assisted CHS students with research on Chinese immigration.

From January though June

26 students emailed and met periodically with Ballard mentors at CHS and Ballard's office, over lunches in the school neighborhood, and at an end of year ice cream social.

From January though March

Mary Gay Scanlon attended Stakeholder meetings with representatives from CHS's institutional partners, parents, students and faculty.

February 2008

Firm staff coordinated three full days of job shadowing at the Philadelphia office for all 100 ninth graders.

In March through June

Mary Gay Scanlon coordinated meetings with CHS representatives, pro bono architect, Network Arts, and craftsmen to design and install mock trial room at CHS.

Ballard sponsored LSAC Minority Pre Law Conference, attended by entire Constitution High School student body. Ballard lawyers spoke and met with students.

Ballard lawyers and staff coached students in the Drexel Law School Mock Trial Competition.

Ballard's pipeline project was featured at the NALP Diversity Summit.

From March through May 2008

Ballard mentors arranged college tours for CHS students at U. Penn and Drexel.

April 2008

Ballard staff began working with U. Penn Law students on middle school pipeline program, touring CHS and meeting with CHS administration.



Constitution High students participated in the mock trial competition in January 2008.

Ballard lawyers and staff attended ACLU lecture on student rights with students.

Ballard staff arranged an interview at ACLU for a Constitution High student interested in becoming an ACLU lawyer.

From April through June

Ballard develops program with Workready Philadelphia to solicit applications from CHS students for summer internships and interviews and hires three students.

May 2008

Second Annual CHS Mock Trial Awards Banquet at Ballard with students, coaches and families.

Staff accompanied six students to Philadelphia Bar Association Lawyer for a Day program.

Ballard sponsored and coordinated trip for CHS mock trial team to attend National Mock Trial championship event in Wilmington. Wilmington lawyers hosted the team for lunch.

School District of Philadelphia presents Ballard-CHS pipeline project with an award for "Best Practices Recognition for Effective Community Partnership."

June 2008

Installation of Mock Trial Courtroom begins at Constitution High.

Ballard collaborated with CHS, the National Constitution Center and a Ballard pro bono client to screen the client's award-winning film for the entire CHS student body. The documentary, First Person, addresses the challenges faced by Philadelphia public school students seeking to attend college.

Three CHS students begin 8-week paid summer internship at Ballard.

Thanks to the following Ballard lawyers and staff who participated in and volunteered time with the Constitution High program in early 2008:

Arlene Angelo
Shellee Buchanan
Shereen Chen
Colleen Coonelly
Tobey Daluz
Adam Falkowitz
Adiah Ferron
Keith Garland
George Gerstein

Susanna Greenberg
Christine Hanhausen
Leslie Heilman
Hank Hockeimer
Steve Kim
Justin Klein
John Lavelle
Dan McKenna
John Metzger

Beth Moskow-Schnoll
Emilie Ninan
Karen Noble
Donna Page
Maryann Piper
Mary Gay Scanlon
Gina Smith
Julie Stoiber
Cindy Utz

EVENTS & SPONSORSHIPS

January – June 2008

January 2008

Delaware 1L Minority Job Fair and Breakfast

Black Law Students' Association at Rutgers University School of Law Camden Twelfth Annual Rev. Dr. Martin Luther King Jr. Champions for Social Justice and Equality Banquet and Awards Ceremony

Mid-Atlantic Black Law Students' Association Regional Convention, Crystal City, VA

February 2008

Black Law Students' Association MLK Dinner and Awards Ceremony (sponsored by Voorhees office)

Annual Muslim Law Career Fair at University of Pennsylvania

Delaware State Bar Association Multicultural Judges and Lawyers Black History Month Luncheon

Resume Writing and Interviewing Workshop for 1L minority law students

NBA Commercial Law Section Annual Corporate Counsel Conference, New Orleans, LA

Black Law Students' Association Sadie T. Alexander Dinner, University of Pennsylvania

University of Maryland Black Law Students' Association Diversity Dinner

Harvard Black Law Students' Association Spring Conference

Diversity Reception for Philadelphia area first-year law students

March 2008

ALIANZA (Latino Alliance) 6th Annual Campeones de la

Justicia Banquet (sponsored by Voorhees office)

LSAC Minority PreLaw Conference

NALP Diversity Conference, Philadelphia, PA

April 2008

Disability Law Symposium

ABA Young Lawyers Division Diversity Summit, Washington, DC

University of Maryland Law School Learning from Leaders to Address Diversity Challenges

DuPont Women Lawyers Networking Conference

2008 Minority Bar Convention of State Bar of Arizona Committee on Minorities and Women

20th Annual PBA Minority Attorney Conference

Delaware State Bar Association Multicultural Judges and Lawyers 2nd Annual Division Conference

Delaware Minority Bar's Joint Reception

BALLARD Women Retreat

National Employment Law Conference—Atlanta

Trustees of Color Board Diversity Expo

May 2008

Equality Forum Dinner, Philadelphia, PA

Equality Advocates Pennsylvania Reception Great Strides, Great Struggles: The Continuing Case for Diversity 70 Years after Murray



Attendees at the Equality Forum Dinner included Ballard lawyers (from center) Angie Halim; Dee Spagnuolo; and Cecilia Isaacs-Blundin.

Barristers' Association of Philadelphia Scholarship Gala

Whitman-Walker Clinic's Annual Gala in support of AIDS sufferers

Operation Understanding Fundraiser

June 2008

Philadelphia Urban League Dinner

NBA Women Lawyers Division Scholarship Breakfast

Minority Corporate Counsel Association Mid-Atlantic Diversity Dinner, Washington, DC

Mortgage Bankers Association of Metropolitan Washington's Women in Commercial Real Estate Event

Philadelphia Diversity Law Group Reception

DuPont Minority Counsel Program, Wilmington, DE

North American South Asian Bar Association Conference



Tobey Daluz served as a panelist for the DuPont Minority Counsel Program.

JANUARY 21, 2008—REVEREND MARTIN LUTHER KING JR. DAY ACTIVITIES

Ballard Spahr lawyers and staff participated in a wide range of volunteer activities in celebration of Reverend Martin Luther King Jr. Day. Here is a sample of activities in the firm's offices:

Baltimore

- The Baltimore office participated in a number of MLK Day-related activities, including a collection of toiletries and Safeway gift cards to use by the "Believe in Tomorrow" Children's House at Johns Hopkins University. Eight volunteers delivered the items to the Children's House on MLK Day, and another eight put in a full day cleaning and baking cookies for the residents of the house. Members of the office participated in other activities such as a visit to Ronald McDonald House; attendance at a BVU presentation of "Do Something: Civic Engagement and Volunteerism"; and a blood drive at a local church.

Bethesda

- Bethesda and DC staff took part in an annual MLK Day of Service put on by the Marriott Convention Center and the Children's Inn at the National Institutes of Health, a residential "place like home" for sick children and their families. Children come from across the country and around the world to stay together with their families in The Inn's healing environment while receiving groundbreaking medical treatments at the NIH, the world's leading biomedical research center. While the NIH takes care of the child's medical needs, The Inn tends to the child's heart, soul and spirit. The Inn places a goodie in each child's mailbox every night, so our projects, which included making place-mats for the Inn's dinner table and beaded necklaces, dream catchers and bookmarks for the residents, went directly to brightening a child's day. The Bethesda office also donated men's and women's business attire to local companies serving needy individuals seeking employment in the Bethesda area. A group of Ballard lawyers advised small business owners in the Small Business Brief Advice Legal Clinic run by the DC Bar Pro Bono Program and The Community Economic Development Project (CED Project). Finally, in partnership with the DC office, Bethesda lawyers and staff assisted in a variety of maintenance, organization and client-related tasks at the Community for Creative Non-Violence (CCNV).

Thanks to the following lawyers and staff who contributed time as participants, panelists, speakers & organizers for the events listed on the previous page.

Raheemah Abdulaleem	Tom Hauser	Eva Shih Herrera
Jeffrey Ballard	Michael Hodge	Bill Simmons
Rob Baron	Cynthia Hajost	Margo Stern
Larry Berger	Leslie John	Julie Stoiber
Shereen Chen	Steven Kim	Megan Whitney
Lucretia Clemons	Denise Keyser	Robert Williams
Colleen Coonelly	Justin Klein	Brian Winterfeldt
Bryce Coughlin	Kenya Mann	Naomi Young
Tobey Daluz	Daniel McKenna	Dena Zakaria
Filicia Davenport	Jim Mercurio	Lynn Zeitlin
Lindsey Ermey	Emilie Ninan	Noelle Zappacosta
Virginia Essandoh	Nicole Oddo	Legal Recruitment Administrators Group of Philadelphia (LRAP)
Adiah Ferron	Norman Parker	Summer Associates Amit Kakkar, Mariana Gaxiola-Viss, and Andrew D. McCarthy
David Fryman	Nishan Patel	
Kelley Grady	Maren Parry	
Susanna Greenberg	Tracy Perry	
Stefanie Gusha	Kristen Ross	
Angie Halim	Dionne Savage	
	Mary Gay Scanlon	
	Lila Roomberg	

Keith Garland, Paralegal in the Philadelphia office, deserves special commendation for coordinating the firm's MLK Day efforts in 2008. Keith worked tirelessly to coordinate a number of initiatives that made MLK Day a success.



Denver

- A hard-working group of representatives from the Denver office worked on a Habitat for Humanity house in cold weather from 9 a.m. to 4:30 p.m. on the Saturday prior to MLK Day. It was a fun and uplifting day for everyone and there was a great deal of enthusiasm to participate in similar projects in the future. Participants included Gwen Allen, Ryan Howe, Jon Bernhardt, Allison White, Art Ashmann, Julie Carpenter, Polly Artim, Vivian Williams, Michelle Dawson, Mary Janiszewski and Karla Rude. Paul Scott and his boys delivered lunch to the group. It was a successful event with a couple people waiting in the wings to chip in when others were not able to make it. Thank you to all the volunteers and thank you to Amanda for coordinating the details.



The Denver office team of lawyers and staff who volunteered for the Habitat for Humanity project on MLK Day 2008.

Las Vegas

- The Las Vegas office participated in two service programs on January 21: (1) serving food at a local homeless shelter, Catholic Charities; and (2) volunteering at the Andre Agassi Boys and Girls Club. Both of these are located downtown. The participants included Rob Kim, Mike Miles, Jean Curran, the wife of managing partner Bill Curran, Jennifer Nash, Hilary Tuckerman, Lucy Darilek, Kathy Kandt, Kerri Nash and Shane Young. The first program involved food preparation and serving local residents and visitors of the shelter. The second program also involved some food service as the club was having a special "pancake breakfast" for the children in celebration of the holiday. Ballard Spahr participants assisted with food preparation and service for the breakfast and then supervised and participated in various activities with the children, e.g., board games, reading, exercise (jazzercise), arts and crafts.

Philadelphia

- A legal clinic for low-income clients sponsored by the Senior Law Center, Homeless Advocacy Project and VIP Legal Clinic was held at Germantown High School, which was the flagship location for Philadelphia's MLK Day celebration. Philadelphia Partner Lynn Rzonca and Associates Michael Fabius, Jason Leckerman, Aisha Barbour and Susanna Greenberg conducted intake at the clinic and the firm was favorably mentioned in a front page news article about the MLK Day of Service.
- Greater Philadelphia Cares once again coordinated a "Ballard specific" volunteer project, Project Achievability, at a non-profit agency in West Philadelphia whose objective is to ensure that single-parent, low-income families have the opportunity to improve the quality of their lives and achieve self-sufficiency. Volunteers for this year's project included Partner Leslie John, Of Counsel Doug Flitter, Legal Assistant Keith Garland and staff members Kesha Parker and Percy Konce, who painted and performed basic maintenance on a residence.



Frank Chernak and his daughter Meredith participated in a variety of MLK Day events in Philadelphia.



Doug Flitter and Kesha Parker participated in the Greater Philadelphia Cares activities on MLK Day.

- Lucretia Clemons served on a Community Action Panel discussion at the Nazarene Baptist Church on the topic of "What the King Dream Means to Me Today." Lucretia fielded questions following the panel discussion.

Phoenix

- The Phoenix office contributed time, money and necessity items to the Phoenix Chrysalis Shelter in honor of MLK Day. Representatives of the office read to children at the shelter on Thursday evening, January 24. Necessity items donated to the shelter included toothbrushes, toothpaste, and diapers.

Salt Lake City

- The Salt Lake City office undertook a number of MLK Day activities, including an American Red Cross-sponsored blood drive at the office to which other building

tenants were invited. There were 27 donors. In addition, the firm purchased a table of ten at the Annual Martin Luther King Jr. Memorial Luncheon sponsored by the Salt Lake Branch of the NAACP. The office also collected monetary donations, as well as donations of blankets, pillows, sheets, coats, diapers and baby wipes for The Road Home, an agency that provides support and shelter for overcoming homelessness through a variety of programs. The donation collection was a huge success and, on January 24, office staff delivered the truckload to The Road Home. The Road Home has many wonderful success stories, which can be viewed on its website at www.theroadhome.org.

- On January 22, a crack team of analysts representing Ballard Spahr helped Guadalupe Schools begin to “level” (i.e., categorize by difficulty) the texts in its Literacy Library. Over 100 books were analyzed using a given formula, sorted and color coded. This work on the library will help the school direct ESL learners towards appropriate books to take home for “silent sustained reading,” an effective method to increase English skills. Many Ballard Spahr lawyers and staff donated their after-work time to this effort. Guadalupe Schools is a non-profit organization providing economically disadvantaged children and non-English-speaking adults in Salt Lake City, Utah, the education and skills needed to live productive, rewarding lives.

Their programs include The Early Learning Center (ELC), which provides a continuum of educational services from birth through age nine, and The Voluntary Improvement Program (VIP) designed to teach non-English-speaking adults the language skills necessary to provide for their families and participate in their communities.



Billing Coordinator Michelle Henry-Mitchell and her daughter, Breanna Santiago, participate in the DC office's MLK Day activity.

Voorhees

- The Voorhees, NJ, office sponsored and encouraged participation in several MLK Day projects this year, including providing monetary and food donations to The Food Bank of South Jersey, an organization dedicated to fighting hunger and malnutrition in South Jersey since 1985. Donations of used eyeglasses were made to the Lions Club of Cherry Hill, New Jersey, and articles of business clothing were donated to benefit economically disadvantaged individuals striving to get back into the workforce. In addition, in conjunction with Bancroft NeuroHealth in Haddonfield,

New Jersey, the firm sponsored a Read Across America Day on March 3, 2008. In late January, the firm sponsored the Rutgers School of Law, Camden Twelfth Annual Dr. Martin Luther King Jr. Banquet and Award Ceremony.



Laura Nelson and Lynn Nash participated in the Bancroft NeuroHealth Read Across America Day.

Washington, DC

- As part of the firm-wide MLK Day of Service, the DC and Bethesda offices participated in a large range of events designed to make it a “day on.” Among those was a day of volunteer work at the Community for Creative Non-Violence (CCNV) in Washington, DC, which is the nation’s largest homeless shelter. Frederic Ballard, Sevonne Parker, Kimberlee Osborn, Rob Williams, Michelle Henry-Mitchell, Kris Megna and members of their families joined organizer Bryce Coughlin at the CCNV, where they prepared food in the soup kitchen, cleaned and organized the infirmary, and beautified the grounds of the facility. Other events included a donation drive for the N Street Village Transitional Home and a variety of events sponsored by the Bethesda office.

Wilmington, DE

- The Wilmington office ran a food drive to benefit the Sunday Breakfast Mission, a local organization that offers services such as food, shelter, and work training for those in need. In addition, the office assisted the Delaware Earned Income Tax Credit Campaign, a group that offers free tax preparation to low-income Delaware residents, by assembling client packets.

Ballard Spahr Diversity Committee Members

If you have any diversity-related inquiries, please contact any of the following Diversity Committee Members:

Tobey M. Daluz	David S. Fryman
Leslie E. John	Geoffrey A. Kahn
Virginia G. Essandoh	Robert C. Kim
Valarie J. Allen	Justin P. Klein
Cecilia M. Andrews	Kenya S. Mann
Barbara Bagnasacco	Daniel J.T. McKenna
Shereen C. Chen	Norman E. Parker Jr.
Lucretia C. Clemons	Scott A. Preston
Colleen F. Coonelly	Mary Gay Scanlon
Bryce Coughlin	Paul W. Scott
Jenelle M. Dennis	Mark S. Stewart
John T. DiBattista	Brian J. Winterfeldt
John D. DiTullio	Lynn G. Zeitlin
Stephanie L. Franklin-Suber	

Ballard Spahr Diversity Committee Members

If you have any diversity-related inquiries, please contact any of the following Diversity Committee Members:

Name	Office	Phone Number
Tobey M. Daluz	Wilmington	(302) 252-4400
Leslie E. John	Philadelphia.....	(215) 864-8212
Virginia G. Essandoh	Philadelphia.....	(215) 864-8192
Valarie J. Allen.....	Philadelphia.....	(215) 864-8565
Cecilia M. Andrews	Atlanta	(678) 420-9324
Barbara Bagnasacco	Salt Lake City	(801) 517-6831
Shereen C. Chen.....	Voorhees	(856) 761-3475
Lucretia C. Clemons	Philadelphia.....	(215) 864-8137
Colleen F. Coonelly	Philadelphia.....	(215) 864-8167
Bryce Coughlin	Washington, D.C.	(202) 661-7659
Jenelle M. Dennis	Bethesda	(301) 664 6205
John T. DiBattista	Philadelphia.....	(215) 864-8313
John D. DiTullio.....	Phoenix.....	(602) 798-5421
Stephane L. Franklin-Suber	Philadelphia.....	(215) 864-8203
David S. Fryman	Philadelphia.....	(215) 864-8105
Geoffrey A. Kahn.....	Philadelphia.....	(215) 864-8219
Robert C. Kim	Las Vegas	(702) 868-7512
Justin P. Klein	Philadelphia.....	(215) 864-8606
Kenya S. Mann	Philadelphia.....	(215) 864-8121
Daniel J.T. McKenna	Philadelphia.....	(215) 864-8321
Norman E. Parker, Jr.	Baltimore	(410) 528-5535
Scott A. Preston	Los Angeles	(424) 204-4316
Mary Gay Scanlon	Philadelphia	(215) 864-8912
Paul W. Scott	Denver	(303) 299-7370
Mark S. Stewart	Philadelphia	(215) 864-8225
Brian J. Winterfeldt	Washington, D.C.	(202) 661-7650
Norman E. Parker Jr.....	Baltimore	(410) 528-5535

NEXT ISSUE:

- **Summer Program 2008** • **Newly Elected Partners** • **Spotlight: BALLARD Women**
- And much more...**