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March 30, 2010

VIA EMAIL vannk2@staff.abanet.org
Kimberly Vann
American Bar Association

Email: dclifford@wglaw.com


RE: ABA 2010 Partnership Awards Program

Dear Ms. Vann:

Please find attached the completed ABA 2010 Partnership Awards Program Nomination Form nominating the Montgomery Bar Association's Summer 1 L Diversity Program.

Thank you for your consideration.

Very truly yours,


Daniel J. Clifford

DJC/lc
Attachment

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ABA 2010 PARTNERSHIP AWARDS PROGRAM

NOMINATION FORM

1. **Program Title**

Summer 1 L Diversity Program

2. **Name of Bar Association**

Montgomery Bar Association

3. **Address**

100 W. Airy Street
P. O. Box 268

4. **City/State/Zip**

Norristown, PA 19401

5. **Phone**

610/279-9660

6. **Email Address**

7. **Number of Association Members**

2,100

8. **Description of your program to include:**

Program's objectives

History of program

Number of times presented

Targeted audience

Number of People participating

Measurable results of efforts to date (include statistics, program evaluation
and follow-up)

Future program plans

In 2007, our Bar Association formed a Diversity Task Force to review diversity within the Association and to promote the inclusion of more lawyers from diverse backgrounds in the Bar and in leadership positions.

As a result of the Task Force Report, the Bar created a Diversity Committee as a standing committee in 2008.

One of the first objectives of the Committee was to create a summer intern program to place first year law students with law firms for an eight week time period. In reviewing various programs that other Bar Associations had created regarding diversity, we believed that the best method by which to build diversity in area law firms was through a program whereby the students would actually be placed with the firms for the summer. In this way, students would benefit from knowing that area law firms are interested in hiring students from diverse backgrounds while at the same time the law firms would recognize the talents and contributions that hiring students with diverse backgrounds would bring to their firms.

In 2009, the first year of the program, we had five (5) students and six (6) law offices participating and the program was a great success. Each week our Committee sponsored an event to bring the students and their managing attorneys together (enclosed).

By the end of the summer, the students commented that they would now think about working for a suburban firm, as opposed to the city, and the firms were extremely impressed with the quality of the students they worked with and anxious to continue participation in the summer program.

Our Program received local and regional press attention bringing recognition to our efforts and encouraging others in the legal community to consider diversity hiring (enclosed).

In 2010, despite the current state of the economy, the program size has doubled to ten (10) students and eleven (11) law offices participating.

9. **Total Program Budget**

\$13,000 for 2010. We expect each student will receive a \$1,000 scholarship from the Bar as we did in 2009.

10. **Source of Program Funds**

Bar Association

11. **Other Resources**

None

12. **Identify other “partners” who supported your effort**

Philadelphia Diversity Law Program in the preliminary screening/interviewing of law students. Each of the participating firms in Montgomery County receives two students to interview.

13. **Note any recognition that these efforts have received (e.g. media coverage, awards, etc.)**

“MBA Launches Major Diversity Initiative”, www.montgomerybar.org
January 2009;

“MBA Launches Major Diversity Initiative”, www.montgomerybar.org
July 2009;

“Diversity Internship Puts Montco on Map for Law Students”, *The Legal Intelligencer*,
July 31, 2009;

“People In The News”, *The Legal Intelligencer*,
August 5, 2009;

“Summer Diversity Program Was a Great Success”, *SideBar, Montgomery Bar Association*, Fall 2009;

“Bar Association Internship Promotes Diversity”, *Springfield Sun*,
December 3, 2009;

“Phila. Diversity Law Group Makes Leadership Changes”, *The Legal Intelligencer*,
January 13, 2010;

“Law firm diversity has taken a hit in the recession”, *Philadelphia Business Journal*,
February 19, 2010.

14. **Could another bar association easily replicate this program? If so, how? Are there materials, checklists, reports that lend themselves to a “how to” guide for other organizations? Please include any pertinent materials with the application form or send separately by email.**

Yes. In fact, we have received outreach from the Bar Association’s of two neighboring counties to assist them in replicating the program for their Association’s.

15. **What suggestions or recommendation would you offer to others who might undertake a similar program?**

This is an extremely worthwhile program that provides a great opportunity to bring together suburban law firms with law students from diverse backgrounds.

16. **Program contact person, title, phone number:**

Daniel J. Clifford, Esquire, Chair, Diversity Committee
(610) 272-5555
Email address: dclifford@wglaw.com

17. **Program contact person's snail mail and email address:**

Weber Gallagher Simpson Stapleton Fires & Newby LLP
One Montgomery Plaza – Suite 1001
425 Swede Street
Norristown, PA 19401

REGIONAL NEWS

Diversity Internship Puts Montco on Map for Law Students

BY AMARIS ELLIOTT-ENGEL
Of the Legal Staff

The five law students hail from as far away as Miami and Brooklyn, and a few months ago, probably wouldn't have considered Montgomery County as the starting point for their careers.

But after the inaugural summer of the Montgomery Bar Association's internship program for first-year law students from diverse backgrounds, Montco is now on the five law students' radar for their future law careers.

"This program put Montgomery County on the map," said Ayinde Sawyer, of Farrell, Mercer County, Pa., and a student at Fordham University School of Law.

And in words that echoed Sawyer's view on the internship program, Rachel Morales, a Miami native attending Villanova University School of Law, said, "It's putting it more on the map for me."

Morales, Sawyer, Tia Dinh of Pennsylvania Township, N.J., a Rutgers School of Law-Camden student, Janelle Baptiste, of Brooklyn, another Rutgers student, and Benjamin Wharton, a Baltimore native attending Temple University's Beasley School of Law, all said in interviews that they didn't know anything about Montgomery County before being accepted into the internship program. But after their eight-week experience

in the program, they all said they would consider practicing law in Montgomery County after they graduate from law school.

The internship program is the latest of the Montgomery Bar Association's diversity committee's efforts to attract more attorneys of diverse backgrounds into the Montgomery bar.

Organizers of the program were happy that the students enjoyed the first summer of the infant program.

"I hate the use of the word 'complexion' because it's been all over the news lately,"

said Ellen S. Fischer, a Willow Grove solo practitioner and co-chairwoman of the subcommittee that developed the summer program. "But the truth is these students will help us change the complexion of the bar association, which is part of the goal of the program."

Daniel J. Clifford, a partner with Weber Gallagher Simpson Stapleton Fires & Newby and one of the chairs of the diversity committee, said putting together a summer internship

program was a big project for an 18-month-old committee to organize. But the Montgomery bar program was able to tap into the expertise and experience of other organizations that run internship programs for minority law students, Clifford said. The Philadelphia Diversity Law Group

is not able to offer summer jobs to all of their qualified applicants, and the applicant pool for the Montgomery program tapped into applicants who initially applied to PDLG, Clifford said.

Clifford and Fischer both said they hope the program doubles to 10 law students next year. They said there was interest from other firms, as well as some governmental legal offices, but the committee decided to start out smaller in the first year of the program.

In addition to their internships at Montgomery County law firms, the students were each provided an external mentor and weekly events to expose them to as

many members of the Montgomery bar as possible.

The students had face-to-face time with Superior Court Judge Susan Peikes Gaultman, Ed Neugebauer, chief litigation officer at Aetna, Montgomery County Commissioner Bruce Castor and Montgomery County Pleas Judge Thomas DeRicci. Students also watched the Superior Court in action when the court convened in Montgomery County in June.

All of the students said they did not feel any awkwardness about being the first participants in a program that is specifically designed to try to recruit more lawyers who are not white and male into the Montgomery bar.

Dinh, who interned this summer at Flann Boroff & Racine and worked mostly on labor law matters, said bar members were extremely friendly and more like mentors than aloof targets that students have to work up the nerve to network with.

Dinh loved the culture at a suburban firm with a Zen garden and where people bring their dogs with them to work. She also said litigation and transactional lawyers at the firm help each other, which she said contrasts sharply with the stories she has heard of lawyers who won't help their colleagues because of the pressures of billable hours.

"I always thought I'd be going into a Philly

Internship continues on B

The Legal Intelligencer



Lawyers

P E A C H T R E E

PRE-SETTLEMENT FUNDING

equipment on the black market, though it was a conversation Turner had with the U.S.

Internship

and a 200-lawyer firm would be permitted," Dinj said.

Baptiste, who interned this summer at the Retherschild working on education law matters, also is leaving the program with a positive viewpoint of suburban firm culture.

"I like that everyone is very approachable, everyone seemed invested in my learning," Baptiste said.

Law school friends interning in Philadelphia were staying at work until 7 or 8 p.m., Baptiste said, but her supervising attorney wanted her to have a life outside of the internship and made sure she left work by 6 or 6:30 p.m.

Morales, who interned in Nelson Levine de Luca & Horst's coverage division, said that she found many Philadelphia firms did not believe her when she said she does not want to move back to Miami after graduating

Compensation

continued from 1

take a chance and splurge on big talent.

But many of the firm leaders *The Legal* spoke to said that at their firms, existing partners have a say in the hiring of lateral talent after having the opportunity to review what the prospective hire's compensation would be.

"If we are going to ask for the members to vote on a new member, prior to that vote, we disclose the entire deal letter to the members," said Kleppinger.

from law school, and Montgomery firms were "just more open and inviting."

Wharton, who split his summer between an internship at Kaplin Stewart McElroy Reiter & Stein and High Swartz Roberts & Seidel, said he would rather practice in Philadelphia after graduation but that he expects to apply to opportunities in Montgomery County as well. Wharton, who is primarily interested in taxation law, said his goal for the summer was to meet a lot of people, and the arc of the program and his unique split internship allowed him to network with a large group of people.

Sawyer, who interned at Wisler Pearlstine and worked on education law matters, said he liked how open and friendly the Montgomery bar is.

Kan Roos, Sawyer's supervising attorney and chairman of Wisler Pearlstine's education law department, praised the program. It is very difficult for Montgomery County law firms to attract minority candidates because candidates aren't aware of suburban law firms, Roos said.

And, Kleppinger said, if anyone disagrees with the final decision, they're welcome to talk to firm leadership about it.

"You may not necessarily agree with every decision that we make, but we want you to understand how we got to it," he said.

Clifford A. Goldstein, CEO of Valley Forge, Pa.-based Chartwell Law Offices, said equity partners at his firm know that there are "various deals" the firm makes with laterals that can affect new hires' compensation. These deals can be based on anything from the value of a new hire's book of business to the profitability of the branch the new partner is joining, he said.

Goldstein said he believes that divulging

"It was just a great opportunity for us to employ somebody who might not have otherwise known or be interested in Wisler Pearlstine just because of where we're located," Roos said. "I really appreciate the bar association for sponsoring a program that allowed us to make a connection with Aynude."

Mary Cushing Doherty, a High Swartz partner and Wharton's supervising attorney, and Roos both said it would be a no-brainer for their firms to participate in the program in the future.

Clifford's long-range goal is to expand the Montgomery County diversity internship program into a consortium involving internships at law firms in all four suburban counties.

The success of this first summer in Montgomery County's program will make any future expansion much more likely, Clifford said.

"Hopefully, [the students] they'll be our spokesperson for this program going forward," Clifford said.

these details can actually lead to a better understanding among partners of why some make more money than others.

"It's important to be able to justify to your partners why you make X and they make Y, if there's a differential," he said.

Reiter said that by basing compensation mostly on productivity, his firm avoids the ire of partners who believe new hires are overpaid.

"We just don't make deals where we commit to pay people without taking into consideration what their actual productivity ends up being," he said.

Compensation continues on 9

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PEOPLE IN THE NEWS



The Montgomery Bar Association's Diversity Summer 1L Program ended with a closing reception and the presentation of \$1,000 scholarships to participating law students last month. Pictured, from left, are Cheryl Austin, co-chairwoman, diversity committee; Michael Rogers, co-chairman, diversity 1L subcommittee; Tia Dinh of Rutgers School of Law-Camden, co-chairman, diversity committee; Janelle Baptiste of Rutgers-Camden; Daniel Clifford, co-chairman, diversity committee; Benjamin Wharton of Temple University's Beasley School of Law; Rachel Morales of Villanova University School of Law; and Ayinde Sawyer of Fordham University School of Law.

ELECTED AND APPOINTED

antitrust section, has been named the new chairman of the National Association of Attorneys General, Multistate Antitrust

The task force coordinates multistate antitrust cases and advocates competition before federal and state courts and administrative agencies. It is composed of the antitrust sections from each state's attorney general's office and works in coordination with the U.S. Department of Justice and the Federal Trade Commission.

Donahue joined the Pennsylvania Attorney General's Office in 1985 and was promoted to chief of the antitrust section in 1997. He has been responsible for all aspects of antitrust case development and prosecution.



Stephen B. Brauerman of Wilmington law firm Bayard has been elected as membership chairman of the Delaware chapter of the Federal Bar Association. He will serve a two-year term.

Brauerman is an associate at the firm and concentrates his practice in corporate and intellectual property litigation in Delaware's state and federal courts, including the Delaware Court of Chancery. He has litigated cases involving fiduciary duty claims, corporate and alternative entity control issues, advancement/indemnification, breach of contract, antitrust, securities, patent infringement, copyright infringement and

HONORED

Saul Ewing has been named to the Pennsylvania Bar Association's 2009 honor roll of legal organizations welcoming women.

The honor roll was established by the association's commission on women in the profession. It recognizes those law firms, corporate law departments or other organizations of lawyers providing legal services that have instituted the best programs or initiatives that have resulted in helping women lawyers continue and advance in their professional careers. Nine Pennsylvania firms received the honor this year.

SPEAKER

David S. Senoff, managing partner of the Philadelphia office of Caroselli Beachler McTiernan & Conboy, recently spoke at the Pennsylvania Bar Institute seminar,



SENOFF

"Maximizing Your Client's Recovery in Challenging Times." Senoff spoke on a topic of punitive and extra-contractual damages at presentations in Philadelphia and Pittsburgh.

Senoff's practice focuses on insurance litigation, particularly life, health and disability claims, as well as class actions and complex

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December 3, 2009

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Bar association internship promotes diversity

By Joe Barron
News Editor

Following the lead of law firms elsewhere in the state, the Montgomery Bar Association is working to attract fresh faces into the county legal system.

This year, the association introduced a diversity internship program to introduce first-year law students to the opportunities that await them in Mont-

gomery County.

In similar programs in Dauphin and Allegheny counties, as well as in Philadelphia, the interns became involved in the local legal community and returned when the time came to decide where they want to practice, said Daniel Clifford of Wyndmoor, co-chairman of the bar association's diversity committee. The Montgomery Bar Association is hoping for a similar result.

"Some of the firms have begun to realize that people in the community reflect a diversity that may not be the same as it's been for the last 40 years," Clifford said in an interview. "Someone told me that clients have actually been demanding lawyers with diverse backgrounds."

In the county's pilot program, five students were placed with Montgomery County law firms for eight weeks in June and July. Per-

haps paradoxically, the selection committee found it attracted a broad range of applicants without actually defining what it meant by diversity.

"We don't define diversity, because our experience is it has been a slippery slope," Clifford said. "It's been our experience that people from diverse backgrounds know that they are."

See Internship, Page 18

County bar association inaugurates diversity internship program

Internship, from Page 1

Dinh, who is now in her second year at Rutgers University Law School, worked at Flamm Horn & Racine in Blue Bell, where she spent most of her time researching cases and preparing memos.

"I thought it was great," she said of the internship. "I definitely came back to school for my second year with a completely different approach. I can just see how my analysis has changed, since the summer time, and I guess my study methods more resemble my research methods from the summer time."

"I love that it was in the sub-

urbs," she added. "I always assumed that I would want to work in a big office in Philadelphia."

In her own mind, her greatest contributions to the firm had more to do with her work ethic than with any perspective that might arise from her background.

"I was always taught when you do something, to try to put your best efforts into it," she said. "Even if it's something small, I try to do it right."

Walter Flamm, a principal of the firm and a resident of the Springfield Township peninsula, found Dinh's work exemplary, but he also found she brought more to the office than diligence.

"I think we were inspired by the

fact that here is someone whose parents came to this country with nothing 18 years ago, and she's about to graduate from law school with a degree in what some might charitably call a high profession," Flamm said in an interview. "That is a sure demonstration of the America dream, the American potential."

Dinh grew up in Camden, and from an early age she knew she wanted to be either a doctor or a lawyer.

"I always wanted to help people, when I found out I hated science, and I enjoyed English, I figured, why not law school?" she said.

Her interests for the future tend

toward criminal, as opposed to civil law, she said.

"I guess the purpose of criminal law is closely related to the reasons I decided on law school," she said. "I wanted to help people. Everything else is just about money, whereas criminal law is more about rights."

One of the cases Dinh researched at Flamm involved a municipality that was looking into an ordinance that would restrict movements of young people in public places, and while it did not involve crime per se, the issues it raised went directly to the rights of parents and children.

"It was kind of a hazy idea, but I think the Supreme Court has yet to

address it," she said. "They were trying to keep kids safe during the summertime, but it infringed on the right of parents to regulate their own kids."

One advantage for a student working Montgomery County is that the bar association is smaller than in Philadelphia, giving the student a greater opportunity to make great professional connections, said Christie Flamm, Walter's daughter and an associate in the firm, who was Dinh's mentor throughout her eight-week employment.

"Go to an event at the MCBA, and you actually get to meet people, as opposed to Philadelphia," Christie said. "Some people

go out of their way to introduce themselves to you."

The Montgomery Bar Association hopes to double the number of diversity internships this year and is also in touch with associations in neighboring counties, working to expand the program, Clifford said.

Last summer, a swim club in Huntingdon Valley became the center of media attention when members were accused of racial insensitivity, Clifford said. The diversity internship program, which was going on the same time, provided a stark contrast, he said, and yet was ignored in the press.

"Here's something that's positive that's happening that promotes diversity," he said.

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Friday, February 19, 2010

Law & Accounting**Law firm diversity has taken a hit in the recession**Philadelphia Business Journal - by [Jeff Blumenthal](#) Staff Writer[Print](#) | [Email](#) | [Reprints](#) | [RSS Feeds](#) | [LinkedIn](#) | [Share](#) | [Comments](#)

The Philadelphia Diversity Law Group, a consortium of local legal employers attempting to improve minority recruitment and retention numbers, has seen its summer internship program negatively affected by several law firms deciding to suspend or cancel their summer recruiting programs.

Lois Kimbol, a retired Dechert partner who runs the program for PDLG, said this summer there will be 25 students working at 24 employers, compared to 27 students last year and 32 in 2008.

The program was designed to recruit minority law students to spend the summer at Philadelphia firms after their first year of schooling. After candidates are initially screened by PDLG officials, employers are randomly sent two or three students to interview, at least one of whom is selected.

The students are all 1Ls, meaning they have finished their first year of law school. Firms usually focus their summer internship programs on 2Ls, students with two years' experience, because 1Ls often do not return for a second summer at the same firm and are longer shots for permanent employment. But PDLG officials have said getting the students early has allowed local firms to better sell themselves and the city as a place to practice law to those contemplating working in other markets.

The program started with 12 students participating in 2003 and rapidly grew to the point where virtually every major law firm and some of the region's largest corporations each took a student for the summer.

But with law firms laying off or deferring existing associates, law school career planners said six local firms don't have formal summer programs this year — Morgan Lewis & Bockius, Ballard Spahr, Saul Ewing, DLA Piper, Buchanan Ingersoll and Montgomery McCracken Walker & Rhoads.

"We're quite thrilled we have this many, considering what's happened with the economy," Kimbol said.

Kimbol said all firms with active summer programs plus the same eight corporate participants — Sunoco, Comcast Corp., Vanguard, GlaxoSmithKline, Ace Group of Cos., AstraZeneca, State Farm Insurance and Temple University — will be taking on students this summer.

Kimbol said the economy has also affected students who participated in last year's program. She said only half of the 1L students from last summer were hired for 2L positions by local firms. When the economy was humming, the placement rate was roughly 90 percent.

One positive development for the PDLG program has been the addition of the Montgomery Bar Association. The group used the PDLG screening process to employ five students last summer at Montgomery County law firms and plans to take more this summer.



Dan Clifford, managing partner of the Weber Gallagher Simpson Stapleton Fires & Newby's Norristown office and chairman of the Montgomery Bar Association diversity committee, said six Blue Bell firms — High Swartz, Wisler Pearlstine, Kaplin Stewart, Flamm Boroff & Bacine (now Flamm Watson), Nelson Levine and a suburban office of Philadelphia's Fox Rothschild — hosted five students last summer.

Clifford said the program was a great success with positive feedback from both students and firms.

"Most of the students thought they would wind up at a big city law firm and never would have considered working in the 'burbs," Clifford said. "Now they are open to the concept."

Clifford said he hoped as many as 10 firms participate this year. Unlike Center City firms that pay summer associates a weekly salary equivalent to what an entry level lawyer makes (as high as \$2,800 a week), Clifford said Montgomery County firms pay \$500 a week. Clifford said the bar association will provide \$1,000 scholarships to the students in addition to their wages.

Like the PDLG program, the firms interview two students each and select one.

Do the Headcount

Troubles in the economy and at law firms have impacted the Philadelphia Diversity Law Group. The group saw the number of employers and law students participating in its summer internship program for minority students decline in 2009 and in 2010, after many years of increases.

Year	Students	Employers
2010	25	24
2009	27	26
2008	32	28
2007	25	23
2006	23	21
2005	20	19
2004	16	16
2003	12	12

Source: PDLG data

MONTGOMERY BAR ASSOCIATION

2009 DIVERSITY I L PROGRAM

SUMMER EVENTS

JUNE

- 1 First Day of Program
- 1 12:30 PM – Welcome Luncheon at MBA Bar Building
- 8 12:00 Noon – Lunch Program Sponsored by Philadelphia Diversity Group, Morgan Lewis, 1701 Market Street, Philadelphia, PA
“Networking and Working with Mentors”
Presented by Veta Richardson, Executive Director, Minority Corporate Counsel Association
- 11 5:00 – 7:00 PM - Young Lawyers Section Video Game Happy Hour
Diversity Committee to meet at 4:30 PM
Montgomery Bar Building
- 16 8:00 AM - Breakfast hosted by Elliott, Greenleaf & Siedzikowski
925 Harvest Drive, Suite 300, Blue Bell
Speakers: Bruce Castor, County Commissioner/Former District Attorney and Melissa Murphy Weber, Former PA State Representative
- 23 8:30 AM - Breakfast with Honorable Susan Peikes Gantman, Superior Court Judge, and Law Clerks / Courtroom “C”, Courthouse
- 9:00 AM – Opening of Special Superior Court Session, Courtroom “A”
- 11:00 AM – Lecture for Students and Guests – Courtroom “C”
- 12:00 PM – Lunch at Bar Association with Judge Gantman
- 5:00 PM – Reception and Dinner (5:30)
Bar Association

JULY

- 10 8:30 AM - Breakfast hosted by Aetna
Law Department Conference Room, Building 1
980 Jolly Road, Blue Bell
Speaker: Ed Neugebauer, Chief Litigation Officer
- 14 12:00 Noon - Luncheon at Montgomery County Courthouse
Judicial Conference Room – 3rd Floor
Speaker: Honorable Thomas DelRicci
- 23 5:00 – 6:30 PM – Closing Reception
Montgomery Bar Building
- 24 Final Day of Program

Daniel J. Clifford, Co-Chair (610/272-5555; dclifford@wglaw.com)

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