

Mosaic

CARLTON
FIELDS
ATTORNEYS AT LAW

September 2008 | Issue 5

This newsletter describes our ongoing diversity efforts with our clients, in our communities, and at our law firm. We believe that as we continue a dialogue we will create greater opportunities for advancement of diversity.

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CARLTON FIELDS TO RECEIVE 2008 CEO DIVERSITY LEADERSHIP AWARD

Carlton Fields was selected as one of only two law firms to receive the prestigious 2008 Diversity Best Practices CEO Diversity Leadership Award. Six corporate leaders and two law firms will be honored at the 15th Annual Diversity & Inclusion Leadership Gala in Washington, D.C. on November 13, 2008. Firm President and CEO, **Gary Sasso**, will accept the award, which pays tribute to champions of corporate diversity for their exemplary leadership and their innovative and positive responses to demographic shifts in the global workforce and marketplace. The recipients of the 2008 CEO Diversity Leadership Award are:

Corporate Category:

- AAA Northern California, Nevada & Utah
- Campbell Soup Company
- Deere & Company
- The Procter & Gamble Company
- Prudential Financial
- Siemens Corporation

Law Firm Category:

- Andrews Kurth LLP
- Carlton Fields P.A.

According to Gwen Crider, executive director of Diversity Best Practices, "These eight companies and their CEOs are trailblazing diversity and inclusion role models. They are respected industry leaders leveraging diversity and inclusion to make work environments more productive and profitable. They are revolutionizing business practices

and helping usher in a dynamic future by helping people, organizations, and markets create a world economy where everyone is valued."

In addition to the CEO Diversity Award, on November 12, 2008, **Nancy Faggianelli** (Business Litigation & Trade Regulation) and **Jason Murray** (Business Litigation & Trade Regulation), co-chairs of Carlton Fields' Diversity Committee, will be recognized as recipients of the 2008 Diversity Officer Leadership Award (DOLA). The DOLA award is presented by Diversity Best Practices annually to those individuals who innovate, inspire, and work above and across corporate borders to strengthen and grow the entire diversity sector. The honorees are acknowledged for providing extraordinary support to their leadership to implement outstanding diversity and inclusion programs from the top.

Diversity Best Practices (DBP), based in Washington, D.C., is the preeminent organization for diversity thought leaders to share best practices and develop innovative solutions for culture change. Through research, benchmarking, publications and events, DBP provides its members with valued resources, information, and strategies on how to implement, grow, measure, and create "first in class" diversity programs. Diversity Best Practices is a subsidiary of Working Mother Media. On November 12-13, 2008, DBP will host its 15th annual Diversity and Inclusion Leadership Summit

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CARLTON FIELDS HOSTS DISCUSSION WITH THE ARCHITECT OF “A CALL TO ACTION”

On April 2, 2008, Carlton Fields' Tampa Office hosted Rick Palmore, Executive Vice President, General Counsel, and Chief Corporate and Risk Management Officer of General Mills, Inc. In his previous position as Executive Vice President and General Counsel for Sara Lee Corporation, Mr. Palmore's leadership was instrumental in conceiving and launching "A Call to Action – Diversity in the Legal Profession." That initiative called upon the general counsel of America's leading corporations to sign a statement of principle signifying their commitment to diversity and urging their outside counsel to demonstrate their own commitment to diversity by improving minority representation and mobility within law firms. "A Call to Action" generated a great deal of discussion in the legal profession about the importance of diversity, and has been successful in encouraging many law firms to adopt best practices in this area.

Mr. Palmore entitled his address to Carlton Fields, "A Failure of Imagination – Our Reality Show: The State of Diversity in the Legal Profession." In his presentation, which was video conferenced to each of the other Carlton Fields' offices, Mr. Palmore began by citing statistics related to the progress of minorities in large firms, including the fact that female minority shareholders, on average, make up only 1.34% of the total number of shareholders. Male minority shareholders comprise only 5.15% of the total number of shareholders. Mr. Palmore then posed questions to the group in attendance. He asked: Why do you need to promote diversity? Doesn't talent rise to the top? Shouldn't firms reward attorneys based on merit, rather than some other criteria? And isn't it a "dilution of quality" to build a team based on anything other than

talent? He went on to argue that a team comprised exclusively of individuals having the same background and skills does not benefit from the diversity of ideas and thinking that a diverse team offers. By contrast, bringing a mix of ideas and perspectives to the table allows the most creative solutions to be realized. It is for this reason that diversity is a significant factor in decisions made by General Mills about which firms to hire to perform its legal work. Each of the firms hired by General Mills must demonstrate a continued commitment to promoting diversity.

By way of example, Mr. Palmore gave an anecdote about a request for proposal in which General Mills inquired as to the responding law firms' commitment to diversity. General Mills required detailed diversity statistics from each of the firms replying to the RFP. In a number of instances, the responding firms expressed an interest in promoting diversity, but responded that they did not have any diversity statistics available. The lack of statistics made it clear to General Mills that these firms were not taking the necessary steps to ensure diversity at their firms. Mr. Palmore explained that, to effectively pursue their diversity goals, firms must establish accountability standards and objectives and then research, analyze, and act on those goals. He suggested that firms should measure their progress against themselves, by comparing their own diversity statistics on an annual basis. Additionally, due to high attrition rates for minority lawyers, Mr. Palmore stated that maintaining a strong focus on retention efforts is another important factor in promoting diversity.

DIVERSITY WEEK FUNDRAISER BENEFITS RONALD MCDONALD HOUSE

In connection with Carlton Fields' Second Annual Diversity Week, the Firm's Tampa office held various internal fundraisers. Through their participation in various raffles and jeans days, Carlton Fielders raised \$1600.00 for the Ronald McDonald House® of Tampa Bay, which provides a home-away-from-home for families of pediatric patients in area hospitals.




Tampa attorney, Joanna Garcia, and Firmwide Director of Facilities, Alan Johnson, deliver the check to House Manager, Betsy Wilkinson

CARLTON FIELDS CELEBRATES DIVERSITY

Carlton Fields hosted its Second Annual **Diversity Week** celebration from June 16 through June 20, 2008. Each of the firm's seven offices planned and hosted daily events to recognize and celebrate the various cultures and ethnicities of the firm's staff and attorneys.


In addition to the festive events planned by each office, this year's celebration of diversity week also included a firmwide photography contest, in which staff and attorneys were invited to submit original, personal photographs depicting what diversity meant to them in four categories: Nature & Landscapes, People, Travel & Place, and Elements of Design/Abstract. A panel of outside judges chose the winners from 105 entries.

Carlton Fields congratulates all the winners and thanks all the attorneys and staff who participated in the contest.




CARLTON FIELDS
DIVERSITY PHOTO CONTEST
WINNERS

And the results are in...
Take a look at all of our winners from the Carlton Fields Diversity Photo Contest. Thank you to everyone who participated.



First Place Winner Overall: Nicole Kibert




Second Place Winner Overall: Sigrid Erwin


First Place Winners:




Frances Shaw



Miki Keenan

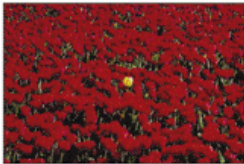


Alana Zomilla-Caston




Sarah Long


Second Place Winners:




Nestor Rivera



George Barford



Valerie Hutchinson



Kenya Reddy

www.carltonfields.com/diversity

CARLTON FIELDS SPONSORS ORLANDO GAY PRIDE EVENT

Carlton Fields is an official sponsor of Orlando's upcoming 4th Annual Come Out With Pride, an annual event featuring a gay pride parade and festival at Orlando's downtown Lake Eola Park. Orlando's Pride event is timed annually to coincide with National Coming Out Day, which takes place this year on Sunday, October 12. This year marks the 20th anniversary of National Coming Out Day, and Orlando's event is recognized as the largest celebration of its kind in the nation. Last year's event drew an estimated 30,000 people, and Orlando expects an even bigger crowd this year. The day's events include:

Opening Ceremonies with a welcome from Orlando's Mayor and other local dignitaries, a festive parade around Lake Eola, fabulous worldclass entertainment featuring singers Kristine W and Lisa Lisa, an exhibitor expo, a food and beverage courtyard, a KidZone sponsored by Walt Disney World, an LGBT history exhibit, and an afternoon rally that will highlight topical issues of critical importance to the LGBT community.

Orlando Shareholder **Mary Meeks** (Business Litigation & Trade Regulation) sits on the Board of the Metropolitan Business Association ("MBA"), which is Central Florida's LGBT Chamber of Commerce and the chief organizer of Come Out With Pride. This year, the MBA is partnering with the Gay, Lesbian & Bisexual Student Union at the University of Central Florida (GLBSU) and Equality Florida, Florida's statewide LGBT advocacy organization. MBA also enjoys the support of prominent local sponsors such as Universal Studios, Walt Disney World, Hard Rock Café, Bright House Networks, Darden

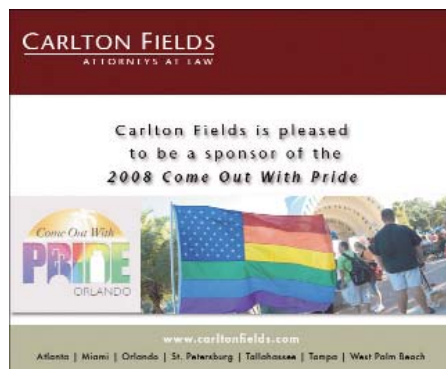
Restaurants, and IKEA. Because this year's event takes place just weeks before this year's presidential election, and due to the presence of The Florida Marriage Protection Amendment ballot initiative in the statewide elections, Come Out With Pride 2008 is expected to address serious social and political issues.

This year's event also is significant because it falls on the 10th anniversary of the death of Matthew Shepard, the young University of Wyoming student whose hate crime murder shocked the world. A one o'clock rally will include a tribute to Matthew Shepard and to all victims of hate crimes. The tribute will feature appearances by the families of three gay men murdered in recent hate crimes: Lynn and Pat Mulder, the parents of Ryan Skipper, murdered in Polk County, Florida last year; Elke Kennedy, the mother of Sean Kennedy, murdered in South Carolina last year; and Denise King,

Carlton Fields is an official sponsor of Orlando's upcoming 4th Annual Come Out With Pride, an annual event featuring a gay pride parade and festival.

the mother of Simmie Williams, murdered in Ft. Lauderdale, Florida earlier this year. The presence of these family members on stage together on the 10th anniversary of Matthew Shepard's death will be a poignant and powerful statement against the intolerance that continues to infect some aspects of our society. Carlton Fields' sponsorship has been specifically designated to support the Matthew Shepard/hate crime tribute.

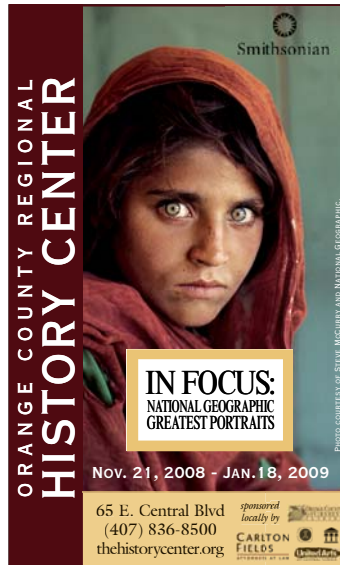
Mary Meeks states, "I am proud to be a part of an organization that is so supportive of its gay and lesbian members, as well as the LGBT community at large. Carlton Fields stands tall as a model of diversity and progressive leadership, and I commend our leaders for their courage."



CARLTON FIELDS' ORLANDO OFFICE SPONSORS NATIONAL GEOGRAPHIC EXHIBITION

Beginning November 21, 2008, and running through January 18, 2009, Carlton Fields' Orlando Office is the proud sponsor of "In Focus: National Geographic Greatest Portraits" at the Orange County Regional History Center in downtown Orlando.

Created by National Geographic and the Smithsonian's National Museum of Natural History, "In Focus" demonstrates how it is possible to portray the essence of people and places in two dimensions. "In Focus" brings together a rare collection of color and black and white expressive portraits and scenes from around the world, including the United States. This collection of outstanding images, taken from the early 20th century to the late 1990s, not only parallels the National Geographic Society's interest in the ethnographic study of "exotic" lands, but also reveals the magazine's idealized view of domestic life in the United States during the Great Depression



and World War II. From Steve McCurry's haunting image of the green-eyed Afghan girl to lesser known scenes, "In Focus" brings together a collection of more than 50 iconic photographs from the world's greatest photographers. Uncommon images of common people take viewers on a journey through the heights and depths of human emotion.

Carlton Fields' clients, friends, and employees are invited to a special opening night reception on November 20, 2008, featuring international food, music, and guest speaker, His Excellency Said T. Jawad, Afghanistan's Ambassador to the United States. Under Ambassador Jawad's leadership, beginning December of 2003, the Embassy of Afghanistan has emerged as one of the most successful missions in Washington, D.C. Ambassador Jawad also serves as Afghanistan's

non-resident Ambassador to Mexico, Brazil, Colombia, and Argentina.

CARLTON FIELDS SPONSORS MINORITY MENTORING PICNIC

On Saturday, November 1, 2008, Carlton Fields will be a sponsor of the Fifth Annual Minority Mentoring Picnic. The picnic will take place at 12:00 p.m. at the Corporate Pavilion at Amelia Earhart Park, 401 East 65 Street, Hialeah, Florida 33013.

The picnic is for all minority law school students from all law schools in Florida, and gives students the opportunity to meet both judges and practicing attorneys. There will be activities for children, music, great food, and a volleyball game.

Carlton Fields is proud to sponsor this event and contribute to the mentoring of the next generation of great attorneys. Anyone interested in more information about this event should visit www.kttlaw.com/picnic or contact Miami associate **Rob Flicker** by email at rflicker@carltonfields.com or by phone at 305.539.7270.



Flicker

DID YOU KNOW...

by Rachel May and Laura Whitmore

We did not have a clear idea of what to expect when we asked the members of the **Minority Lawyer Network** (MLN) to share some interesting facts and anecdotes about themselves, but we were more than pleasantly surprised with the results. The facts and stories we received were intriguing, heartwarming, awe-inspiring, diverse, and downright hilarious – much like the members of the MLN themselves. Can you guess who's who? Questions continue on page 10 and the answers can be found on page 12.

Did you know that this MLN member was a(n)...

1. IMPROMPTU CHAUFFEUR. I once had to pick up Reverend Jesse Jackson at the airport...in my beat-up Volvo.

2. MULTI-CULTURAL INDIVIDUAL. I was born in El Salvador. My native language is Spanish. My mother is Italian, Spanish, and Indian. My father is Chinese and Spanish. I went through an orthodox Jewish conversion 12 years ago.

3. BARRIER BUSTER. I was the first black female student body president at Harvard.

4. ARSONIST. At age seven, I set a tree in my front yard on fire...while my father was up in the branches trimming it.

5. PUBLISHED POET. When I was in second grade, I had a poem published in the magazine "Wee Wisdom."

6. OPHIDIOPHOBIC. I once moved from an apartment solely because I found a snake on the back porch.

7. STAR. When I was in elementary school, I entered the local talent show for WEAR Channel 3. I made it to the televised final rounds where, wearing a red cowgirl outfit accented with white fringe and white cowgirl hat, I brought the house down with a boisterous rendition of "You Can't Get a Man with a Gun."



See Fact #7. figure-4 leg lock. Shockingly, I was cut from the team.

8. ADVENTURER. I have been sky diving in the United States, bungee jumping in Costa Rica, and paragliding in Venezuela.

9. HARD WORKER. During college, I worked at a funeral home. I was in charge of receiving casket deliveries.

10. JUVENILE DELINQUENT. I was expelled for grade tampering after a snitch turned me in for trying to convince her to change a bad grade. The injustice of the situation inspired me to become a lawyer.

11. A VERY SPECIAL CHORALIST FOR A VERY SPECIAL OCCASION. I sang for Nelson Mandela at a very special ceremony. I was part of a choir that performed, and I got to meet him following the ceremony.

12. CONTESTANT. I have auditioned for several reality television shows, including *The Apprentice*, *Survivor*, and *Jeopardy*.

13. ATHLETE. In high school, I tried out for the wrestling team. Not realizing that organized wrestling was in Greco-Roman style, I used my best professional wrestling moves and maneuvered my screaming opponent into an awesome

Continued on page 10

CARLTON FIELDS DIVERSITY NEWS

On Monday, April 28, 2008, Carlton Fields was honored as the first law firm recipient of the **George Edgecomb Bar Association's Founder's Award**, in recognition of the firm's commitment to diversity. The award was given at a banquet at the Hyatt Regency in Tampa. GEBA was founded in 1982, in memory of the late Hon. George E. Edgecomb, Hillsborough County's first black judge. GEBA is a predominantly African-American voluntary bar association and is dedicated to promoting and recognizing minorities in the legal profession and the judiciary, and to increasing the legal profession's involvement in both community affairs and public service.

In recognition of Carlton Fields' commitment to diversity in the legal profession and the firm's participation in numerous diversity initiatives, Carlton Fields recently was presented with the **Corporate Excellence Award** at the Second Annual South Florida Black Law Students Associations Gala hosted by the Black Law Students Associations for the University of Miami School of Law and St. Thomas University School of Law. The firm is involved with numerous diversity initiatives throughout Florida including the Professional Opportunities Program (POP), which was developed to provide Black law students with summer judicial internships and summer associate program opportunities in Florida.

On Thursday, April 24, 2008, Carlton Fields was one of the premier sponsors of the *Orlando Business Journal's* **2008 Women Who Mean Business Awards**. The awards ceremony was held at Neiman Marcus in the Mall of Millennia in Orlando and was attended by many prominent members of the Orlando business community.

The Florida Bar Young Lawyers Division selected Carlton Fields as the recipient of its **2008 Diversity Award**. The award was presented on June 20, 2008 at the Diversity Symposium held during The Florida Bar Annual Meeting. The Diversity Award recognizes the person and/or entity that demonstrates the highest morality and respect for diversity. Carlton Fields was acknowledged for its efforts and dedication to creating diversity and promoting a more diverse workplace.

On April 17, 2008, the Miami chapter of the firm's Women's Initiative Network (WIN) held its second reception for "A Celebration of Women." The event was organized by Miami shareholder **Leo Lagomasino** (Insurance) and attracted more than 50 successful professional women from South Florida. The private reception, held at Cefalo's Wine Cellar in Coconut Grove, honored renowned California vintner Clare Luce Abbey, owner and operator of Clare Luce Abbey Estate in St. Helena, California. Ms. Abbey spoke of her famous grandparents (playwright Clare Booth Luce and *Time Magazine* founder Henry Luce), as well as her own journey from freelance photographer and clothing company owner on the East Coast to realizing her dream of operating a vineyard in Napa Valley. Each guest received a half-bottle of wine from Clare Luce Abbey Estate as a gift from Miami WIN.



Lagomasino

RECENT ACHIEVEMENTS OF OUR WOMEN AND MINORITY ATTORNEYS

The *South Florida Business Journal* recently selected Miami shareholder **Cristina Alonso** and West Palm Beach shareholder **Stacey Sutton** as two of seven finalists for its "Up & Comers Award" in the Legal category. The award is designed to recognize South Florida business and civic leaders, under the age of 40, who have achieved outstanding success in a variety of professions.

Atlanta associate **Katie Salinas** (Business Litigation & Trade Regulation) was appointed to the Georgia Association of Women Lawyers Foundation Board. Katie has also been appointed to the State Bar of Georgia's Access to Justice Committee, a standing committee that makes recommendations to the Board of Governors on issues related to pro bono service to the poor by members of the State Bar.



Salinas

Atlanta associate **Nestor Rivera** (Health Care) was appointed to the ABA Health Law Section's Coordinating Committee on Diversity. His term begins in August.

Miami shareholder **Edith Osman** (Family Law) was elected First Vice President of the Florida Supreme Court Historical Society. She is the first female Vice President in the Society's history.

Miami shareholder **Jason Murray** (Business Litigation & Trade Regulation) recently completed the Arbitration Fundamentals and Best Practices for New American Arbitration Association® (AAA) Arbitrators training program. Jason also recently served as a speaker at the Wilkie D. Ferguson, Jr. Bar Association's Young Lawyers Boot Camp, a retreat designed to polish the legal skills of South Florida's young lawyers within their first few years of practice. The half-day retreat, held June 7, 2008 at Carlton Fields' Miami office, provided guidance on how to plan a future in law practice, market yourself, and build a book of business.



Gustafson

St. Petersburg associate **Kim Gustafson** (Business Litigation & Trade Regulation) was appointed to the Chair position of the Young Lawyers Division (YLD) of the St. Petersburg Bar Association.

Tallahassee associate **Danny Hernandez** (Government Law & Consulting) was selected to participate in the Tallahassee Chamber's Leadership Tallahassee Class 26 (2008-2009).

Tampa associate **Amanda Arnold Sansone** (Business Litigation & Trade Regulation) was recently elected President of the Young Lawyers Division (YLD) of the Hillsborough County Bar Association.



Sansone

Tampa associate **Fentrice Driskell** (Business Litigation & Trade Regulation) was recognized for community leadership and volunteer service during The Tampa Connection's 22nd Annual Graduation Ceremony. Fentrice graduated from the Tampa Connection in June and was selected Team Member of the Year.

Fentrice also was recently elected as Secretary of the George Edgecomb Bar Association (GEBA), Tampa's largest predominately African-American voluntary bar association. Tampa associate **Henry Gyden** was elected as GEBA's Vice President.

Tampa associate **Rachel May** (White Collar Crime & Government Investigations) was chosen to receive the Hillsborough County Bar Association (HCBA) Outstanding Young Lawyer Award. The award was presented at the HCBA's Installation of Officers reception, which was held on June 30, 2008.

Tampa shareholder **Lu Prats** (Construction) was appointed to the Executive Council of the Trial Lawyers Section of The Florida Bar.



Prats

Tampa Shareholder **Sylvia H. Walbolt** was recently elected for membership in the Warren E. Burger Society by the National Center for State Courts (NCSC). The Warren E. Burger Society honors individuals who have demonstrated an exemplary commitment to improving the administration of justice through extraordinary contributions of service or support to the NCSC. Walbolt will be inducted into the Society on Friday, November 21, 2008, at the National Center for State Court's annual luncheon in Washington, D.C.

St. Petersburg Associate, **Jin Liu**, was selected to be one of six Fellows of the American Bar Association (ABA)'s Real Property, Trust & Estate Law Section. Liu's term will run from 2008 – 2010.

Tampa associate, **Joanna Garcia**, was recently named President of the Tampa Bay Hispanic Bar Association (TBHBA).



Garcia

Tampa Associate **Stephanie R. Bolton** was recently elected as Secretary of the National Association of Women in Construction (NAWC) Tampa Chapter for a one-year term starting September 2, 2008. Stephanie also was named as a 2008 Florida Delegate to the National Association of Women in Construction annual convention.

SPEAKING

Atlanta shareholder **Phyllis Granade** (Health Care) was a moderator at the HIPAA and Law Enforcement—Responding to Requests for Protected Health Information (PHI) on April 30, 2008. Phyllis also spoke at the American Health Lawyers Association (AHLA) Hospital and Health Systems Law Institute on February 14-15, 2008 in Orlando, Florida. She, along with her co-presenter, spoke on "The Current Topics Arising for Hospitals and Health Systems in Connection with the Privacy Standards and Security Standards Promulgated under the Administrative Simplification Provisions of the Health Insurance Portability and Accountability Act of 1996." In addition, Phyllis was published in the May issue of *Counsel to Counsel* magazine for an article entitled, "Lost or Stolen Data: Minimizing Fallout."



Granade

Miami shareholder **Paul Calli** (White Collar Crime & Government Investigations) and associate **Marissel Descalzo** (White Collar Crime & Government Investigations) co-wrote "Special Report: White-Collar Crime," in the *Daily Business Review* on July 15, 2008.

Tallahassee shareholder **Marti Chumbler** (Government Law & Consulting) served as the moderator and a presenter in an ABA

teleconference on April 2, 2008 on "Access to Government in the Computer Age." On May 16, 2008, Marti also spoke on "Challenging Land Use Decisions" and "Obtaining Land Use Approvals without Sinking into Ethical Quicksand," at the CLE International seminar on Land Use held in Panama City, Florida.

Tallahassee shareholder **Nancy Linnan** (Government Law & Consulting) spoke on "Proportionate Share Legislation as Applied to Transportation Infrastructure," at the annual CLE conference of the Florida County Attorney's Association at the Doral Resort in Miami on June 26, 2008.

Tampa shareholder **Laurel Lockett** (Government Law & Consulting) was a moderator on a panel entitled "Specialty Waste to Fuel" at the Florida Biofuels Waste to Energy Conference in Orlando on April 8, 2008. Laurel also spoke at the Renew Tampa Expo on "Transfer of Development Rights; Plans for Tampa's TDR ordinance," on April 11, 2008.



Lockett

Tampa associate **Nicole Kibert** (Real Estate & Finance) was mentioned in a spotlight article in the April 2008 issue of the U.S. Green Building Council (USGBC) Chapter Newsletter. Nicole also was the feature speaker at the National Association of Women in Construction (NAWIC) – Tampa Chapter 36 July meeting. Nicole's presentation was entitled "Sustainable Development & Green Building (Abridged)."

Tampa shareholder **Jaret Fuente** (Products & Toxic Tort Liability) published an article entitled, "Vicarious Liability of Motor Vehicle Rental Companies - The Graves Amendment," in the June 2008 issue of the Hillsborough County Bar Association's *Lawyer Magazine*.

Tampa shareholder **Cristin Conley Keane** (Corporate, Securities & Tax), Tampa associate **Sherwin Simmons** (Corporate, Securities & Tax), and Atlanta associate **Monty Garside** (Business Litigation & Trade Regulation) spoke at this year's American Bar Association (ABA) Business Law Section's Spring Meeting.



Garside

DID YOU KNOW... CONTINUED

14. PREMIE. I was born two weeks premature, but weighed over nine pounds and had a full head of hair.

15. "HISPANIC LIAISON." I am a Cuban-American. As a young lawyer, I was approached by a (very) senior partner with a unique research project. The partner explained that the local choral group to which he belonged would be performing a program of traditional Mexican folk songs. As such, he needed to acquire some items for his stage costume and asked me, as his "Hispanic liaison" (actual quote), where he could buy a sombrero and a serape.

16. DRAMA ENTHUSIAST. In college, I acted in plays written and directed by fellow students. My roles included an old, mysterious Tibetan lady who advised a young man in search of love that "where I come from is where I will return," and the young girlfriend of a student movement leader from WWII, who eventually broke up with her boyfriend because she chose to pursue personal enjoyment of her life over saving the country.

17. FOOD CONNOISSEUR. I love to eat pigs' feet and pigs' ears.

18. EQUESTRIAN. I am an avid horse lover and rider. I had a miniature horse to ride as a child.

19. BORN EXTRADEXTROUS. I was born with a sixth finger on my right hand, but you would never know if I didn't tell you (it was removed soon after birth).

20. FIRST (TWICE). I was the first one in my family born in the U.S. and the first one to graduate from university.

21. STAR (PART II). One of the sponsors of the talent show in which I showed the world my talent, as described in Clue 7, was none other than... Carlton Fields, P.A.

22. EXCELLENT DRIVER. I have been driving stick-shift since I was ten years old.

23. SCHOLAR. I am the first person in my immediate family to attend college, let alone law school.

24. BREAKER BREAKER 1-9. I received my amateur radio operator's license at age 12.

25. A ROSE OF FIVE NAMES. My full name consists of five names.

26. JUVENILE DELINQUENT (PART II). To more fully explain the situation described in Clue 10, I was kicked out of kindergarten at the tender age of three. The "snitch" (my aunt, a second-grade teacher at the school) informed my teacher

(also my aunt) that I had attempted to convince her to change a bad grade I received for failing to hangup my own coat. I felt the grade was unfair because the principal would come by every morning to visit our classroom, and he always hung up my coat for me – I was too little to reach the hanger. The injustice still stings.

27. ROADTRIPPER. When I was a child, my family drove from Georgia to Alaska and back.

28. WISE ONE. My motto is hear no evil, see no evil, speak no evil, and I collect the monkey figurines.

29. "HISPANIC LIAISON" (PART II). In response to the inquiry described in Clue 15, I explained to the partner that: (a) I am not of Mexican descent; and (2) even if were, I probably was not a good source as I do not regularly wear a sombrero and serape.

30. STAR (PART III). On page 6 are two pictures of me performing in the talent show described in Clues 10 and 25 (thanks, Mom and Dad).

NEW MINORITY AND FEMALE ATTORNEYS

Carlton Fields is pleased to announce the most recent minority and women attorneys to join the Firm.

Marissel Descalzo joined the Miami office as an associate in the firm's White Collar Crime and Government Investigations Practice Group. Marissel practiced with Zuckerman Spaeder, LLP prior to joining Carlton Fields. She received her J.D., magna cum laude, in 2003 from the University of Miami School of Law and her B.A. in Finance from Florida International University in 2000.



Descalzo

Lindsay Levin has joined the firm in the Miami office as an associate in the Construction Practice Group. Prior to joining Carlton Fields, she was an associate with Vezina, Lawrence & Piscitelli, P.A. Lindsay received her J.D. from the University of Miami School of Law in 2007 and her B.A. magna cum laude in Communications, Legal Institutions, Economics, and Government from American University in 2004.



Levin

Jessica Zagier Wallace has joined the firm in the Miami office as an associate in the Business Litigation and Trade Regulation Practice Group. Prior to joining Carlton Fields, Jessica was an Assistant Public Defender in the Appellate Division of the Miami-Dade Public Defender's Office. She received her J.D. from New York University School of Law and her B.A., summa cum laude, in Political Economy and History from Tulane University.



Wallace

April Walker rejoins the firm in the Orlando office as an associate in the Business Litigation & Trade Regulation Practice Group. She practiced with Carlton Fields in 1997 and 1998 before leaving to clerk for the Honorable Stephan P. Mickle, United States District Judge for the Northern District of Florida. April rejoined Carlton Fields in June 2008. Prior to rejoining Carlton Fields, April also practiced with Akerman Senterfitt & Edison, P.A. She received her J.D. from the University of Florida Levin College of Law in 1997 and her A.B. in English from Duke University in 1993.



Walker

Erin Banks has rejoined the firm in the St. Petersburg office as an associate in the Real Estate & Finance Practice Group. Erin has also practiced with Mitchell Williams Selig Gates & Woodyard, PLLC in Rogers, Arkansas. She received her J.D., cum laude, from Stetson University College of Law in 2004 and her B.A. in Political Science from the University of North Carolina in 2001.



Banks

Colleen Fitzgerald has joined the firm in the Tampa office as an associate in the Government Law and Consulting Practice Group. Colleen has experience in the areas of judicial and administrative litigation, appellate practice, land use law, and property rights litigation, including eminent domain litigation. Colleen was previously an associate with Gray Robinson, P.A. She received her J.D., with honors, from the University of Florida College of Law in 1999 and her B.A. in Political Science from the University of South Florida in 1995.



Fitzgerald

Profiles continued on page 12

NEW MINORITY AND FEMALE ATTORNEYS CONTINUED

Rebecca N. Shwayri has joined the firm in the Tampa office as an associate in the Business Litigation and Trade Regulation Practice Group. Rebecca focuses her practice on complex business litigation. Prior to joining Carlton Fields, Rebecca was an associate with Baker & Hostetler, LLP. She received her J.D., magna cum laude, from the University of Florida College of Law in 2004 and her B.A., summa cum laude, from The George Washington University in 2001.



Shwayri

Laurie A. Hartman has joined Carlton Fields as the Director of Professional Development. Laurie is responsible firmwide for the development and implementation of all professional development programs, and for effectively linking those programs to the firm's overall strategic goals and objectives. She works closely with the CEO and COO, and with the chairs of the Professional Development, Associate Review, and Shareholder Selection Committees, as well as with Practice Group Leaders and Office Managing Shareholders.



Hartman

Laurie comes to Carlton Fields from Emory University School of Law in Atlanta, Georgia, where she was the Assistant Dean of Career Services, responsible for counseling law students and alumni in all phases of career and professional development. Prior to joining Emory University, she was the Director of Career Services at Valparaiso University School of Law. Laurie also worked for McGuire Woods and White & Case before entering the career services profession. She received her B.A., magna cum laude, from Boston University in 1990, and her J.D. from William and Mary School of Law in 1994.

CARLTON FIELDS TO RECEIVE 2008 CEO DIVERSITY LEADERSHIP AWARD CONTINUED

at the JW Marriott Hotel in Washington, D.C. This two-day event for corporate executives, government officials, and university representatives includes informational panel discussions, breakout sessions, and keynote addresses on diversity and inclusion and their positive impact on America's workforce and marketplace.

For more information on the 2008 Diversity and Inclusion Leadership Summit & Gala, please visit: <http://www.summit.diversitybestpractices.com>.

MLN QUIZ ANSWER KEY

1. Leonard "Monty" Garside
2. Maria Chang Mayer
3. Fentrice Driskell
4. Gary Sasso
5. Kenya Reddy
6. Penelope Dixon
7. Go to Clue 21 and discover an interesting twist to this clue
8. Alana Zorilla-Gaston
9. Joanna Garcia
10. Proceed to Clue 26 for more juicy details to this scandal
11. Fentrice Driskell
12. Nestor Rivera
13. Kenneth Thompson, Jr.
14. Leonard "Monty" Garside
15. NO, this did not occur at Carlton Fields. The young lawyer's response is located in Clue 29 and his/her identity is revealed in the answer thereto
16. Jin Liu
17. Joanna Garcia
18. Penelope Dixon
19. Derek Harris
20. Nestor Rivera
21. The final hint is in Clue 30. Trust us – it's worth the effort
22. Joanna Garcia
23. Derek Harris
24. Kenneth Thompson, Jr.
25. Maria Eugenia Chang Monti Mayer a/k/a Maria Chang Mayer
26. Gary Sasso, CEO and rebel with a cause
27. Kenneth Thompson, Jr.
28. Penelope Dixon
29. Jason Quintero
30. Lori Baggett

For more information on the **Carlton Fields Diversity Newsletter, *Mosaic***, please contact: **Kenya J. Reddy**, at 813.229.4331 or by email at kreddy@carltonfields.com

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