



Diversity Update

Diversity Committee Message

The summer is always a good time to reflect on the firm's diversity efforts as we welcome a new group of future colleagues to the firm in hopes of getting to know them better as they get to know us better. Looking at the composition of the 2013 summer class, one cannot help but notice the diversity of the class in the broadest sense of the word. Our 2013 summer class, as has been the case for nearly every summer class as far back as the Diversity Co-Chairs can remember, features a significant number of women law students, as well as law students from a variety of racial and ethnic groups, ages, sexual orientation, walks of life, and of course, law schools.

It is tempting to dismiss the diverse composition of the summer class as simply the reflection of the growing diversity of law students. To do so, however, would do a disservice to the significant efforts of the firm's Hiring Committee, which is very focused on identifying strong diverse candidates during the recruiting process and bringing all of the firm's resources to bear on encouraging them to come to Covington. It is for that reason that our annual Diversity Committee reception for summers feels so celebratory and familial—every person in the room

has had at least one person at Covington (in most cases, several) reach out to them at one point or another to welcome them to the family.

There is another reason to celebrate. The Supreme Court's recent decision in *U.S. v. Windsor*, which invalidated the Defense of Marriage Act, is another cause for celebration—not only because of the many millions of LGBT families that are positively affected by the decision, but also because Covington continues to play a direct and significant role in the pursuit of marriage equality. As will be discussed in greater detail in the pages that follow, we are very proud of our efforts in this area and are quite pleased to see that this landmark decision has arrived.

There will undoubtedly be many societal changes arising from the *U.S. v. Windsor* decision. If history is our guide, law firms like Covington will have opportunities to take leadership positions in implementing and driving these changes. We of course are particularly pleased that the Windsor decision will likely positively impact our lawyers in their personal lives, and also in areas like the deductibility of the cost of benefits that Covington provides. We all benefit when discriminatory barriers are knocked down, and we are pleased that so many of our lawyers have participated in the struggle that led to the Windsor decision.

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Tammy Albarrán, Keir Gumbs, Loretta Shaw-Lorello, and Lee Tiedrich Co-Chairs of Covington's Diversity Committee.

Message from the Management Committee

The recent Supreme Court decisions impacting same-sex marriage are significant milestones in the country's long march to equality and civil rights for all of its citizens. That this particular journey for equality has been so long is all the more reason to celebrate. In the DOMA matter, the firm was one of many submitting briefs in support of marriage equality.

Jennifer Schwartz, Mark Mosier, and Bob Long worked extensively on the submission. Sonya Winner and Bruce Deming led teams that submitted briefs in support of marriage equality in California at each phase of the Proposition 8 matter including a brief to the Supreme Court. These most recent efforts are a continuation of the commitment the firm has made to promoting equality for LGBT citizens throughout the county.



Timothy Hester

Over the past few years, Tom Williamson, Jean Veta, Scott Freling, Anne Lee, Tony López, Matt Swinehart, and others have represented LGBT advocacy groups in efforts to extend marriage rights to same-sex couples. In Maryland, Covington served as Marylanders for Marriage Equality's principal outside legal counsel during the General Assembly's consideration of the Civil Marriage Protection Act, the Maryland Marriage Alliance's petition effort, and the campaign to win the popular vote on November 7. In DC, Covington represented a coalition of groups and four same-sex couples in successfully opposing a Washington, DC ballot initiative seeking to rescind DC's recently enacted legislation recognizing marriage equality. The Human Rights Campaign of DC honored Covington with its "Ally of Justice" award for the firm's successful efforts and outstanding contributions to the lesbian, gay, bisexual, and transgender community, noting "Covington & Burling's efforts were instrumental in protecting marriage equality in the District of Columbia. In addition, the firm's own commitment to diversity demonstrates that it is a model partner in the effort to advance equal rights for lesbian, gay, bisexual, and transgender individuals."

In the past two years alone, more than 50 Covington lawyers in New York, California, and Washington, DC have partnered with organizations such as Freedom to Work, which is dedicated to ending employment discrimination against LGBT individuals and Equality

Sports Association (ESA), which works with the LGBT sports community. Our lawyers have taken on cases referred by the Transgender Legal Defense and Education Fund, Human Rights First, the National Center for Lesbian Rights, and many others. Most importantly, we have helped our pro bono clients secure profoundly important outcomes, including

asylum for same sex couples and other victims of anti-gay persecution, name changes for transgendered individuals, and insurance coverage for losses suffered as a result of alleged anti-gay actions.

Inside of our firm, our leadership in providing equal treatment for our LGBT staff and lawyers has been recognized by the Human Rights Campaign (HRC).

The HRC, which seeks to improve the lives of LGBT people by advocating for equal rights and benefits in the workplace, has awarded Covington its highest rating for the past several years. Andrea Reister and several others have been particularly active in helping the firm stay in the forefront of employers ensuring families are treated equally under the law.

We have also benefited from the leadership of Paul Tagliabue, whose efforts on behalf of Parent Families and Friends of Lesbians and Gays (PFLAG) are well known. PFLAG is an organization of parents, families, and friends allied with lesbian, gay, bisexual, and transgender people who are committed to advancing equality through support, education, and advocacy. Paul, the former commissioner of the NFL and current Covington Senior Counsel, and his wife Chan have received PFLAG's Spotlight Award for tirelessly working towards these goals.

The lawyers involved in advancing LGBT rights continue the tradition of commitment to equality exemplified by Howard Westwood, who labored tirelessly and ultimately successfully in the 1960's to integrate the DC Bar. Our own journey to LGBT equality in the firm has had important milestones including Jean Veta's election to the partnership in 1989. In looking back, I can say that we have made a strong start but we remain mindful that the journey is not complete and we must continue our efforts to achieve true equality.

Diversity Around Covington

Covington Attends Lambda Legal San Francisco Soiree



Maverick Couch at Lambda Legal's 40th Anniversary Soiree in San Francisco.

Several Covington attorneys and friends of the firm attended Lambda Legal's annual San Francisco Soiree. This year's Soiree was more festive than usual, as Lambda Legal is celebrating its 40th anniversary.

As usual, the event was packed with some of San Francisco's best (and best dressed) lawyers, including attorneys from a wide variety of firms and the

city's many pro bono organizations.

State Senator Mark Leno kicked off the festivities by presenting a Certificate of Recognition to Lambda in honor of its 40th Anniversary. Later, 16 year old Maverick Couch took the stage to share his story. Maverick was repeatedly threatened with suspension from his Ohio high school for wearing a "Jesus is not a homophobe" T-shirt to class; the school claimed the shirt was "sexual in nature." Lambda took on Maverick's case, arguing that the threatened suspension impinged Maverick's First Amendment rights, and eventually won a court order permitting Maverick to wear his T-shirt at school.

Bruce Deming, who is a former co-chair of the Lambda Board of Directors and continues to serve on the board, and his husband, Jeff Byrne, hosted a table that included Karen Golinski and her wife, who are the plaintiffs in Lambda's lawsuit challenging the Defense of Marriage Act. Associates Brad Chernin, Cortlin Lannin, Christopher Miller, Jay Rapaport, and their guests rounded out the Covington contingent.



Covington Attends Lambda Legal Liberty Awards in New York

Lambda Legal held its annual Liberty Awards Dinner at Chelsea Piers in New York on May 6. The event celebrated Lambda's 40th anniversary of fighting for justice and full legal equality for members of the LGBT community and their families through impact litigation.

Over 900 supporters gathered to celebrate this milestone with speakers who shared personal stories that were by turns humorous, inspirational, and deeply moving.

One of the evening's highlights was a recorded message from President Barack Obama congratulating Lambda Legal on the 40th anniversary of its fight for equality. [Click here](#) if you would like to see a video of his message.

Covington is a long-time supporter of Lambda Legal and once again sponsored a table at the dinner. The Covington table included attorneys Alex Clark, Bill Collins, Ellen Corenswet, Matt DeNero, Bruce Deming, Nigel Howard, and Loretta Shaw-Lorello and by law students Paul Mertenskoetter and Laura Torre, both of whom are a part of Covington's 2013 summer associate class.



Bruce Deming, Loretta Shaw-Lorello, Nigel Howard, Alex Clark, Laura Torre, and Matt DeNero attend Lambda Legal's 40th Anniversary celebration in New York.

Diversity Around Covington (*cont.*)

Covington Sponsors the Asian Law Caucus's 41st Anniversary Dinner

The Asian Law Caucus (ALC) hosted its 41st Anniversary Annual Dinner at the Hilton Union Square in San Francisco. Covington sponsored the event and in attendance from the firm were David Bayless, Andrew Byrnes, Jessica Chan, Jake Freed, Haywood Gilliam, Grace Yang, and Stan Young. The evening kicked off with a cocktail hour and silent auction, followed by a dinner program, and a post-dinner reception.

The evening was emceed by Renel Brooks-Moon, radio host of 98.1 KISS FM and public announcer for the San Francisco Giants. She recognized the distinguished Asian Pacific American judges and city officials in attendance.

The 2013 honorees included Bill Sorro, who received the Community Activist award, and the Chinese Progressive Association (CPA), which educates and organizes low income and working class immigrants in San Francisco. CPA was lauded for its efforts in recent years to combat wage theft in the San Francisco restaurant industry. The Asian Law Caucus also presented the Yuri Kochiyama Lifetime Achievement Award to Lillian Galedo, the long-time executive director of Filipino Advocates for Justice.

Former Senator Russell Feingold, who represented Wisconsin in the US Senate for 18 years and is currently a lecturer at Stanford University, delivered the keynote address, which focused on the changing demographics in this country and the urgent need for immigration reform.

Covington Attorneys Attend Asian Law Alliance of Silicon Valley Annual Dinner

Covington also was a proud sponsor of the annual dinner of The Asian Law Alliance of Silicon Valley. This year's honorees were Goodwin Liu, associate justice of the California State Supreme Court; Susan Wang Wade, former executive vice president and chief financial officer of Solectron; and Naomi Nakano-Matsumoto, executive director of West Valley Community Services. Congressman Mike Honda addressed the event's attendees.

Sam Edwards, Deanna Kwong, and Stan Young attended the event along with Michael Chen and Yale Fu, law students at Stanford University who are a part of the Silicon Valley office's summer associate program this year.

Over the past 34 years as a nonprofit corporation, the Asian Law Alliance has helped tens of thousands of people obtain housing, justice in the immigration process, and access to basic human and legal rights.



Covington attorneys David Bayless, Andrew Byrnes, Jessica Chan, Jake Freed, Haywood Gilliam, Grace Yang, and Stan Young attend the Asian Law Caucus annual dinner.

Covington Hosts National Bar Association and Greater Washington Bar Association Program "Pathways to the Federal Bench"

This Spring, Covington welcomed guests to its Washington office for a discussion panel entitled "Pathways to the Federal Bench." The event was hosted by the National Bar Association (NBA) and Greater Washington Area Chapter Bar Association (GWAC).

The panel included three distinguished sitting federal judges: the Honorable Emmet G. Sullivan, United States District Judge for the District of Columbia; the Honorable Richard W. Roberts, United States District Judge and soon to be Chief Judge for the District of Columbia; and the Honorable Reggie B. Walton, United States District Judge for the District of Columbia and Presiding Judge of the United States Foreign Intelligence Surveillance Court.

Also in attendance at the event were the Honorable Anita Josey-Herring, Judge for District of Columbia Court of Appeals, and the Honorable Ketanji Brown Jackson, United States District Judge for the District of Columbia.

(Continued on page 5)

Diversity Around Covington (cont.)

Each of the judges on the panel discussed his unique experiences leading to the federal bench, including ambitions during and following law school, previous positions held, and reasons for pursuing judgeships.

The judges offered advice for how best to position oneself for a judicial candidacy, including proper filing of applications, thorough preparation for the process, and effective networking. Following the panel discussion, each of the judges made himself available for questions and further discussion with guests. Keir Gumbs and Simone Ross coordinated with GWAC to host the event at Covington.

Covington Sponsors Annual MALDEF Fundraising Gala

For over 40 years, the Mexican American Legal Defense and Educational Fund (MALDEF) has served as one of the leading Latino civil rights and advocacy organizations in the United States. With the goal of bringing “Latinos into the mainstream of American political and socioeconomic life,” MALDEF has acted as counsel in multiple civil rights cases and advocated on immigration, voting rights, employment, and education issues.

To support its mission, MALDEF holds a fundraising gala every year in Washington, DC, where it recognizes the accomplishments of Latino leaders in government and community service. Covington co-sponsored this year’s MALDEF gala, held on April 24. Attorneys Tony López, Jackie Martínez, and Virginia Bruner, among others, attended the event.

Covington and MALDEF recently jointly represented a class of Latinos in a civil rights lawsuit against Sheriff Joe Arpaio of Maricopa County, AZ, and his office. On May 24, 2013, the judge in charge of the case ruled that Arpaio and his office unlawfully targeted Latino drivers and passengers, and ordered an end to the practice of using race and ethnicity as a factor in law enforcement decisions.

Attorney General and Covington alumni Eric Holder was the keynote speaker at this year's gala. He

praised MALDEF for its advocacy on behalf of the Latino community, highlighting its legal fight against discriminatory law-enforcement practices in Arizona and its push for comprehensive immigration reform.

MALDEF honored three Latino leaders for excellence in government and community service: Anna María Chávez, CEO of Girl Scouts USA; Alejandro Mayorkas, director of the U.S. citizenship and immigration Services at the U.S. Department of Homeland Security; and Ken Salazar, secretary of the U.S. Department of the Interior.

Covington Hosts Hispanic Bar Association Summer Reception

Covington partnered with the Hispanic Bar Association of DC (HBA-DC) to host a reception for Latino law students summering in the area. The event on June 27, 2013, which attracted more than 65 attorneys, law students, and pre-law students, was coordinated by Tony López, José Arvelo, and Jaclyn Martínez Resly—with the assistance of Lorraine Brown.

The keynote speaker was Raquel Tamez, principal/deputy general counsel at Computer Sciences Corporation, who spoke about her career and encouraged the students to seek out opportunities during their summer to connect with Latino attorneys in the area.



José Arvelo with students attending the HBA-DC summer reception at Covington.

Diversity Around Covington (*cont.*)

Annual Diversity Committee Summer Reception at Rosa Mexicano

The Washington Office Diversity Committee hosted its annual Summer Diversity Reception on Wednesday, June 19 at Rosa Mexicano.

The event was, as usual, extremely well attended, with nearly 80 attendees, comprised of nearly all of the members of the 2013 summer class in Washington, as well as a good mix of Covington senior lawyers and associates. As is also common for this event, a good time was had all around as the members of the summer class had an opportunity to get to know the various members of the Covington Diversity Committee, as well as other lawyers at the firm over margaritas, sangria, and Mexican cuisine.

In her remarks on behalf of the Management Committee, Catherine Dargan highlighted some of Covington's noteworthy achievements with respect to diversity, including the fact that approximately 66% of Covington's 2013 summer class was comprised of women, LGBT, or ethnically diverse lawyers, as well as Covington's strong performance on a number of diversity-related surveys and studies, including the *Euromoney Legal Media Group* survey, which recently ranked Covington as the "Best Firm in the U.S. West" for the second straight year.

The Diversity Committee summer associate reception is consistently one of the highlights of the summer program, and this year was no exception.



Evan Krygowski, Tom Williamson, Christina Copsey, and Annie Wang at the Diversity Committee Summer Reception at Rosa Mexicano.



Greg Halperin, Chris Higby, Brian Castello, Isaac Wood, and Chris Hartsfield at the Diversity Committee Summer Reception at Rosa Mexicano.



Deborah Garza and Lee Tiedrich at the at the Diversity Committee Summer Reception at Rosa Mexicano.



Andrea Reister, Kavita Pillai, Maya Yette, and Heather Finstuen at the Diversity Committee Summer Reception at Rosa Mexicano.

Diversity Around Covington (cont.)

London Office Hosts First Warwick University Multicultural Scholars Program Networking Event

The London office hosted a networking/insight evening as part of their involvement with the Warwick University Multicultural Scholars program (MSP). Chris Bracebridge and Mark Young kicked off the event with insights into the firm leavened by a few choice anecdotes from their respective careers. Ali Rathod-Papier and Zafar Qadir presented an interactive session on life as a Covington trainee/associate.



Members of the Warwick University Multicultural Scholars Program at the Covington networking event.

session around the summer program and the training contract application process, giving tips on applications and interview techniques.

"I really enjoyed the experience and found it very informative. I learned a lot about the application process and picked up some useful tips regarding interviews. It was a good experience networking with different lawyers at different

Zainab Conteh, one of the MSP participants gave a talk on her journey through the program and how she has benefited from the support it provides. Steve Dania and Philippa Crompton then ran a Q&A ses-

stages of their careers and finding out more about each stage. It also showed me just how personal the job can feel when you are working on something with a client that you are passionate about," said MSP participant Rhodine Orleans-Lindsay.

Annual Women's Forum Summer Reception

Covington's annual Women's Forum Summer Reception was held on June 11. This after work event provides a relaxed setting for DC women lawyers to meet women summer associates and share information about the firm.

This year's event attracted a significant group of women summer associates and lawyers. Covington lawyers were able to provide the summer associates with insights into their practices and experiences at the firm. Informal gatherings of women attorneys at the firm are important to the overall mission of the



Kate Goodloe, Kayla McCann, and Maureen Japha at the Women's Forum Summer Reception.

Women's Forum, which also addresses issues of common interest such as career growth, mentoring, and business and professional development through regular programs and networking events.

The forum is organized on an office-by-office basis, with coordination among the various locations, and the activities address the interests of women in that office.



Ali Deich, Addar Weintraub, Christy Copsey, Kulani Julata, and Danielle Estrada at the Women's Forum Summer Reception.

New Diverse Senior Lawyers



Damara Chambers

In April 2013, [Damara Chambers](#) was promoted to Special Counsel. Damara advises clients on a broad range of issues involving questions of national security, including Committee on Foreign Investment in the United States (CFIUS) matters relating to foreign ownership, control, or influence. She also counsels companies on compliance with US export controls and economic sanctions programs. Damara has also successfully managed international and antitrust litigation matters before US federal courts and arbitration matters before tribunals constituted by the International Chamber of Commerce (ICC) and the International Centre for the Settlement of Investment Disputes (ICSID).



Rick Longton

In April 2013, [Rick Longton](#) was promoted to Special Counsel. Rick specializes in complex pharmaceutical and chemical patent litigation in the US district courts, including generic drug approvals, the Hatch-Waxman Act, and agrochemicals. He counsels pharma, chemicals, and biotech clients on a range of intellectual property and litigation matters, including the full range of proceedings before the United States Patent & Trademark Office. Rick's experience includes four years as a patent examiner in the United States Patent & Trademark Office, examining patent applications involving recombinant proteins, enzymes, and other areas of biotechnology.



Eve Pogoriler

In April 2013, [Eve Pogoriler](#) was promoted to Special Counsel. Eve focuses her practice on communications and media. She advises media and communications clients in a variety of transactional, regulatory, and rulemaking matters and counsels broadcasting clients on First Amendment, libel, and newsgathering issues. She regularly advises clients on compliance issues, negotiates retransmission consent agreements, guides stations through the license renewal process, and counsels clients on issues including political broadcasting, mobile DTV, and the FCC's multiple ownership rules.



Laura Sim

In April 2013, [Laura Sim](#) was promoted to Special Counsel. Laura is a member of the firm's food & drug practice. She advises drug, biologic, and food manufacturers and trade associations on a range of regulatory and consumer protection issues, with a focus on drug safety, biosimilar regulation, product life cycle management, and the intersection of the drug, medical device, and food industries with laws administered by the Consumer Product Safety Commission.



Gina Vetere

In April 2013, [Gina Vetere](#) joined Covington as Special Counsel. Gina focuses on international trade, public policy, and government affairs issues. She recently served as executive director of international intellectual property at the US Chamber's Global Intellectual Property Center, where she led the center's efforts to promote the protection and enforcement of intellectual property rights overseas. Prior to joining the US Chamber, Gina served first as senior policy advisor to the Deputy US Trade Representative and subsequently as director for intellectual property and innovation at the Office of the United States Trade Representative.

Accolades

Amy Toro and Sonya Winner Named Top Women Lawyers in California



Amy Toro

Amy Toro and Sonya Winner have been named to the *Daily Journal's* annual list of "Top Women Lawyers" in California. The list, which includes 75 litigators and 25 corporate practitioners, recognizes "excellent lawyering and leadership skills among women attorneys."

Amy was recognized for her work representing some of the world's largest pharmaceutical and biotechnology companies in a number of high-profile deals. She specializes in technology transactions, with a particular emphasis on life science arrangements, including collaboration and license agreements.



Sonya Winner

Sonya was recognized for her work representing financial institutions and other clients in anti-trust and consumer disputes. A litigator with three decades of experience, Sonya is a founding partner of Covington's San Francisco office and is chair of the firm's Consumer and Class Action Litigation practice group.

Garza, Peets, Prescott Receive "Best" Awards

At awards ceremonies in both the US and Europe this June, *Euromoney Legal Media Group* awarded Covington and several of its lawyers with their "Best" awards.



Deborah Garza

Deborah Garza was named "Best in Antitrust and Competition" and Covington was chosen as "Best Firm in the U.S. West Region" at a ceremony in New York. The firm was also short-listed for the "Best International Firm for Talent Management" award. Deborah is co-chair

of the firm's Antitrust and Consumer Law Practice Group and has been involved in some of the largest antitrust matters in the last 30 years. She represents clients in a broad range of industries, including the pharmaceutical, financial services, software, health care, defense, airline, mining, oil and gas, nuclear, electricity, telecommunications, cable, radio, alcoholic beverages, consumer products, industrial products, and sports industries.



Lisa Peets

Lisa Peets received the "Best in Copyright" award for the third year in a row. Lisa leads the firm's European Intellectual Property Practice Group and divides her time between London and Brussels. Her practice encompasses legislative advocacy, trade, and intellectual property enforcement and she works closely with leading multinationals in a number of sectors, including many of the world's best-known software and hardware companies. She is also a member of the European Commission's Expert Group on reform of the IP Enforcement Directive.



Hilary Prescott

Hilary Prescott was named "Best in Investment Funds." Hilary's practice focuses on financial services regulation (in particular securities and financial services regulatory issues in relation to the investment industry), private equity, and other investment funds, including fund formation, primary investment, secondary transactions, and co investments.

In addition to these awards, Natalie Walter was shortlisted for "Best in Capital Markets" and Lucinda Osborne for "Best in Life Sciences." The awards honor firms that set "the standard in terms of female-friendly work practices, and women leading the field in the legal sector."

Accolades (cont.)

Kristina Rosette Named a World's Leading Trademark Professional



Kristina Rosette

Kristina Rosette has been named as one of the "World's Leading Trademark Professionals" in the 2013 World Trademark Review 1000 (WTR 1000). The WTR 1000 identifies the leading trademark law firms and individuals in over 70 global jurisdictions.

Kristina was recommended for trademark prosecution and as a strategy expert in Washington, DC. She is described as a "domain name queen" for her "exceptional insights and extensive involvement" in the Internet Corporation for Assigned Names and Numbers (ICANN), with a particular focus on current and developing issues.

Kristina counsels clients on a broad range of Internet, trademark, and intellectual property matters. She is principal trademark counsel to, among others, a luxury casino hotel resort, two national sports federations, and a leading distributor of financial services and products. Kristina is president-elect of the ICANN Intellectual Property Constituency.

London Technology, Media, and Telecom Team Shortlisted for *The Lawyer's* "TMT Team of the Year" Award

The London Technology, Media, and Telecom team, including partner Lisa Peets and associates Emilie Jones and Helena Martilla-Bridge, was shortlisted for "TMT Team of the Year" by *The Lawyer*.



Lisa Peets



Emilie Jones



Helena Martilla-Bridge

Bruce Deming Attorney of the Year



Bruce Deming

California legal newspaper *The Recorder* has named Bruce Deming as one of its "Attorneys of the Year" for 2012.

Bruce was recognized for his work representing Microsoft on multiple transactions over the past year. He led a team of Covington lawyers in two of the company's most high-profile deals, including its \$1.1 billion purchase of approximately 925 AOL Inc. patents and patent applications and the company's subsequent \$550 million agreement with Facebook Inc. that assigned the social networking company the right to purchase a portion of the AOL patent portfolio.

The publication recognized Bruce for his advocacy work regarding LGBT civil rights and noted his service as co-chair of the board of Lambda Legal—the oldest national organization pursuing high-impact litigation, public education, and advocacy on behalf of equality and civil rights for lesbians, gay men, bisexuals, transgender people, and people with HIV.

BTI Names Henriette Tielmans Client Service All-Star



Henriette Tielmans

The BTI Consulting Group has named Henriette Tielmans to its 2013 "Client Service All-Stars" list.

Resident in the firm's Brussels office, Henriette practices in the areas of competition law, with a special emphasis on European distribution and franchising law, data privacy and security, and European commercial matters. She also co-chairs the firm's global privacy and data security practice.

Covington Litigation Team Challenges Racial Profiling in New York City's "Stop and Frisk" Policy

In May, Gretchen Hoff Varner, Eric Hellerman, Kasey Martini, Bruce Corey, and Theresa Lin wrapped up a nine-week long bench trial before US District Court Judge Shira A. Scheidlin challenging New York's "stop and frisk" policies. The high-profile class action lawsuit contests that the practice resulted in massive numbers of suspicionless and race-based stops in violation of the Fourth and Fourteenth Amendments. A decision is expected later this summer.

Along with the Center for Constitutional Rights and a small firm, Covington has represented the plaintiffs *pro bono* for more than four years. The discovery phase included extensive document discovery and more than 100 depositions.

Several key pre-trial victories set up the case for an effective trial presentation, including defeating the city's motion for summary judgment, winning class certification, defeating the city's Daubert motion to exclude the plaintiffs' statistical expert, and prevailing on plaintiffs' own Daubert motion to bar the city's expert from touting the purported crime-fighting effectiveness of the stop-and-frisk policies.

At trial, the plaintiffs presented a compelling case that included 12 class member witnesses testifying about their experiences being stopped by the police. Plaintiffs presented three days of expert statistical testimony demonstrating that Blacks and Latinos are more likely to be stopped than Whites, and that stops are more closely correlated with the racial composition of an area than with local crime. Audio tapes from whistleblowers demonstrating that police supervisors imposed "performance goals" and stop quotas on NYPD officers and told them to stop "the right people" were introduced to show evidence of the NYPD's failure to properly train, supervise, and discipline officers.

In addition to taking and defending numerous depositions and arguing motions, Covington associates Gretchen Hoff Varner, Kasey Martini, and Bruce Corey handled numerous direct examinations and cross-examinations of witnesses.

While examining so many witnesses and delivering a portion of the closing argument in a high-profile case is a great opportunity, Gretchen explained that it was also rewarding to be "integrally involved in the strategic direction of a major federal case from discovery through trial."



Bruce Corey, Gretchen Hoff Varner, Kasey Martini, Eric Hellerman pose in front of the federal courthouse in Manhattan.

While each of the Covington trial team members recognized the broad-ranging impact that their public service might have on this important civil rights issue, they each cited the impact their work had on individual clients. Kasey noted that her client "was given an opportunity to tell his story and make his voice heard in a meaningful way. I knew all of our hard work was worth it when [he] walked off of the witness stand and thanked me, explaining that

because of all the time we had spent preparing, he wasn't even nervous!" For Bruce, it hit home when he went with his client to Queens to re-trace his steps on the night of his stop; in that moment, the client "let his guard down entirely" and allowed Bruce to truly understand what it was like to be "stopped by the police for no reason as he attempted to cross the street to his apartment."

In addition to the trial team, the Covington team over the years has included Jen Farina, Laura Flahive Wu, Austin Hampton, Phil Irwin, Joanne Sum-Ping, as well as former associates and paralegals Taylor Hoffman, Kristine Hrinik, Dan George, Anna Lumelsky, Phoebe Rande, and Jason Zoladz.

Honors & Awards

Euromoney Legal Media Group

Deborah Garza was named "Best in Antitrust and Competition" at the 2013 Americas award ceremony. Covington was also named "Best in US West." In London, Lisa Peets was named "Best in Copyright" and Hilary Prescott was named "Best in Investment Funds" at the EU ceremony.

2013 World Trademark Review 1000

Kristina Rosette was named as one of the "World's Leading Trademark Professionals" in 2013.

The BTI Consulting Group

Henriette Tielemans was selected to its 2013 "Client Service All-Stars" list.

The Daily Journal

Amy Toro and Sonya Winner have been named to their annual list of "Top Women Lawyers" in California.

The Recorder

Bruce Deming was named as one of its "Attorneys of the Year" for 2012.

2013 Chambers USA: America's Leading Lawyers for Business

Covington received 134 individual rankings and 56 practice mentions in the annual guidebook.

Legal 500

21 Covington attorneys were named "Leading Lawyers" in their respective fields and six practices were given their top tier ranking.

Super Lawyers

Nearly 150 Washington-based Covington lawyers were selected for its 2013 DC Super Lawyers and Rising Stars lists.

Sponsorships & Events

Recent

- 3/21 AABA of Greater Bay Area Annual Installation Dinner in San Francisco
- 3/21 LeGal Foundation Annual Dinner in New York
- 3/28 Lambda Legal Wine and Cheese Event in San Francisco
- 4/5 Asian Law Alliance Annual Dinner in Silicon Valley
- 4/24 MALDEF 2012 Awards Gala in Washington
- 4/25 Asian Law Caucus 41st Anniversary Dinner in San Francisco
- 5/4 Washington Bar Association Annual Law Day in Washington
- 5/22 Women's Bar Association & WBA Foundation Annual Dinner in Washington
- 6/6 Chinese for Affirmative Action Celebration of Justice Event in San Francisco
- 6/11 Covington Women's Forum Summer Reception in Washington
- 6/19 Covington Diversity Committee Summer Reception in Washington
- 6/27 ACLU & NYCLU LGBT & AIDS Project Reception in New York
- 6/27 Hispanic Bar Association of Washington DC Summer Reception

Upcoming

- 8/23-24 2013 Lavender Law Conference in San Francisco
- 9/4-7 HNBA Convention in Denver
- 10/3 Transgender Law Center Awards Ceremony in San Francisco

Contributing to Our Diversity Efforts

If you would like to become more involved with diversity efforts at Covington or contribute information to upcoming issues of the *Diversity Update*, please contact Tammy Albarrán at talbarran@cov.com, Keir Gumbs at kgumbs@cov.com, Loretta Shaw-Lorello at ishawloreello@cov.com or Lee Tiedrich at ltiedrich@cov.com.