



Dear DELVACCA Members:

On behalf of DELVACCA's Diversity Committee, we are pleased to welcome the following companies as participants in our 2012 Diversity Corporate Summer Internship Program:

- *AmerisourceBergen Corporation*
- *ARAMARK Corporation*
- *Avantor Performance Materials, Inc.*
- *Blue Sky Power LLC*
- *Cigna*
- *Dollar Financial Group, Inc.*
- *InterDigital, Inc.*
- *SAP*
- *TE Connectivity Ltd.*

As you can see, the response from our membership has been tremendous this year, resulting in a record 10 companies participating in the program. We would especially like to thank ARAMARK, Dollar Financial, InterDigital and TE Connectivity for waiving their subsidies and thereby allowing us to accommodate all interested companies.

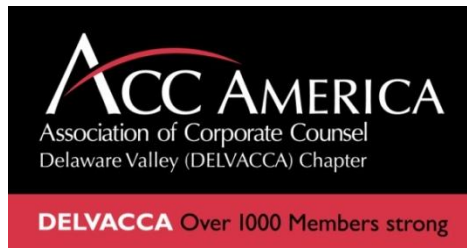
Student applications are due by **February 24**, and a steady stream of them are already filling our inboxes. We will start sending candidates your way for interviews soon after the deadline. In the meantime, if you haven't done so already, please let us know if you have any preferences with respect to specific skills, backgrounds or areas of interest on the part of your interviewees.

Finally, please save the date of **Tuesday, November 13** for DELVACCA's annual gala, to be held at the Crystal Tea Room. This year's gala will honor all of the participating companies and their interns and also serve as a fundraiser for the program's newly established endowment.

Thank you again for your support of DELVACCA and this wonderful initiative. Please do not hesitate to contact us with any questions or concerns.

Sincerely,

Jannie Lau and Pamella Raison
Co-chairs, DELVACCA Diversity Committee



2012 Diversity Corporate Summer Internship Program

I. OVERVIEW FOR MEMBER COMPANIES

As part of its mission to serve the in-house counsel community, each year the Delaware Valley chapter of the Association of Corporate Counsel (DELVACCA) sponsors a Diversity Corporate Summer Internship Program aimed at increasing ethnic and racial diversity within corporate legal departments. The goals of this DELVACCA diversity pipeline initiative are to provide rising second- and third-year law students who are members of minority groups traditionally underrepresented in the legal profession with a perspective as to the role and activities of in-house counsel, as well as an understanding of career paths that can lead to an in-house legal position, and to provide an opportunity for interaction between area law schools and DELVACCA. DELVACCA recently received the Innovator Award from the Minority Corporate Counsel Association (MCCA), which recognized the value of this program and its contribution to the enhancement of the in-house professional community.

The Diversity Corporate Summer Internship program will give the selected students from law schools in the Delaware Valley opportunities to experience corporate practice. Application materials have been sent to Drexel, Rutgers-Camden, Temple, the University of Pennsylvania, Villanova and Widener law schools. These internships should provide the students with substantive experience and meaningful exposure to in-house practice. DELVACCA can work with your company to help you structure a good internship experience. Past company participants include ARAMARK, Cigna, Exelon, ING Direct, InterDigital and TE Connectivity, among others.

We are currently inviting DELVACCA members and their companies to participate in the summer internship program. DELVACCA will partially subsidize internships for up to four (4) students for the summer of 2012, depending on the number of company participants. Member companies will be selected on a first come, first served basis.

II. PROGRAM DETAILS

This is a full-time summer internship program to commence on or about June 4, 2012. Interns will work during regular business hours of the sponsoring company ("Company").

Minimum aggregate compensation for each intern will be \$5,000.00, although a Company may elect to compensate at a higher rate. DELVACCA, through its fund administrator, will partially subsidize the cost of each internship by directly compensating each intern up to \$2,500.00, with half payable at the start of the program and the remaining half upon completion. The remainder of the compensation will be the responsibility of the Company, to be payable in accordance with the Company's standard payroll procedures. Companies may elect to waive all or any portion of their subsidy as a way to make a tax-deductible donation to the program's endowment fund. In the event a Company elects to do so, the

amounts payable by DELVACCA (through its fund administrator) and by the Company to the intern will be adjusted accordingly.

Student applicants will be initially screened by DELVACCA and referred to the Company for interviews and final approval. The number of candidates referred to the Company will depend on the number of qualified applicants, but all efforts will be made to find a satisfactory candidate for each Company. Initial selection into the program will be made based on academic achievement, community and extracurricular involvement, a letter of recommendation, a writing sample and a personal statement. Placement will be recommended based on the student's areas of stated interest and geographic location.

Beginning this year, the internship program will include a pro bono requirement for the student participants, which aligns with the mission of our fund administrator, the Philadelphia Bar Foundation, to support and promote pro bono and community legal services. DELVACCA's interns will participate in Philadelphia VIP's Summer Law Clerk Program, which requires a two-day commitment. Companies are expected to accommodate the students by allowing them to participate during work hours. Additional information about Philadelphia VIP can be found at <https://phillyvip.org>.

At least one attorney from the Company should be assigned to supervise the intern and meet regularly regarding work assignments and feedback. Work assignments should be substantive and not clerical in nature. Interns should be provided with an adequate work space and all necessary equipment and supplies to perform their work.

Interns and at least one representative from each Company will be asked to attend a gala at the end of the year to benefit the internship program. Companies will also be asked for their feedback for future program development and for publication in DELVACCA materials.

Limited program materials will be provided by DELVACCA. Interns may be invited to participate voluntarily in internship programs and events hosted by other Companies.

III. MORE INFORMATION

If you would like to participate or learn more about the program, please contact Pamella Raison, DELVACCA Diversity Committee Co-Chair, by email at pamella.raison@21st.com. This program has capacity for only four (4) member companies to participate, and slots have filled quickly in past years. Companies will be selected on a first come, first served basis.

Thank you in advance for your interest in the program.