



December 2011

Dear Chief Legal Officer Member of WMAACCA:

As the lead counsel for our organizations, we play a key role in establishing and implementing diversity programs for our clients, as well as for our departments. WMAACCA, as part of its mission to serve the in-house counsel community, sponsors a diversity initiative aimed at assisting its members with opportunities they need to achieve their diversity goals.

The WMAACCA Corporate Scholars summer internship “diversity pipeline” program gives students from the law schools in our service area opportunities to experience corporate practice. In its first eight years, this competitive program has placed 61 students in summer experiential learning opportunities in the legal departments of local corporations. We have many success stories to share. See below for testimonials from some of your colleagues who have hosted Scholars.

In 2012, we plan to provide eight (8) to ten (10) summer internships in the legal departments of WMAACCA members’ companies. Last year, WMAACCA provided \$10,000 in funding for each participating student. We hope to offer an equally attractive stipend in 2012. The internships should provide the students with substantive experience and meaningful exposure to in-house practice. WMAACCA will invite applications from students at the following law schools: American University, Catholic University, George Mason University, George Washington University, Georgetown University, Howard University, the University of the District of Columbia, the University of Maryland, the University of Baltimore, the University of Virginia, the University of Richmond, and William & Mary. The program is open to both full-time and part-time students entering their 2L and 3L years in the fall of 2012. The law schools are publicizing the program to diversity student organizations in order to get applications from populations who may otherwise lack access to these opportunities.

I invite you to apply to participate in the Corporate Scholars Program. I have included a “FAQs” document about how the Program works that should answer any questions you may have. If you are selected to participate in the Program, we will work with your company to help you structure a good internship experience. **If you would like be considered for the Program, please complete and return the enclosed form by no later than COB on Friday, January 27, 2012.** We are hoping to have internship opportunities from throughout our service area (Washington, D.C., Virginia, and suburban Maryland).

We greatly appreciate your interest in being a leader in the effort to promote diversity.

Sincerely yours,

Michael Finn
2012 WMAACCA President

Testimonials about the WMACCA Corporate Scholars Program

We asked companies that had hosted Corporate Scholars in the past to tell us about their experience with the Program. Here's what they had to say:

"I should keep this information to myself . . . but WMACCA members who are not applying to participate in the Corporate Scholars Program are missing out on an incredible opportunity! The Corporate Scholars candidates are carefully screened to be high achievers eager to grow and take on challenges. Their goal is to obtain a broad exposure to the world of the in-house legal department, so any project, discussion, negotiation or meeting is a welcome learning experience for them. And on the flip side, the in-house lawyers get a chance to give back to someone starting out and to reinforce and impart their own good habits of careful editing, patient teaching and professionalism. Carey International has been in the program for a number of years; I am very proud of our participation and look forward to hosting other Corporate Scholars."

*Diane M. Ennist, Sr. VP, General Counsel and Corporate Secretary
Carey International, Inc., Washington, D.C.*

"National Geographic has participated in this project since we found out about it. Our first year, we had a terrific candidate who was extremely productive, handling a couple of key research projects as well as a number of day to day matters. During the summer, when staff are on vacation, having the additional resource was very helpful. We will definitely participate this year; WMACCA does a terrific job of recruiting highly qualified candidates and works hard to match candidates and organizations to optimize the experience for both the WMACCA Scholar and the hosting organization."

*Susan Borke, Deputy General Counsel
National Geographic Society, Washington, D.C.*

"I had the opportunity to meet and work with an extremely bright law student, who actually became an asset to our legal team. In my opinion, the Corporate Scholars Program was a terrific success. I look forward to hosting a new Corporate Scholar next year, and highly recommend that other organizations participate in the program."

*Buddy Omohundro, Sr. VP and General Counsel
Apex Systems, Inc., Glen Allen, VA*

"Having a corporate scholar has been a great success and opportunity for our company to give a little back and get something in return. We have enjoyed having gracious and intelligent additions to our team when we've had corporate scholars, and while it's been a great opportunity for us to engage in meaningful mentoring, the scholars have been extremely helpful to the goals of our law department. I hope we can have a scholar every year as the program has been invaluable on so many levels for me both personally and professionally."

*Kindra L. Kirkeby, Assistant Counsel- Environmental
NewMarket Services Corporation, Richmond, VA*

"WMACCA's Corporate Scholars program has been an effective diversity pipeline program that we use to augment our in-house legal intern program. The Corporate Scholars program consistently provides top talent ready, willing, and able to support our commercial transactions and international regulatory teams. Each Verizon Corporate Scholar is assigned a manager responsible for providing substantive and varied work assignments. By the end of the program, we've demystified in-house practice, and shown that is an achievable and worthy career goal. That is an accomplishment we value."

*Karen McCain Borno, Assistant General Counsel
Verizon Business, Arlington, VA*

Over the five years that Sodexo has hosted WMACCA Corporate Scholars, we have tried to provide exposure that truly allows students to experience corporate legal practice. With the goal of helping students to decide if corporate law is right for them, we try to pick assignments that require students to interact with corporate clients. Students may attend meetings and listen in on client calls. They often draft contracts and corporate policies and sit in on redrafting and negotiation sessions. Many even call clients to follow up on assignments. Our attorneys look forward to mentoring students through their assignments and sharing, for example, strategies for dealing with difficult clients, or explaining how to provide useful guidance to clients when the law is not very clear. The WMACCA program has proven mutually rewarding for both the Scholars and our attorneys as evidenced by the many student-attorney relationships that continue long after the WMACCA internship ends. Sodexo is honored to be among the list of host-companies for the WMACCA Corporate Scholars program.

*Brenda P. Fuller, Associate General Counsel
Sodexo Inc., Gaithersburg, MD*

"Hosting a WMACCA Corporate Scholar is not just an opportunity for a helping hand in the legal department over the summer. It is a chance to show a less advantaged, nontraditional and/or diverse law student some of the doors that are open to him or her, which they may never have imagined to be the case. It is also a chance to create a mindset amongst others in your in-house legal department of the importance of diversity and inclusion, and to remind ourselves of an obligation we have to pass along our excitement for the legal profession to all those students willing and able to take on the challenge. Speaking personally, each summer I gain a fresh insight into the excitement of the law through the eyes of the Corporate Scholars I have had the pleasure of working with and mentoring."

*Robert E. Gans, Assistant General Counsel, Employment Law/Litigation
Computer Sciences Corporation, Falls Church, VA*