



*A Letter from Daniel Rapaport*  
Managing Partner,  
**Wendel, Rosen, Black & Dean LLP**  
**CMCP 2008 Annual Conference Title Sponsor**

Wendel Rosen is honored to be the Title Sponsor for the 19<sup>th</sup> Annual CMCP Business Conference. As Wendel Rosen begins to look toward our 100<sup>th</sup> Anniversary, we are taking stock of our beginnings, and realizing how much we have grown while maintaining a commitment to the values – such as diversity – that are at the core of our existence.

The firm, which started in 1909 as Glickman and Glickman, has always been inclusive. In 1936, the Glickman brothers invited attorney Clayton Orr to join their practice. Orr's hiring made the firm a "mixed" firm, which was almost unheard of in that era. At that time, there were either Jewish firms or non-Jewish firms, and ours was the only one around that was mixed.

In 1972, when the firm was known as Orr, Wendel & Lawlor, we hired our first female attorney, Deanna Lyon. At that time, Deanna – and pioneering women like her – only comprised a small percentage of law school graduates. Almost none were invited to join firms upon graduation. Some went into government or served as law clerks to judges. Many didn't get a job at all or opened their own offices as my grandmother did in Los Angeles in 1926. Yet, our firm again was a leader when others were content to follow, and we are proud to say that Deanna recently celebrated her 36<sup>th</sup> anniversary with us.

It was very apparent when I graduated from King Hall in 1975 that large law firms were just considering hiring women and Jewish lawyers, but attorneys of color were few and far between.

In 1983 the firm, then known as Wendel, Lawlor, Rosen & Black, had the good fortune to hire a new associate, Christine Noma – the firm's first female attorney of color. As an Asian American woman, she brought a unique perspective to the practice of law. She also brought a passion for developing opportunities for women and minorities to blossom and encouraged these future leaders of the firm to realize their full potential. Chris' significant personal efforts have paid Wendel Rosen rich dividends.

Diverse leaders are emerging and cementing our core traditions of inclusiveness and vision. It is with great pride that we watch as our young associates join our partnership ranks and begin writing the next chapter of our remarkable history. Each success we enjoy – such as being the country's first certified green law firm – owes its success to the vision and open thinking of the many men and women, of all creeds and colors, who have come before and pushed open the doors of opportunity.

We are truly honored to be this year's Title Sponsor. The California Minority Counsel Program serves a vital role in helping lawyers and law firms of all stripes to change the character of the legal industry. The opportunities developed by CMCP are ones that provide lasting and substantive change. With nearly 100 years of passionate commitment to diversity, Wendel Rosen encourages everyone to continue their efforts to "go the distance."

Enjoy the conference,

A handwritten signature in black ink, reading "Daniel Rapaport". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Daniel Rapaport  
Managing Partner  
Wendel, Rosen, Black & Dean LLP