

# Media Relations

THE WALL STREET JOURNAL

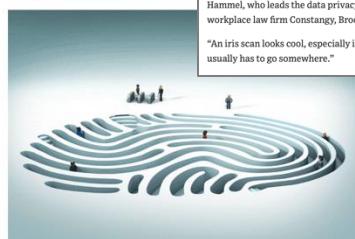
BUSINESS MANAGEMENT & CAREERS

## Workers Push Back as Companies Gather Fingerprints and Retina Scans

Lawsuits challenge firms over how biometric data gets collected and stored

By Te-Ping Chen [Follow](#)

March 27, 2019 10:52 am ET



Biometric data that is stored in the cloud, transferred to third parties and potentially subject to data breaches could expose workers to risks like identity theft, said William E. Hammel, who leads the data privacy, cybersecurity and information governance practice at workplace law firm Constangy, Brooks, Smith & Prophete.

"An iris scan looks cool, especially if you're impressing clients," he said. "But that data usually has to go somewhere."

**Client: Constangy**  
Securing quotes for thought leaders

Working with reporters to have Constangy attorneys contribute guest articles or be quoted as knowledgeable experts on various legal topics.

**ALM Media News**  
New York Law Journal, A Black Partner Responds to Firm Diversity

**A Black Partner Responds to GCs on Law Firm**  
By Don Prophete  
January 30, 2019

Appears in: The American Lawyer, The Recorder, Corporate Counsel, New York Law Journal, New Jersey Law Report, Online.Law.com, New Jersey Law Journal, The Legal Intelligencer, The National Law Journal, The Legal Intelligencer, Texas Lawyer

Over the last 20 or 30 years, various general counsel organization open letters chastising law firms for their lack of diversity, while the diversification of the legal profession. In 2005, Today, law firm racial diversity has increased, according to a recent report on black male lawyers in law firms virtually no more black males in law firms. The numbers for Latinos, Asians and "others" remain dreadfully low as well.

These numbers raise a question: How can this be happening with the myriad concerns and explanations why I believe the profession has regressed in the area of diversity.

First, a bit of personal background to explain why I believe I am qualified to provide the following: I am a black male who moved to the United States at 5. Due to the wealth of opportunities in the U.S., I was able to say my way through college and law school, and in one (then) Fortune 50 company, where I served as director of labor and employment law. After sharpening my proverbial tools in-house, I returned to law firm practice, with the ideal of making a difference in diversity and client service.

Since then, I have been nominated for every conceivable award doled out to the most meaningful lawyers in the labor and employment field, and I have tried two dozen cases and won 70 percent of them. I have served on the executive committees of major law firms, where I was elected for and was responsible for the growth and promotion of dozens of racially diverse lawyers. I am, as you have been told, the only black lawyer to ever have his name added to the masthead of an Am Law 250 law firm, have built an exclusive labor and employment practice that has hit eight figures. I have been successful at a very high level by every conceivable measure in the context of labor and employment law practice. As my pastor once told me, "God blesses tools and babies." Admittedly, I may be a combination of both.

Despite my success in the profession, my significant name recognition and my trial skills, I have never in 20 years of practice had a single GC reach out to me based on reputation, pedigree or skill to hire me for a major matter, like many of my white counterparts have been. Every single retention I have ever gained, whether common or bet-the-company, has been based on significant marketing and sweat. This is highly unusual for a majority lawyer of my achievements.

**ALM Media News**  
Bloomberg Law

**Daily Labor Report**

**Return to Office: Answers to Five Common Employer Questions**  
By Jason D. Friedman  
Constangy, Brooks, Smith & Prophete

As more employees are being recalled to workplaces nationally after months of remote work with no federal vaccine mandate, employers are asking attorneys about what policies they can impose on returning workers.

**Law Firms**  
Constangy Brooks Smith & Prophete

**Law Journal, #MeToo is 5 Years Old. This Is What Has (and Hasn't) Changed in Law Firms**

By Patrick Smith | Jessie Youn | Jacob Polacheck

November 1, 2022

Appears in: The American Lawyer, Daily Report Online, Law.com, New Jersey Law Journal, National Law Journal, The Legal Intelligencer, Texas Lawyer

Five years into the #MeToo movement, the far-reaching effects in society and in law firm culture continue to reverberate.

The movement has expanded the scope of conversations in law firms to correct other forms of discrimination and misconduct. Meanwhile, since the movement began, a younger generation of legal talent has pushed the legal industry to continue to improve protocols and ensure equality.

But the work is far from over. Some attorneys still point to the difficulty of bringing allegations against raimaking partners or other top leaders within firms, while remote-working conditions that arose during the pandemic may have created other conditions for harassment.

Teresa Rider Butt, Nashville-based administrative partner and general counsel at Constangy, Brooks, Smith & Prophete, said there is still a stigma for attorneys to bring claims against individuals in law firms, especially those in high-level positions. Butt has helped handle internal issues arising at her firm, while also advising law firm clients on these matters.

"It's very, very difficult with that power dynamic for that individual to feel comfortable coming to the firm management to say something about them because they know how much this person [brings to the firm], their book of business or their position in the firm and that sort of thing," she said.

"You have that at corporations, too, but I think at law firms there can be very differing positions that exist and you want to make sure that you're breaking down the barriers for all of those people to understand," Butt added.

Meanwhile, remote work during the last two and a half years has given law firms more options to handle inappropriate conduct, but it has also created issues through digital communication, such as Zoom, Facebook Messenger and other messaging. Butt said in her experience, the evolving technology and emergence of remote work has "cut both ways" as law firms attempt to increase accountability in the workplace.

Law firms can physically separate individuals now, Butt said, noting an instance of an attorney at a law firm she advised who made a complaint against another attorney. In this instance, the attorney whom she was complaining about was forced to work remotely in order to separate the two.

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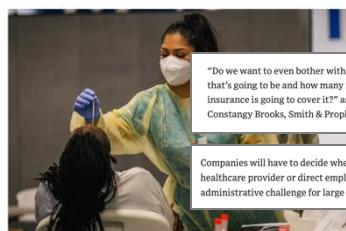
RISK & COMPLIANCE JOURNAL

## Companies Grapple With Questions About Covid-19 Vaccine Mandate

Biden administration's move renews debate about who should cover cost of testing for employees who don't want to get vaccinated

By Dylan Tokar [Follow](#)

Sept. 17, 2021 5:30 am ET



"Do we want to even bother with the weekly testing option, knowing how much trouble that's going to be and how many issues that's going to open with expense, and whether insurance is going to cover it?" asked Robin Shea, an employment lawyer at law firm Constangy, Brooks, Smith & Prophete LLP.

Companies will have to decide whether to offer their own testing services through a private healthcare provider or direct employees elsewhere. Setting up testing could be an administrative challenge for large companies in rural areas, in particular, Ms. Shea said.

**Hollywood Reporter**

NEWS FILM TV AWARDS LIFESTYLE BUSINESS GLOBAL VIDEO MUSIC WRITERS STRIKE

THR. ESQ.

**Netflix's Poaching of Fox Employees Could Set New Legal Precedent**

The streaming company has claimed that employees under contract are free to leave at any time, but employment law experts say that rules are unclear.

BY ERIC GARDNER [Follow](#) SEPTEMBER 29, 2016 6:20 AM

**Adds attorney Ken Sulzer at Constangy Brooks: "This could absolutely be impactful across industries, even outside TV and film production. There are lots of executives with fixed terms, and headhunters call them up every day."**

# Media Relations

**TRENDING:** Feds' engagement, satisfaction on the rise | Options to reduce HR burden |

**HIRING/RETENTION**  
**With FOIA backlogs on the rise, do agencies need direct-hire authority?**

A draft report being finalized by the FOIA Advisory Committee finds that many agencies are struggling to hire and retain FOIA professionals.

Justin Doubleday | [@doubledayWFED](#)  
March 7, 2024 2:01 pm | 5 min read

**The U.S. Securities and Exchange Commission (SEC) Awards Casepoint 5-Year Contract Extension for AI-Powered SaaS Data Discovery Platform**

**PR Newswire**  
September 24, 2024 • 3 min read

Casepoint secures recompete to continue helping the SEC with regulatory enforcement, compliance, investigations, and litigation.

TYSONS, Va., Sept. 24, 2024 /PRNewswire/ -- The U.S. Securities and Exchange Commission (SEC) has awarded Casepoint a five-year contract for its cloud-based data discovery platform and related services. [Casepoint](#) — the industry leader in data discovery technology for litigation, investigations, and FOIA — was chosen to continue helping the SEC drive efficiency while meeting technical and security requirements.

**LawSites**  
Tracking Technology and Innovation for the Legal Profession

[Home](#) | In Moving Its E-Discovery Matters to Casepoint, ICE Gives Another E-Discovery Vendor the Cold Shoulder

**In Moving Its E-Discovery Matters to Casepoint, ICE Gives Another E-Discovery Vendor the Cold Shoulder**

**Client: Casepoint**  
Securing media placements for thought leaders

Working with reporters to have Casepoint SMEs contribute guest articles or be quoted as knowledgeable experts. Also securing coverage in government trade media for news about new contract wins and product launches.

**Government Technology Insider**  
About | State & Local | Civilian | Defense & IC

ACQUISITION | AI & DATA | CYBERSECURITY | CX | DIGITAL TRANSFORMATION | HYBRID WORK

[Home](#) > Contributed Articles

**The Case for Generative AI (GenAI) in Government: Yes or No?**

by [Oliver Silva](#) — November 22, 2023 in Contributed Articles | Reading Time: 10 mins read

Generative AI (GenAI) is on nearly everyone's mind these days, and many people are worried. More than 1,000 tech leaders and researchers signed an open letter last month pause in developing the most powerful AI for a total moratorium. That's at the moment, and the unresolved issue is how to proceed.

**govCON GOVT AI OUTLOOK COMPANIES 2024**

**Casepoint**  
Reshaping the eDiscovery Landscape With Customer Centricity

**LAW360 Pulse**  
MODERN LAWYER | COURTS | DAILY LITIGATION | IN-HOUSE | MID-LAW | LEGAL TECH | SMALL LAW

**Casepoint Launches FOIA Management Service**

By [Matt Perez](#) • January 29, 2024, 4:15 PM EST

Legal technology company Casepoint announced on Monday the rollout of a new offering to manage Freedom of Information Act requests alongside its existing e-discovery capabilities....

# Media Relations

## ALM Media News

### Daily Report Online, Constangy Opens Raleigh Office to Expand Immigration Practice

#### Constangy Opens Raleigh Office to Expand Immigration Practice

By Meredith Hobbs  
September 18, 2019  
Appears in: Daily Report Online

In a move to expand its immigration practice, Constangy, Brooks, Smith & Prophete has opened an office in Raleigh, North Carolina, with a partner from rival labor and employment firm Foley, Deakins, Nash, Smoak & Stewart.

Both Constangy's new Raleigh partner, Justice C. (JC) Simao, and Foley's partner, Carolyn Sieve, will be based in the new office. The two firms have been working together on a pro bono basis for several years.

## ALM Media News

### Daily Report, Three Big Atlanta Firms Score High in Women in Law Ranking

#### Three Big Atlanta Firms Score High in Women in Law Ranking

By Meredith Hobbs  
July 15, 2016  
Appears in: Daily Report

Three Atlanta firms rank high in the latest survey—but Atlanta's Diversity Scorecard is still lagging.

In the Women in Law survey, Constangy, Brooks, Smith & Prophete was No. 9.

Immigration firm of the year, Lewis Brisbois Bisgaard & Smith, was the only participating firm to score in the top 10.

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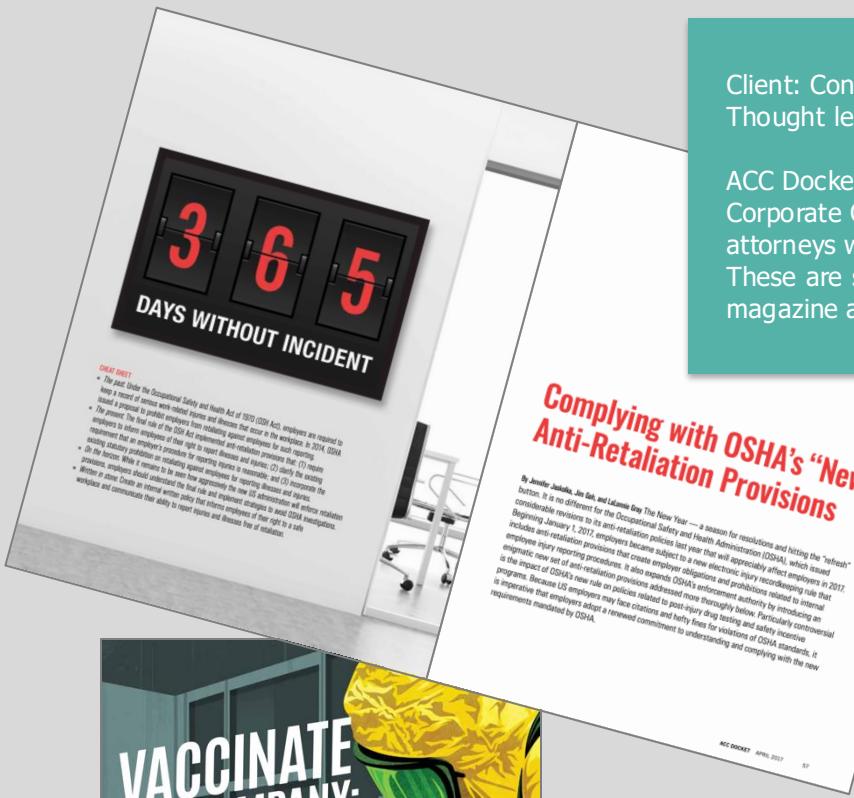
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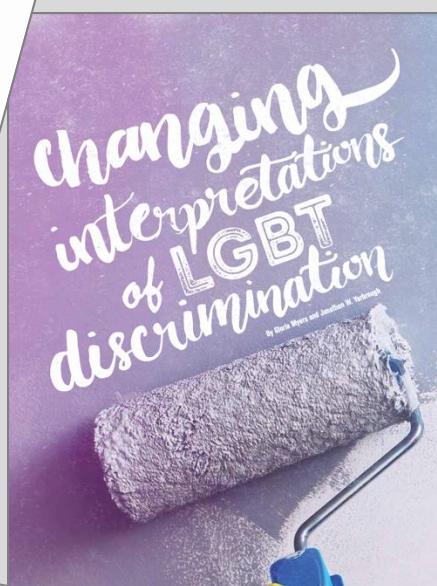
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# Media Relations



Client: Constangy  
Thought leadership articles

ACC Docket, the print/online magazine of the Association of Corporate Counsel, is widely read by the corporate attorneys who are Constangy's most important audience. These are several examples of articles I pitched to the magazine and helped Constangy partners write and edit.



# Media Relations

**Leadership**

## Constangy, Brooks, Smith & Prophete: Breaking New Ground in Law Firm Diversity

**Neil Wasser (right), Chair of the Executive Committee, and Donald Prophete, LLP, recently named Partner, Constanty, Brooks, Smith & Prophete, LLP**

**If you're trying to name a law firm that is breaking new ground in the area of diversity, your first thought probably wouldn't be a 70-year-old firm headquartered in the Deep South. But things have changed at Constangy, Brooks, Smith & Prophete, LLP, which recently became the first of the country's 350 largest law firms to have an African-American attorney as a Named Partner.**

The 166-year-old firm is one of the top six labor and employment law firms in the U.S. A regional powerhouse for decades, the firm has expanded since 2000 into markets across the country.

Recently, Constangy took another bold step, adding Kansas City attorney Donald Prophete as a Named Partner to a letterhead that had previously not included an attorney of color. His arrival is the centerpiece of an expansion that has brought more than 20 lateral partners and associates to the firm and opened new offices in Atlanta, Denver, and New York. The firm's carefully thought-out strategy for keeping the firm successful and viable into its next 70 years, designed to strengthen the firm's footprint in the South and to expand its influence in the industries where Constangy already has strong depth, such as retail, hospitality and healthcare.

Beyond the firm's corporate opportunity, Prophete's arrival at Constangy is in the vision of two men looking to forge a new model for what a law firm can be. Neil Wasser, chair of Constangy's executive committee and Prophete's fellow Atlanta attorney for his shadow, says, "Neil and I have been talking to younger attorneys – working together to look at law firm diversity in a new way. "You'd be hard-pressed to find a large law firm that doesn't have a section on diversity on its website. It's just that it's diversity," said Prophete. "Are they well-intentioned? Absolutely. Are their efforts working? To an extent, yes. But beyond a committee

**a training program, a hiring initiative, I think there is a lot of work still to be done in establishing meaningful diversity. Despite many real and significant efforts over the years, we have seen a lack of diversity in law firms, and that's a higher level of legal representation. We're trying to change that."**

Prophete is excited about the "two-decades" approach to law firm diversity. "We've been focusing on a greater percentage of minorities as entry-level, a lower level, to lose them along the way up. We've actively seek non-traditional backgrounds and experiences to help them succeed in the courtroom or at the bargaining table."

"The most important part of our diversity is our commitment to our clients, who've been good to us, and the trust and trust of our clients," says Prophete. "We have clients who are different, from baby boomers to Gen Y, and from perspectives that are very similar, and from perspectives that are very different."

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**16 MULTICULTURAL LAW 2015 Edition**

**Client: Constangy**  
Highlighting the firm's diversity

Partnering with "personality" magazines to highlight the firm's impressive diversity to an audience that includes corporate counsel (potential clients) and private practice attorneys (potential hires).



**Law Firm of the Month**

## CONSTANGY, BROOKS, SMITH & PROPHETE, LLP

### A New Chapter Begins

By Laura Maurice

**Law Firm of the Month**

## Constangy, Brooks, Smith & Prophete, LLP

**ALL-STAR ISSUE**

**T**he stately décor in the Atlanta headquarters office of Constangy, Brooks, Smith & Prophete, LLP reflects the southern heritage of the law firm that was founded in 1946 by Frank Constangy. While the office's rugs and mahogany furniture may be somewhat "old school," the labor & employment boutique is anything but. On the cusp of its 70th anniversary next year, the firm has become one of the top labor and employment boutique firms in the country, with more than 160 lawyers in 16 states. The management-only firm handles litigation prevention and defense, labor relations, benefits, immigration, wage and hour, occupational safety and health, affirmative action and workers' compensation.

Since 1999, the firm has grown aggressively, opening 19 new offices and expanding its footprint beyond the Southeast. Constangy's grandson, Neil Wasser, has overseen much of that

growth since being named chair of the firm's executive committee in 2006. Now, Constangy is poised for further growth and reached an important milestone with the addition of name partner and high-profile labor and employment lawyer, Don Prophete, in March. Prophete is the first African-American name partner among the largest 350 law firms in the United States. It's a fact that Prophete and Wasser are proud of. Indeed, their shared vision of growth and diversity is central to their union. Together, and with the mandate and support of the expanded Constangy team, the two are taking bold steps to re-envision the model for diversity in law firms. Joining Prophete are more than a dozen other lawyers in various markets with whom he worked or knew from prior firms. With the additions, Constangy has opened new offices in Denver and New York. Prophete will divide his time between New York and his home base of Kansas City.

**T**housands migrate to California every year with dreams of stardom and success. For labor and employment firm Constangy, Brooks, Smith & Prophete, LLP, those dreams came true. Already thriving in cities around the country and headquartered in Atlanta, Constangy has now three California offices, a total attorney staff of 35, and a list of corporate clients that looks like the Fortune 100 in just under four years. The California partners credit their solid track record, commitment to diversity and smart recruitment for its rapid growth.

"It's a great group of people we've brought to the firm, and the diversity is really impressive," says Ken Sulzer, who signed on to lead the practice in California, starting in Los Angeles in 2011. In the L.A. office, he runs two startups, the Orange County office in the San Francisco office, and the San Jose office. Sulzer says the California presence was needed both to serve Constangy clients from across the country with operations in California and to move into the growing market in California, where he has significantly more regulation and more work in labor and employment law than those in the Northeast. To date, the employers include clients like NASCAR, Take-Tell, Anthem Blue Cross, Bristol Farms, National Hot Rod Association, Swigert, Cantor Fitzgerald, Texas, American Pictures and Television, Swigert, Ryder Truck, Brady Pac, and Sutter who currently co-heads of Class Action Labor and Employment at Seyfarth.

Sulzer was previously co-head of Class Action Labor and Employment at Seyfarth. He says that he was drawn to Constangy by Denver partner Steven Moore, who had been co-counsel on a large class action case (and as executive committee chair Neil Wasser and Kansas City partner Donald Prophete, Moore and Sulzer to help start and grow the firm's California labor and employment practice, particularly in the area of defending class actions and class actions under the California Private Attorneys General Act).

# Media Relations

DEFENSE CENTERS OF EXCELLENCE  
For Psychological Health & Traumatic Brain Injury

About DCoE Psychological Health Traumatic Brain Injury Service Members & Families

Home > DCoE Blog > 'People Magazine' Features Real Warriors Campaign Profilee Maj. Jeff Hall

Go Back Share / Save Recommend 71 people recommend this. Be the first of your friends.

## 'People Magazine' Features Real Warriors Campaign Profilee Maj. Jeff Hall

Posted by DCoE Public Affairs on February 18, 2013

"I was a broken man ... helping others is my way of paying it forward." — U.S. Army Maj. Jeff Hall

After two tours of duty in Iraq, Maj. Jeff Hall found himself coping with posttraumatic stress disorder, depression and thoughts of suicide. Jeff and his wife Shen, volunteers for DCoE's **Real Warriors Campaign**, shared their story in the Feb. 18 print issue of "People Magazine."

The couple spoke candidly about how Jeff's experiences during and after deployment affected their marriage and family life, their decision for help and their career. Kudos to them for seeking help.

"He said 'we' with support, not 'I' with suicide."

**FOX43** CENTRAL PENNSYLVANIA

**Stauffers** of Kissel Hill

**Picked at the Peak of Flavor Sweet Corn**  
Grown by the Calloway Family, Seaford, Delaware

2005. (Photo)

With support, not suicide.

**Real Warriors Campaign** helps veterans battling PTSD

by Anthony Natale Producer

Comments (2)

SHARE UPDATE

Veteran Affairs Loan

Veteran Affairs Loans Made Easy. Get A Quote In 2 Mins - \$0 Down. [www.VeteransUnited.com](http://www.VeteransUnited.com)

"Real Warriors Campaign" helps veterans battling PTSD

Jun. 17, 2013

FOX 43

8:29

N.C.I.S. MOST WANTED

866-966-1020

www.realwarriors.net

CBS 43

Client: US Department of Defense  
Real Warriors Campaign

In nine months of leading the campaign's media relations efforts, we secured 7,895 media clips and 12,500 airings of television and radio PSAs. The campaign received a 2013 PRSA Silver Anvil for outstanding integrated government public relations campaign.

**LENS**  
PHOTOGRAPHY, VIDEO AND VISUAL JOURNALISM

May 15, 2013, 6:10 pm 2 Comments

## Still Shooting After the End of War

By ANDREW W. LEHREN



United States Army Sgt. Kyle Ellison searched the roof a house in Buhriz, Iraq, for weapons during an assault.

# Media Relations – oldies but goodies



May 12, 2003  
National Women's Check-Up Day

## Media Coverage

### 2003 Overview

**Print Highlights**

- 172 stories about National Women's Check-Up Day and National Women's Health Week appeared in daily newspapers, reaching a combined audience of more than 10 million people.
- 48 stories in appeared in major papers with a circulation of more than 50,000 people, including:
  - Washington Post
  - Chicago Tribune
  - Arizona Republic
  - Atlanta Journal Constitution
  - Boston Globe
  - Fort Worth Star Telegram
  - Indianapolis Star
  - Orlando Sentinel
  - Times-Picayune (New Orleans, LA)
  - Seattle Post-Intelligencer
  - Providence Journal (RI)
  - Post-Standard (Syracuse, NY)
  - News & Observer (Raleigh/Durham, NC)
  - Honolulu Advertiser
  - Daily Oklahoman (Oklahoma City, OK)
  - Memphis Commercial Appeal
  - Chicago Daily Herald
  - Brooklyn Skyline
  - Asbury Park Press (New York, NY)
  - Connecticut Post
  - Erie Times-News (Erie, PA)
  - Evansville Courier Press (Evansville, IN)
  - Honolulu Star-Bulletin
  - Sunday News (Lancaster, PA)
  - Sunday Eagle Tribune (Lawrence, MA)
  - Staten Island Advance
  - Montgomery Advertiser (AL)
  - Mobile Register (AL)
  - Billings Gazette (MT)
  - Columbus Ledger-Enquirer
  - Diario Las Americas (MI)
  - Gwinnett Daily Post (GA)
  - Herald-Sun (Durham, NC)
  - Press and Sun-Bulletin (PA)
  - Trenton Times (Trenton, NJ)
- Stories about National Women's Check-Up Day appeared in more than 100 weekly newspapers with a combined circulation of more than 1.3 million people.
- Five magazines, including Redbook and Black Enterprise ran stories about National Women's Check-Up Day and National Women's Health Week.
- U.S. Congresswomen Diane Watson, Jo Ann Emerson and U.S. Senator Barbara Boxer issued press releases in support of National Women's Check-Up Day and National Women's Health Week.
- Congresswoman Ileana Ros-Lehtinen submitted an op-ed to Diario Latino, a leading Hispanic newspaper in Miami.

Client: Office on Women's Health – National Women's Check Up Day

I managed media relations efforts generating 376 news stories in print, radio and television outlets.



Client: Substance Abuse and Mental Health Services Administration

I managed television PSA distribution that yielded 1,696 airings on 63 stations nationwide.



### Print Highlights

- We secured placement of an op-ed by former Surgeon General Dr. David Satcher in the **Los Angeles Times** and the **Houston Chronicle**.
- 388 stories** about National HIV Testing Day appeared in daily newspapers, reaching a combined audience of more than **38 million people**.
- 95 stories** in major papers with a circulation of more than 100,000, including:

Washington Post	Richmond Times-Dispatch
Los Angeles Times	Austin American Statesman
Chicago Tribune	Riverside Press-Enterprise
Newsday	Jackson Clarion-Ledger
Houston Chronicle	Rochester Democrat and Chronicle
Dallas Morning News	Palm Beach Post
Baltimore Sun	Florida Times-Union
St. Petersburg Times	Memphis Commercial Appeal
Newark Star Ledger	Providence Journal-Bulletin
Atlanta Journal-Constitution	Raleigh News and Observer
Rocky Mountain News	Chicago Daily Herald
Denver Post	White Plains Journal News
St. Louis Post-Dispatch	Grand Rapids Press
Fort Lauderdale Sun-Sentinel	Delaware News Journal
Orlando Sentinel	The State (Columbia, SC)
Detroit News	Knoxville News-Sentinel
Charlotte Observer	Sarasota Herald-Tribune
Pittsburgh Post-Gazette	Lexington Herald Leader
Buffalo News	La Opinion
San Antonio Express-News	Washington Times
Seattle Times	Sarasota Herald-Tribune
Daily Oklahoman	Spokane Spokesman-Review
Syracuse Post-Standard	Daytona Beach News Journal
Tampa Tribune	Augusta Chronicle

Stories about National HIV Testing Day appeared in more than **100 weekly newspapers**, including Los Angeles, Chicago, Baltimore, Pittsburgh, Austin and Las Vegas city weeklies with circulations of more than 50,000, and the suburban Atlanta Neighbor newspaper group, with a combined circulation of more than 300,000.

Stories about National HIV testing day were distributed to **minority media** through the National Newspaper Publishers Association (African-American newspapers) and Hispanic PR Wire.

Client: US Centers for Disease Control and Prevention – National HIV Testing Day

I led media relations efforts that generated coverage in 783 media outlets.