

INDIVIDUAL HONOREE



SHARON LIPPETT, *Shearman & Sterling LLP*

Continuous Pro Bono Commitment Exemplified by Employment Law Help to Multiple Nonprofits

Sharon Lippett is counsel in the Executive Compensation and Employee Benefits group at Shearman & Sterling LLP. She received a B.A. from Washington University, an M.B.A. from New York University, and her J.D. from Rutgers School of Law.

For more than ten years, Ms. Lippett has been sharing her much needed talent and skill set with an impressive array of Lawyers Alliance nonprofit clients seeking employment law advice.

Community Food Advocates (CFA) works to expand and improve child nutrition programs and increase access to nutritious food for all New Yorkers, especially the two million living in poverty. Ms. Lippett assisted CFA in drafting an independent contractor agreement with one of its founders, who was until recently an employee of the organization. Special care was taken to ensure that the new relationship is clearly an independent contractor rather than employee. As a result, the organization benefits from the founder's experience and there has been a smooth staff transition, allowing the organization to continue to operate efficiently. Liz Accles, CFA's Executive Director, says, "I valued Sharon's help with the independent contractor agreement because as an organization focused on its programming and advocacy work, we need to rely on counsel to identify issues to follow proper procedure, and I fully trusted Sharon to fulfil that role."

Ms. Lippett volunteered to develop a mandatory reporting policy for **Iris House**, which provides comprehensive services and advocacy for women, families, and communities infected with and affected by HIV/AIDS, while simultaneously providing prevention and education services for clients and at-risk communities. Along with her Shearman colleague Doreen E. Lilienfeld, Ms. Lippett drafted an internal policy for reporting suspected cases of child abuse and maltreatment to the appropriate authorities, an important policy for any organization dealing with vulnerable populations. Michael Smirlock, the organization's Senior Director of Administration and Performance Measurement, says, "Sharon was very professional and very responsive to our needs throughout the process."

Ms. Lippett also served these additional clients: **Bridge Builders Community Partnership, Bridge Street Development Corporation, Caring Community, Carnival of Love, Diaspora Community Services, DOROT, Hope of Israel Senior Citizens Center, Riverdale Senior Services, and South Asian Council for Social Services.**

Ms. Lippett says, "My pro bono experiences with Lawyers Alliance have been rewarding and enjoyable. The pro bono clients are a pleasure to work with and I am constantly amazed by how much they undertake and accomplish, often with very minimal resources. The support provided by the staff attorneys at Lawyers Alliance is always helpful."