

2012



# diversity report

The publication  
highlighting diversity and  
inclusion initiatives at  
K&L Gates LLP.

**K&L GATES**



# Table of Contents

Diversity in a Global Market.....	4
Recruitment .....	5
Eighth Annual Introduction to the Texas Legal Market.....	6
MIP Committee Summer Associate Program .....	6
Harrisburg Office Hosts 1L Summer Intern .....	7
Charlotte Office Sponsors Legal Diversity Clerkship .....	7
Annual Diversity Fellowship .....	8
Los Angeles Hosts WIP Reception .....	8
Highlights from Around the Firm .....	9
Development .....	11
Client Q&A with Laurie Robinson, CBS .....	12-14
International Women in Law Summit .....	15
Corporate Counsel Women of Color® Reception Symposium.....	15
Shanghai and Beijing International Women’s Day Reception .....	16
Charlotte Office Participates in Apex Program .....	16
Women in the Profession Sponsor the WCD Annual Americas Institute.....	17
Thomas Wins Gay Softball World Series Discrimination Case .....	17
Highlights from Around the Firm .....	18
Outreach .....	19
Discovering Justice and Citizen Schools’ Evening of Mock Trials .....	20
Firm Sponsors Robert Treat Academy Essay Contest .....	20
Lawyers Coach Students in Preparation for Mock Trial.....	21
Coaching for Bancroft Elementary School Students .....	21
Highlights from Around the Firm .....	22
Sponsorships .....	23
Speaking Engagements and Events .....	25
Sponsorships .....	26
Awards .....	29
Firmwide .....	30
Highlights from Around the Firm .....	31

# Diversity in a Global Market



In a global market, we at K&L Gates continue to promote and strive for greater diversity and inclusiveness within our firm and in the law profession at large. Our efforts focus on three key areas: recruitment, development, and outreach.

In 2011, the firm hired a new firmwide director of diversity and inclusion. Valerie Jackson's work focuses on career and professional development, business development, and driving inclusiveness as a cultural and business imperative. As a former practicing lawyer, she also works to develop strategic partnerships with the firm's clients to help increase diversity throughout the legal profession.

Our recruitment efforts in the past year have included participation in career fairs and events for diverse students from California to London. We have also participated in events sponsored by our Women in the Profession committee around the world that target the recruitment of women into our firm and the profession.

In the development arena, this year's report spotlights the importance of developing new talent globally. We begin with a Q&A with Laurie Robinson, the founder of Corporate Counsel Women of Color® (CCWC) and senior vice president and assistant general counsel at CBS Corporation. CCWC is a remarkable organization that is dedicated to the career development of women lawyers across the globe. Our firm is

the lead sponsor of CCWC. We also highlight development events and efforts that have been undertaken throughout our firm.

On the outreach front, our lawyers have worked within their communities by becoming involved in civic and bar association mock trial programs for students, the annual Robert Treat Academy Essay contest, and other programs geared toward elementary and high school children and undergraduates.

We also highlight the many diversity events and speaking engagements our lawyers participated in, as well as the various local and national diversity-related organizations our offices actively support.

As our firm continues to expand its footprint around the world, we know that valuing our inherent diversity as a global firm and working to instill an inclusive culture in each of our offices are crucial efforts – both for the development of our lawyers and for the benefit of our clients.

Janice C. Hartman  
*Women in the Profession Committee Chair*

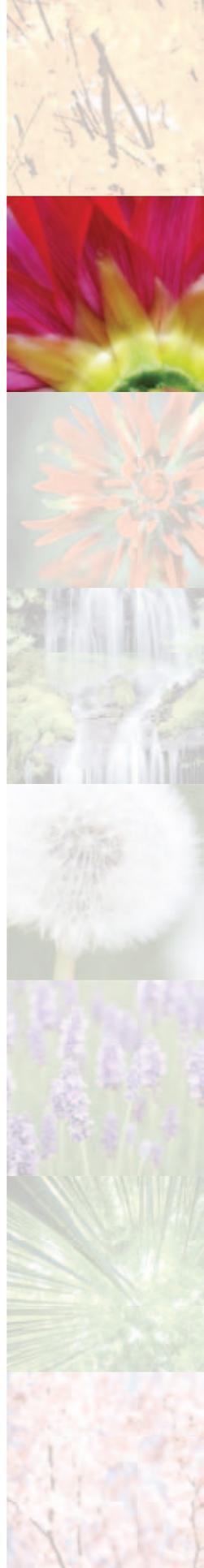
Valerie A. Jackson  
*Firmwide Director of Diversity and Inclusion*

Peter J. Kalis  
*Chairman and Global Managing Partner*

Peter W. Sweeney Jr.  
*Diversity Committee Chair*

# Recruitment

A strong recruiting platform is essential to developing and sustaining a diverse workforce at K&L Gates. As a firm, we take an aggressive approach to the recruitment of diverse lawyers. The firm regularly participates in a variety of programs and partnerships to attract top legal talent from wide-ranging backgrounds.





### Eighth Annual Introduction to the Texas Legal Market

The firm's Austin and Dallas offices hosted the Eighth Annual Introduction to the Texas Legal Market, an informative program designed to provide minority students in Texas law schools with a look at the legal career opportunities available throughout the state.

Speakers included Lorelei Cronin, in-house counsel at Mary Kay; Denise Davis, chief-of-staff, Office of the Texas Speaker of the House; Rick Flores, criminal defense attorney for Minton, Burton, Bassett & Collins; and Cedric Powell, associate in the firm's Dallas office. Dallas partner Cindy Ohlenforst, head of the Texas Diversity Committee, welcomed the students. Austin Administrative Partner Jack Erskine shared valuable insight about K&L Gates and law firm life.

Following the event, K&L Gates lawyers joined the law students at a cocktail reception, allowing the students an opportunity to make business connections and ask questions. Almost 50 students attended the event, which is the largest turnout since the program's inception. ■

### MIP Committee Summer Associate Program

For the second consecutive year, the Research Triangle Park (RTP) office hosted interviews for the North Carolina Bar Association Minorities in the Profession (MIP) Committee's Summer Associate Program.

The program places minority 1L students with North Carolina law firms and in-house legal departments. This year, more than 20 students interviewed with 10 employers. Two students from the program were chosen to join K&L Gates as summer associates in the RTP and Raleigh offices.

RTP partner and Diversity Committee member Mike Gordon continues to serve as a member of the North Carolina Bar Association MIP Committee. ■



### Harrisburg Office Hosts 1L Summer Intern

The firm's Harrisburg office hosted a 1L intern under the auspices of the Capital Area Managing Partners (CAMP) Diversity Initiative in the summer of 2011 and will host again in 2012.

The program is focused on increasing the number of minority lawyers who practice in the Pennsylvania capital region. The eight-week program provides 1Ls with the opportunity to gain exposure to substantive legal work and elements of daily professional private practice. Interns also are given networking opportunities, instructive performance evaluations, and mentor assignments during their time at the firm. ■

### Charlotte Office Sponsors Legal Diversity Clerkship

The firm's Charlotte office partners with the Mecklenburg Bar Association each year to sponsor the Charlotte Legal Diversity Clerkship, a highly competitive summer program for first-year law students.

This year's clerk is a 1L from Columbia Law School who will spend six weeks working in the Charlotte office and six weeks working in the Charlotte law department of the Compass Group. In addition to the law firm and corporate law department experiences, program sponsors like K&L Gates host opportunities for the clerks to connect with local affinity bar associations, public officials, and professionals in the Charlotte community. ■



### Annual Diversity Fellowship

In 2011, the firm awarded its 1L Diversity Fellowship to Tim Hsai, a student at Stanford Law School. The annual scholarship provides a paid summer associate position in the Seattle office as well as a \$10,000 academic scholarship for the following year. Recipients are selected based on leadership experiences, community involvement, academic achievement, and writing skills. ■

### Los Angeles Hosts WIP Reception

In March, the Los Angeles office hosted a Women in the Profession (WIP) reception for women students attending local law schools including UCLA, USC, Loyola, and Pepperdine. The event provided an opportunity for the students to meet the firm's lawyers and learn about practicing law in a large firm. ■

# Highlights from Around the Firm



## London

The London office and senior associate Rajeev Joshi were featured in the U.K. Stonewall LGBT Graduate Recruitment Guide “Starting Out.” The guide includes tips on getting legal jobs, insider information, and the top 100 employers for gays and lesbians.

Our London office also works with Sponsors for Educational Opportunity (SEO) London, a nonprofit organization focused on improving access into competitive professions for students from under-represented ethnic minority backgrounds. The London office helps to provide minority undergraduates an opportunity to participate in their internship program and trainee placements.

## Los Angeles

The Los Angeles office organized the panel “Life as a Diverse Attorney at a Large Law Firm” at the Loyola School of Los Angeles for law students.

## Miami

Miami partner Bill Simonitsch is a mentor for Asian Pacific American students at the University of Miami School of Law.

## Seattle

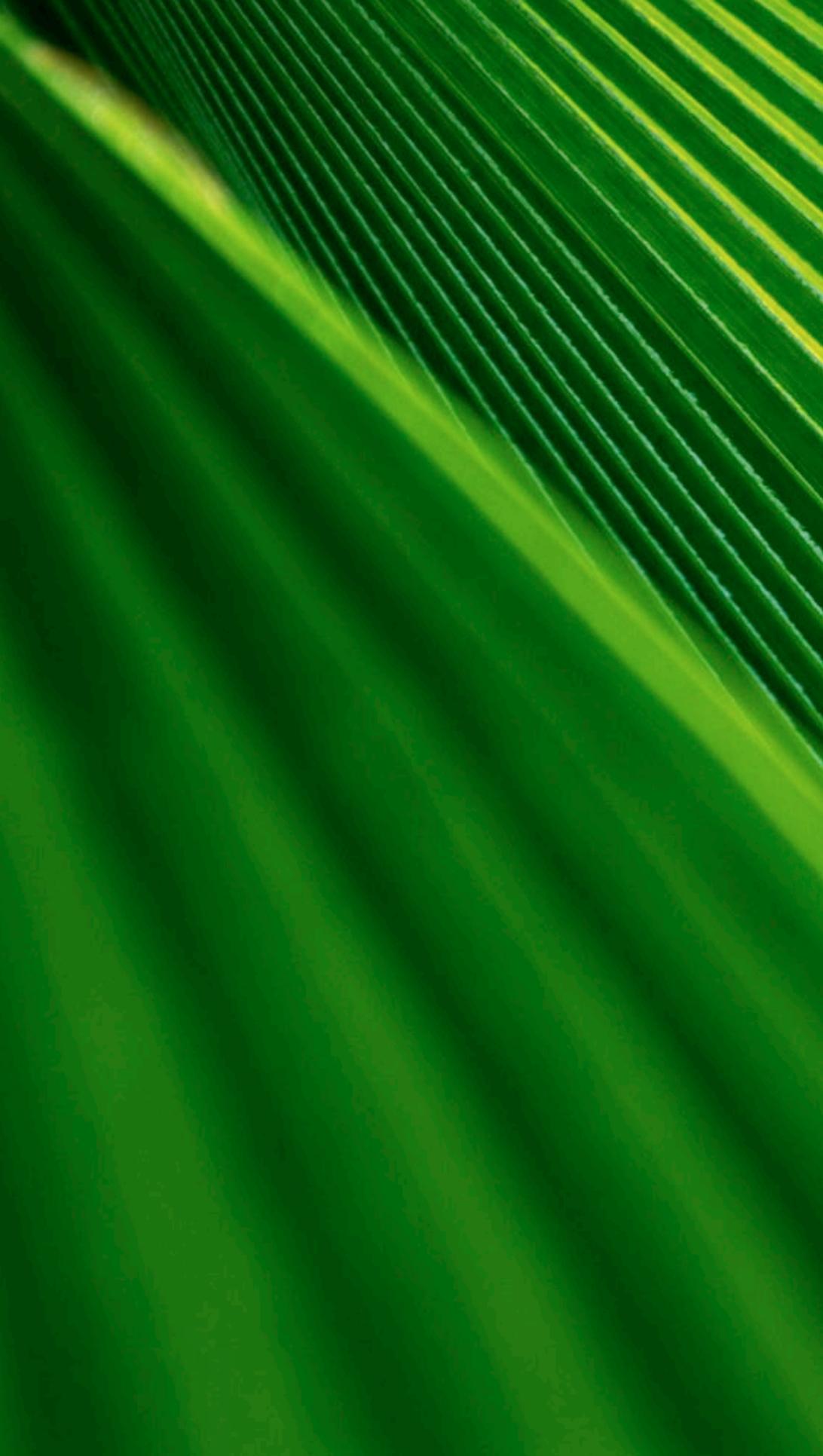
The Seattle office is heavily involved with the University of Washington and Seattle University 1L Diversity Career Fairs, and attended both fairs in 2011.

The Seattle office also hosts and participates in several other diversity-related recruiting programs throughout the year. In addition to hosting the recipient of the K&L Gates 1L Diversity Fellowship, the office hosts a 1L Diversity Fellowship Reception, with attendance including legal employers and representatives of Seattle-area minority bar organizations.

## Washington, D.C.

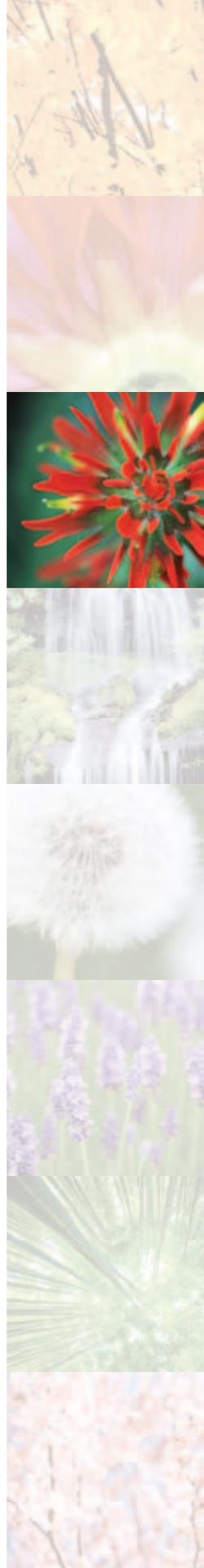
The Washington, D.C. office hosted the American Association of People with Disabilities’ summer internship kick-off event. More than 30 students with all types of disabilities are participating in the program in 2012.

Members of the Washington, D.C. office also participated in a career planning seminar with the Asian Pacific American Bar Association Educational Fund. ■



# Development

After recruiting exceptional, diverse legal talent, K&L Gates focuses on developing that talent. We ensure diversity is a consideration in firm leadership, management practices, human resources, financial decisions, and communications. Mentoring programs, affinity groups, and professional development opportunities also enhance our development efforts.



# Client Q&A with Laurie Robinson

*CEO and Founder, Corporate Counsel Women of Color® and Senior Vice President and Assistant General Counsel, CBS Corporation*



K&L Gates interviewed the founder of one of the largest organizations of diverse female lawyers in the world to learn about what she is doing to support the career development of members.

## **What was the impetus for founding Corporate Counsel Women of Color (CCWC)® and why was it important to you to have a global membership?**

I started working in New York City as a new lawyer in 1998. The legal profession has been slowly evolving in the area of diversity, but in general, there was little diversity in law firms and that really bothered me. Women of color lawyers that I knew saw few people of color in their corporations and desired a way to connect with people of similar backgrounds and experiences.

We were also scattered throughout the city, so oftentimes we did not see or have contact with other diverse lawyers working at other companies. There was a small group that would network at informal dinners. I collected the business cards of those women and decided to create a directory of women of color working in corporate legal departments.

The goal was to have a resource readily available so we could find, reach out, and connect with one another. Initially, I started with approximately 10 names. Within two weeks, through word of mouth about the project, the list grew to 50 names. I remember how shocked and amazed I was that we found 50 women of color lawyers in corporations in New York City. Word about

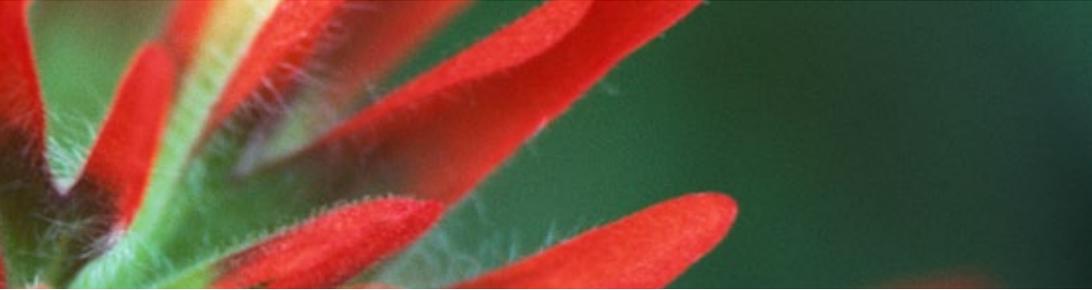
the effort continued to build, and we then found about 600 people around the United States. In 2004, my former employer provided pro bono legal services and helped me incorporate the organization as a nonprofit 501(c) (3) organization.

Today, we now have more than 2,700 women of color lawyers who work primarily for Fortune 1000 and Forbes 2000 companies around the globe.

In 2005, CCWC® held its first international career strategies symposium in Paris. In subsequent years, we've held symposiums in London, Paris, Singapore, Dubai, South Africa, and in February 2012, we had our sixth annual symposium in São Paulo, Brazil.

We have had hundreds of women of color lawyers, 98 percent of the attendees being from those regions, who have attended our events.

What I noticed was that though these women were from different parts of the world, they, like the women of color in the United States, wanted the same exact things: to grow, develop, have equal opportunities and access, and overcome the glass ceiling in their organizations.



**Is how we view diversity in the United States relevant on a global basis, and if so, why?**

Diversity is smart business. It brings different viewpoints and accelerates innovation outcomes. In the United States, the combined buying power (disposable income) of racial minorities is estimated to rise to more than \$2 trillion by 2015.

Companies who are not marketing to these groups, or developing products for these groups, are leaving opportunities on the table. In the 21<sup>st</sup> century most successful companies have operations, goods, and customers in other parts of the world. It is critical to engage and include the perspectives of many people from multiple backgrounds to understand the issues and fine tune the products to maximize services and profits.

In light of globalization, companies cannot afford to have a homogeneous group sitting around a conference room table someplace in the United States thinking of all the ideas and making all of the decisions. If they do, they will miss out. The smart way to do it is to have the conference with diverse lawyers included in the discussion, and a videoconference to the diverse lawyers in the other parts of the globe to utilize varied perspectives.

**In your experience with CCWC®, what are the greatest concerns and obstacles shared by CCWC® members?**

In our groundbreaking research report “Perspectives of Women of Color in Corporate Legal Departments,” our members expressed that they aspired to the positions of chief legal officer, division general counsel, and/or head of a business unit.

Despite these high career aspirations, the majority noted that they did not believe or know whether they were part of the company’s succession plan or being groomed to head a department, business unit, or division.

What our members are looking for are avenues where they can grow and develop their skills and talents, and be in line for leadership positions within their corporations. This year at the CCWC® and K&L Gates 8<sup>th</sup> Annual Career Strategies Conference, we will launch for the very first time the General Counsel Training Boot Camp. In this hands-on program, we will cover corporations, mergers and acquisitions, labor, employment, litigation, and intellectual property. We will also launch the CCWC® MBA in a Day for Lawyers where attendees will be exposed to accounting and financial statement concepts in the M&A context. These programs will add to our members’ portfolio of skills.

We will provide supplemental training sessions during 2013 to help to meet their needs.

## Client Q&A with Laurie Robinson (cont.)

*CEO and Founder, Corporate Counsel Women of Color® and Senior Vice President and Assistant General Counsel, CBS Corporation*



### What successful diversity strategies have you seen corporations utilize that law firms could emulate?

Last year, CCWC® awarded American Airlines with its Diversity Award of Excellence. American Airlines' legal department provides a good example of how to give all lawyers equal opportunity and access to training, development, mentorship, and connections with senior management. The company offers a one-year rotational assignment program, which provides lawyers the opportunity to work, and gain knowledge in a new area of expertise.

In addition, Gary Kennedy, general counsel of American Airlines, encourages cross-section lunches, where different practice groups within the organization have lunch to encourage morale and collegiality among peers. American Airlines further sponsors high-talent lawyers, including diverse women lawyers, to participate in leadership development programs.

Law firms can do the same. By providing lawyers with access and exposure to diverse practice areas, — employment, privacy, labor, litigation, intellectual property, etc. — it can only help to build and strengthen their skills which will ultimately make them better lawyers and help them to maximize the services offered to clients.

### How can corporations and law firms best develop their diverse talent?

I strongly believe that if lawyers have access, exposure, and developmental opportunities they will be strong assets within their companies. Utilization studies indicate that diverse lawyers are underutilized in their work assignments. One way to ensure equal opportunity is to monitor the workload and workflow of all lawyers to ensure that substantive work is distributed equally.

Also, law firms can support lawyers in their career development by supporting their attendance at leadership conferences, seminars, and executive leadership programs, and by conducting in-house CLEs on developments in the law, and by providing regular feedback.

Finally, corporations can develop talent by assigning them to executive job coaches with a curriculum and course work to enhance skills critical to the corporation. ■



### International Women in Law Summit

Shanghai partner and Women in the Profession Committee member Amy Sommers served as a panelist at the 2012 International Women in Law Summit in London. Sommers' panel, "The Role and Impact of Globalization on Women's Careers," addressed various obstacles faced by women legal professionals.

The panel discussion was related to an article Sommers wrote, "The Role and Impact of Globalization on Women's Careers: Women in the Chinese Legal Profession," which explores the communication and other gender challenges that might exist in the Chinese legal market, and how Chinese women lawyers face and overcome particular challenges.

K&L Gates was a sponsor of the event. ■

### Corporate Counsel Women of Color® International Symposium

São Paulo and New York partner Marc Veilleux presented at the Corporate Counsel Women of Color® (CCWC) and K&L Gates Sixth Annual International Career Strategies Symposium in São Paulo, Brazil.

Veilleux's presentation, "A Budding Continent: Opportunities & Doing Business in South America," was attended by approximately 50 women representing various companies.

K&L Gates is the largest sponsor of all CCWC® events each year. ■



### Shanghai and Beijing International Women's Day Reception

The Beijing and Shanghai offices' Women in the Profession (WIP) Committee members hosted a wine tasting reception at the Shanghai office in honor of International Women's Day.

The event recognized the talents and contributions of leading women executives, entrepreneurs, and professionals. A presentation was given to highlight the location, pictures, and practices of the firm's women partners located throughout the world. Lawyers from both the Shanghai and Beijing offices attended the reception. ■

### Charlotte Office Participates in Apex Program

The firm's Charlotte office is participating in Apex, a mentoring program designed to advance and connect associates in their third and fifth years of practice with tenured lawyers in Charlotte's corporate legal departments. The program seeks to provide experience and opportunities that help minority associates gain exposure and access to corporate clients. The program was founded by the Mentoring Taskforce of the advisory group for the Charlotte-Mecklenburg Managing Partners and General Counsel Diversity Initiative, to which K&L Gates is a signatory. ■



### Women in the Profession Sponsor the WCD Annual Americas Institute

In March, the firm's Women in the Profession Committee sponsored the Women Corporate Directors' (WCD) first annual Americas Institute. WCD is a global organization focused on bringing corporate directors from public and private companies together to foster a community through "leadership, diversity, education, and best practices in corporate governance." The Americas Institute examined doing business in Latin America from a director's perspective, best practices in corporate governance, and the rise of Multilatinas Corporations. ■

### Thomas Wins Gay Softball World Series Discrimination Case

Seattle partner Suzanne Thomas successfully settled a widely publicized pro bono case involving three bisexual men of color who were suing the North American Gay Amateur Athletic Alliance (NAGAAA) for discrimination during the Gay Softball World Series.

Due to strict limitations on the number of heterosexual players allowed to participate, the men, and two Caucasian men, were questioned by the NAGAAA committee about their sexual orientation. The committee voted the men of color to be "not gay enough." The Caucasian men were permitted to play, despite giving the same answers.

As part of the settlement, K&L Gates, with the National Center for Lesbian Rights and NAGAAA, co-hosted a panel at the 2012 Gay World Softball series in August relating to the effects of exclusionary rules, historic discrimination, and negative stereotyping against LGBT (lesbian, gay, bisexual and transgender) athletes at all levels of sports, and the need to eradicate such discrimination.

Other members of the legal team included Peter Talevich, Michael Ryan, Dennis Tessier, and Patrick Felde. Also contributing were Jody Duvall, John Wilson, Amber Penn-Roco, and Megan Lambert. ■

# Highlights from Around the Firm



## Charlotte

Charlotte partner Felicia Washington is an advisory group member for the Charlotte-Mecklenburg Managing Partners and General Counsel Diversity Initiative, to which K&L Gates is a signatory. Washington also chairs the Mecklenburg County Special Committee on Diversity.

## Chicago

Associate Sangmee Lee is a member of the board of the Korean American Bar Association in Chicago.

## Dallas

The Dallas office hosts several “Celebrate Diversity Days” throughout the year, including celebrations of Martin Luther King Jr., Cinco de Mayo, and Women’s Independence Day.

## London

K&L Gates has long been a member of Stonewall’s Diversity Champions program, a forum for organizations committed to improving the work environment for LGBT employees. Our London office is also part of the InterLaw forum, an established group for LGBT lawyers to network and undertake joint initiatives in the legal sector.

## Los Angeles

The Los Angeles office participated in a networking reception sponsored by the California Minority Counsel Program.

## Miami

Miami partner Bill Simonitsch was elected the National Asian Pacific American Bar Association (NAPABA) secretary in November 2011. He was also reappointed as co-chair of the organization’s Bankruptcy, Restructuring, and Creditors/Debtors’ Rights committee. Simonitsch was also selected to represent K&L Gates as a 2012 Leadership Council on Legal Diversity Fellow.

In addition, associate Stephanie Moot is the president of the Asian Pacific American Bar Association of South Florida (APABA).

## Seattle

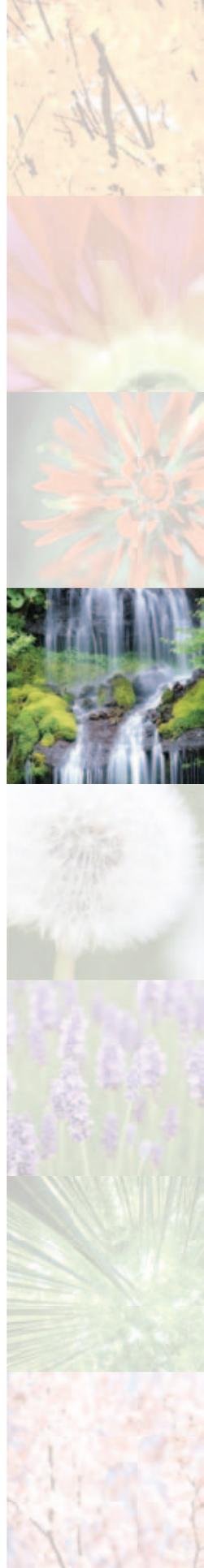
Partner Pallavi Wahi is a member of the board of the South Asian Bar Association of Washington. She also services on the King County Martin Luther King Jr. luncheon committee.

## Washington, D.C.

The Washington, D.C. Women in the Profession group hosted a champagne reception honoring women legal professionals who have recently joined the firm. ■

# Outreach

K&L Gates' commitment to diversity and inclusion extends well beyond the walls of our offices. As a complement to recruitment and development, the firm is committed to promoting diversity in the legal profession to various external audiences through outreach efforts. Firmwide, there is enthusiastic support for our pipeline initiatives that encourage diverse middle and high school students to consider higher education and perhaps law school.





### Discovering Justice and Citizen Schools' Evening of Mock Trials

A team of lawyers from the Boston office coached middle school students at the semi-annual Discovering Justice and Citizen Schools' Evening of Mock Trials.

The program provides underserved students from Boston-area middle schools an opportunity to argue hypothetical cases before state and federal judges and the federal district court. For many of the students, participation in the program afforded them their first trip downtown, their first time in an office building, and their first time interacting with a lawyer.

The lawyers coached the students for 10 weeks in writing arguments, examining evidence, and preparing their cases for trial. ■

### Firm Sponsors Robert Treat Academy Essay Contest

K&L Gates annually sponsors the Robert Treat Academy essay contest for eighth-grade students at Newark's Robert Treat Academy Charter School. Students are given the opportunity to write 300-plus word essays on one of several civics topics. Essays are evaluated by Robert Treat Academy teachers and by lawyers from the firm who volunteer to assist. The top three students with winning essays receive scholarship money to offset high school tuition costs. ■



### Lawyers Coach Students in Preparation for Mock Trial

Lawyers from the firm's San Francisco office provided coaching for Academy of Arts & Sciences students in preparation for a mock trial competition. The program is administered by the diversity department of the Bar Association of San Francisco (BASF) and is focused on helping students acquire knowledge of the judicial system.

Lawyers Yusef Alexandrine, Elena Babinecz, Roseanna Castillo, Leanne Hartmann, Matt Mangan, Dick Phillips, Alexa Summer, and Irene Yang all served as student coaches. ■

### Coaching for Bancroft Elementary School Students

Washington, D.C. partner Phil Hecht and a team of firm associates coached Bancroft Elementary School student teams in the local GeoPlunge competition, which features a geography card game. K&L Gates is in the development stages of a peer mediation program with the school and hopes to supplement the program with financial literacy classes for parents and teachers, as well as an after-school law club. ■

# Highlights from Around the Firm



## Charlotte

Charlotte partner Sean Jones teaches an entry level corporate practice class at North Carolina Central University School of Law. The firm has sponsored the class for the past six years as a means to educate students without prior corporate law knowledge or exposure.

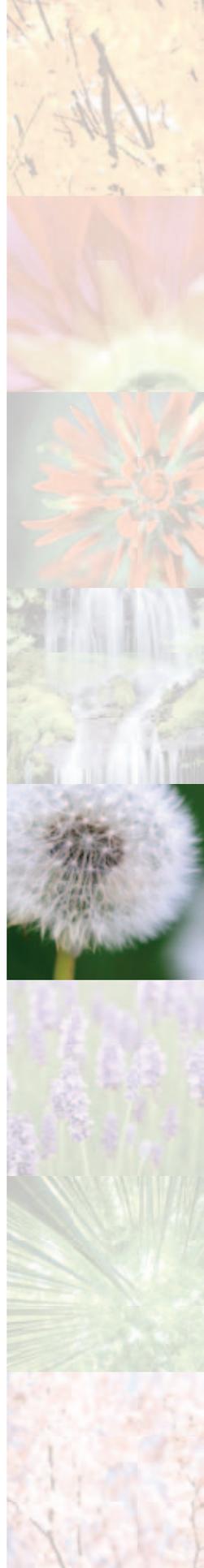
## London

Our London office works closely with IntoUniversity to encourage more young people from disadvantaged backgrounds and ethnic minorities to develop the aspiration, skills, and confidence to prepare them for tertiary education and hopefully a career in law. More than 40 volunteers from the office tutor or support students who have low literacy levels because they have fallen behind at school, have special educational needs, or are from homes with English as a second language.

The London office also works closely with local councils to assist students from disadvantaged backgrounds to gain fair and equal access to quality work experiences. Part of our commitment is to provide a range of work experience placements to disadvantaged students in Greater London. Part of that effort is providing interview skills workshops to a diverse range of students including students with disabilities, students from ethnic minority groups, and students from disadvantaged backgrounds. ■

# Sponsorships

K&L Gates has recently participated in a number of diversity-related events and organizational sponsorships.





## Speaking Engagements and Events

### MCCA CLE Expo

Boston associate Amy Ling and Dallas partner Bobby Majumder served as panelists at the Minority Corporate Counsel Association (MCCA) CLE Expo in Chicago.

The panel, “Navigating the Pitfalls that Occur When Negotiating With Regulators in China,” focused on the firm’s global platform, as well as business dealings in other countries.

### MCCA Diversity Honors Gala

The firm sponsored the 2011 Minority Corporate Counsel Association (MCCA)’s inaugural Diversity Honors Gala in New York City. The gala recognized corporate law departments for their commitment to diversity and industry leadership, as well as achievements in their legal diversity programs.

Dallas partner Wilson Chu and New York partner Eric Cottle attended the gala with several firm clients.

# Sponsorships/Events



## Speaking Engagements and Events

- The Charlotte office hosted the Mecklenburg County Bar Foundation's McMillan Fund Dinner, which is the primary fundraiser for the McMillan Fund.
- K&L Gates hosted a reception at the Arts Club of Chicago for diverse trustees of Chicago area private foundations.
- The Dallas office was instrumental in hosting the Hispanic National Bar Association's (HNBA) Annual Convention in Dallas. Partner Jaime Ramón chaired the HNBA finance committee, and associate Diego Gomez Cornejo was on the Career Fair planning committee. K&L Gates speakers at the conference included Dallas partners Wilson Chu and Jaime Ramón, and the firm's director of diversity and inclusion, Valerie Jackson.
- Members of the firm's Harrisburg office participated in the YWCA Greater Harrisburg Race Against Racism for the fourth year.
- Director of Diversity and Inclusion Valerie Jackson spoke on the "Career Services and Job Search Strategies for Law Students" panel at the National LGBT Bar Association Lavender Law Conference and Career Fair in Los Angeles. She also presented and moderated a discussion on "Strategies Every Woman of Color Should Know to Make Law Firm Partner" at the Leadership Institute for Women of Color Attorneys Annual Conference in Washington, D.C.
- Miami partner Bill Simonitsch served as a panelist and moderator for "Defending Against Preference Actions in the Aftermath of the Great Recession" at the National Asian Pacific American Bar Association (NAPABA) Northeast Regional Conference; participated as a panelist and moderator for "Real World: Zone of Insolvency (or Doing Business with a Financially Distressed Company)" at the NAPABA National Convention; and served as a panelist on "Diversity in Law Firms – How to Capitalize on Diversity Trends to Succeed in Your Law Firm" at the NAPABA Eastern Super-Regional Conference.
- Seattle partner James Andrus hosted a summer celebration for diverse lawyers and summer associates.
- Former summer associate Drew Hansen came to the Seattle office to discuss his book "The Dream: Martin Luther King, Jr., and The Speech that Inspired a Nation."
- Members of the Washington, D.C. office participated in a Georgetown Black Law Students Association (BLSA) speed networking event.
- Washington, D.C. partner Holly Spencer Bunting participated as a panelist on a Women's Business Development/Networking Panel.
- Washington, D.C. partner Diane Ambler participated in the program "Women in the Economy: A Wall Street Journal Task Force."

- The Washington, D.C. office hosted a cocktail reception and program for the Asian Pacific American Bar Association Educational Fund (AEF).

## Sponsorships

- Annual Cystic Fibrosis charity event (Firmwide)
- Corporate Counsel Women of Color® (Firmwide)
- James M. Nabrit Lecture Series (Firmwide)
- Lambda Legal (Firmwide)
- National Bar Association (Firmwide)
- National LGBT Bar Association Lavender Law Conference and Career Fair (Firmwide)
- Thurgood Marshall College Fund (Firmwide)
- Massachusetts LGBTQ Bar Association annual dinner (Boston)
- Chicago Committee on Minorities on Large Law Firms (Chicago)
- Equality Illinois Lawyers for Diversity event (Chicago)
- Black Women Lawyers of Los Angeles Scholarship luncheon (Los Angeles)
- Oregon Hispanic Bar Association dinner (Portland)
- Northwest China Council speaker series (Portland)
- King County Bar Association, Martin Luther King, Jr. breakfast (Seattle)
- South Asian Bar Association of Washington (Seattle)
- Loren Miller Bar Association (Seattle)
- Vietnamese American Bar Association of Washington (Seattle)
- Seattle University School of Law Diversity in the Profession Symposium (Seattle)
- Latino/a Bar Association of Washington (Seattle)
- Minority Bar Association Collaboration Project (Seattle)
- GLBT Bar Association of Washington (Seattle)
- Chaya Asian Pacific Islander annual dinner (Seattle)
- Chief Seattle Club (Seattle)
- Filipino Lawyers of Washington (Seattle)
- Asian Bar Association of Washington (Seattle)
- Georgetown Black Law Students Association (BSA) annual reception (Washington, D.C.)
- University of Virginia annual diversity reception (Washington, D.C.)
- Washington, D.C.-area LGBT law firm meet and greet, an event held in conjunction with the Washington, D.C. LGBT Bar Association (GAYLAW) and Georgetown Law's OUTLAW organization (Washington, D.C.)
- Washington Area Legal Recruiting Administrator's Association (WALRAA) 8th Annual Diversity Speed Networking event (Washington, D.C.)





Awards

# Firmwide



## Be Free Global

Be Free Global recently honored K&L Gates with the 2012 Outstanding Service Award for its commitment to philanthropy and public service. The firm provides pro bono general counsel for Be Free Global, a nonprofit micro-finance organization that focuses its efforts on providing financial support for community-based efforts that provide access to education for children in developing countries. The organization was founded by two women of color, Janai Nelson and Crystal Granderson-Reid. ■

## Corporate Equality Index

The Human Rights Campaign awarded K&L Gates a 100 percent score in the organization's 2012 Corporate Equality Index (CEI), and named the firm a "Best Place to Work for LGBT Equality." This marks the second year in a row that the firm has achieved this honor. ■

## *MultiCultural Law Magazine*

For the fourth consecutive year, K&L Gates was named a "Top 100 Firm for Diversity" and "Top 100 Firm for Women" by *MultiCultural Law Magazine* in 2012. ■

## Women in Law Empowerment Forum

For the second consecutive year, K&L Gates was awarded the Gold Standard Certification by Women in Law Empowerment Forum (WILEF), recognizing us for our integration of women into the highest leadership positions at the firm. ■

# Highlights from Around the Firm



## Chicago

K&L Gates was recognized by Equality Illinois as one of the most LGBT-friendly law firms in Illinois.

## Dallas

K&L Gates has been ranked as the second-most diverse law firm in Dallas by the Dallas Diversity Task Force. The Dallas Diversity Task Force includes representatives from the Dallas Asian American Bar Association, the Dallas Hispanic Bar Association, and the J.L. Turner Legal Association.

## London

Jobcentre Plus awarded our London office with the “two ticks” disability symbol, a prestigious award that is rarely given to law firms. K&L Gates was awarded this symbol for our commitment to recruitment, training, promotion, and retention of people with disabilities. In 2011 and 2012, 25 percent of our trainee solicitors have declared a disability. We ensure that all employees receive required reasonable adjustments and mentoring so they can work to their full potential.

Our London office was also nominated for an award by the Black Solicitors Network (BSN) for our commitment to equality and diversity. We also participated in the Black Solicitors Network (BSN) Diversity League Table, which is the leading publication and guide for diversity in the United Kingdom.

## Los Angeles

The firm’s Los Angeles office nominated the general counsel of Aerospace Corporation for the Association of Corporate Counsel Southern California Chapter (ACC-SoCal) 2012 Diversity Award. The nomination for her outstanding achievements in diversity was accepted, and the award includes a \$10,000 prize that the general counsel can direct to the diversity organization of her choice. The award was presented in May 2012 at the ACC-SoCal gala dinner.

## Native American Law

K&L Gates’ Native American Law practice received a Tier 1 ranking from *Best Lawyers*, and the publication also named Bart Freedman the 2012 Seattle Lawyer of the Year for Native American law. ■

For more information about our diversity and inclusion initiatives,  
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