

2013



diversity report

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

K&L GATES

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Pathways to Leadership and Stewardship

Creating successful pathways to leadership and stewardship at K&L Gates starts with engagement.

As a firm committed to diversity, we engage our lawyers through mentorship, teamwork, and a steadfast belief in the power of our profession to change society. By doing so, we create an environment that encourages innovative thinking and forges stronger bonds.

K&L Gates is fortunate to have many distinguished lawyers across the firm's global platform who have led legal organizations and bar associations, managed law firms, headed corporate legal departments, and advised heads of state. With our current and future leaders guiding the way, our firm's diversity and inclusion efforts throughout the past year have focused on recruitment, development, and outreach work, including many efforts that are featured in this report.

In the area of recruitment, we highlight career fairs, campus visits, city-wide mentorship programs, and in-office events. In the area of development, we feature many initiatives that include partnerships with our clients. We also feature a conversation with our client John Page, the senior vice president and chief corporate social responsibility and legal officer of Golden State Foods Corp. and president of

the National Bar Association, who discusses the importance of working across generations to be an effective leader. In the area of outreach, our lawyers continue to stay active in diverse communities and dedicate their time to leading initiatives for differently-abled individuals and migrant populations, educating diverse students about the legal profession, and organizing networking events for LGBT professionals across industries.

As a global law firm with 48 offices on five continents, diversity is an ingrained element and a cherished value central to the way we do business. We hope that you will take a moment to learn about our efforts to support the lawyers who lead in our firm and in our communities. By investing in each generation of lawyer-leaders at K&L Gates, we strengthen our firm, stay connected to our communities, and ready ourselves to meet the future and its challenges head on.

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

Paul 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.



Student Mentoring Event

The Research Triangle Park office held a group mentoring event for K&L Gates lawyers and clients and their law student mentees. The topic of the event was “What I Wish I Knew in Law School (and How I Got to Where I am Today).”

The students heard from diverse lawyers practicing in a variety of areas, including government, in-house, law firms, and the judiciary. ■

WIP Reception for Women Law Students

The Los Angeles office hosted a Women in the Profession (WIP) reception for local women law students from UCLA, USC, Loyola, and Pepperdine.

The event provided an opportunity for students to meet the firm’s lawyers and learn about practicing law in a large firm. ■



Life as a Diverse Attorney Event

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

The program began several years ago when lawyers in our Los Angeles office made a presentation to law students at UCLA to discuss the opportunities and challenges for diverse lawyers who work at large law firms. Lawyers at the event explored the reasons why students should try working at large firms as summer associates.

Student response to the UCLA program was very positive and one of the attendees is now a lawyer at K&L Gates. Given this success, the Los Angeles office organized the “Life as a Diverse Attorney at a Large Law Firm” panel at Loyola. ■

New Jersey Law Firm Group Mentor Program

The Newark office participates in the New Jersey Law Firm Group (NJLFG) annual Mentor/Mentee Program.

The program seeks volunteer lawyers to mentor law students who come from diverse or disadvantaged backgrounds. The purpose of the program is to guide students through the interview/hiring process that typically takes place during the second year of law school. The volunteer lawyers also answer questions, give advice, and share experiences and information regarding the legal profession. ■



Ninth Annual Introduction to the Texas Legal Market

The Dallas office hosted the Ninth Annual Introduction to the Texas Legal Market, an informative program designed to provide minority students in Texas law schools with a look at legal career opportunities available throughout the state.

Speakers included Judge Phyllis Lister Brown, 162nd (Texas) Civil District Court; Heath Harris, first assistant to the district attorney's office; and Chris Luna, staff vice president and assistant general counsel at MetroPCS Communications, Inc. Dallas partners David Luther, Jaime Ramón, and Cindy Ohlenforst shared valuable insights 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. ■

SEO London Speed Interviewing Event

The London office participated in the SEO London networking and speed interviewing event in December 2012.

SEO London is a nonprofit organization focused on improving access into the most competitive professions for students from under-represented ethnic minority backgrounds.

SEO helps firms to recruit the most talented alumni of their programs. This year, K&L Gates was given access to a portfolio of exceptional students from under-represented minority backgrounds. A mixture of K&L Gates partners, associates, and trainees acted as interviewers and ambassadors at a speed interviewing event.

In addition to further interviews, the firm will offer mentoring, training, and other support as these young people seek to maximize their chances of entry into private practice. ■

Highlights from Around the Firm

Charlotte

The Charlotte office works closely with the Charlotte Legal Diversity Clerkship program (CLDC), a highly competitive summer program for first year law students who hope to advance the value of diversity in the community. K&L Gates participated in selecting clerks for the 2012 and 2013 programs and assisted with event planning for the 2013 program. The firm's 2012 clerk, a student from Columbia Law School, returned to the firm for the 2013 summer program.

Harrisburg

During the summer of 2012, the firm's Harrisburg office hosted a first year law student intern under the sponsorship of the Capital Area Managing Partners (CAMP) Diversity Initiative. The eight-week CAMP program is focused on increasing the number of minority lawyers who practice in the Pennsylvania capital region and provides first year law students with the opportunity to gain exposure to legal work and daily elements of private practice. During the program, interns are provided with a mentor, performance evaluations, and networking opportunities.

In 2013, in lieu of hosting a summer intern, the Harrisburg office made a financial contribution to the CAMP program to fund a summer clerkship for an intern being placed with the Dauphin County Court of Common Pleas.

London

The London office advertises the firm's local vacation students and summer placements through Blind in Business. The London office also participates in regular speed recruitment events to help blind graduates and undergraduates improve their interview skills. All the assessment materials have been made available in Braille.

Los Angeles

Firmwide Director of Diversity and Inclusion Valerie Jackson was a panelist on "Top Guns: Working Together to Recruit, Retain, Develop, and Promote LGBT Law Students and Lawyers" at the National Association for Law Placement (NALP) Annual Education Conference in Austin, Texas. She also moderated a NALP webinar titled "Changing Lanes: Working at the Intersection of Recruitment, Diversity, and Professional Development in Law Firms."

Melbourne

K&L Gates hosted the launch of the Victoria Women Lawyers' Women Law Student mentoring program in Melbourne, an event supporting women entering the legal profession. Partner Kathy Dalton spoke to 120 attendees.

Highlights from Around the Firm (cont.)

Research Triangle Park and Raleigh

The firm's Research Triangle Park and Raleigh offices are participants in the 1L Summer Associate Program, a signature program of the North Carolina Bar Association's Minorities in the Profession committee. For more than 20 years, the program has been placing minority law school students into corporate legal departments and local law firms to gain legal experience. Firms involved with the program provide students with valuable exposure to various practices, substantive feedback on work assignments, and mentorship.

San Francisco

The San Francisco office participated in the Bay Area Diversity Career Fair and the Bay Area Legal Diversity Networking Event in April 2013.

Seattle

The Seattle office hosts and participates in several diversity-related recruiting programs throughout the year.

- **1L Diversity Fellowship and Reception.** The office offers a 1L Diversity Fellowship and hosts a 1L Diversity Fellowship Reception for local legal employers.
- **Leadership Council on Legal Diversity Group Mentoring Event.** The office hosted the inaugural Leadership Council on Legal Diversity (LCLD) Group Mentoring Event in February 2013. The event included students from Seattle University, the University of Washington, and Seattle-area lawyers.
- **Summer Celebration Event.** Seattle partner James Andrus hosted an annual summer celebration for the office's diverse lawyers and summer associates.

Washington, D.C.

The Washington, D.C. office hosts and participates in recruiting events throughout the year. These diversity-related events serve as opportunities to meet with students before the recruitment season begins.

- **Asian Pacific American Bar Association Education Fund Panel and Reception.**

The office hosted a career planning panel discussion and cocktail reception for the Asian Pacific American Bar Association Education Fund (AEF). A panel of legal recruiters offered students career advice and provided one-on-one resume reviews.

- **Washington Area Legal Recruitment Administrators Association (WALRAA) 8 Minute Diversity Networking Event.**

This event gives diverse first year law students an opportunity to take turns networking with lawyers from local law firms in eight minute intervals. Associates Amy Eldridge and Becky Lobenherz participated in this year's event.

- **University of Virginia Black Law Students Association (UVA BLSA) 1L Spring Diversity Reception.**

This networking event is for first year law students from all affinity groups on UVA's campus. Associate Soyong Cho attended this year's event.

- **WALRAA Diversity Job Fair.**

This job fair is held for diverse law students in Washington, D.C. for the summer. It is geared toward second year law students and allows them to meet with people from various law firms. This year, K&L Gates was one of 47 sponsoring employers that attended.

- **Lambda Networking Reception at George Washington University Law School.**

Local legal employers attended this event to network with diverse law students. Associates Karishma Shah Page, Jamie Mitchell, and Ted Kornobis attended the event. ■



Development

After recruiting exceptional 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 John Page

Senior Vice President and Chief Corporate Social Responsibility and Legal Officer of Golden State Foods Corp. and President of the National Bar Association

K&L Gates interviewed the chief legal officer of a privately held \$5 billion food processing and distribution company to learn about the pathways to leadership he took, and to discern which steps companies can take to cultivate their future leaders.

What was your pathway to leadership, both at Golden State Foods and the National Bar Association?

My pathway to leadership at Golden State Foods and the National Bar Association was through my understanding of both environments, and knowing what was needed to be successful within both organizations. At Golden State Foods, learning and understanding the business, the people, our associates, and our customers created my successful pathway to leadership. The pathway I took within the National Bar Association was through my years of various leadership positions that entailed increasing levels of responsibility.

As the leader of a bar organization serving more than 50,000 lawyers, judges, educators, and law students, you serve a generationally diverse population. What can current and future leaders learn from your experiences working across generations?

You have to actually work with all the generations. When you work across all generations you quickly learn that all can lead and that everyone has a role. Listening is also a key element to creating bridges and understanding how

to employ different methods to achieve the same objectives. We are no longer cookie cutter lawyers. Every movement, every great effort to affect change in any era was bound by and carried across different generations.

What successful strategies have you seen corporations utilize to develop diverse leaders? Can law firms emulate those strategies?

Diverse leaders are best served by learning every aspect of how a corporation functions. They need to understand the actual enterprise, even beyond their role as the lawyer, and they need to invest time to learn a particular industry.

We have to provide lawyers within law firms with a view of how the law firm functions, how the enterprise runs, how decisions are made, and how one becomes a decision maker.

Law firms and corporations alike should help all their associates learn how to develop their business and how to succeed in developmental assignments. We need to help create pathways for the next wave of leaders by creating developmental opportunities and leading by example. ■



Women's White Collar Defense Association

The London office launched the London Chapter of the Women's White Collar Defense Association (WWCDA) in September 2012.

The network is a group aimed at women partners and senior counsel working in the white collar crime/investigations field and includes lawyers in private practice, consultants, and in-house counsel. The London chapter was launched by London partner Elizabeth Robertson, who presides as the city leader for the London network. This is the first WWCDA chapter outside of the United States.

The network hosted a launch event in the London office, where WWCDA co-founder Karen Popp spoke to the group.

The event was attended by women partners in the industry and provided an excellent opportunity for work referrals, networking, and sharing ideas. The WWCDA also is very active at American Bar Association and International Bar Association white collar events. ■

NAWL Annual Meeting

The firm's Women in the Profession (WIP) committee sponsored the National Association of Women Lawyers (NAWL) annual meeting in New York City. Several K&L Gates lawyers served on the planning committee, including Washington, D.C. partners Diane Ambler and Shanda Hastings and Miami partner April Boyer.

The meeting included CLE programs led by distinguished speakers who focused on building leadership and business acumen among women in the law. Ambler moderated a panel titled "Advancing Your Career in a Global Legal Market," which discussed how women lawyers have more opportunities to boost their careers as cultures evolve due to the effect of globalization dissolving national borders.

Ambler also was honored with the Virginia S. Mueller NAWL Outstanding Member Award at the awards luncheon, which draws approximately 1,000 attendees. ■



German Federal Chancellery Event

The Berlin and Frankfurt offices hosted a German Women in the Profession (WIP) Ladies Night event at the German Federal Chancellery in Berlin.

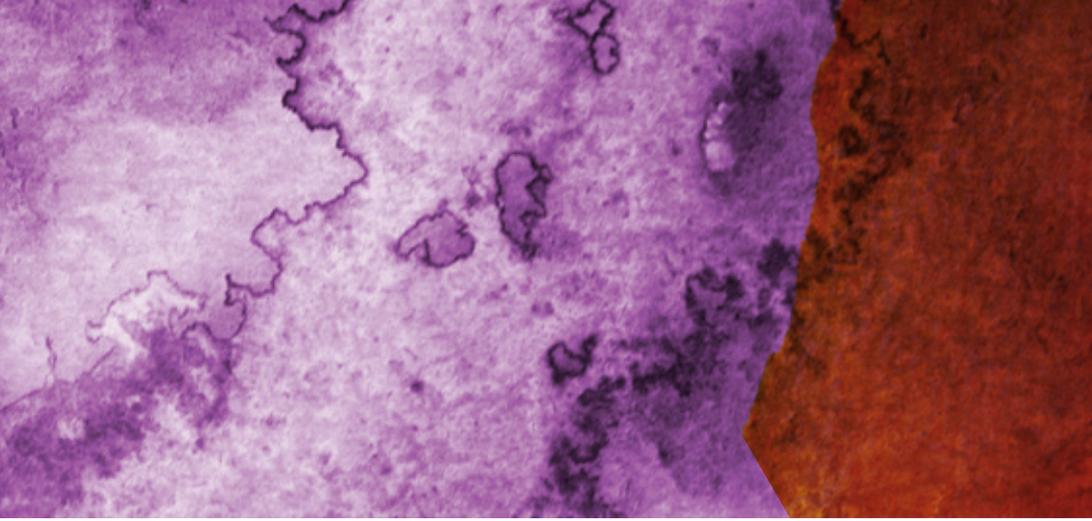
The event provided the opportunity for guests to enjoy an exclusive guided tour of the building and to meet a representative of the Chancellery on behalf of German Chancellor Angela Merkel. Guests were invited to enjoy food, cocktails, and networking following the tour. ■

Recruiting and Retaining Lawyers with Children Panel

Orange County partner Ellen Darling spoke on a panel for the Orange County Bar Association (OCBA) and OCBA Mommy Esquire committee. The panel was titled “Recruiting and Retaining Lawyers with Children – Bias, Employment Law, and Good Business.”

The speakers shared obstacles they faced and overcame during their legal careers. They also discussed the various federal and state laws that protect employees, with an emphasis on employees with children, expectant mothers, and new mothers.

Orange County associate Caitlin Blanche assisted in organizing the program. ■



WIP Reception at LA Art Gallery

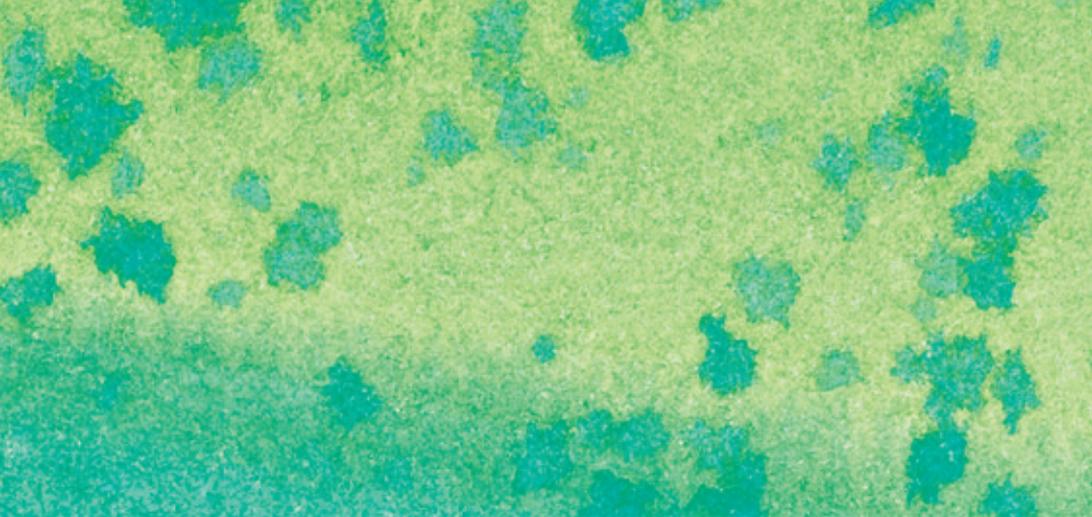
The Los Angeles Women in the Profession (WIP) committee hosted a reception at the TAG Gallery, an art gallery on the Westside of Los Angeles.

The reception featured the artwork of three women artists and a discussion about their work. Nearly 50 people attended the event, including K&L Gates lawyers and their guests. ■

DuPont Executive Leadership Board

Firmwide Director of Diversity and Inclusion Valerie Jackson was asked to serve as an inaugural member of the Executive Leadership Board of the E. I. du Pont de Nemours and Company (DuPont) Minority Counsel Network (MCN). Miami partner Bill Simonitsch also serves as a committee chair in the MCN.

The DuPont MCN is a collaborative, cohesive body of lawyers of color who work for DuPont or for one of DuPont's primary law firms or service providers. These members share the mission of advancing DuPont, the DuPont Legal Model, the members of the MCN, and the legal profession. ■



Women in Law and Business Reception

The Washington, D.C. Women in the Profession (WIP) committee hosted a reception for women in law and business at The Phillips Collection art museum.

The reception included a presentation given by Claire Shipman, senior national correspondent for ABC News, about women in the 21st century workplace. She explained how corporations with a significant number of women in leadership roles enjoy greater success and profitability, and how women can leverage this phenomenon to achieve greater professional success and personal satisfaction.

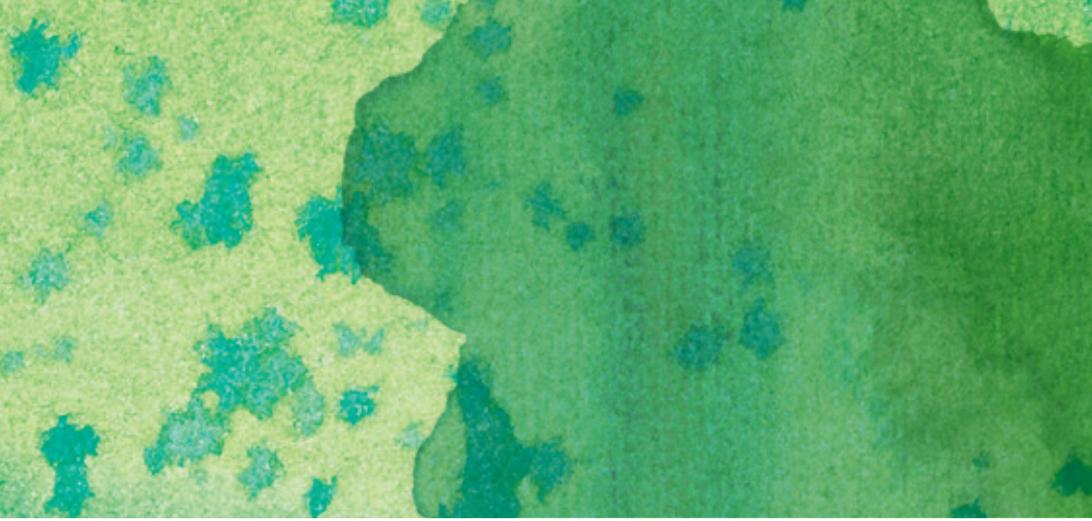
Approximately 200 women attended the event. ■

International Women's Day Reception

The Beijing office hosted a wine tasting reception on March 8, 2013 in celebration of International Women's Day.

The event recognized the talents and contributions of leading women executives, entrepreneurs, and professionals in China.

Guests of the firm mingled with K&L Gates lawyers and staff, and guests provided positive feedback on the number of women lawyers located in the firm's China offices. ■



International Women in Law Summit

Shanghai partner 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.

Washington, D.C. partner Diane Ambler was instrumental in organizing this ground-breaking event, which was the first collaboration of its kind between the U.S. National Association of Women Lawyers and the Law Society of England and Wales. ■

Southeast Leadership Council on Legal Diversity Event

Miami partner Bill Simonitsch led planning efforts for the inaugural Southeast Leadership Council on Legal Diversity (LCLD) Fellows event. Simonitsch was the firm's 2012 LCLD Fellow.

The event, which was attended by law firm and in-house lawyers, included discussions on "The Pathway to, and Serving on, a For-Profit Board," "Staying Marketable and Developing Contacts that will Help You Get Your Next Job," and "Image Consulting." The Fellows also participated in an open roundtable discussion and a social event held at the World of Coca-Cola and the Georgia Aquarium.

LCLD is an organization of corporate chief legal officers and law firm managing partners dedicated to creating a more diverse legal profession. The Fellows program is dedicated to identifying and cultivating diverse leaders in the law. ■



Bruce Presents at WIP Business Development Session

Washington, D.C. partner Carol Elder Bruce addressed K&L Gates women lawyers at a business development session hosted by the firmwide Women in the Profession (WIP) committee.

Bruce discussed her practice and critical internal investigation steps for corporate clients under criminal or civil U.S. Justice Department scrutiny. ■

Honoring Judge Fletcher and Judge Christen

The firm's Seattle office hosted a reception for more than 100 local judges, civic leaders, and other guests to honor Judge Betty Binns Fletcher and Judge Morgan Christen. Both women are former partners of the firm and are the first women from Washington and Alaska to serve on the U.S. Court of Appeals for the Ninth Circuit.

Judge Christen was appointed to the bench by President Obama in May 2012 and Judge Fletcher, who passed away a few months after the reception, was appointed by President Carter in 1979. When Fletcher was elected as the King County Bar Association's leader in 1972, she was the first woman in the United States to serve as president of a major bar association. She also was the first female governor of the Washington State Bar Association. ■



WIP Decorative Arts Reception

The Pittsburgh Women in the Profession (WIP) committee hosted a reception to showcase an exhibit titled “Inventing the Modern World: Decorative Arts at the World’s Fairs 1851-1939.”

The event was held at the Carnegie Museum of Art in Pittsburgh. ■

An Evening with Gauguin

The Seattle Women in the Profession (WIP) committee hosted an evening at the Seattle Art Museum’s exhibit “Gauguin & Polynesia: An Elusive Paradise.”

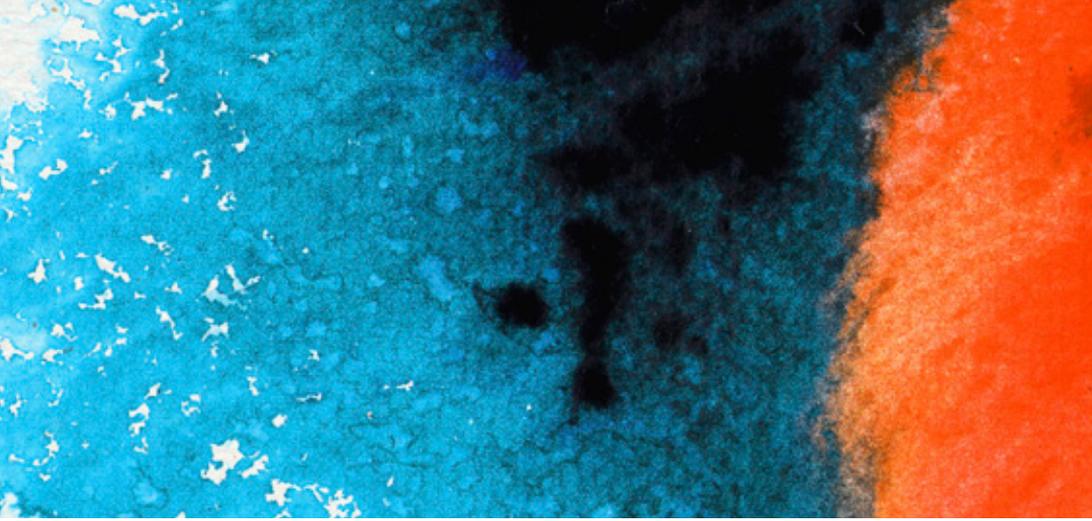
Following a private reception with other Seattle-area professional women, event guests had the opportunity to tour the exhibit and learn more about Gauguin’s work and inspiration from Polynesian culture. ■

Dallas Women Rise Event

The Dallas women lawyers hosted a food and wine pairing event for women clients and potential clients.

The evening was designed to provide an opportunity for women leaders in the business community to network in a casual setting. The event, “Women Rise,” brought together women lawyers, executives, and in-house counsel for mingling and dining at a local restaurant.

Following the success of the inaugural “Women Rise” program, the Dallas office hopes to host this event annually. ■



London Office Continues Diversity and Inclusion Excellence

The London office continues to promote diversity and inclusion through their diversity training modules and the office's diversity communications.

As part of the office's commitment to diversity awareness, the office launched online diversity training modules in November 2012. The modules were designed to increase awareness and understanding of our dignity at work policy, legislative requirements, and to refresh and reinforce diversity training.

The London office continues to publish its social newsletter, "Inside London." This newsletter was put together to help communicate the firm's diversity and inclusion initiatives as well as our pro bono and charity work. ■

Dubai Middle Eastern Cooking Event

In February 2013 the firm's Dubai Women in the Profession (WIP) committee hosted an interactive Middle Eastern cooking evening with celebrity master chef Suzanne Husseini.

Hosted at the state-of-the-art Miele Cookery School in Dubai, Husseini guided the attendees through the preparation of two of her signature Middle Eastern dishes. Attendees had the opportunity to cook and taste the dishes themselves.

The event was an excellent opportunity for the attendees to relax and network with their colleagues and clients. ■



Women in Law Leadership Academy

The American Bar Association Women in Law Leadership (WILL) Academy was held on Dec. 6-7, 2012 at the Palace Hotel in San Francisco. San Francisco associate Amanda Gossai and Portland associate Stephanie McCleery attended on behalf of the firm.

Women lawyers and business leaders from all over the United States attended. The WILL Academy featured interactive and highly informative programs throughout the course of the two-day program. The underlying theme was identifying the skills necessary to become a leader in business development and the community.

Speakers such as the Honorable Angela Bradstreet and Jennifer Siebel Newsom, writer, director, and producer of the film “Miss Representation,” led engaging discussions on women in the profession and the stereotypes often faced by women lawyers. ■

California Minority Counsel Program

The Los Angeles and San Francisco offices are joint members of the California Minority Counsel Program (CMCP).

Los Angeles associate Angelo Primas participated in the CMCP's 23rd Annual Business Conference and Corporate Connections Program. Other K&L Gates lawyers participated in monthly networking meetings. ■

Highlights from Around the Firm

Australia

- The Brisbane, Melbourne, Perth, and Sydney offices celebrated K&L Gates' women employees by hosting International Women's Day events and launching the 2012 Women's Achievement Awards.
- The offices also hosted inclusive leadership seminars to build awareness and educate firm leaders on unconscious bias and workplace diversity.
- Partners in the Australian offices participated in the Managing Well-being series – a mental health awareness and educational event – to increase conscientiousness and build capabilities to manage and support workplace mental health and well-being.
- To support working mothers, the Brisbane, Melbourne, Perth, and Sydney offices hosted 10 “Corporate Mum” events that discussed balancing career and family responsibilities.

Brisbane

The Brisbane office hosted the launch for a salon-style fashion and networking event attended by women clients and lawyers.

Charlotte

The Charlotte office participated in the Charlotte Chamber Diversity Round Table titled “What Would America Be Without Diversity?”

London

- The London office hosted a “New Year Drinks Event” following the launch of the London Chapter of the Women's White Collar Defense (WWCD) network in September. The event was attended by women partners in the industry.
- The office continues to participate in the Interlaw Diversity Forum for LGBT networks, which is an opportunity for LGBT lawyers in London to network, undertake joint initiatives in the sector, and to debate wider issues of diversity and inclusion and how the network can help. Their latest debate was on the difficulties faced by ethnic minority candidates entering the law.
- Members of the London office continue to attend discussions led by organizations like Inclusive Employers, discussing creating mentally healthy workplaces.
- The London office works with local councils to provide fair and equal access to internships, or work experience placements. The firm provided five work experience placements to students from disadvantaged backgrounds during 2012.
- The London office works closely with Employers' Forum on Disability (EFD). As part of the firm's membership, EFD has actively assisted the firm with reasonable adjustments and provided valuable advice on best practices. Members of the office also attended regular workshops to discuss a range of disability matters.



Los Angeles

- Los Angeles Administrative Partner Paul Sweeney chaired a panel presentation on “Ethical Issues for Entertainment Lawyers” at the 2012 Black Entertainment and Sports Lawyers Association Annual Conference. The firm also was an event sponsor.
- Sweeney also served as a panelist on “Negotiation – Getting to Yes” at the National Bar Association (NBA) Corporate Leadership Forum, held during the 2012 NBA Annual Convention. The firm co-sponsored the Managing Partners’ Dinner at the event.
- Firmwide Director of Diversity and Inclusion Valerie Jackson presented, “Trailblazing: 10 ‘Award-Winning’ Strategies for Charting a Successful and Fulfilling Career,” at the National Association of Law Placement (NALP) Annual Education Conference in Tampa, Fla.
- Jackson also moderated “Leadership by Design: Crafting a Successful and Impactful Career,” at the NALP/ Association of Law Firm Diversity Professionals Diversity and Inclusion Summit in Atlanta, Ga.
- Jackson was a panelist on “Diversity: Is the Message Getting Through?” at the DuPont Legal Network 2013 Annual Meeting in Wilmington, Del.
- Jackson moderated “Changing the Leadership Trajectory,” at the Leadership Council on Legal Diversity Annual Meeting in Washington, D.C.

Melbourne

- The Melbourne office hosted a number of networking and professional events for women clients and lawyers, including a Women in Business panel series, a dinner and internal networking event, a networking reception, and a night at the theater and cocktail reception.
- Melbourne partner Kate Marshall participated in a panel discussion on flexible work arrangements at the Law Institute of Victoria’s “Re-energise Your Career” series, a forum informing industry professionals on trends, opportunities, and perspectives.

Miami

- The Miami office, in conjunction with the Women in the Profession (WIP) committee, hosted a business development and networking training session for women lawyers. Following the session, participants were tasked with utilizing their newly learned networking tools to invite potential clients to a Miami Heat basketball game and networking event at the American Airlines Arena.
- Associate Stephanie Moot served as president of the Asian Pacific American Bar Association of South Florida, and continues to serve that organization as immediate past president.

- Partner April Boyer is an active member of the National Association for Women Lawyers (NAWL). In 2012, she served on the national planning committee for NAWL's annual and mid-year meetings, and she chaired the mid-year meeting. Boyer is also a co-chair of the Raise the Bar planning committee, which organizes an annual Networking Cocktail Reception and Silent Auction to benefit the Women's Fund of Miami-Dade.
- Partner Bill Simonitsch was elected president-elect of the National Asian Pacific American Bar Association (NAPABA), and was appointed co-chair of the Mentoring and Professional Development committee of the DuPont Minority Counsel Network. He also serves on the planning committee for the Collaborative Bar Leadership Academy (CBLA), which is a joint initiative of the American Bar Association, Hispanic National Bar Association, NAPABA, National Bar Association, and the National Native American Bar Association. The CBLA is a coordinated effort to strengthen the pipeline of diverse bar association leaders by providing leadership training and professional development programs to benefit current and future leaders, the bar association community, and the legal profession.
- The Miami office hosted an event in connection with the University of Miami School of Law's diversity week for diverse law students, law professors, and local practitioners.

New York and Washington, D.C.

New York partner Willie Dennis and Washington, D.C. partner Diane Ambler participated in the annual diversity workshop "Diversity and Inclusion: Breaking the Retention Barrier" hosted by MetLife's Legal Affairs Diversity committee. The event was held at MetLife's New York office.

Perth

The Perth office hosted the Inspiring Women's Series luncheon for women clients and lawyers, with a keynote address from the Chief Scientist of Western Australia, Professor Lyn Beazley.

Raleigh

The Raleigh office's Women in the Profession (WIP) committee hosted the event "Design and Unwind" at Furnishing Solutions Interior Design. The event was an evening of networking, design, and wine. Marian Harrison of Furnishing Solutions Interior Design presented on the latest trends in home design and provided home decor updating tips. Several other home design professionals specializing in fabric, wallpaper, flooring, and lighting also participated.



Research Triangle Park

Our Research Triangle Park office designed and hosted an event for the Leadership Council on Legal Diversity's law school mentoring program. Intended for first year law students from diverse backgrounds, the program is a comprehensive initiative focused on ensuring law students receive the type of mentoring they need to maximize their potential as they prepare for the bar exam and their future careers.

San Francisco

The San Francisco office hosted the second annual Women in the Profession (WIP) networking event "Local Women, Local Wine" for clients, judges, and women lawyers at the Press Club. More than 60 attendees had the opportunity to taste wines from six of Northern California's most acclaimed wineries, enjoy hors d'oeuvres, and network with clients and friends.

Seattle

The Seattle office hosted an employee "Give Thanks for Diversity" potluck. The event included a group activity where employees could decorate "heritage trees" with mementos representative of their heritages.

Shanghai

Partner Amy Sommers was featured in an article about her research into female lawyers in China and their experiences, challenges, and strategies for success. The article, "Ladies in Justice," appeared in the September 2012 issue of *China Business Law Journal*.

Sydney

- As the national president of Australia's National Association of Women in Construction, Sydney partner Sandra Steele spoke at events, awards ceremonies, and conferences, including the 2012 Australian Women Lawyers Conference.
- The Sydney office hosted networking cocktail functions, dinners, and events in various offices and select venues for women lawyers, clients, and support personnel as part of that office's Women's Information Network initiative.

Washington, D.C.

- The Washington, D.C. office, in conjunction with the Women in the Profession (WIP) committee, hosted a champagne reception to welcome new women partners. The event was covered by Bisnow Media.
- Washington, D.C. partner Diane Ambler was elected to the National Association of Women Lawyers board of directors. ■



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.



Holiday Clothing Drive and Charity Event

Each holiday season since 2009, the San Francisco Women in the Profession (WIP) committee has organized a holiday clothing drive and charity event benefiting the Day Labor Program and the Women's Collective of La Raza Centro Legal.

The Day Labor Program and the Women's Collective help low-income, immigrant men and women find employment. These programs also provide immigrants with English-as-a-second-language classes, medical and social services clinics, leadership, and other types of training.

Since 2009, the San Francisco office has facilitated the collection of approximately \$2,000 clothing and accessories for more than 1,000 men and more than 2,000 women, hundreds of child and infant items, and hundreds of miscellaneous items. ■

Legal Apprenticeship Program Mock Trial

After 10 weeks of coaching, the Legal Apprenticeship Program held its mock trial at the John Joseph Moakley U.S. Courthouse in Boston.

For most of the Boston public school sixth graders who participated in the program, the trial was an opportunity to experience the legal system, Boston's financial district, and interact with a lawyer for the first time. As part of a program organized by Discovering Justice, K&L Gates, along with other major firms in the city, worked with these underserved students to help them write arguments, examine witnesses, and ultimately prepare their cases for trial, which the K&L Gates team tried before Magistrate Judge (and K&L Gates alumna) Judith Dein of the U.S. District Court for the District of Massachusetts.

The students performed well and gained a sense of pride and satisfaction from their participation in the trial and preparatory classroom sessions. They completed the program with a new perspective on the legal system and on the role lawyers play in furthering justice in our society.

The K&L Gates mock trial team was coached by Kathleen Dyer, Dan Hoffman, Redi Kasollja, Brian Kennedy, Matt Lowe, Kelly McLaughlin, Laura Prieston, and Chris Valente. Ali Kinchla, Matt Rich, Michael Rohr, and Roger Smerage participated as witnesses at the mock trial, and Susan Fried, Stacy Gorman, Aynel Alvarez Guerra, Lana Lopez, Barney Morrissey, Tracy Penn, Paul Shaw, and Jill Smerage participated as jurors. ■

IntoUniversity Education Charity

Lawyers and staff from the London office volunteer with IntoUniversity, an education charity that provides local learning centers to support young people from disadvantaged backgrounds in fulfilling their academic potential.

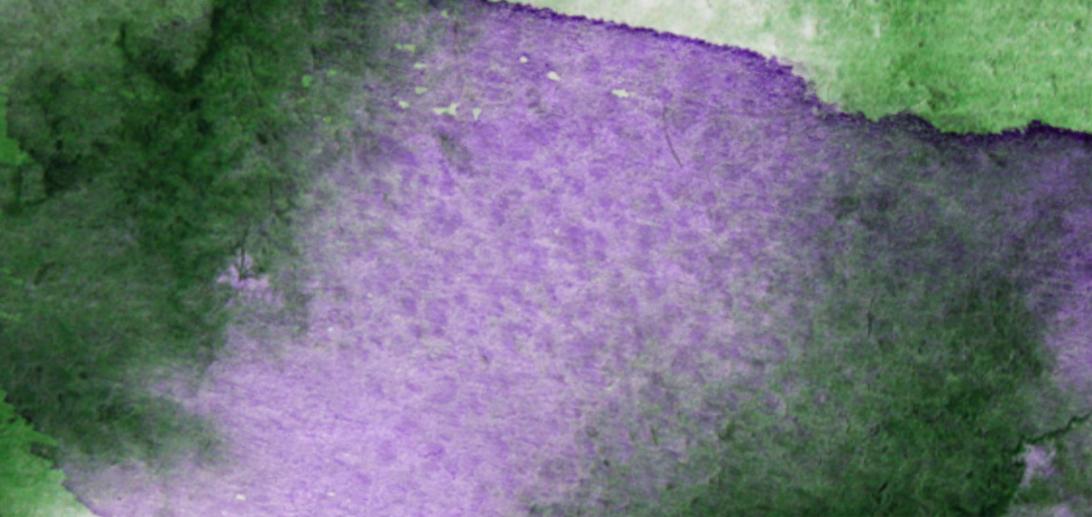
The volunteers work with primary students in a one-on-one setting, particularly with students with low literacy levels due to having fallen behind at school, exhibiting special educational needs, or coming from homes with English as a second language.

The project has been well received and the IntoUniversity students and volunteers very much look forward to their sessions. ■

Mock Interview and Resume Review Event

The Miami office hosted a mock interview and resume review event for diverse law students from local area law schools.

The event was conducted by the Gwen S. Cherry Black Women Lawyers Association, Asian Pacific American Bar Association of South Florida, and the South Asian Bar Association of Florida. ■



APABA Meet the Candidates Event

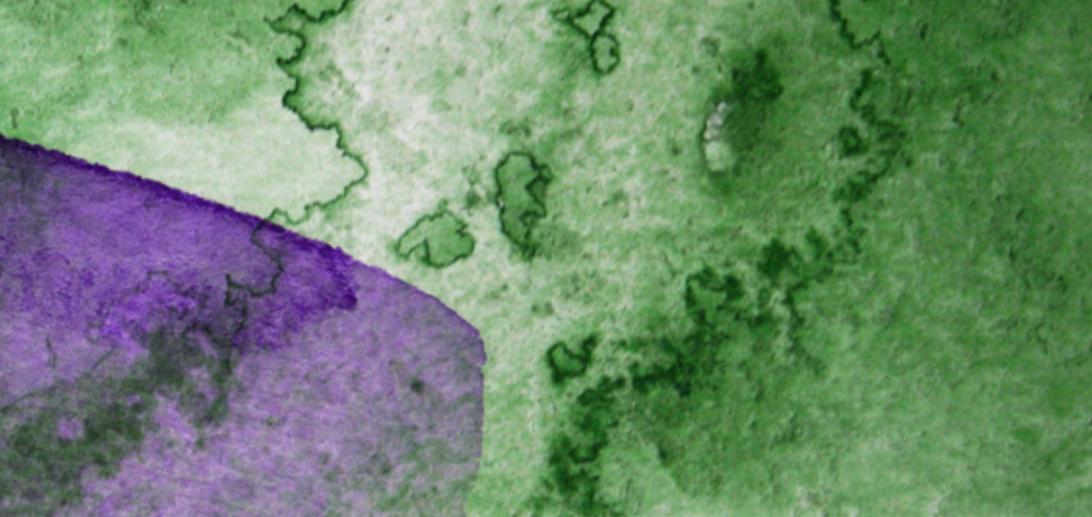
The Miami office sponsored the Asian Pacific American Bar Association (APABA) of South Florida's second Miami-Dade County "Meet the Candidates" event for South Florida's Asian Pacific American (APA) community.

The event was created to increase the APA community's interaction with the political and judicial system and to assist political candidates in gaining a better understanding of the APA community's concerns. ■

Academy of Arts and Sciences Mock Trial

For the second year, a team of 10 lawyers led by San Francisco associate Leanne Hartmann completed a mock trial training for a group of students from San Francisco public high school the Academy of Arts and Sciences.

From late September through February, the firm's team of lawyers met with students on a weekly basis in preparation for the Bar Association of San Francisco's annual mock trial competition. ■



Diversity Initiative Action Plan

The firm's Charlotte office has actively participated as a signatory to the Mecklenburg County Bar Association's (MCB) General Counsel and Managing Partners' Diversity Initiative Action Plan since 2005 and its Call to Action since 2006.

Charlotte partner Felicia Washington was instrumental in the development of both the Action Plan and Call to Action, which were designed to aid signatories in holding members of the legal community accountable for furthering diversity within their organizations.

The Action Plan focuses on increasing diversity in local law firms and legal departments by asking legal organizations to individually and collectively commit to stated practices that will benefit the demographic make up of the local legal community. Signatories have voluntarily signed the MCB Call to Action, a public pledge to create a more diverse and inclusive community of lawyers.

As the current chair of the MCB Diversity and Inclusion committee, Washington oversaw the 2012 Annual Meeting of Signatories. The annual meeting was so successful that it was followed by a diversity round table event in March 2013. ■

Freehold Networking Event

The firm's London office hosted an event for Freehold, an LGBT networking organization focused on LGBT professionals working in real estate, real estate finance, and construction.

More than 100 guests attended the event and included lawyers, real estate agents, architects, and local government officials, among others. The event also featured a fundraising appeal for the Albert Kennedy Trust, a not for profit organization that provides support, counseling, and accommodation to LGBT youths who have experienced family rejection and home displacement.

The charity was able to raise £950 to aid with its cause. ■



WIP Clothing Drive

The Women in the Profession (WIP) committee hosted a women's clothing drive and fall social at the firm's Seattle office.

The event gathered donations for the YWCA's Dress for Success program, an initiative focused on promoting self-confidence and financial independence for low-income women transitioning into the workplace. The program is managed by the YWCA of King County and aims to improve the lives of women of all ages, races, and faiths, and their families.

Seattle partner and current YWCA board member Denise Stiffarm presented at the event about the significance of the program and the ways in which it improves the lives of women in the Seattle community. ■

Women in Law Empowerment Forum

The firm's Chicago office hosted the Women in Law Empowerment Forum (WILEF) reception and panel "Taking Charge of Your Financial Future: Financial and Estate Planning Advice You Should Consider."

The panel was moderated by Heidi Rudolph, former vice president of government and legal affairs for Sara Lee Corporation (now Hillshire Brands). Panelists included Andrea Zopp, president and CEO of the Chicago Urban League; and Laura Linger, wealth management strategist at William Blair. ■



Lunar New Year

In partnership with ChinaSF and Asia Society Northern California, the firm's San Francisco and Palo Alto offices hosted the fourth annual Lunar New Year Party in celebration of the year of the snake.

San Francisco and Shanghai partner Howard Chen served as master of ceremonies for the event, which had more than 250 attendees. Guests included individuals from the San Francisco mayor's office, the San Francisco Economic Development office, the Chinese consulate, and many others with important business ties to China. ■

Ms. JD Event

The Miami office hosted the Ms. JD event, "Building Her Power Base: A Conversation with ABA President Laurel Bellows on Leadership & Entrepreneurship."

American Bar Association (ABA) president Laurel Bellows spoke on leadership and entrepreneurship and answered questions from young women lawyers and law students nationwide via video conference. ■



R U OK? Day

The Australian offices participated in R U OK? Day, an initiative conducted by the R U OK? Foundation to raise awareness and eliminate stigmas of mental health in the profession.

The awareness day also provided support and ideas for increasing workplace and personal well-being. ■

Stonewall Events and Promotion

The London office is a large supporter of Stonewall, an organization that lobbies the UK government and businesses to change perception and promote LGBT equality and inclusion.

The firm regularly supports the work of Stonewall by attending events, promoting the organization's initiatives, and lending support to ongoing projects. In October 2012, members of the London office attended the Stonewall Role Models initiative event. ■



Exit Polling Project and Training

K&L Gates sponsored the Asian American Legal Defense and Education Fund's November 2012 election exit polling project.

The Miami office hosted training for South Florida attorney poll watchers, and partner Bill Simonitsch and associate Karen Finesilver volunteered for the project as attorney poll watchers during early voting. ■

Highlights from Around the Firm

Charlotte

The Charlotte office hosted the 2013 McMillan Fund Dinner featuring North Carolina Senator Daniel G. Clodfelter, which included the presentation of the Mecklenburg County Bar's Julius L. Chambers Diversity Champion Award.

London

The firm assists the Mentoring and Befriending Foundation & Equal Approach by providing a mentor to people with disabilities and/or health conditions. Mentors aim to assist individuals to transform their lives and reach their full potential.

Los Angeles

The Los Angeles office sponsored the Black Women Lawyers Association of Los Angeles Foundation's 37th Annual Scholarship Fundraiser Luncheon, which awarded scholarships to five law students. Honorees at the event included Major General Marcia Anderson, the first African-American female two-star general in the U.S. Army Reserve.

Miami

- Associate Elisa D'Amico is a member of, and a site visitor for, the Women's Fund of Miami-Dade, the only grant making organization in Miami-Dade County that is entirely dedicated to funding programs that work to improve the lives of women and girls. The Women's Fund of Miami-Dade empowers women and girls through advocacy and funding for innovative initiatives that promote equality, foster social change, and create community partnerships. As
- a site visitor, D'Amico was part of the team that visited with grant applicants to assess whether the Women's Fund of Miami-Dade would fund the applicants' programs for the coming year. D'Amico also is co-chair of the Raise the Bar planning committee. Since 2005, the annual Raise the Bar event has yielded significant funds to support grants to community organizations that provide legal assistance to victims of domestic violence and human trafficking. In 2012, this event was attended by more than 400 professionals representing Miami's top law firms and companies. Partner April Boyer is on the board of directors of the Women's Fund of Miami-Dade.
- Partner Marc Auerbach serves as pro bono counsel for Women for Tomorrow, which pairs highly accomplished professional women with small groups of at-risk public high school girls for monthly school-based mentoring sessions. He also is the regional coordinator for Pitch In for Baseball, which collects used baseball equipment to benefit underprivileged children in primarily urban areas.
- Partner Christopher Tillson is a sponsor for Manos Del Sur, which assists underprivileged children in several South American countries, including Argentina, Peru, Uruguay, and Venezuela. He also mentors underprivileged Hispanic youth through the Big Brothers/Big Sisters program.
- Associate Robert Leitner is a mentor for LGBT law students at the University of Miami through its OutLaw program. ■

Speaking Engagements and Events

American Express Diversity in the Legal Profession Panel

Los Angeles partner Paul Sweeney spoke on a panel about diversity in the legal profession for the American Express general counsel's office.

American Express contacted K&L Gates seeking a panel presentation on best practices for building and maintaining a diverse legal department. The presentation was attended by in-house counsel from throughout American Express. ■

Australia Initiatives

The Perth office sponsored and hosted an event supporting the Australian Institute of Company Directors "Director Part-time Project," a mentoring initiative aimed at executive women seeking board appointments.

The firm also sponsored the New South Wales Women Lawyer Awards' "Up and Coming Woman Lawyer" award. Sydney partner Alice DeBoos attended the ceremony and presented the award. ■

PLEN Scholarships

K&L Gates is a strong sponsor of the Public Leadership Education Network (PLEN) and its annual Women, Law and Public Policy seminar in Washington, D.C.

Each year, the firm provides scholarships for women college students to attend this three-day event designed to connect participants with women lawyers and policy makers at the U.S. Supreme Court, U.S. Congress, government agencies, advocacy groups, and law firms.

PLEN is a nonprofit organization dedicated to preparing college women for leadership in the U.S. public policy arena. ■

Selected Sponsorships

- Asia Society Northern California
(United States)
- Asian Bar Association of Washington
(United States)
- Asian Pacific American Bar Association Educational Fund
(United States)
- Black Women Lawyers Association of Los Angeles – Annual Installation and Awards Dinner *(United States)*
- California Minority Counsel Program
(United States)
- ChinaSF Sponsorship *(United States)*
- Corporate Counsel Women of Color (CCWC) *(Worldwide)*
- Freehold *(United Kingdom)*
- GLBT Bar Association of Washington
(United States)
- Hispanic National Bar Association – Annual Corporate Counsel Conference *(United States)*
- King County Bar Association – Martin Luther King, Jr. Breakfast
(United States)
- Korean American Bar Association of Washington – Annual Awards Banquet *(United States)*
- Lambda Legal – Garden Party
(United States)
- Latino/a Bar Association of Washington – Annual Awards Dinner
(United States)
- Law Society of England and Wales – Women Lawyers' Division
(United Kingdom)
- Loren Miller Bar Association
(United States)
- Minority Corporate Counsel Association – Diversity Honors Gala
(United States)
- National Asian Pacific American Bar Association – 24th Annual Convention *(United States)*
- National Association of Women in Construction *(Australia)*
- National Association of Women Lawyers – Midwinter and Annual Meetings *(United States)*
- National Bar Association – Corporate Leadership Forum and 33rd Annual Gertrude E. Rush Award Dinner
(United States)
- National LGBT Bar Association – 24th Annual Lavender Law Conference and Career Fair *(United States)*
- Northwest Indian Bar Association
(United States)
- Public Leadership Education Network
(United States)
- South Asian Bar Association
(United States)
- Stonewall *(United Kingdom)*
- Victorian Women Lawyers *(Australia)*



Awards

Diversity Works for London

K&L Gates was awarded the Diversity Works for London Procurement Standard in June 2012. The procurement standard was awarded to the firm for demonstrating excellence in diversity in a number of key business activities and practices. Attainment of the standard demonstrates the firm's level of excellence to those clients who demand evidence of diversity during the procurement process, particularly clients in the public sector. ■

Workplace Gender Equality Agency

The Australia Workplace Gender Equality Agency recognized the firm as an Employer of Choice for Women, a citation awarded to organizations that commit to giving equal opportunities to women and recognizing and advancing female employees. ■

Most Innovative Gender Diversity Initiative

Due to the efforts of the firmwide Women in the Profession Committee, K&L Gates was short-listed in the Most Innovative Gender Diversity Initiative category of the Chambers USA Women in Law Awards. ■

AHRI Diversity Award

The Australian offices received recognition as finalists for the Australia Human Resources Initiative Diversity Awards for their WorkWell program, a mental health awareness initiative for women partners and employees. ■

Dallas Diversity Task Force

The firm once again was ranked as the second-most diverse law office in Dallas by the Dallas Diversity Task Force. K&L Gates is one of only two top-20 firms in the city that measured successfully in comparison to the racial and ethnic composition of the State Bar of Texas.

The Dallas Diversity Task Force's report was released in conjunction with a panel discussion that included legal writer Mark Curran as moderator; Cindy Ohlenforst, Dallas partner and chair of the firm's Texas Diversity committee; Jack Balagia, vice president and general counsel for Exxon Mobil Corp., and a founding member of a Dallas minority-owned firm. ■

Texas Minority Counsel Program Award

Dallas partner Wilson Chu received the Texas Minority Counsel Program (TMCP) Lifetime Achievement Award. The TMCP Lifetime Achievement Award recognizes a lawyer who has demonstrated extraordinary support and advocacy for the advancement of women and minorities in the legal profession over the course of his or her legal career. ■

Two Ticks Symbol

K&L Gates continues to be awarded the Two Ticks Disability Symbol. A recognition given by Jobcentre Plus, it is given to employers in Great Britain who have agreed to take action to meet five commitments regarding the employment, retention, training, and career development of employees with disabilities. ■

“40 Under 40”

Firmwide Director of Diversity and Inclusion Valerie Jackson was awarded *The Network Journal's* “40 Under Forty” Achievement Award in 2012. This award honors men and women under 40 years of age whose professional accomplishments have significantly impacted an industry or profession, and who also have made an important contribution to their community. ■

Women Lawyer Achievement Awards

Partner Diane Ambler received the Virginia S. Mueller Outstanding Member Award from the National Association of Women Lawyers, and was nominated for the American Bar Association’s Margaret Brent Women Lawyers in Achievement Award. ■

MultiCultural Law Magazine

K&L Gates has been named a “Top 100 Firm for Diversity” and “Top 100 Firm for Women” by *MultiCultural Law* magazine every year since 2008. ■

Women in Law Empowerment Forum

For the third consecutive year, K&L Gates was awarded the Gold Standard Certification by the Women in Law Empowerment Forum (WILEF), recognizing the firm for the economic and leadership positioning of our women lawyers. ■

Corporate Equality Index

The Human Rights Campaign awarded K&L Gates a 100 percent score in the organization’s 2013 Corporate Equality Index (CEI), and named the firm a “Best Place to Work for LGBT Equality.” This marks the third year in a row that the firm has achieved this honor. ■

Employment Lawyer of the Year

Newark partner Rosemary Alito was short-listed for Employment Lawyer of the Year in the 2012 Chambers Women in Law Awards. ■

Finance Lawyer of the Year

Washington, D.C. partner Melanie Brody was short-listed for Finance Lawyer of the Year in the 2013 Chambers Women in Law Awards. ■

For more information about our diversity and inclusion initiatives,
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K&L GATES

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K&L Gates practices out of 48 fully integrated offices located in the United States, Asia, Australia, Europe, the Middle East and South America and represents leading global corporations, growth and middle-market companies, capital markets participants and entrepreneurs in every major industry group as well as public sector entities, educational institutions, philanthropic organizations and individuals. For more information about K&L Gates or its locations, practices and registrations, visit www.klgates.com.

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