

Women at Kirkland

Kirkland is committed to the advancement of women in the legal profession, with a Gender Subcommittee dedicated to examining issues, policies and practices that directly impact women attorneys at the Firm. Kirkland women serve in critical roles leading our Firm, our clients and our community in any number of ways.



Kirkland's Women Partners' Retreat featured networking events and sessions focused on the retention and success of the Firm's women attorneys.

Women's Leadership Initiative

WOMEN'S LEADERSHIP INITIATIVE

Kirkland's Women's Leadership Initiative (WLI) promotes the recruitment, retention and advancement of women attorneys at the Firm and aims to develop them into leaders within their practice groups, the Firm, the legal profession and the community. WLI sponsored more than 80 programs across the globe in 2014, including networking events, discussions, informational lunches and training sessions. A Firmwide WLI Planning Committee pairs senior women and rising associate leaders to shape the future of the Firm's women's initiatives.

On September 18-19, 2014, Kirkland held a Women Partners' Retreat for women partners across the globe. The event, hosted by the WLI and Gender Subcommittee, took place in the Chicago office. The retreat included networking with Firm Committee members, strategic planning on retention and promotion, and discussions with Kirkland committee chairs. The retreat helped identify core strengths and challenges and solidified a set of action items focused on improving retention, sponsorship and infrastructure-related issues for women at Kirkland.



"It was incredible to brainstorm and discuss the issues confronting women at the Firm with our fellow partners during Kirkland's Women Partners' Retreat. It is these types of programs that distinguish our partnership."

—Michelle Kilkenney, partner

The American Lawyer A-List



In 2013 and 2014, *The American Lawyer* named Kirkland to its annual A-List, a ranking of the country's 20 elite law firms via a measure of their success in four core areas: financial performance, pro bono, diversity and associate satisfaction.

50 Best Law Firms for Women



Working Mother and *Flex-Time Lawyers* included Kirkland on their 2012, 2013 and 2014 lists of the "50 Best Law Firms for Women." In surveying firms for this list, *Working Mother* measured and assessed firms' representation of women in leadership roles, compensation and benefits, parental leave and flexible work policies, and programs to help train, retain and advance women.

Superior Performance from Yale Law Women



Yale Law Women named Kirkland a Top 10 Family Friendly Firm in 2015, for the second year in a row. The honor recognizes legal industry leaders in developing and practicing family-friendly policies. Kirkland received "honors" in Family Leave: Highest Number of Weeks Offered for Both Primary and Secondary Caregiver Leave; Family Leave: Equal Access to Parental Leave, Regardless of Gender or Primary/Secondary Caregiver Status; and Family Leave: Highest Percentage of Men Partners and Associates Taking Caregiver Leave.

Best Place to Work for LGBT Equality



In 2015, for the eighth year in a row, Kirkland received a 100 percent score on the Human Rights Campaign Corporate Equality Index survey, earning recognition as one of the "Best Places to Work for LGBT Equality."

Benefits

Kirkland's progressive benefits, services and programs help Firm attorneys balance the way they manage their careers and personal lives to achieve success. They include:

- No "face time" or minimum billable hour requirement
- Flexible work schedules without sacrificing merit-based compensation or professional growth opportunities
- Parental and adoption leave that is substantially more generous than industry norms at all attorney levels
- Full medical, dental and vision insurance for domestic partners
- Ongoing Parenting Link presentations from parenting experts held in Kirkland's offices

Recruitment

Through Kirkland's "ALLSA" initiative, female attorneys in all of the Firm's U.S. offices partner with female and diverse law student associations at 15 law school campuses around the country. Kirkland attorneys serve as mentors as well as participate in a range of receptions, events and career panels.

Support for Women's Organizations

The Firm partners with organizations concerned with women's initiatives, mentoring and leadership, and workplace equality, including:

- Association of Black Women Lawyers
- Black Women Lawyers' Association (BWLA)
- Chicago Committee on Minorities in Large Law Firms
- Coalition of Women's Initiatives in Law
- Diversity & Flexibility Alliance
- Hastings Leadership Academy for Women/Center for WorkLife Law/Women's Leadership Edge
- Leadership Council on Legal Diversity (LCLD)
- Ms. JD
- National Association of Women Lawyers
- National Center for Lesbian Rights (NCLR)
- Women in Law Empowerment Forum (WILEF)

Attorney Profiles

The Firm's many talented women attorneys are not only indispensable to their clients, but also successfully juggle the demands of family, community and leadership at Kirkland and beyond. This is a representative sample of Kirkland women at different points in their careers.



Linda Myers is a nationally recognized corporate partner in Kirkland's Chicago office. She leads the Firm's Debt Finance Practice Group and is a member of the Global Management Executive Committee. Linda helped establish Kirkland's Women's Leadership Initiative and Diversity Integration Task Force. She was named one of *The American Lawyer's* Dealmakers of the Year and one of *The National Law Journal's* Outstanding Women Lawyers. Linda is the mother of three children.



Leslie Smith is a nationally recognized litigation partner in Kirkland's Chicago office. She is also a member of the Firm's Global Management Executive Committee. Leslie was listed as one of 21 women litigators on the rise in the article "A Woman's Place is in the Courtroom," which appeared in *Diversity & the Bar* magazine. She has two children.



Beth Deeley is a litigation partner in Kirkland's San Francisco office and co-chair of the Firmwide Diversity Committee. A former co-chair of the LGBT Subcommittee, she has been a cornerstone of the Firm's LGBT community outreach and pro bono efforts. She serves on the boards of the National Center for Lesbian Rights and the Legal Aid Society - Employment Law Center and is a member of the Hispanic National Bar Association.



Amy Wollensack is a corporate partner in Kirkland's New York office who has quickly distinguished herself with key Firm clients. She is co-chair of the Firmwide Diversity Leadership Series (DLS) Planning Committee and also participates on the Firmwide WLI Planning Committee, Firmwide Diversity Committee and New York Recruiting Committee.

Gender Subcommittee

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