

DIVERSITY DIGEST

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Letter from the Co-Chair of the Diversity Committee



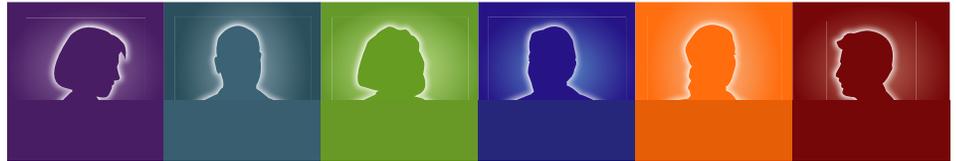
Eunu Chun

As we settle into 2011, we are pleased to welcome Rina Alvarez to Kirkland in the role of Diversity Manager. Rina's experience ranges from supervising Hispanic media outreach efforts for Leo Burnett to directing, marketing, planning and resource development for

El Valor, a multicultural nonprofit organization. Rina brings passion and commitment to diversity issues, and we are excited for her to assume this critical Firmwide role.

This issue shares some of our diversity programming from the latter half of 2010 and a few of the honors we received as a Firm. We proudly share the recognition we received as a top private employer in the country for LGBT-friendly policies, practices and benefits (see page 1). A variety of Women's Leadership Initiative (WLI) programs in Chicago (see page 2), Los Angeles (see page 3) and New York (see page 4) helped to foster the professional and personal development of our women attorneys. We honored clients (see page 6) and partner legal organizations (see page 4) for long-time contributions to diversity. And, our attorneys took advantage of opportunities to network with and hear from the U.S. attorney general (see page 5) and solicitor general (see page 6) about the federal government's role in fostering tolerance.

We have high hopes for 2011, and we are excited to continue the great progress the Firm has made to this point.



Kirkland & Ellis Receives Perfect Score on HRC's 2011 Corporate Equality Index



In October 2010, Human Rights Campaign (HRC) announced that Kirkland received a 100 percent score on the organization's 2011 Corporate Equality Index and Best Places to Work survey. This marked the fourth year in a row that the Firm received a 100 percent score on the survey.

HRC — America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender (LGBT) equality — uses the Corporate Equality Index as a roadmap and progress report for the adoption by U.S. businesses of inclusive policies, practices and benefits for LGBT employees. The organization considers companies who receive a score of 100 to be among the most inclusive and fair-minded in their industry. As in past years, for the 2011 survey, HRC increased the requirements for a company to obtain a 100 percent score.

The 2011 Corporate Equality Index rated a total of 615 private employers in various industries. A full copy of the report and all ratings can be found at www.hrc.org/cei. HRC will honor Kirkland and the other companies who received perfect scores at the Corporate Equality Index awards reception in spring 2011 in New York City.

Diversity Profile



Mike Jones

Kirkland's involvement in *The Coalition for Equity and Excellence in Maryland Higher Education v. Maryland Higher Education Commission*, a \$2 billion federal civil rights lawsuit, began with a series of phone calls in the summer of 2009 between litigation partners Marge Lindblom and Mike Jones. Both are board members of the Lawyers' Committee for Civil Rights Under Law, and Marge was gauging Mike's interest in taking on the case pro bono. He was very interested.

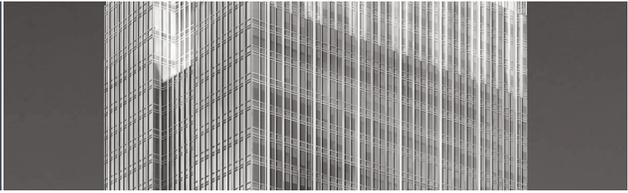
In October 2006, the Civil Rights Clinic at the Howard University School of Law and professor Aderson Francois had filed the original complaint. Mike, along with fellow Washington, D.C., litigation partner Karen Walker, are leading Kirkland's pro bono team — doing the "heavy lifting," as Mike calls it — with an attorney from the Lawyers' Committee. The case is scheduled for trial in federal district court in Maryland in June.

According to civil rights scholars, the trial would be the first of its kind in 15 years. In the case, the Lawyers' Committee's clients are alleging that Maryland higher education officials have failed to satisfy their legal obligation to dismantle remnants of the state's former segregated higher education system. Plaintiffs are seeking in excess of \$2 billion in funding for Maryland's four public Historically Black Colleges and Universities (HBCU), as well as upgrading of their campus facilities and eradicating unnecessary program duplication.

Mike says his undergraduate degree from Dillard University, a private, historically black liberal arts college in New Orleans, factored into his interest in the case. There is no other comparable lawsuit like this around the country, Mike says, but lawyers for HBCU in other states are watching. "The basic principle and guideline is how the state of Maryland is going to prioritize the universities, the HBCU, and whether they are going to make a more concerted effort to give HBCU the academic programs to be comparable and competitive with the rest of the schools."



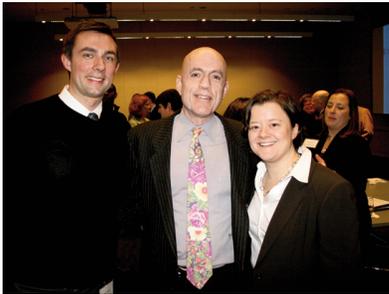
CHICAGO



WLI Panel Discusses Women and the U.S. Supreme Court

On August 24, 2010, Kirkland’s Women Leadership Initiative (WLI) hosted a lunchtime panel discussion titled, “The Supremes: Women and the High Court.” Intellectual property partner Maria Maras moderated the discussion about the nomination and confirmation of Elena Kagan to the U.S. Supreme Court. Panelists Lee Epstein from Northwestern University School of Law, Geoff Stone from the University of Chicago Law School and Debra Cassens Weiss from the *ABA Journal* discussed the treatment of women during the nomination process, personal differences between recent male and female Supreme Court nominees and the court’s potential ideological shift with Associate Justice Kagan.

Kirkland Hosts Illinois Civil Unions Discussion



(left to right) Jordan Heinz, state Rep. Greg Harris and Amy Crawford celebrate the passage of the Illinois Religious Freedom Protection and Civil Union Act.

Kirkland attorneys, other Chicago-area lawyers and Lambda Legal donors shared hugs, laughs and even a few tears at a Firm-hosted lunch on December 16, 2010, that celebrated the passage of the Illinois Religious Freedom Protection and Civil Union Act. The bill provides legal recognition of gay couples who enter into civil unions, and provides them many of the same rights that married couples have, especially in health care and end-of-life decisions. Illinois Gov. Pat Quinn signed the bill into law on January 31, 2011.

During the event, the bill’s sponsor, state Rep. Greg Harris, discussed the multiyear process of shepherding it through the legislature. Christopher Clark and Camilla Taylor, senior staff attorneys for Lambda Legal, answered questions about how civil unions will work in practice once the legislation takes effect on June 1, 2011. Kirkland is a national sponsor of Lambda Legal. Intellectual property associate Jordan Heinz and litigation associate Amy Crawford attended the event on behalf of the Firm.

Kirkland Ranked as a Top 10 Illinois LGBT-Friendly Firm



In July 2010, Equality Illinois, an organization committed to securing, protecting and defending equal rights for lesbian, gay, bisexual and transgender people in Illinois, named Kirkland as one of the 10 most LGBT-friendly firms doing business in the state. In this first-ever ranking, top firms were selected based on their responses to a survey regarding LGBT initiatives and policies.

Navistar and HCSC Team with DLS for Panel

On October 14, 2010, corporate partner Ken Morrison hosted a Diversity Leadership Series (DLS) session titled “Client Development: Perspectives from Clients and Partners.” Thirty Chicago office attorneys and clients attended the panel discussion that included corporate partner and Firmwide Diversity Committee Co-Chair Eunu Chun; intellectual property partner Diana Torres; Steven Covey, senior vice president and general counsel at Navistar International Corporation; and Deborah Dorman-Rodriguez, senior vice president and chief legal officer at Health Care Services Corporation (HCSC).



(left to right) Steve Covey, Diana Torres and Ken Morrison speak at a Diversity Leadership Series.

WLI Session Celebrates Kirkland History

At the Women’s Leadership Initiative (WLI) holiday luncheon on December 8, 2010, litigation partner Emily Nicklin and employee benefits partner Vicki Hood led a fun, heartfelt celebration of the history of women at Kirkland, from Margaret Middlekauff, the first female lawyer hired by the Firm in 1925, to the present day. Johanna Dalton, the executive director of Goldie’s Place, a support center for people who are homeless, also attended and accepted Kirkland’s donation of 14 large boxes of men’s and women’s professional clothing and accessories.

Other Chicago Diversity Events:

- July 14:** Chicago Committee on Minorities in Large Law Firms Summer Soiree
- August 25:** Association of Latino Professionals in Finance and Accounting (ALPFA) 2010 Chicago CFO Summit
- September 16:** Go Red for Women Premiere Screening and Reception
- September 20:** Minority Corporate Counsel Association (MCCA) “Impact of Law Firm Compensation Systems on Women”
- November 5:** WLI “Unwritten Rules of Kirkland” Panel



LOS ANGELES



Dean Erwin Chemerinsky Discusses the Supreme Court and the Future of Diversity

On September 28, 2010, the Los Angeles office hosted Dean Erwin Chemerinsky, founding dean of the University of California, Irvine School of Law, as he spoke on the “The U.S. Supreme Court and the Future of Diversity.” Dean Chemerinsky underscored the key role that Associate Justice Anthony Kennedy, as the most moderate “swing” justice, will play in future diversity-related decisions, including in the areas of employment, marriage, access to education and voting rights. This latest installment of Kirkland’s Diversity Leadership Series (DLS) was well attended by both Los Angeles office attorneys and clients.

WLI Hosts “Women in the Law” Panel

The Los Angeles Women’s Leadership Initiative (WLI) hosted a panel discussion titled “Women in the Law” on December 14, 2010. The event featured diverse women sharing their varying experiences in the legal field. Panelists included Catherine Fisk, professor at the University of California, Irvine School of Law; Assistant U.S. Attorney Rupa S. Goswami from the Central District of California; the Honorable Eleanor J. Hunter of the Los Angeles Superior Court; Nina Shaw, entertainment lawyer and one of the founders of Del, Shaw, Moonves, Tanaka, Finkelstein & Lezcano; and intellectual property partner Diana Torres.

Litigation associates Vidhya Rangunathan and Sierra Elizabeth, and intellectual property associate Sharre Lotfollahi organized the event. Remarking on the day’s speakers, Vidhya said, “It was great to hear about the amazing journeys these women have had and the contributions they have made, and are continuing to make, to the legal field.”

Diversity Committee Takes to the Lanes



The Los Angeles Diversity Committee enjoys bowling at the annual winter diversity event.

On January 12, 2011, the Los Angeles Diversity Committee headed out of the office and into the lanes for the annual winter diversity event at Lucky Strike Bowling Alley at L.A. LIVE. Prizes ranged from the serious — corporate associate Luke Guerra won for the “Fastest Ball” — to the savvy — intellectual property associate Vivian Fong was named “Most Stylish” bowler. Litigation associate Kal Shobaki was awarded “Most Focused on Just Bowling.” More than 20 partners, associates and former summer associates were on hand to enjoy the gourmet nibbles and high-stakes competition.

WLI Sponsors Office Game Night



(left to right) Alice Yuan, Sibò Mack-Williams, Elisa Miller, Robyn Bladow and Samantha Good partake in a game night.

The female attorneys in the Los Angeles office enjoyed a low-key evening of fun and fellowship on September 16, 2010, for a game night sponsored by the Women’s Leadership Initiative (WLI). Litigation partner Robyn Bladow hosted the event, as the attorneys enjoyed the relaxed competition of Taboo, Wits & Wagers and Pictionary.

Other Los Angeles Diversity Events:

- July 29:** African-American Attorneys of Downtown Law Firms (AAADF) Summer Associate Dinner
- August 21:** National Black Law Students Association (NBLSA) Career Fair
- November 4:** WLI Bring-a-Friend Shopping Event
- November 17-21:** National Asian Pacific American Bar Association (NAPABA) 22nd Annual Convention
- December 9:** WLI Holiday Event



NEW YORK



New Diversity Leadership Series (DLS) Starts

After much success in Chicago, Kirkland’s New York office is pleased to announce its own Diversity Leadership Series (DLS), a series of events aimed at improving diversity awareness and addressing Firm diversity concerns.

The first DLS event was a lunch discussion titled “Succeeding at Kirkland” on February 15, 2011. A panel moderated by litigation partner Atif Khawaja, and featuring restructuring partner Jon Henes, corporate partner Mike Movsoich and intellectual property partner Claudia Ray, addressed how to succeed as a Kirkland associate. The panelists answered questions submitted by diverse and women associates and the Associates Committee. Discussion topics included navigating the free-market system, the associate review process, career planning and client development.

Kirkland Sponsors NAACP Legal Defense and Educational Fund Dinner

Kirkland sponsored the NAACP Legal Defense and Educational Fund’s (LDF) 24th Annual National Equal Justice Award Dinner on November 4, 2010, held at the Hilton New York & Towers Hotel in New York City. This year, LDF, the premier legal organization fighting for racial justice, honored William M. Lewis, Jr., co-chairman of investment banking at Lazard and co-chair emeritus of LDF’s board of directors, and William C. Weldon, chairman and CEO of Johnson & Johnson. Both honorees received LDF’s National Equal Justice Awards. Kirkland had 10 people attend the event, which raised more than \$2.5 million.

WLI Interactive Training Focuses on Litigation Skills

On July 13, 2010, intellectual property partner Dale Cendali led a discussion and training seminar titled “Litigation Skills and the Women Lawyer.” The session pondered whether female attorneys are perceived differently in litigation — by adversaries, witnesses, judges and juries — and if so, the practical steps women can take in response. Litigation partners Vicki Reznik and Lee Ann Stevenson, and intellectual property partner Claudia Ray also led segments of this interactive event that featured live demonstrations and video clips from “Ally McBeal,” “A Few Good Men” and “A Current Affair.” The senior women partners covered depositions, oral argument and trial skills, and provided useful tips and advice, as well as the latest in jury research.

Kirkland Participates in The Williams Institute New York Fall Reception

On October 12, 2010, several attorneys from the New York office attended the fall CLE program and reception of The Williams Institute, a nonpartisan think tank at the University of California, Los Angeles School of Law dedicated to research and scholarship in the area of LGBT rights law and public policy. The institute has been cited by the U.S. Supreme Court, and its executive director testified before Congress during hearings on the Employment Nondiscrimination Act (ENDA), relying, in part, on research compiled by Kirkland attorneys. The CLE program focused on federal LGBT law and policy. Kirkland is a national sponsor of The Williams Institute.

WLI Session Explains Workplace Personality Types

On July 15, 2010, 35 female attorneys from the New York office took part in an interactive lunchtime session sponsored by the Women’s Leadership Initiative (WLI) and titled, “Personality Types & Effective Communication and Feedback in the Workplace.” Elena Kaspi, founder of LawScope Coaching, led the program. In advance, the participating women completed a Myers-Briggs personality test. Elena scored the tests and e-mailed each attorney her individual results.

During the session, Elena asked attendees to sit with the other attorneys who shared their determined personality type. She led an interactive exercise in which each personality group was asked to respond by writing their thoughts on large pieces of paper to share with everyone. Each personality type provided noticeably different responses, and Elena then discussed how to apply the lessons learned.

Other New York Diversity Events:

July 14:	Fifth Annual Summer Diversity Dinner
July 19:	ACLU lunch speaker on Religious Objections to LGBT Protections
September 29:	Lambda Legal’s New York City Law Student and Law Firm Appreciation Event
November 10:	Minority Corporate Counsel Association (MCCA) Creating Pathways to Diversity Conference
December 15:	Citi Private Bank Presentation to WLI Associates



SAN FRANCISCO/ PALO ALTO



Beth Deeley Selected for 2011-2012 LCLD Fellows Program

Litigation partner Beth Deeley has been selected by the Firmwide Management Committee and the Firmwide Diversity Committee for the first-ever Leadership Council on Legal Diversity (LCLD) fellows program. The Fellows Program will connect high-potential attorneys with general counsel and managing partners from preeminent organizations for a year-long professional development program focusing on relationship building and leadership skills. Honored by the National LGBT Bar Association as one of the “Best LGBT Attorneys Under 40” in 2010, Beth will participate in three in-person training sessions around the country and a team project. The program will conclude in the first quarter of 2012.

Attorney General Speech Highlights Muslim Advocates Annual Dinner

On December 10, 2010, U.S. Attorney General Eric H. Holder, Jr., spoke to more than 300 American Muslim community leaders, including several attorneys from Kirkland, at the first-ever annual dinner of Muslim Advocates in San Francisco.

Muslim Advocates is a national legal advocacy and civil rights organization devoted to ensuring the civic participation and civil liberties of all Americans, and the sister entity to the National Association of Muslim Lawyers (NAML). Kirkland was a sponsor of the event. Corporate partners Arshad Ahmed and Abrar Hussain, along with intellectual property associate Sajjad Matin and incoming summer associate Nikhil Matani, attended on behalf of the Firm.

The attorney general’s appearance at the dinner and speech received coverage in *The New York Times*. The president of Muslim Advocates told the publication she invited Holder to speak several months earlier, but it was unprecedented for him to agree to the invitation. In his speech, the attorney general acknowledged shared concerns about rising levels of religious intolerance, in particular, reports and incidents of intimidation and violence against American Muslims, and pledged the Justice Department’s and Obama administration’s support as partners in promoting tolerance, ensuring public safety and protecting civil rights. However, the attorney general rejected criticism of the FBI’s use of undercover sting operations, and defended them as an essential tool to preventing potential terror attacks. At a reception after the speech, many in the audience expressed gratitude for the attorney general’s outreach to the American Muslim community, and said it could help to rebuild trust with law enforcement officials and continue a much-needed, productive dialogue.

24 Hour Fitness Among Panelists for Career Paths Discussion



(left to right) Beth Deeley, Monica F. Wiley, Larry Wollert II and Titi Liu participate in a panel for “Career Paths in the Law.”

On July 20, 2010, the Bay Area offices hosted a “Career Paths in the Law” panel in the San Francisco office for law students from schools across the United States. Litigation partner Beth Deeley moderated the panel, which featured The Honorable Monica F. Wiley of the San Francisco Superior Court; Titi Liu, executive director of the Asian Law Caucus; and Larry Wollert II, vice president and corporate counsel of 24 Hour Fitness USA, Inc. Panelists addressed topics such as what career paths to consider, what skill sets to develop, how best to use existing relationships and networks in pursuit of career paths, what every first-year practicing lawyer should know and the impact of the economic environment on new entrants to the legal market. The presentation was followed by a reception attended by many Kirkland attorneys.

Women Lawyers Discuss Career Development

On August 26, 2010, debt finance partners Samantha Good and Laura Rupenian led a discussion titled “How Women can be Successful at the Game of Business and How to Get What You Want out of Your Career” to a packed room of female attorneys in San Francisco. The discussion was lively and candid, addressing topics such as goal-making and execution. Samantha and Laura also provided advice for lawyers at all different stages of their careers.

Other Bay Area Diversity Events:

August 14:	Asian American Bar Association of the Greater Bay Area (AABA) Career Day
October 13-17:	National Association of Women Judges (NAWJ) Annual Conference
November 6:	Berkeley Law Foundation 15th Annual Auction Extravaganza



WASHINGTON, D.C.



Constellation Energy Honored by National LGBT Bar Association



Kirkland client Charles Berardesco of Constellation Energy Group speaks at the Out and Proud Corporate Counsel Reception.

Several attorneys from Kirkland’s Washington, D.C., office were on hand as the National LGBT Bar Association honored Kirkland client Charles A. Berardesco of Constellation Energy Group, Inc. at its Out and Proud Corporate Counsel Reception on October 7, 2010. Mr. Berardesco is Constellation Energy’s senior vice president, general counsel, corporate secretary and chief compliance officer. Kirkland was a sponsor of the event, and corporate partner Mark Director, litigation partner Jim Gillespie, energy partners Mike Woods and Anthony Danti, and corporate associate Bernardo Piereck attended on behalf of the Firm.

Posse Foundation Honors 2011 Recipients

On January 5, 2011, during a ceremony at George Washington University, the Posse Foundation awarded 62 Washington, D.C.-area high school seniors more than \$8 million in full-tuition scholarships to attend college. Along with staff from the six universities affiliated with Posse D.C., environmental partner and Firmwide Diversity Committee Co-Chair Walt Lohmann was one of the Posse representatives that welcomed this year’s class of Posse Scholars. Many scholars are the first in their families to attend college, and there were plenty of tears from parents and supporters in the audience. The foundation considered more than 1,600 nominees, and chose 62 based on exceptional academic and leadership skills.

Kirkland is a long-time supporter of the Posse Foundation, which also has offices in Atlanta, Boston, Chicago, Los Angeles, Miami and New York City, and since 1989, has sent close to 3,700 students to college with four-year, full-tuition merit scholarships. Walt is a member of the Posse D.C. Advisory Board. Other Washington, D.C., attorneys have served as writing and resume coaches, and have assisted in the selection of scholars. The Firm also participates in the foundation’s annual dinner in New York City and its annual fundraiser in Washington, D.C.

U.S. Solicitor General and SEC Commissioner Speak at DC Minority Networking Series

Kirkland attorneys took advantage of two recent opportunities to meet and network with other Washington, D.C.-area diverse attorneys as part of the DC Minority Networking Series.

The event on November 9, 2010, featured The Honorable Neal K. Katyal, a professor at Georgetown Law School and the acting solicitor general of the United States. He led a brief and engaging discussion on the role of the solicitor general’s office and took questions from the audience. Environmental partner and Firmwide Diversity Committee Co-Chair Walt Lohmann, litigation partner Pippa Scarlett, litigation associates Savaria Harris, Ritu Kelotra, Lauren Morse, Uzoma Nkwonta and Shannon Stokes, and intellectual property associate Julie Peng attended for Kirkland.

The July 26, 2010, event featured Commissioner Luis A. Aguilar of the U.S. Securities and Exchange Commission. Kirkland is one of 28 firms in Washington, D.C., that sponsor this series focusing on professional development and networking for minority attorneys.

Kirkland Attorneys Attend GAYLAW Annual Meeting

Kirkland energy partner Mike Woods and litigation associate Jason Parish attended GAYLAW’s (Gay, Lesbian, Bisexual, Transgender Attorneys of Washington) 20th Annual Business Meeting and Awards Reception on December 10, 2010. Founded in 1990, GAYLAW is an independent, nonpartisan bar association serving gay, lesbian, bisexual and transgender attorneys, law students and legal professionals in the Washington, D.C., area. As an affiliate to the National Lesbian and Gay Law Association, GAYLAW works to advance the interests of the GLBT community, to be their voices within the legal community and to improve their professional lives. Kirkland was a sponsor of this event.

Other Washington, D.C., Diversity Events:

- October 7:** Appleseed’s Pillars of Justice Awards Gala
- November 20:** Women’s Bar Association of the District of Columbia (WBA-DC) “Bootcamp: Real World Training for Future Success”
- December 14:** WLI Holiday Lunch