

DIVERSITY DIGEST

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Kirkland Receives 100 Percent Score on HRC's Corporate Equality Index



Kirkland received a 100 percent score on the Human Rights Campaign (HRC) 2012 Corporate Equality Index

(CEI) survey. This is the fifth year in a row that the Firm received a 100 percent score on the survey. HRC is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual and transgender (LGBT) individuals. The CEI report, released each year, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to LGBT employees. The CEI rates companies on 40 specific policies and practices, 32 of which are new or more demanding this year. Businesses that receive 100 percent scores are recognized in HRC's "Best Places to Work for LGBT Equality" list and are considered among the most inclusive and fair-minded in their industry.

Best LGBT Lawyers Under 40

The National LGBT Bar Association selected intellectual property partners Joe Loy, Sarah Piepmeier and Jordan Heinz as recipients of the association's Best LGBT Lawyers Under 40 Awards. The National LGBT Bar Association established the awards in 2010 to recognize lesbian, gay, bisexual and transgender legal professionals under the age of 40 who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality. Kirkland is the only organization with three attorneys on this year's list.

Letter from the Co-Chair of the Diversity Committee

We're sharing with you a photo of the Firmwide Diversity Committee, taken during the partners' meeting in October 2011 in Chicago. The picture does not include everyone, but hopefully it captures some of the energy and inspiration generated when many of us can gather in one place. We had a wonderful discussion that day and look forward to implementing new initiatives and ideas in 2012, including new diversity programs that we hope will attract broad Firmwide participation.

This issue features a number of awards and honors that diverse attorneys received in the last few months of 2011. Congratulations to all those who were recognized! We also want to salute the diverse attorneys who were recently promoted to partner at the Firm. — Eunu Chun

Diversity Profile



Philippa Scarlett

Litigation partner Philippa Scarlett says she was toughened up for high-stakes trial and appellate work at least in part by her experience as a law clerk to Associate Justice Stephen Breyer on the U.S. Supreme Court during the 2007-2008 Term. She recalls the yearlong clerkship as "an amazing experience," but also stressful, particularly when the court considered emergency motions from death row inmates seeking to stay their imminent executions. She — along with other law clerks — would research and recommend to the Justice whether to vote to stay the execution, which often would be scheduled to take place within a few hours of the court's receipt of the emergency stay request. "Having no time to figure out something that important when someone's life is on the line is a sobering experience," Philippa says. "Those experiences make everything else look so much easier."

Philippa joined Kirkland in 2009. Most recently, she assisted on the briefings and oral argument preparations in *Pliva, Inc., et al. v. Mensing*, a U.S. Supreme Court case that Kirkland argued and won for the defendants, including client Teva Pharmaceuticals. Philippa is also a member of a Kirkland team that represents Baxter Healthcare and affiliates of Teva Pharmaceuticals in a major set of product liability cases stemming from a hepatitis outbreak in Las Vegas caused by medical personnel inappropriately reusing medical equipment at various clinics. With a J.D. from Columbia Law School and a master's degree from Harvard University, Philippa hopes to continue to expand her practice in high-stakes litigation and is eager to do more antitrust litigation in particular.



SAN FRANCISCO/ PALO ALTO



WLI Workshop Uses Improv to Teach Business Skills



Kirkland attorneys (back row, left to right) Beth Deeley, Christine Gealy England, Samantha Good, (front row, left to right) Traci Shafroth, Mary Kogut, Jessica Isokawa, Leah Recht, Priya Pai, Leah Palmer and Aditi Iyer after one of the WLI improv workshops.

Women attorneys in Kirkland’s Bay Area offices participated in a five-week interactive workshop in November and December 2011 titled “On Your Feet: Building Effective Communication Skills,” sponsored by the Firm’s Women’s Leadership Initiative (WLI). Zoe Galvez, a professional actor known as Improv Gal and a pioneer in bringing improvisational theater to the business world, led the sessions. Participants were taught how improv provides opportunities to explore the dynamics of teamwork, listening, message delivery, spontaneity, adapting to change and building trust among colleagues. Litigation partner Beth Deeley, corporate partners Samantha Good, Laura Rupenian and Candace Wilhelm, intellectual property partner Karen Spindler, corporate associates Aditi Iyer, Jessica Isokawa, Alison Kadzik, Mary Kogut, Priya Pai and Leah Recht, intellectual property associates Kylie Mitson and Sarah Schaedler, and litigation associates Christine Gealy England, Ashley Littlefield, Priya Gupta Pai and Traci Shafroth participated in the workshop.

WLI Discusses Financial Markets

At the Women’s Leadership Initiative fall coffee break held on November 16, 2011, in the San Francisco office, corporate partner Samantha Good provided attendees with an update on the financial markets. The women discussed resources within Kirkland and in the news media, including NPR’s “Planet Money” podcasts, for lawyers to stay abreast of market developments. Corporate partner Leah Palmer, intellectual property partner Karen Tu Huoth, corporate associates Mary Kogut, Priya Pai and Leah Recht, litigation associate Traci Shafroth and other women attorneys from Kirkland’s Palo Alto and San Francisco offices attended the event.

Diversity Happy Hour

On July 15, 2011, litigation partner Beth Deeley hosted a diversity happy hour at her home for more than 30 attorneys in the Firm’s Palo Alto and San Francisco offices, including 10 summer associates.

WLI Sponsors Bay Area Reception

On September 21, 2011, corporate partner Linda Myers and Firmwide Diversity Manager Rina Alvarez held a Women’s Leadership Initiative cocktail reception with approximately 20 female partners and associates from the Firm’s Palo Alto and San Francisco offices. The event was held at Belden Taverna, a Mediterranean-themed restaurant in San Francisco. Attendees discussed current WLI initiatives in the Firm’s Bay Area offices and plans for future events.



Associate Mary Kogut (center) prepares a dish with two Kirkland summer associates during the WLI outing to Cookhouse.

Summer Associates Join WLI for Cookhouse Outing

On July 28, 2011, corporate associates Jessica Isokawa and Leah Recht led a WLI-sponsored summer social outing to Cookhouse in San Francisco. Other attendees included corporate partner Karin Orsic, intellectual property partner Kimberly Schmitt, corporate associate Mary Kogut and several female summer associates in the San Francisco office. During the outing, which was a cooking class, the attorneys prepared a variety of savory and sweet small-plate appetizers.

Legal Aid Society-Employment Law Center 95th Anniversary Luncheon

On July 14, 2011, environmental partner Paul Tanaka and litigation partners Beth Deeley, Tracy Genesen and Nick Kacprowski attended the 95th anniversary luncheon of the Legal Aid Society-Employment Law Center at the Marriott Marquis in San Francisco. The Legal Aid Society-Employment Law Center is a nonprofit legal services organization that assists California’s low-income working families and protects their legal rights. Kirkland sponsored the luncheon, and Beth sits on the nonprofit’s board of directors.

Other Bay Area Diversity Events:

- September 22:** California Bar Foundation “2011 Diversity Scholarship Program” Reception
- September 28:** WLI Coffee Break and Discussion of Sheryl Sandberg profile in *The New Yorker*
- October 24:** WLI Associates Brown Bag Lunch
- December 1:** WLI Holiday Social with The Cheese School of San Francisco
- December 21:** WLI Coffee Break



WASHINGTON, D.C.



Kirkland Selected as “City Lead” for Law Student Mentoring Program

The Leadership Council on Legal Diversity, an organization of corporate general counsel and law firm managing partners, recently selected Kirkland as “City Lead” for the Washington, D.C., area to implement a groundbreaking mentoring program for diverse first-year law students from area schools. As City Lead, a Kirkland team headed by Firmwide Diversity Committee Co-Chair and environmental partner Walt Lohmann and litigation associate Henry Thompson will coordinate the organization and execution of the program, which will match first-year law students from participating schools with more than 50 law firm or corporate legal department mentors for individual and group mentoring activities and programs. The program kicked off on January 30, 2012, with online registration for first-year students at American University Washington College of Law, Georgetown University Law Center, The George Washington University Law School and Howard University School of Law.



Kirkland attorneys (left to right) Elaine Walsh, Casey Gold, Roxana Mondragón, Megan Lacy, Joanna Ritcey-Donohue and Megan Meier visit WMSG's sixth-grade publishing party.

Kirkland Visits Washington Middle School for Girls

On October 14, 2011, as part of the Washington, D.C., office's Women's Leadership Initiative, several Kirkland attorneys and staff visited the Washington Middle School for Girls (WMSG). WMSG is an all-girls' school serving Anacostia, an area known for its high violence, crime and poverty rates. Kirkland attorneys toured the school and attended a presentation by WMSG's sixth-grade girls as they read their original literary works themed “My Dream” during their annual fall publishing party. The Washington, D.C., WLI has supported WMSG for many years, in part through the leadership of litigation partner Karen DeSantis and of counsel Joanna Ritcey-Donohue, both of whom serve on the school's development committee. The office is planning other activities to support the school, including a career day, in spring 2012.

“ALLSA” Adds Mentoring Partnership with GW Law Student Group

Environmental partner Walt Lohmann, as well as Washington, D.C., litigation associates Jonathan Ganter, Savaria Harris and Uzoma Nkwonta have begun a mentoring partnership with the Black Law Student Association at The George Washington University Law School. The purpose of the program is to help the law students expand their networks and to provide another source of practical information and advice for many of the issues that law students face. The mentors and mentees will meet or communicate monthly.

Interview Skills Workshop at Howard University School of Law

On November 9, 2011, Kirkland's Washington, D.C., office hosted an interview skills workshop and pizza lunch at Howard University School of Law. The purpose of the event was to provide guidance for first-year law students as they begin the interview process for positions in government, public interest organizations and law firms. LuEllen Conti, director of career services at Howard, asked the panelists questions regarding proper etiquette, decorum and protocol before, during and after interviews. Environmental partner Walt Lohmann and litigation associates Michele Gutrick and Ashley James informally answered more questions and talked with the students following the program.



Kirkland associate Paloma Zepeda (left) with John Gilkes of the Posse D.C. advisory board at the Power of 10 event.

The Posse Foundation D.C.'s Power of 10

On October 5, 2011, environmental partner Walt Lohmann, with intellectual property associate Julie Peng and litigation associates Roxana Mondragón, Shannon Stokes and Paloma Zepeda, attended The Posse Foundation D.C.'s fourth annual Power of 10 celebration. More than 150 guests attended this signature event to recognize diversity and equality in higher education. Kirkland was a premier sponsor of the celebration and is a national sponsor of The Posse Foundation, a preeminent college access and youth leadership development program that offers four-year, full-tuition college scholarships to urban high school students.

Other Washington, D.C., Diversity Events:

- July 16:** Summer Diversity Dinner — Walt Lohmann's house
- July 21:** WLI Negotiation Workshop
- October 6:** National LGBT Bar Association Out & Proud Corporate Counsel Award Reception
- November 17:** WLI Seminar With Deborah Frances-White — “How to be a Charming Woman in a Man's World”
- December 1:** Georgetown Black Law Students Association Second Annual Diversity Reception



CHICAGO



Kirkland Participates in BP Diversity Summit

On November 17, 2011, Kirkland litigation partners Leslie Smith, David Zott, Barry Fields, Carrie Karis, Barack Echols and Lauren Casazza participated in the “BP Legal Outside Counsel Diversity Summit” in Houston, Texas, for its core outside counsel. The focus of the summit was to share and to discuss diversity initiatives inside BP and in key outside legal counsel partners in an effort to brainstorm how to advance those efforts. Presentations discussed retaining women and minority legal professionals, eliminating bias in evaluations and advancement, and how diversity and inclusion improves business. Leslie served as a panelist for a presentation titled “How Clients Hurt and Help Diversity Efforts” and discussed Kirkland diversity initiatives and the opportunities they presented for closer collaboration with clients.



Partner Walt Lohmann (left) speaks during a session of the McDonald’s Diversity Day.

Kirkland Hosts Chicago Humanities Festival Diversity Day

On November 7, 2011, Kirkland hosted the first-ever Chicago Humanities Festival/McDonald’s Diversity Day, titled “An Adventure in Ideas for Diversity and Inclusion Visionaries,” in the Chicago office’s conference center. Of counsel Bill Fraumann, chair of the festival’s board of directors, participated in the event, along with Firmwide Diversity Committee Co-Chair Walt Lohmann, corporate partner Linda Myers, litigation partner Leslie Smith and Firmwide Diversity Manager Rina Alvarez. Chief diversity officers and managers from top companies discussed the challenges that face large organizations in promoting diversity and inclusion, and the best practices for facing such challenges. Kirkland also sponsored this year’s festival.

Chicago DLS Honors New Partners

More than two dozen attorneys from Kirkland’s Chicago office attended a celebratory dinner hosted by the Firm’s Diversity Leadership Series (DLS) and Diversity Networking Forums for new diverse partners on November 29, 2011, at EPIC Restaurant. Corporate partner Linda Myers delivered opening remarks for the event that honored partners Barack Echols, Uma Amuluru, Amy Crawford, Anh B. Lee, Mercedes McFarland and Jordan Heinz.

Coalition of Women’s Initiatives in Law Firms Leadership Forum

On November 3, 2011, the Chicago office’s Women’s Leadership Initiative hosted and participated in the Coalition of Women’s Initiatives in Law Firms’ second annual Leadership Forum. The event was designed to stimulate thought, promote dialogue and propose workable solutions to improve gender diversity in legal profession leadership. The forum included awards, a panel discussion with corporate counsel and an address from guest speaker Gail Evans, former executive vice president for program and talent development at CNN and best-selling author of “Play Like a Man, Win Like a Woman.”

Howard Krane and Emily Nicklin Receive Vision 2020 Award

Vision 2020 awarded tax partner Howard Krane and litigation partner Emily Nicklin with 2011 Equality in Action Medals at a ceremony in Chicago on October 12, 2011. Vision 2020 is a national initiative developed by the Institute for Women’s Health and Leadership at Drexel University College of Medicine in Philadelphia, Pennsylvania, to make equality a national priority through the shared leadership of women and men.

WLI Donates School Supplies to Charter School

To coincide with the beginning of the 2011-2012 academic year, Kirkland’s Women’s Leadership Initiative (WLI) conducted a school supply drive for Passages Charter School in Chicago. The nonprofit school serves students, many of whom are from underprivileged, immigrant and/or refugee families, in pre-kindergarten through seventh grade. During a celebratory lunch held at Kirkland’s Chicago office on September 16, 2011, school principal Nicole Feinberg accepted WLI’s donation of more than 20 boxes of school supplies and more than \$600 in monetary contributions. Nicole and former Kirkland partner Jamal Edwards, currently chief executive officer of Howard Brown Health Center, spoke at the lunch and encouraged attendees to become involved with local charities.

Other Chicago Diversity Events:

- July 27:** WLI/DLS “Developing Your Personal Brand” Workshop
- August 3:** WLI “Kirkland Communications: Earning Recognition for Your Achievements” Workshop
- October 12:** WLI Book Club and Discussion of “Play Like a Man, Win Like a Woman” by Gail Evans
- October 31:** DLS New Associates Welcome Lunch
- December 7:** Asian Diversity Networking Forum Lunch
- December 16:** Black Diversity Networking Forum Holiday Cocktail Party



LOS ANGELES



Firm Attorneys and Clients Attend Lavender Law Conference



Partners Beth Deeley (far left) and Sue Zachman (second from right) network with several Firm clients at the Lavender Law cocktail party.

More than 15 Kirkland attorneys from the Chicago, Los Angeles, New York, San Francisco and Washington, D.C., offices represented the Firm at the Lavender Law Conference and Career Fair, held September 8-10, 2011, in Hollywood, California. More than 1,200 attendees came to this annual three-day conference hosted by the National LGBT Bar Association.

During the event, intellectual property partner and Firmwide LGBT Subcommittee Co-Chair Edward Sadtler moderated a panel discussion titled “Building a Strong LGBT Community in Your Firm or Company.” The panel explored ways in which law firms, companies, nonprofit organizations and government can foster the formation and growth of LGBT communities and networks within the workplace. Christopher Murphy, deputy general counsel and vice president of business and legal affairs at Kirkland client DIRECTV, served as a panelist. The LGBT Bar also held an award luncheon to honor intellectual property partners Joe Loy, Sarah Piepmeier and Jordan Heinz for selection to the Best LGBT Lawyers Under 40 list.

On September 9, 2011, Kirkland hosted a cocktail party at the Hollywood Roosevelt Hotel for in-house counsel attending the conference. Firm clients at the party included representatives from DIRECTV, Live Nation Entertainment, Inc., Accenture LLP, American Express Company and the Federal Home Loan Mortgage Corporation (Freddie Mac).



Diana Torres Speaks at Yale Law Women Workshop

Intellectual property partner Diana Torres spoke at a Yale Law Women (YLW) professional development workshop on December 13, 2011, to 30 female law students. Diana, a Yale Law alumna, discussed her clerkship for The Honorable Consuelo B. Marshall of the U.S. District Court for the Central District of California, her shift from corporate law to litigation and her discovery of intellectual property as an emerging practice area. She also advised the women on how to hit the ground running as a first-year associate at a firm. Afterwards, YLW hosted a second, smaller luncheon event with Diana and eight students interested in careers in intellectual property, during which Diana talked about her work in greater depth and offered suggestions on what the women could do to excel in law school and at the start of their careers.

Kirkland Hosts “ALLSA” Mentoring Dinner for Stanford Law School Student Group

On January 9, 2012, Los Angeles corporate associates Brandon Vongsawad and Alice Yuan hosted a mentoring and networking dinner for the Stanford Law School Asian and Pacific Islander Law Students Association at Mantra in Palo Alto as part of Kirkland’s “ALLSA” initiative. San Francisco corporate associate Priya Pai and litigation associates Christine Gealy England and Adam Holbrook participated. Over a delicious Indian dinner, students discussed law school classes, resumes, extracurricular activities, summer employment opportunities, legal careers and law firm experiences. One student later described the event as “probably the most fun we’ve had to date at law school.” Brandon, Alice and Priya are Stanford Law alumni.

Los Angeles WLI Holiday Event

On December 15, 2011, the Los Angeles office’s Women’s Leadership Initiative hosted a charitable holiday event at the Fedora Room at First & Hope restaurant in downtown Los Angeles. This year, the attorneys made a contribution to The Grace Center, a nonprofit organization whose mission is to break the cycle of family and domestic violence. All attendees were asked to bring a \$20 gift card from Target, Wal-Mart, Kohl’s, J.C. Penney or Sears to donate to The Grace Center.

Los Angeles Diversity Fellows Gather for Dinner

On July 11, 2011, corporate partner Eva Davis hosted a group of former Kirkland & Ellis Diversity Fellowship recipients and 2011 Diversity Fellow Shiran Zohar for a sushi dinner at R-23 in downtown Los Angeles. Attendees included litigation associates Tanya Greene and Paul Leaf, and corporate associates Monique Robinson and Brandon Vongsawad. In 2011, Kirkland awarded diversity fellowships to 15 law students holding offers to join the Firm’s summer associate program. The Firm has awarded 97 fellowships totaling almost \$1.5 million since the program began in 2004.

Other Los Angeles Diversity Events:

- July 26: Diversity Lunch Series — El Colmao
- September 13: WLI Recruiting Dinner — Patina
- October 18: WLI All Associates Lunch
- January 17, 2012: LGBT/OUTLaw Student Mixer — The Abbey



NEW YORK



Boehringer Ingelheim Joins Kirkland at “Top Firms for Diversity” Reception

On December 8, 2011, Marla Persky, senior vice president and general counsel at Firm client Boehringer Ingelheim Corporation, and Nancy Di Dia, the company’s executive director and chief diversity officer, accompanied several Kirkland attorneys to *The American Lawyer* and *The National Law Journal’s* “Top Firms for Diversity” Awards Reception in New York City. ALM honored Kirkland as one of the top 40 firms from *The American Lawyer’s* “2011 Diversity Scorecard,” and recognized litigation partner Philippa Scarlett for her selection to *The National Law Journal’s* “Minority 40 Under 40” list. Firmwide Diversity Committee Co-Chairs Eunu Chun and Walt Lohmann, intellectual property partner Jordan Heinz and litigation partner Lauren Casazza attended the event.

Eunu Chun Named a Leading Rainmaker

The Minority Corporate Counsel Association (MCCA) selected corporate partner Eunu Chun as a “Leading Law Firm Rainmaker” and profiled him in the November/December 2011 issue of MCCA’s *Diversity & The Bar* magazine. The feature spotlighted minority lawyers throughout the United States who have achieved success through innovative, consistent and proactive business development.



(left to right) Kirkland associates Joshua Simmons, David Flugman, Leo Yanez and Lisa LeCointe-Cephas enjoy the LGBT reception.

Kirkland Hosts LGBT Reception

On November 3, 2011, Kirkland hosted an LGBT reception in New York to honor several of the most prominent national organizations working to advance the civil and human rights of people who are lesbian, gay, bisexual and transgender. Sixty guests attended, representing organizations including the National Center for Lesbian Rights, Lambda Legal, the American Civil Liberties Union LGBT Project, Servicemembers Legal Defense Network, Immigration Equality, Transgender Legal Defense and Education Fund, and Human Rights Campaign. More than 30 Kirkland attorneys attended to support the work of these organizations. Kirkland also hosted a roundtable meeting to discuss LGBT rights organizations in the New York office on November 3-4, 2011.

New York Office Honors New Diverse Partners & Associates

The New York Diversity Committee welcomed 14 new diverse associates and congratulated new diverse partners Philippa Scarlett and Joshua Zachariah during an affinity group dinner for all racially diverse attorneys in New York on November 29, 2011. About 45 Kirkland attorneys attended the dinner at Danji, a modern Korean tapas restaurant in midtown New York City.

Philippa Scarlett Selected for “Minority 40 Under 40” List

The National Law Journal selected litigation partner Philippa Scarlett for its “Minority 40 Under 40” feature, which recognizes diverse attorneys at law firms and in government, academia and public interest positions. Published on October 31, 2011, the feature discussed Philippa’s work for Teva Pharmaceuticals in the U.S. Supreme Court case *Pliva, Inc., et al. v. Mensing*, and her pro bono representation of thousands of low-income Maryland residents in helping them receive public benefits from the state’s department of human resources in a timely manner.

Edward Sadtler Chosen as “Unsung Hero”

The New York Law Journal chose intellectual property partner Edward Sadtler to receive an “Unsung Heroes” award. He was recognized for his sustained commitment to pro bono in a special section of the law journal in September 2011 and at an awards dinner on November 1, 2011. Sanctuary for Families nominated Edward for the award.

Sergio Urias Recognized by *Latino Leaders Magazine*

Latino Leaders Magazine named corporate associate Sergio Urias a “Club Leader of the Future” in its August 2011 issue. The magazine highlighted Sergio’s work as a member of Project Paz, helping to bring attention and resources to the victims of drug violence in Juarez, Mexico, and some of his pro bono representations. Sergio was the only attorney in New York to garner this recognition.

Other New York Diversity Events:

- July 12:** Annual Diversity Dinner — kin shop
- July 19:** WLI Annual Women’s Dinner — Del Posto
- October 27:** Latino/a Law Students Association (LaLSA) at Columbia Law School Seventh Annual Awards Banquet
- November 14:** WLI Cocktail Reception — Park Avenue Autumn
- December 1-15:** WLI Clothing & Accessories Drive for Bottomless Closet NYC