

DIVERSITY DIGEST

KIRKLAND & ELLIS 
diversity

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Kirkland Named to The American Lawyer's A-List



In June, *The American Lawyer* released the law firms comprising its 2014 A-List.

Kirkland has once again been named to the coveted list.

The A-List aims to identify the country's most well-rounded law firms via a measure of their success in four core areas: financial performance, pro bono, diversity and midlevel associate satisfaction. To determine the A-List, *The American Lawyer* pulls from its four surveys that rate Am Law 200 firms' performances in these areas. The total score is calculated by doubling each firm's RPL and pro bono scores and adding those to the firms' associate satisfaction and diversity scores. The 20 top-scoring firms comprise the A-List.



Deborah Epstein Henry of Flex-Time Lawyers (left) and author Gretchen Rubin.

Kirkland Hosts "Happiness for Lawyers" Event

On June 26, 2014, the New York office hosted "Happiness for Lawyers," an event in which Deborah Epstein Henry, author of *Law & Reorder* and founder of Flex-Time Lawyers, interviewed Gretchen Rubin, the author of best-selling books *The Happiness Project* and *Happier at Home*.

Global Management Committee member and debt finance partner Linda Myers introduced Deborah and Gretchen, who then discussed strategies to help lawyers find balance and happiness in their lives. More than 150 people attended the event in person and via a Firmwide videoconference. Attendees received autographed copies of Gretchen's book.

2014 Kirkland Diversity Fellows

The Kirkland & Ellis LLP Diversity Fellowship Program offers stipends to law students who hold offers to join the summer associate program and who have demonstrated how they will help promote diversity within the legal profession. Since 2004, Kirkland has sponsored 130 fellowships with grants totaling more than \$2.1 million, including 10 in 2014:

- East Berhane, New York University School of Law
- David Bethea, University of California, Irvine, School of Law
- Christine Chan, University of California, Berkeley, School of Law
- Nishi Kumar, New York University School of Law
- Erin Leach, University of Chicago Law School
- Jaimie McFarlin, Harvard Law School
- Anand Mehta, University of Michigan Law School
- Andrew Ohlert, University of California, Hastings, College of the Law
- Alyssa Richardson, Harvard Law School
- Joe Tobias, Stanford Law School

Letter from the Co-chairs of the Diversity Committee

Kirkland improved nine spots on *The American Lawyer's* Diversity Scorecard survey this year, helping to secure the Firm's position once again on the magazine's coveted A-List of the 20 most well-rounded law firms (page 1). Our journey to improve and foster diversity is ongoing, but markers like AmLaw's Diversity Scorecard, Yale Law Women's Top 10 Family Friendly Law Firms and *Working Mother's* 50 Best Law Firms for Women (page 7) — two other features in which Kirkland was recognized — among other surveys, validate our direction and provide insight into areas of untapped potential within law firms.

For instance, Yale Law Women's list includes law firms with high family-friendliness indicators, such as part-time and flex-time options, caregiver leave policies and childcare availability, as well as indicators of gender equality in partnership promotions and composition of leadership committees. Kirkland was one of five firms recognized for promoting more than one partner who was or has been on a part-time or flexible full-time schedule.

Our commitment to diversity extends beyond policies for existing employees. Our pipeline efforts continued this summer with leaders of our Women's Leadership Initiative and members of diverse and LGBT affinity groups in our U.S. offices holding receptions for rising 2L diverse and women law students from top feeder schools. (See photos from San Francisco's rising 2L diversity event below.) These targeted receptions help to forge early and lasting connections with high-caliber diverse and women candidates as they consider employment options heading into the fall recruiting season.

Outside of policies and recruitment, we continue to execute a wide variety of programming, the highlights of which are included in this edition of Diversity Digest. We hope you enjoy it, and thank you for your collaboration in promoting diversity and inclusion throughout the Firm.

Elizabeth Deeley

Atif Khawaja



On July 10, 2014, Kirkland hosted a networking reception and movie screening for diverse rising 2L students in the Bay Area. The screening of the documentary *Linsanity*, which took place at the Landmark Theatre in San Francisco, was followed by a question-and-answer panel with the film's director and producers.

Attorney Profile



Ashley Young

Debt finance partner Ashley Young has more than a decade of experience advising borrowers and creditors at all levels of the capital structure on complex international finance transactions, particularly leveraged acquisitions.

Ashley recently advised Sankaty Advisors, LLC, the independently managed credit affiliate of Bain Capital, on its acquisition of the business and assets comprising the J.P. Morgan Global Special Opportunities Group. He also advised the 7 Days Group Holdings Limited consortium on the financing aspects of its acquisition of the 7 Days Inn Group, a budget hotel chain in China.

In addition to maintaining a thriving transactional practice, Ashley is a strong supporter of Kirkland's diversity initiatives. He is a member of Kirkland's Diversity Committee and LGBT Subcommittee and is active in the London office's LGBT group.

"It is important to me to be part of mentoring, developing and promoting talent from all backgrounds, and especially the LGBT community, within our Firm," Ashley said.

Ashley transferred from the Firm's Hong Kong office to the London office in May. While in Hong Kong, he worked with Community Business on LGBT issues. He also was part of the Hong Kong Gay and Lesbian Attorney Alliance. Since transferring to London, he has re-established his involvement with InterLaw, London's LGBT network of law firms.

"I am proud to be part of organizations that are working to help people succeed in their legal careers with the full support of Kirkland & Ellis behind me," he said.

DIVERSITY LEADERSHIP SERIES (DLS)

Kirkland DLS Hosts Discussion on Historic HBCU Equality Lawsuit



Michael Jones

On June 10, 2014, as part of Kirkland's Diversity Leadership Series, litigation partner Mike Jones spoke about the Firm's landmark victory in a pro bono civil rights case

on behalf of students at Maryland's historically black colleges and universities (HBCUs). Mike represented the Coalition for Equity and Excellence in Maryland Higher Education against the State of Maryland for the state's failure to completely dismantle its formerly segregated system of higher education. The court ruled that Maryland violated the constitutional rights of students at Maryland's four HBCUs by unnecessarily duplicating their programs at nearby white institutions, a practice that began during the era of de jure segregation. The event was held in the Washington, D.C., office and was videoconferenced to more than 100 attendees including Kirkland attorneys, summer associates and pro bono fellows in the United States.

Amy Wollensack Named to 40 Under Forty List



Amy Wollensack

The Network Journal honored corporate partner Amy Wollensack with a 40 Under Forty Achievement Award at its 17th annual awards dinner on June 12, 2014,

in New York. The award recognizes African American men and women under the age of 40 who have made significant professional accomplishments in their industry and important contributions in their community.

Kirkland Hosts Chicago Scholars Interview Night

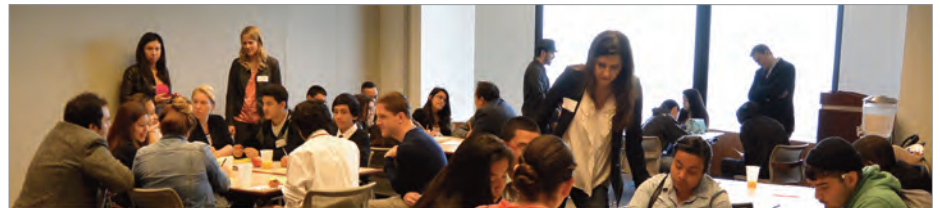
On March 12, 2014, attorneys and staff in the Chicago office volunteered as interviewers at the Chicago Scholars Interview Night, during which 32 local high school students interviewed for the Chicago Scholars program.

The program helps disadvantaged students overcome barriers to attending and succeeding in college. Students enter the five-year program as high school seniors, and they attend seminars, workshops and mentoring sessions that help them apply to and be accepted by universities, graduate on time and transition into their post-collegiate lives.

Volunteers included litigation partner and Chicago Scholars executive committee member and board member Barack Echols and associates Martin Martos, Allison Huebert and Matthew Martin, private funds partner Chris Kallos, corporate partner Kurt von Moltke and associate Megan Riley, restructuring associate John Wilkes, associate director of Firmwide diversity Rina Alvarez and attorney recruiting manager Kim Klein.

Kirkland is a longtime sponsor of the organization and in 2012 committed to a five-year, \$100,000 sponsorship that will run through 2016.

Kirkland Hosts NALP Street Law Pipeline Workshop



Kirkland volunteers led workshops and a networking activity for high school students as part of the Street Law Pipeline program.

On March 14, 2014, the San Francisco office hosted its sixth annual workshop as part of its involvement in the National Association for Law Placement, Inc. (NALP) Street Law Pipeline program, which pairs law firms with local diverse and disadvantaged high schools to teach students about substantive areas of the law, the legal profession and legal career pathways. This year, approximately 70 juniors from San Francisco's Leadership High School visited Kirkland, where they participated in two workshops: a copyrights mock trial and a contracts negotiation. Firm attorneys, University of California, Berkeley, School of Law students and University of California, Hastings, College of the Law students facilitated the workshops, which built off of two classroom visits that took place earlier this spring at their school. Following the two workshops, students enjoyed lunch and networking with the volunteers. Kirkland was one of the first law firms to sign up for this project and has worked with more than 475 youth in the Bay Area and Silicon Valley through the program.

Corporate partner Marc Browning and associates Noah Goodman, Matt Goulding, Chris Harding, Jordan Wappler and Bryan Warner, debt finance partner Fred Lim and associate Mary Kogut, litigation partners Jim Basile, Beth Deeley and Mark McKane and associates Alex Davis, Julia Allen and Austin Klar, tax partner Angela Russo, environmental transactional partner Paul Tanaka and associate Martin Sul, intellectual property associates Sarah Schaedler and Amit Makker, attorney training and development specialist Hilary Herrington, and attorney recruiting specialists Annie Au and Liz Soderberg participated in the program.

LGBT + AFFINITY GROUPS



Intellectual property partner Jordan Heinz (left) and litigation associate Dmitry Tishyevich.

Kirkland Secures Victory in Indiana Same-Sex Marriage Case

The U.S. District Court for the Southern District of Indiana ruled on June 25, 2014, that Indiana's ban on same-sex marriage is unconstitutional, finding that the ban interfered with a person's fundamental right to marry under the due process clause and violated the equal protection clause. Indiana has appealed the ruling, and the case is now pending before the U.S. Court of Appeals for the Seventh Circuit.

Kirkland, along with Lambda Legal, represented five couples in this case. The team was led by intellectual property partner Jordan Heinz and included intellectual property partner Brent Ray, litigation associates Dmitry Tishyevich, Melanie MacKay and Scott Lerner, and legal assistant Emily Malloy.

LGBT Subcommittee Hosts Annual Receptions in New York and Chicago

Kirkland's LGBT subcommittee hosted its annual cocktail receptions for LGBT attorneys and staff on March 5, 2014, in New York and April 21, 2014, in Chicago. Approximately 25 people attended the New York reception, and 33 attended the Chicago event.

Tana Ryan Named to Best LGBT Lawyers Under 40 List



Tana Ryan

Corporate partner Tana Ryan was recently named to the National LGBT Bar Association's annual Best LGBT Lawyers Under 40 List. The list recognizes LGBT

attorneys who have distinguished themselves in their field and have demonstrated a profound commitment to LGBT equality. Tana has played a significant role in Kirkland's diversity and inclusion efforts for more than 10 years, and she is currently co-chair of the Firmwide Diversity Committee's LGBT Subcommittee. Tana and the other award recipients were recognized at a lunch held in connection with the Lavender Law conference on August 22, 2014.

AFFINITY GROUPS

African American Affinity Group Hosts Prominent Advertising Executive

On April 4, 2014, the African American Affinity Group held a lunch and networking session at the Chicago office featuring special guest Dr. Lauren Tucker, senior vice president, group planning director and director of consumer forensics at The Martin Agency in Richmond, Virginia. Lauren was one of the first women to rise to the level of senior vice president at a national advertising agency. She has worked at Leo Burnett, Burrell Communications Group and the University of South Carolina, where she received tenure in 2000. Litigation partner Barack Echols hosted the event.

Kirkland Sponsors Opus Conference

On May 14 – 15, 2014, Kirkland hosted and sponsored the 10th annual Opus Conference, an event created by diversity and inclusion expert Vernā Myers and focused on solutions to help attorneys of color thrive in law firms. The title of this year's conference was "Thrive: Imagination, Inspiration and Innovation."

The event kicked off with a cocktail reception on the rooftop of Kirkland's Washington, D.C., office. Attendees then moved inside where Global Management Committee member and debt finance partner Linda Myers introduced the evening's programs. Vernā discussed how to cultivate legal environments where attorneys of color can thrive.



Baratunde Thurston
(Photo by Bill Wadman)

Keynote speaker Baratunde Thurston, comedian and author of best-selling book *How to Be Black*, read excerpts from his book and shared his experiences as an African American man within a historical context.

Baratunde's presentation was followed by a question-and-answer session and book-signing.

The following day, Linda participated in a panel that discussed how innovative approaches to inclusion can enhance the success of attorneys of color. Corporate partner Amy Wollensack also served as a panelist in a breakout session in which panelists shared the personal, interpersonal and organizational factors that have contributed to their success.

Other Kirkland attendees included Global Management Committee member and litigation partner Gene Assaf, litigation partners Susan Davies, Jennifer Levy, Bridget O'Connor and Beth Williams, environmental partner Walt Lohmann and associate director of Firmwide diversity Rina Alvarez.



Kirkland hosted the New York City Urban Debate League for two tournaments this spring.

Kirkland Attorneys Volunteer at Urban Debate League Tournament

Kirkland hosted the New York City Urban Debate League's annual Martin Luther King Jr. Debate Tournament and city championships tournament on January 29 and March 21, 2014, respectively. Approximately 40 middle and high school students participated in each event, where attorneys served as judges. The debate tournaments were followed by pizza socials.

The Urban Debate League is the only organization that provides a platform for inner-city middle and high school students in New York to learn and practice debate.

Attorney volunteers included tax partner Melinda Alankar, litigation partners Peter Bellacosa and Atif Khawaja and associates LeMar Moore, Sailaja Paidipaty and Adam Stern, derivatives partner Scott Gordon, corporate partner Amy Wollensack and associates Abe Einhorn, Andrew Fleischman and Renata Malavazzi, private funds associate Leslie Theophile, intellectual property of counsel Michelle Six and associate Aaron Resetarits, real estate associate Ted Schmadeke, and trusts and estates associate Andrew Katzenberg.

Affinity Group Welcome Lunch

On May 2, 2014, the Washington, D.C., office held a lunch to welcome and celebrate the first- and second-year members of its racial/ethnic minority affinity groups. Environmental transactional partner Toby Chun and associate Maryam Mujahid, litigation associates Tracie Bryant and Siva Varnitha, labor and employment associate Ashley James and intellectual property associate Julie Wang attended the event at Pizzeria Orso in Falls Church, Virginia.

Kirkland's San Francisco Office Hosts Two LCLD Events

Kirkland's San Francisco office hosted the Leadership Council on Legal Diversity (LCLD) Networking Reception on April 17, 2014, and the LCLD City Lead Training on May 2, 2014.

Local 1Ls involved in the LCLD mentorship program met with current LCLD member attorneys from Kirkland and other firms at the networking reception. The event's 40 attendees mingled and celebrated the closing of the school year before finals hit full force.

Ten Kirkland attorneys from the San Francisco office were LCLD mentors this year: environmental transactional partner Paul Tanaka, who is the San Francisco LCLD City Lead, and associate Martin Sul, corporate associates Noah Goodman, Joe Kaczorowski and Jordan Wappler, private funds associate Ashley Rose, debt finance associate Bryan Warner, litigation associates Diana Chang and Ashley Littlefield, and intellectual property associate Elise Edlin.

The LCLD City Lead Training was a day-long informational event for LCLD City Leads, who serve as primary liaisons between LCLD and local law school students and administration, as well as attorney mentors in their cities.

The event kicked off with opening remarks from LCLD's program director and program manager, who provided an outline of the City Lead program and expectations. A roundtable discussion focused on best practices for law school relationships, maximizing quality mentor-mentee relationships, soliciting attorney mentors and planning group mentoring programs followed. Paul, the San Francisco City Lead, and environmental transactional partner Walt Lohmann, the Washington, D.C., City Lead, led the roundtable discussion.

The event also featured Chris DeSantis, a specialist in management and organization development, who presented "The Skeptics Guide to Mentoring." He discussed important issues in bridging differences, including age and backgrounds, in assigned mentoring situations.

Later, a panel of law school career development professionals from Golden Gate University School of Law, University of California, Berkeley, School of Law and University of California, Davis, School of Law discussed tips for mentors to support their 1L mentees and resources available to students and mentors.



Kirkland associates and summer associates (top) Esther Joy King, Yongo Ding, Joe Schroeder, Jonathan Adair; (middle) Susan Tanaka, Alyse Wu, Josh Morales; and (bottom) Josh Altman, Kristen Molloy, Anika Fischer, Jaran Moten.

Kirkland Attorneys, Summer Associates, Attend Diversity Barbeque

Intellectual property partner Jordan Heinz hosted the Kirkland & Ellis Diversity BBQ at his condo in Chicago's Lakeview neighborhood on June 12, 2014. Twenty-nine Kirkland attorneys and summer associates enjoyed dinner and drinks outside.

WOMEN'S LEADERSHIP INITIATIVE (WLI)

Michelle Kilkenney Speaks at Women in Law Empowerment Forum



Michelle Kilkenney

Debt finance partner Michelle Kilkenney participated on the “Being Strategic About 24/7: Assignments, Committees and Community” panel at

the Women in Law Empowerment Forum on March 5, 2014, in Chicago. Panelists addressed the importance of being strategic when taking on new assignments or joining committees or nonprofit boards, and provided advice on balancing volunteer activities and charitable contributions with a career.

D.C. Office Hosts Reception for Women Associates



Gene Assaf

On January 13, 2014, Global Management Committee member and litigation partner Gene Assaf and the Washington, D.C., WLI hosted a cocktail

reception for new and returning women associates at the Hay-Adams Hotel. Litigation partners Beth Williams, chair of the Washington, D.C., WLI Planning Committee, and Susan Davies joined Gene in welcoming the associates to Kirkland and answering questions about the Firm.

Kirkland Among 50 Best Law Firms for Women



Working Mother and *Flex-Time Lawyers* named Kirkland to their 2014 list of the

50 Best Law Firms for Women. The list honors U.S. law firms for their excellence in creating flexibility and professional development programs designed to retain women and to advance them into the leadership pipeline. Kirkland was also named to the list in 2012 and 2013.

New York WLI, Harvard Business School Club of New York, Host Arianna Huffington



The New York WLI, in partnership with the Harvard Business School Club of New York, hosted “An Evening with Arianna Huffington” on April 16, 2014, at the New York office.

Kirkland attorneys gathered for an informal, private meet-and-greet with Arianna prior to her presentation, in which she discussed her new book, *Thrive*. The Firm provided attorneys with copies of the book.

During her presentation, Arianna, who is the chair, president and editor in chief of Huffington Post Media Group, discussed the pursuit of success in a career-focused world. After collapsing in 2007 from burnout and sleep deprivation, Arianna had a “wake-up call” that led her to ask herself what success truly means. Defining success based on two metrics, money and power, “is like trying to sit on a two-legged stool. Sooner or later, we’re going to fall off,” she said. Arianna’s book explores the third metric necessary for success: a combination of health, wisdom, wonder and giving, all of which can lead to better work-life balance and purpose.

Approximately 200 people, including Harvard Law School alumni and Kirkland attorneys, attended Arianna’s discussion, which was followed by a question-and-answer session and book-signing.

Vernā Myers Discusses Cultural Fluency at Kirkland



On April 28, 2014, Kirkland’s Diversity Integration Task Force and Diversity Committee hosted a Firmwide videoconference on cultural fluency led by Vernā Myers, an internationally recognized expert on diversity and inclusion. More than 150 Firm attorneys joined to watch Vernā share insights and answer questions from her new, ABA-published book, *What If I Say the Wrong Thing? 25 Habits for Culturally Effective People*.

Corporate partner Richard Porter delivered the introduction, and Global Management Committee member and debt finance partner Linda Myers interviewed Vernā. Linda and Vernā’s interview was followed by a question-and-answer session. The event provided concrete ideas on communicating effectively across differences to be better leaders, advocates, co-workers and team members.

Dale Cendali Wins Americas Women in Business Law Award

Intellectual property partner Dale Cendali was named “Best in Trademark” at Euromoney Legal Media Group’s third annual Americas Women in Business Law Awards, held June 5, 2014, in New York. One of eight finalists in the category, Dale was selected for her professional accomplishments, advocacy and influence in her field of law. Dale received the “Best in Copyright” award in 2012 and 2013.

WOMEN'S LEADERSHIP INITIATIVE (WLI)

WLI Discussion with Linda Myers & Leslie Smith



Linda Myers



Leslie Smith

On March 11, 2014, the Washington, D.C., WLI hosted debt finance partner Linda Myers and litigation partner Leslie Smith, both members of the Firm's Global Management Committee, for brunch in the library. Litigation partner Beth Williams moderated a discussion with Linda and Leslie on managing the Firm; ideas for recruiting, retaining and promoting women attorneys at Kirkland; and

goals for the future of the Firm. Linda and Leslie also answered audience questions about their careers, work-life balance and mentorship.

Associate Co-founds Women's Network



Fatema Orjela

Corporate associate Fatema Orjela has co-founded Women In Law London (WILL), a grassroots women's legal network that aims to engage and promote the next generation of women lawyers at the pre-partnership level.

WILL's official launch event is October 17, 2014. The five founders, associates at various law firms in London, aim to host quarterly networking forums, discussions and guest speakers. For more information, visit www.womeninlawlondon.com.

Chicago WLI Hosts Generational Differences Discussion

On March 27, 2014, the Chicago WLI hosted a program titled "Four Generations: One Workplace" at the Chicago office conference center. The event featured a presentation by Chris DeSantis, a management and organization development specialist who discussed generational differences at work. Chris reviewed the traits of each generation and how these differences play into perceptions of careers, finding work-life balance, obtaining and giving feedback, and leadership qualities. Debt finance of counsel Kathy Schumacher and corporate associate Erin McGuire helped plan the event. About 55 Kirkland lawyers and alumni attended.

Chicago WLI Hosts Sponsorship Panel

The Chicago WLI hosted a panel discussion titled "Sponsorship: Friends in High Places" on February 25, 2014. The event addressed the importance of sponsorship in career advancement and offered advice on seeking sponsors. Litigation partner Mark Filip, debt finance partner Linda Myers and restructuring partner Jamie Sprayregen, all members of the Global Management Committee, participated on the panel, which was followed by a networking reception.

Stylist Offers Fashion Advice During D.C. WLI Event

On May 1, 2014, the Washington, D.C., WLI hosted Kathryn Martin, stylist and personal shopper. Kathryn spoke to the 35 attendees about how dressing professionally and stylishly can set them apart and potentially help them achieve even greater success in the workplace. She included information about current trends, appropriate cuts for different body types, staying true to personal style and how to shop within a budget. Finally, Kathryn discussed how to work with stylists and personal shoppers to save time.

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Our Mission

At Kirkland, we believe that our ability to function at the very highest level of our profession is significantly enhanced by building a team of lawyers who bring us the benefits of a broad range of socioeconomic, racial, ethnic and personal backgrounds. Our commitment to diversity is reflected not only in the Firm's policies, programs and committees, but also through our efforts to build and maintain a culture that values and gathers strength from difference.

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