

Achievements in

DIVERSITY

2007 Year in Review



KING & SPALDING

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Diversity Committee Members

Lovita Tandy, Chair

Edward Aviles	Chris W. Jackson
John H. Barquin	Ana S. Lesce
Margaret Bolce Brivanlou	Ralph B. Levy
Jaron R. Brown	Patricia L. Maher
Randolph C. Coley	Samuel M. Matchett
Anne M. Cox	Josh T. O’Harra
Alan R. Dial	Catherine O’Neil
Michael J. Egan	Tania S. Perez
Suzanne C. Feese	Tracie J. Renfroe
Amin M. Husain	Graciela M. Rodriguez
Lisa S. Keyes	Mason W. Stephenson
Daniel J. King	Robert K. Woo, Jr.

King & Spalding is an international law firm with more than 800 lawyers in Atlanta, Charlotte, Dubai, Frankfurt, Houston, London, New York, Riyadh (affiliated office) and Washington, D.C. The firm represents half of the *Fortune 100* and in a *Corporate Counsel* survey in September 2007 was among the top firms representing *Fortune 250* companies.

For additional information, visit www.kslaw.com.

In 2007, King & Spalding made substantial changes to the structure of the firm's Diversity Committee to reflect our continuing commitment to diversity in the profession. The Committee is now chaired by Partner Lovita Tandy, who devotes the majority of her time to the firm's diversity efforts. In addition, we modified the membership of the Committee to ensure that key decision makers from across the firm, including members of the Policy Committee, Associate Evaluation Committee, Partners Committee, Hiring Committee, practice group leaders and office managing partners, play prominent roles.



As we hope the information in this report makes clear, King & Spalding dedicates substantial human and financial resources towards creating and nurturing a diverse, collaborative and inclusive environment from which the firm, our people and our clients benefit. We hope that you find the following information informative.

Robert D. Hays, Jr.
Chairman



As I look back on my first year as Chair of the firm's Diversity Committee, I am pleased to report that the firm was honored with a wide range of diversity awards, including receiving the Chevron Law Firm Diversity Award and being named one of the 50 best law firms for women by *Working Mother* magazine. These are not overnight achievements, but reflect a long-standing and continuous commitment to increasing diversity in the profession.

In 2007, we were able to build upon this tradition by creating and expanding affinity groups for our women, racially diverse, LGBT, part-time and international attorneys, expanding our internal diversity training offerings, expanding our partnerships with women and minority-owned law firms, and increasing the level of one-on-one career development support available to our diverse attorneys. As this report reflects, we have also dedicated hundreds of hours to increasing diversity within the legal community.

This report summarizes not only the initiatives above but many others as well—achievements that only serve to strengthen our resolve in advancing diversity at this firm and in the legal community.

Lovita Tandy
Partner and Chair, Diversity Committee

King & Spalding's Part-Time Policy Among the Most Flexible

King & Spalding was recently recognized as one of the nation's top law firms for women by *Working Mother* magazine and by Flex-Time Lawyers LLC. The firm's successful part-time program helped secure this recognition.

Open to both men and women, the part-time program attempts to balance sometimes competing interests: the needs of family and other personal commitments and the needs of the firm and its clients. Attorneys who take advantage of the program engage in a balancing act of their own, between personal and work demands and the desire to succeed at both. A reason to go part time is not

King & Spalding's part-time program, open to any attorney who has practiced for at least two years, is among the most flexible available in large law firms today.

required for participation, and the program is ideal for those who wish to give more time to family matters, such as raising children or caring for an ill relative, or to pursuing interests outside the law or advancing their education.

King & Spalding's part-time program, open to any attorney who has practiced for at least two years, is among the most flexible available in large law firms today. Key aspects include the following options:

- Remain on partnership track or go off track (part-time attorneys need not return to full-time status in order to be considered for partnership)
- Maintain full medical, dental and other benefits
- Use part-time status as a long-term or short-term career path



Cathy O'Neil, part-time coordinating partner

In late 2006, Cathy O'Neil was appointed as the firm's second part-time coordinating partner. She serves as a one-stop resource for any attorney who seeks more information about the program. Once an attorney decides to go part time, O'Neil works with the attorney and his/her practice group leader to develop an individualized arrangement that satisfies the needs of the attorney, the practice group and the clients.

O'Neil, an Atlanta Business Litigation partner, has always worked full-time during her 17-year legal career, but she understands the challenges of juggling career and home life, as she is the mother of two young boys (both under age five), and is married

to an attorney with an equally demanding schedule. O'Neil believes the firm's commitment to its part-time program sends a strong message about firm values and about the firm's dedication to recruiting and retaining the best lawyers:

"Attorneys have opted into the part-time program for various reasons. Yet the decision to go part-time does not mean that the attorney's career aspirations have changed," O'Neil notes. "Everyone at King & Spalding is interested in challenging legal work that provides opportunities for advancement. For example, two of our part-time attorneys were recently elected partner. Ensuring that talented

“Attorneys have opted into the part-time program for various reasons, such as caring for an elderly parent, addressing personal health issues, pursuing an additional degree or a general desire for greater work/life balance.”



Part-time attorney Ann Malekzadeh and family

attorneys have the flexibility to achieve both their professional and personal goals is beneficial to the culture of the firm and to our clients.”

Promoting Diverse Hiring in 2007

Today's law school classes are increasingly diverse. According to a February 21, 2007, American Bar Association press release on law school enrollment, racial minorities account for 22.3% of all first-year law students, up from 10.6% in 1986 and approximately 20% in 1996.

Although racial minorities account for more than one in five law students, recruiting entry-level minority candidates is still a challenge for most large law firms. In short, every big law firm is competing for the same pool of candidates, minorities and non-minorities alike: those at the top of their classes at the top law schools. According to the August 2007 issue of *The American Lawyer*, a substantial gap exists between the hiring needs of the Am Law 200 and the top 20 law schools' graduating classes. Am Law 200 firms anticipate hiring 10,000 new lawyers this fall, while the top 20 law schools will graduate a scant 6,500 students.

King & Spalding approaches this challenge with a comprehensive approach that includes outreach to schools, on-campus interviews and events, and fellowship programs. Following are some of the initiatives the firm developed and participated in during 2007.

King & Spalding Diversity Fellowship Program

This program awards fellowships to up to four second-year students of ethnically or culturally diverse backgrounds who show promise of contributing meaningfully to the diversity of the legal community. Each student receives a \$10,000 stipend and a summer associate clerkship in the firm's Atlanta, Washington, D.C., Houston or New York office during the summer following completion of his or her second year of law school. The first King & Spalding Diversity Fellowship recipients were members of the 2007 summer associate program, and four more will join the 2008 summer class.

MCCA's Scholarship Program

The firm has pledged \$30,000 over three years to sponsor the Minority Corporate Counsel Association's Lloyd M. Johnson, Jr., Scholarship Program.

Minority 1L Summer Clerkships

King & Spalding participates in local bar organizations' minority 1L summer clerkships in the Atlanta, New York and Houston offices.

Writing Workshop for 1L Minority Law Students

Each year, King & Spalding partners with local law school minority affinity groups and hosts a 90-minute writing workshop titled "Turning Pro: Writing on the Job" at the firm's Atlanta, Washington, D.C., and New York offices. In 2007, a total of 170 students participated in the program. In Houston, the firm participates in a similar program offered by the Houston Bar Association's Minority Opportunities in the Legal Profession Committee. In 2008, each of these four offices will host a 1L writing workshop.

Minority Recruiting Events and Programs

In addition to meeting minority candidates at job fairs across the country, the firm sends minority lawyers to support the efforts of affinity groups at various law schools. Likewise, the firm's own affinity groups (which include a women's group in each office and firm-wide groups for African-American/Black, Asian, Hispanic/Latino, international, LGBT and part-time attorneys) are also involved in minority recruiting efforts. In addition to participating in candidate interviews, affinity groups contribute money and time to various law school sponsorships and programs.

Among other programs aimed at diverse law students, King & Spalding is a national sponsor of Lambda Legal, provides *pro bono* work for Lambda, and sponsors the organization in New York and Atlanta. The firm sponsors the ABA Minority Judicial Internship Program in Houston and is a leading sponsor of PALS (the Practicing Attorneys for Law Students Program, Inc.), which offers various programs to assist

New York-area law students of color in navigating their legal careers. In Atlanta, the firm hosts the Georgia Association of Black Women Attorneys' annual mock interview program.



Jennifer Crisp, chief recruiting officer

Jennifer Crisp, chief recruiting officer at King & Spalding, is enthusiastic about the programs the firm has developed and participated in over the last year. "I'm particularly excited about the Diversity Committee's and affinity groups' involvement in the firm's minority recruitment efforts," she says. "The firm is already seeing results from the strength of this partnership, and I expect that we will continue to see positive results."

According to the August 2007 issue of The American Lawyer, a substantial gap exists between the hiring needs of the Am Law 200 and the top 20 law schools' graduating classes.

Leading the Charge



Ralph Levy



Harold Franklin



Sam Griffin



Sam Matchett

Consistent with King & Spalding's desire to increase diversity in the profession as a whole, our lawyers continue to play prominent roles in various diversity-related organizations, including the following attorneys, who were among those assuming leadership roles in 2007:

- Partner Ralph Levy was appointed to the board of the American Institute for Managing Diversity (AIMD). Founded in 1984, AIMD was the first national nonprofit diversity think tank. In 2001 it created and launched The Diversity Leadership Academy with the help of a \$1.5 million grant from The Coca-Cola Company.
- Partner Lovita Tandy was appointed vice president of the Leadership Institute for Women of Color Attorneys in Law and Business, Inc. The Institute provides career and professional development programming for women of color attorneys and law students. The second annual conference last year drew more than 300 participants from across the nation.
- Partner Harold Franklin serves as president of the Gate City Bar Association. Gate City is Georgia's oldest African-American bar association and the affiliate chapter of the National Bar Association (NBA). Franklin devoted considerable time and energy to the NBA's national convention, held in Atlanta in 2007, which was the best attended in the organization's history. King & Spalding hosted a kickoff event for the convention, a meeting of the Board of Governors, at the firm's Atlanta office.

- **Partner Sam Griffin was named co-chair-elect of the Multi-Bar Leadership Council.** The Council was created in 2001 to develop and strengthen relationships among attorneys active in the Atlanta legal community. It comprises 13 voluntary bar associations, including the Atlanta Bar Association, the Gate City Bar Association, the Georgia Asian Pacific American Bar Association, the Georgia Association for Women Lawyers, the Georgia Hispanic Bar Association, the State Bar of Georgia Diversity Program and the Stonewall Bar Association. Griffin is a current director of the Stonewall Bar Association.
- **Partner Sam Matchett was installed as president of the Atlanta Legal Diversity Consortium.** The Consortium is a collective of Atlanta legal community members, including more than 30 law firms and bar associations, dedicated to raising the city’s profile as a metropolis of “legal employers of choice” by enhancing diversity within the legal community.
- **Associate Ed Aviles was elected to the board of the Hispanic Bar Association of Houston.** The Association works for the advancement of Hispanics in the legal community and promotes the growing influence of Hispanics on the community at large.
- **Associate Andrea Clarke was appointed co-chair of the Women’s Bar Association of the District of Columbia’s Diversity Law Forum.** The Forum promotes increased awareness of the rich ethnic and cultural diversity among female attorneys and encourages diversity at all levels of the legal profession.
- **Associate Ed Sohn was appointed to the board of the Georgia Asian Pacific Bar Association.** The Association promotes justice, equity and opportunity for Asian Pacific Americans and fosters professional development, legal scholarship, advocacy and community involvement.
- **Associate Amy Yervanian was appointed to the Georgia Bar’s Women and Minorities in the Profession Committee’s Commitment to Equality Awards Subcommittee.**



Ed Aviles



Andrea Clarke



Ed Sohn



Amy Yervanian

Supporting

Supporting Diversity and Inclusion in the Community, with Clients and at Home

For years, King & Spalding lawyers have been involved in efforts and programs aimed at increasing diversity in the legal community. The firm routinely sponsors—and our lawyers regularly speak at—diversity conferences and events. We also strive to include clients in our diversity efforts while maintaining focus on the need to continually provide diversity-related programming and resources to our growing lawyer population. The following examples from 2007 highlight our continued commitment to diversity within the legal community, with our clients and within our own walls.

Fostering Diversity in the Legal Community

- **Emory University School of Law “No More Early Exits” Symposium** – In March 2007, King & Spalding sponsored an Emory University School of Law symposium on the attrition of women from the legal workplace, particularly lawyers of color. The symposium was prompted by the release of the ABA’s Commission on Women in the Profession’s invisibility study. Teri Plummer McClure, senior vice president, general counsel and corporate secretary of UPS, was the luncheon keynote speaker. Partners Carmen Toledo and Lovita Tandy served as panelists during the program.
- **Cutting-Edge Research** – King & Spalding has partnered with the Minority Corporate Counsel Association to produce its forthcoming *Creating Pathways to Diversity: A Set of Recommended Practices for Law Firms*. Our firm is one of four to sponsor the project.
- **Pipeline Program for Atlanta High School Students** – Associate Darrick McDuffie served as planning chair for the Gate City Bar’s Inaugural Justice Benham Law Camp. Named after the first African-American to serve on the Georgia Supreme Court, the program consisted of two weeks of critical thinking and substantive legal skills training led by area attorneys culminating in a mock-trial competition. The 23 students then completed one-week internships in the legal community. Two of the participants worked at King & Spalding.
- **Minority Judicial Intern Opportunity Program** – Associate Kristi Hamlin was a panelist at the ABA’s Minority Judicial Intern Opportunity Program for Houston program participants. The panel was designed to provide law students with practical advice on the judicial clerkship process, applying for law firm clerkships and the law firm summer associate experience.

Community

- **NBA Board of Governors' Reception** – In July 2007, King & Spalding hosted the Board of Governors' reception for the 82nd Annual National Bar Association Convention at the firm's Atlanta office. The Gate City Bar Association, the oldest African-American bar association in the state of Georgia and an affiliate chapter of the National Bar Association, played a crucial role in planning and hosting numerous events at the convention. King & Spalding Partner Harold Franklin is the current president of the Gate City Bar Association.



Atlanta Partners Harold Franklin and Bobby Woo at the NBA Board of Governors' Reception

Continuing the Dialogue

Our lawyers remain at the forefront of diversity discourse, and King & Spalding attorneys spoke at more than 20 diversity-related events in 2007, including the following:

- Partner Halli Cohn was a panelist for LexisNexis' Women in the Law CLE Teleconference on Retention, Work-Life Balance, and Diversity Issues for Women in the Legal Profession. The firm debuted the first of its "Law Firm Diversity In Brief" series, "How To Develop and Promote Women Associates" and "How To Craft an Effective Balanced Hour (Part-time) Policy," during the conference. These five-page articles provide brief and practical guides to others in the legal community interested in diversity issues.
- Partner Sam Griffin was a panelist on PricewaterhouseCooper's August roundtable forum on GLBT leadership issues. The forum examined how GLBT leaders help their organizations achieve excellence, develop and strengthen teamwork, and inspire leadership. Joining Griffin on the panel were executives from The Coca-Cola Company, Delta Air Lines, Inc., The Home Depot and Turner Broadcasting System, Inc.

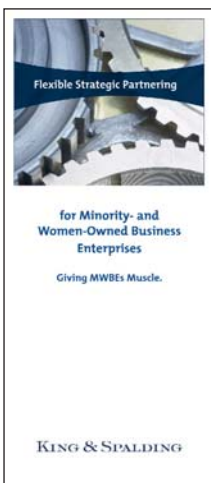
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- Partner Ralph Levy, former firm-wide managing partner and the first chair of the firm’s Diversity Committee, moderated a diversity panel discussion among high-level in-house attorneys for the American Institute for Managing Diversity’s Large Law Firm Leaders’ diversity management class.
- Partner Lynn Scott was a panelist on the Hildebrandt Institute’s Third Annual Forum on Best Practices for Developing and Retaining Women Leaders in the Legal Profession.
- Partner Kevin Sullivan spoke at the National Asian Pacific Bar Association’s 19th Annual Convention on diversity issues and challenges faced by Asians in the legal profession.
- Partner Lovita Tandy spoke at the Minority Corporate Counsel Association’s eighth annual “Creating Pathways to Diversity” conference in New York City.
- Associate Andrea Clarke was a guest speaker at the Fannie Mae Legal Department’s Second Annual Diversity and Inclusion Workshop. Clarke addressed corporate counsel and attorneys from more than 26 Washington, D.C., law firms at a panel titled “Achieving Diversity & Inclusion: Challenges to the Hiring Process.”

Celebrating Diversity and Inclusion with Clients

- **Alliances with Minority- and Women-Owned Law Firms** – At King & Spalding, we understand that our clients are committed to increasing diversity in the profession but are too often unable to use smaller or boutique-sized M/WBEs solely because the matters may be too large or document-intensive for them to handle with their own resources.



King & Spalding’s Flexible Strategic Partnership program gives clients the flexibility to choose the right enterprise, in the right jurisdiction, for the right case, without being constrained by the M/WBE’s size or resources. The program allows M/WBEs to serve as lead counsel in engagements, while King & Spalding provides the muscle of its acclaimed Discovery Center to handle document projects related to the matter. The M/WBE can then focus on overall case management and strategy while the Discovery Center coordinates and processes discovery and document issues. The number of strategic alliances is expanding rapidly as a result of this program. For more information on this program, please contact Partner Bobby Woo at 404-572-4940 or at bwoo@kslaw.com.



- **Retreat for Women Clients** – In January 2007, 65 of the firm’s women clients and partners kicked off the third Retreat for Women Clients, held at the Four Seasons Resort in Palm Springs, Florida. Featuring a keynote speech by Jamie McCourt, vice chairman and president of the Los Angeles Dodgers and the highest ranking female executive in baseball today, the retreat also provided educational and networking opportunities for an intimate group of the firm’s women partners and clients.
- **Partnering with General Motors to Foster Minority Associate Mentoring** – King & Spalding was chosen to participate in General Motors Corporation’s minority law firm associate mentoring program. Associate participants will be assigned mentors from among the firm’s partners and GM’s legal staff. These associates will also be invited to visit GM headquarters to learn more about the Corporation’s legal and business needs.
- **Minority Attorney Retreat** – The firm held its inaugural Minority Attorney Retreat in 2006. This annual event allows our diverse attorneys from across the globe to come together and discuss their professional growth and success, learn more about law firm economics and other topics impacting their careers and spend time learning from the firm’s many successful minority partners. The 2008 Minority Attorney Retreat will include participation by our minority in-house counsel clients and will be held February 21-23.



Washington, D.C. Partner Alan Dial and others at the Minority Attorney Retreat



Lynda Irvine (Shell Oil Company) and Angela Cox (The Coca-Cola Company) join King & Spalding partner Carol Wood (center) at the pedicure party.

- **Houston Women Attorneys and Clients Pedicure Party** – Thirty-one clients joined women lawyers of the Houston office at the third annual Client Pedicure Party in May 2007. The event was originated in 2005 to promote diversity efforts among the firm’s women clients and has grown tremendously over the last two years, with a total of 56 women in attendance in 2007. Representatives from top Houston companies attended, among them Chevron Corporation, The Coca-Cola Company, Enterprise Products Partners, L.P., Exxon Mobil Corporation, The Houston Astros, Key Energy Services, Inc., Maersk Oil and Shell Oil Company.

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Supporting Initiatives “At Home”

- **Diversity Training** – The firm recently completed a firm-wide diversity training program, which was required of all lawyers, and in 2007 added three new diversity-related continuing legal education courses: a three-hour diversity training course for new attorneys, a partner course on communicating across differences and a practice group focused training session on interaction style differences.
- **Affinity Group In-Person Meetings** – King & Spalding understands that it is important for our diverse lawyers across the firm’s nine offices to have meaningful opportunities to meet in person for networking and discussion of common challenges. In addition to our annual Minority Retreat, the firm provides funding for each affinity group to hold day-long in-person programming meetings twice a year.
- **Discussions of Gender Issues** – In December 2007, the firm kicked off the first of a series of discussions on gender issues; the initial event was hosted by our New York office. Sarah Laschever, co-author of *Women Don’t Ask*, spoke about women’s negotiation styles and how they affect and impact the work environment.
- **Best Practices for Successful Transitions To and From Maternity Leave** – A task-force led by Partner Halli Cohn and her working group interviewed every King & Spalding attorney who had taken maternity leave over a three-year period. Based on her findings, the firm has developed a comprehensive set of recommendations for how expectant mothers, practice group leaders, human resources professionals and the Diversity Committee can contribute to successful re-entry following maternity leave.
- **Individualized Career Support for Women and Minority Attorneys** – Partner and Diversity Committee Chair Lovita Tandy travels to each of the firm’s U.S. offices regularly to meet one-on-one with female and minority associates to provide individualized career counseling and offer professional development support.
- **Near-site Child-Care Services** – Recognizing the challenge of finding excellent child care and balancing it with the demands of working and raising children, the firm opened its own licensed child-care center in Atlanta in early 2007. The state-of-the-art facility can accommodate 135 children ages six weeks to 12 years. For years, the firm has also provided backup child-care services at all of its U.S. offices.



Full-time associate Joy Riddick-Seals with her son at The Treehouse Children’s Center, located near King & Spalding’s Atlanta office

Awards and Recognition in 2007

Awards Recognition

King & Spalding is proud of its diversity-related efforts. In 2007, the firm was fortunate to be recognized for these efforts by several different groups.



Partner Carol Wood accepts the Chevron Law Firm Diversity Award

King & Spalding Receives Chevron's Law Firm Diversity Award

Chevron Corporation selected King & Spalding to receive the company's Law Firm Diversity Award, recognizing the firm's commitment to promoting diversity in the legal field. We were one of three firms (and the only Am Law 100 firm) to receive the award in 2007.

King & Spalding Receives Stakeholder 100 Law Firm Award and Three Attorneys Are Recognized among the 100 Top Performers in the Nation

Stakeholder 100 is a national organization led by in-house counsel interested in increasing diversity in the profession. It chose six firms, including King & Spalding, to receive the 2007 Stakeholder 100 Law Firm award based on their continued support of and commitment to furthering the careers of diverse associates. After a nationwide search, the organization also selected 100 top-performing law firm associates of color. King & Spalding was among the few firms that had more than one lawyer selected for this prestigious honor: Jaron Brown (Corporate Practice), Harold Franklin (Tort Litigation Practice) and Darrick McDuffie (Business Litigation Practice).

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Darrick McDuffie, Sam Matchett, Harold Franklin and Jaron Brown received the Stakeholder 100 award on behalf of King & Spalding

Working Mother's Best Law Firms for Women Survey

Following their first-ever evaluation of law firm work/life and woman-friendly policies, *Working Mother* magazine and Flex-Time Lawyers LLC named King & Spalding one of the 50 Best Law Firms for Women.

King & Spalding Earns High Rating for LGBT Policies

King & Spalding earned a rating of 95 percent on the Human Rights Campaign Foundation's Corporate Equality Index 2008 – a report card on lesbian, gay, bisexual and transgender (LGBT) equality in corporate America. The firm scored the maximum rating in 10 out of 11 categories.

MultiCultural Law Magazine Recognizes King & Spalding as a Top Law Firm in Several Categories

For the third consecutive year, *MultiCultural Law* magazine recognized King & Spalding as a Top 100 Law Firm for Diversity. We were also recognized as a Top 100 Law Firm for Women, a Top 50 Law Firm for Diverse Partners and a Top 25 Law Firm for African-Americans.

Corporate Counsel Magazine Highlights King & Spalding's Diversity Achievements

In its November issue, *Corporate Counsel* magazine singled out King & Spalding in an article on General Motors Corporation's innovative fee arrangement that links reduced billing rates to diversity goals. As part of a pilot program, GM has set individual diversity goals for six of its more than 500 outside counsel whereby it receives a discount if a firm fails to meet the diversity target. King & Spalding was the only firm among the six in the pilot project to be identified as already having met its 2007 diversity goals.



King & Spalding Earns Top Honors in First-Ever *Legal Times* Diversity Survey

In 2007, *Legal Times* released its first diversity evaluation of the Washington, D.C., legal community. King & Spalding's Washington office was recognized as the No. 1 law office for recruiting and hiring women lawyers in the D.C. metro area. Women account for more than 43 percent of the firm's population there. In addition, more than 31 percent of the Washington, D.C., partners are women, compared to an average of only 19 percent among the metro area's largest law firms. King & Spalding also ranked 16th based on the number of minority lawyers in that office.

King & Spalding Partner Receives 2007 Commitment to Equality Award

Partner Ralph Levy, former firm-wide managing partner and former chair of the firm's Diversity Committee, received the State Bar of Georgia Women and Minorities in the Profession Committee's 2007 Commitment to Equality Award. This award is presented annually to individuals who have shown and continue to show a strong commitment to promoting diversity in the legal profession. Levy was the driving force behind the creation of the Atlanta Large Law Firm Diversity Alliance. This organization, in conjunction with the American Institute for Managing Diversity, developed a three-day diversity training program for large law firm leaders. Now in its third year, the program has been cited in NALP's Diversity Best Practices Guide.

Associate Dawn Jones Receives Alumni Commitment Award

Associate Dawn Jones received the 2007 Georgia State University Black Law Students Association's (BLSA) Alumni Commitment Award. Jones graduated from GSU in 2000 and has maintained a strong mentoring relationship with the law school's BLSA chapter. She is also a former president of the Georgia Association of Black Women Attorneys.



Ralph Levy (center), flanked by his wife Eileen and fellow King & Spalding partners, receives the 2007 Commitment to Equality Award from the State Bar of Georgia Women and Minorities in the Profession Committee

King & Spalding Welcomes New Women and Minority Partners and Counsel

On October 30, 2007, the firm elected 20 new partners. We congratulate them all and are proud to report that 30 percent of our newly elected partners are women and/or minorities. All five of our new women partners are also mothers of small children, and two made partner while participating in the firm's part-time program. Our counsel elections reflect similar diversity, with 22 percent made up of minorities and women.



Allison H. Altersohn
Partner
Intellectual Property
New York



Stephanie B. Casteel
Partner
Tax
Atlanta



Harold E. Franklin, Jr.
Partner
Litigation - Tort &
Environmental
Atlanta



Rebecca J. Kaufman
Partner
Intellectual Property
Atlanta



Sima S. Kulkarni
Counsel
Intellectual Property
Washington, D.C.



Ann Marie
Hart Malekzadeh
Partner
Litigation &
Antitrust
Washington, D.C.



Yoo-Sun Park
Counsel
Intellectual Property
Houston



Katrina M. Quicker
Partner
Intellectual Property
Atlanta



Organizations We Have Supported

In addition to the programs and events listed throughout this report, King & Spalding sponsored numerous other diversity-related programs and events, including:

ABA's Minority Judicial Intern Opportunity Program (Houston)

Asian Pacific Bar Association of DC's Annual Installation Banquet

10th Annual Chart Your Own Course Career Development Conference

Corporate Counsel Women of Color's Third Annual Career Strategies Conference

The Council on Legal Educational Opportunities (CLEO)

Emory Executive Women of Goizueta's Advancing Women Together Conference

Georgia Association of Black Women Attorney's 25th Anniversary Gala

Georgia Bar's 15th Annual Diversity CLE Program

Houston Bar Association's 9th Annual Minority Summer Associate Luncheon

Lambda Legal Atlanta's Annual Garden Party

Mom Corp's "Own Your Own Life Conference"

National Association of Women Lawyers' Annual Awards Banquet

New York City's 2007 Campaign for PALS (Practicing Attorneys for Law Students)

Stonewall Bar Association's Annual Awards Dinner

Street Law 2007 Awards Dinner

Vault/MCCA Law Firm Diversity Programs Guide

University of Houston Hispanic Law Students' Association's
21st Annual Spring Banquet

Washington, D.C. Minority Attorney Networking Series

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