Achievements in Diversity
Welcome

At King & Spalding, we are committed to having the brightest lawyers we can find, and we recognize that the best talent is diverse in many ways, including gender, race, sexual orientation and national origin. We understand that diverse talent is a strategic asset that allows for more effective client service. Within this annual report, you will find information on our diversity initiatives and efforts that serve to strengthen our commitment both to our lawyers and to our clients.
Supporting Diversity & Inclusion in the Firm, with Clients, and in the Community

King & Spalding lawyers devote substantial hours and resources to increasing diversity and inclusion in the legal profession, including providing programming opportunities and resources to our lawyers, partnering with clients on diversity-related initiatives, and supporting diversity-related organizations. Following are highlights of recent efforts.

Supporting Initiatives within the Firm

King & Spalding Mentor Awards
Now in its fifth year, the King & Spalding Mentor Awards recognize and reinforce our lawyers’ efforts to improve job performance and develop careers, including for our diverse and women lawyers. The following recipients were announced for 2015 and 2016.

2015 Mentor Award Winners:
Partners
Mike Biles, Austin
Laura Bushnell, Silicon Valley
Gary Eiland, Houston
Sheryl Kass, New York City
Counsel
Juanita Kuhner, Atlanta
Steven Park, Los Angeles
Associates
Osama Audi, Dubai (now partner)
Jessica Stander, Charlotte

2015 Mentor Award Winners:
Partners
Harry Burnett, New York City
Jim Capra, New York City
Egishe Dzhazoyan, London
Ted Hester, Washington, D.C.
Mona Katigbak, Singapore
Paul B. Murphy, Atlanta
Associates
Mike Miller, Charlotte

Selected Events for Women Lawyers
• King & Spalding’s women lawyers participated in webinars hosted by an internationally recognized expert on workplace restructuring, talent management, work-life balance, and the retention and promotion of lawyers, with a focus on women, as well as a webcast – “The Empowerment Dynamic at Work.”
• In Atlanta, 40 women lawyers attended a panel on business plans, practice development, career management and the formal evaluation process.
• The New York office hosted two professional development events for the firm’s women lawyers: a workshop offering the American Bar Association’s “The Grit Project,” a scenario-based program that educates women lawyers on the science behind the “grit and growth” mind-set, and a “speed mentoring” networking program that paired partners and associates from different practices.

Diversity Professional Development Program
King & Spalding’s two-day Diversity Professional Development Program offers educational sessions and networking opportunities to all African-American, Asian, LGBT, Latino/a and multiracial associates, counsel and partners at the firm. In all, more than 70 attorneys from the firm’s offices around the globe attended.

Senior Associate Women’s Forum
In 2016, King & Spalding held its inaugural Senior Associate Women’s Forum, “Speaking Up – Practical Guidance on Building the Career You Want.” Spearheaded and led by senior women partners at the firm, the multiday program included panel discussions and workshops on career growth, mentoring, business development, and negotiating and self-advocacy skills. Women senior associates from offices around the world, representing all practice groups across the firm, attended, with many senior partners participating as faculty.

“We’re investing in the next generation of firm leadership. Building our pipeline is critical to the success of our firm, and this program gave our women senior associates concrete, practical tools to use every day as they advance in seniority.”
—Sarah Walker
London partner and Senior Associate Women’s Forum co-chair
Robots Event Supports Girls in STEM
For two consecutive years, King & Spalding’s Women in Intellectual Property and Women’s Affinity Groups have held an interactive STEM (science, technology, engineering and math) robotics program to promote awareness and encourage a younger generation of girls to pursue scientific and technical educational opportunities. In total, nearly 80 clients and their daughters, granddaughters and nieces between the ages of 4 and 13 attended the event, which took place in Atlanta, Houston, New York and Silicon Valley.

K&S Women in IP Supporting Women in IP
The firm’s Women in IP Group also sponsored the ChiPs Women in Tech, Law and Policy Summit and Managing Intellectual Property’s (MIP) International Women’s Leadership Forum in 2015 and 2016, hosting women clients and providing programming for both events. ChiPs was founded in 2005 by seven women heads of patents and intellectual property from major technology companies in Silicon Valley, with the mission of advancing women at the confluence of law, technology, and regulatory policy. The MIP International Women’s Leadership Forum centers on IP developments in the U.S. and around the world and provides an opportunity for women in IP to hear from thought leaders in their field.

Women’s Compliance Summit
King & Spalding hosted the third annual Women’s Compliance Summit in Atlanta in 2016, bringing together women clients and the firm’s women partners who specialize in government investigations and compliance counseling for a day of discussion regarding enforcement trends and best practices.

Making Connections
King & Spalding’s 16 Affinity Groups are an important source of support and encouragement for our women and diverse lawyers, offering educational and networking opportunities at all stages of the attorney career life cycle for our lawyers and clients. A sampling of events held in 2015 and 2016 include the following:

• King & Spalding’s Women’s Affinity Groups in the firm’s Atlanta, Austin, Houston, London, New York, Paris, San Francisco, Silicon Valley and Washington, D.C., offices all held events for women clients, from skills and communications workshops and continuing legal education events to wine and chocolate tastings and networking receptions.

• The Singapore Diversity Affinity Group hosted its inaugural client networking reception, and they attended the National Gallery Singapore.

• The LGBT Affinity Group hosted a continuing legal education panel discussion for clients regarding the recent Supreme Court marriage equality decision in Obergefell v. Hodges. The group also sponsored the King & Spalding team for the DC Walk to End HIV, the Lambda Legal Atlanta Garden Party and the NYC Bar Association PRIDE Reception, and they attended the Lavender Law conferences in Chicago and Washington, D.C.

• Lawyers in the firm’s Silicon Valley and San Francisco offices hosted a beer tasting to facilitate business development and networking opportunities for diverse King & Spalding attorneys and their client contacts in the life sciences and tech sectors.

• The African American Affinity Group once again hosted, coordinated and provided programming for a training seminar titled Annual Mock Interview/Resume Review Workshop, during which the firm’s attorneys interviewed participants to prepare them for on-campus and job interviews.

Celebrating Diversity and Inclusion with Clients
Affinity Groups – Building Relationships across the Firm and the Community

Left to right: Partners Peg Brivanlou and Katie McCarthy, senior associate Laura Huffman and partner Allison Altersohn, Natasha Moffitt, Emma Macaronick and Rebecca Kaufman.

Left to right: Counsel Isabel Fernandez de la Cuesta, associate Katy Merk, senior associate Laura Huffman and partner Jennifer Bumdan.

Left to right: Counsel Virginia McGuffey, counsel, and Michele Kim, associate, watch the STEM competition in Atlanta.

Left to right: Virginia McGuffey, counsel, and Michele Kim, associate, watch the STEM competition in Atlanta.

Left to right: Counsel Isabel Fernandez de la Cuesta, associate Katy Merk, senior associate Laura Huffman and partner Jennifer Bumdan.

Left to right: Partners Peg Brivanlou and Katie McCarthy, senior associate Laura Huffman and partner Allison Altersohn gather at the 2016 ChiPs summit.

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Partner Mona Katigbak, Member of Parliament Cheryl Chan Wei Ling, senior associate Silvia Tadin, and associate Zoe Jay Bromage and William Panlilio gather at the National Gallery Singapore.

Asian Affinity Group members network in New York.

Asian Affinity Group members network in New York.
In 2015 and 2016, King & Spalding provided support to more than 140 diversity-related programs, events and organizations.

King & Spalding Hosts Judicial Section Awards

In December 2015 and 2016, the Atlanta office hosted the Gate City Bar Association’s Judicial Section Awards dinner, which provides Judicial Section scholarships and recognizes outstanding Judicial Section judges. Twenty-three local judges were among those who attended. The Judicial Section of the Gate City Bar Association was created to assist Georgia judges in the performance of their responsibilities and to foster positive relations between the bench and the bar.

Annual Judicial Reception

In 2016, King & Spalding once again sponsored and hosted the Georgia Association of Black Women Attorneys and the Gate City Bar Association annual Judicial Reception. This year’s reception brought together over 225 people, of which more than 60 were judges from all levels of the judiciary.

Emory Law Volunteer Clinic for Veterans

Retired King & Spalding partner and highly decorated U.S. Army veteran Lane Dennard co-founded Emory Law’s Volunteer Clinic for Veterans in 2013 and served as its co-director until his recent appointment as director emeritus. In 10 cases where money has been awarded since 2013, the clinic has obtained over $2.5 million for clients and their families.

More than 200 King & Spalding lawyers and other personnel have provided more than 10,000 hours of free legal services since 2013 to numerous veterans for disability benefits and pension claims, appeal hearings, discharge upgrades, records correction cases and other civil legal matters referred by Emory Law’s Veterans Clinic, the State Bar of Georgia’s Military Legal Assistance Program, the Veterans Consortium Pro Bono Program, and other veterans’ organizations.

Supporting the Legal Community

King & Spalding has been a GE Preferred Provider since the program’s inception in 2004 and has represented various GE businesses on a wide variety of matters since the 1970s. Diversity and inclusion have long been a priority for both GE and King & Spalding and, throughout our relationship, we have continued to challenge each other to raise the bar on both efforts and results.

Diversity and GE: “You Have to Commit for the Long Haul”

“GE is an inspiration for what it means to be a diverse organization. Working with them, you can easily see the value derived from having a variety of perspectives, backgrounds and experiences present in the decisionmaking process,” said Sarah Borders, a partner with King & Spalding’s Financial Restructuring practice and a lead member of the firm’s GE client team. “Diversity is part of what fuels GE’s success. They recognize that and in turn expect their partners and advisors to bring that same value to their decisionmaking.”

GE clearly expressed those expectations in late 2013 when it issued a call to action to its top firms to increase diversity in the staffing of GE matters. As a result, King & Spalding created a formal GE Diversity Plan, which includes enhancing participation and development of diverse team members and regularly assessing progress against finite goals.

“GE’s emphasis on diversity is a huge opportunity for diverse lawyers and for the firm,” said Carolyn Alford, the leader of King & Spalding’s Global Finance practice and a lead outside counsel to the former GE Capital. “For those lawyers and their firms, GE’s commitment to diversity offered an on-ramp into representing a leading global company with its tentacles into many different industries. Firms committed to recruiting, mentoring and developing diverse lawyers have a client ready to invest along with them, providing meaningful legal work in which those lawyers can engage and build careers.”

In recent years, more than 40% of hours billed to GE by King & Spalding have been by women and minority attorneys. This was a concerted effort and took time, according to Borders. “It requires working with the client, learning their culture and their business, and then investing systematically to grow the relationship.”

Of course, merely providing diverse lawyers is not enough.

“You also need to develop lawyers who are invested in and can grow with the relationship for the long term,” Borders said. “Obviously, this doesn’t happen overnight. It takes time to recruit and develop diverse talent. You have to add lawyers and advisors to the mix and you also need to develop lawyers who are invested in and can grow with the relationship for the long term.”

For both Borders and Alford, however, the work is worth it. “I appreciate GE’s emphasis on diversity, because I enjoy being part of the diverse workplace it empowers, working with a range of really interesting and talented colleagues with different backgrounds and perspectives,” Alford said. “Part of my affinity with GE is diversity itself – that we shared that value.”

Partners Tish McDonald, Michael Smith and Joe Loveland attend the GABWA/Gate City Judicial Reception in the firm’s Atlanta office.

Associates Darrick McDuffie and Carolyn Alford attend the GABWA/Gate City Judicial Reception in the firm’s Atlanta office.

J. Nel Peterson, Georgia Supreme Court, and partner Merritt McAlister enjoy a chance to connect at the GABWA/Gate City Judicial Reception.

Left to right: Associate Robert Benson, partner Sam Mathieut, the Honorable Carol Walker-Russell; associate Darrick McDuffie and partner Herrick Franklin attend the Judicial Section Awards in Atlanta.
Leading the Charge

King & Spalding lawyers enjoy a proud legacy of serving in prominent roles dedicated to increasing diversity and inclusion in the legal profession. The following are representative of those who served in leadership roles in 2015 and 2016.

Atlanta partner Jack Capers is a member of the board of directors of the Atlanta Chapter of the Posse Foundation, which works to identify student leaders, the majority of whom come from African-American or Latin-American families, and to provide them with full, four-year scholarships to top 100 colleges around the country.

Sam Choy, Atlanta partner, is a member of the Georgia Asian Pacific American Bar Association board of directors. Sam was also the keynote speaker at the 2015 Korean American Young Professionals Night, sponsored by the consulate general of the Republic of Korea in Atlanta and the Korean American Coalition, Atlanta Chapter.

Washington, D.C., partner Mike Ciatti serves on the national board of directors of Street Law, Inc., a nonpartisan, nonprofit organization that develops classroom and community programs that educate young people about law and government.

Washington, D.C., partner Alan Dial is vice chair of the Cartel & Criminal Practice Committee of the American Bar Association’s Section of Antitrust Law, the leading professional organization for antitrust and competition law, trade regulation, consumer protection, and economics.

New York counsel Isabel Fernandez de la Cuesta is a member of the International Law Association’s Feminism and International Law Committee, which works on issues such as the status of international conventions on refugees, international conventions against sex slavery and trading, and similar issues.

Harold Franklin, Atlanta partner, was installed as the 108th president of the Atlanta Bar Association. Formed in 1888, the Atlanta Bar is the largest voluntary bar association in the southeast United States. Harold also is a member of the State Bar of Georgia Diversity Program standing committee.

Washington, D.C., partner Gary Grindler serves as a member of the board of trustees for the Lawyers Committee for Civil Rights Under Law.

Cory Hohnbaum, Charlotte partner, is the chair of the Diversity, Inclusion and Global Committee of the YMCA of Greater Charlotte.

Rob Hur, Washington, D.C., partner, is a member of the Asian Pacific American Bar Association of DC (APABA-DC) and serves on the Nominations Committee.

Joe Loveland, an Atlanta partner, is a member of the board of trustees of the Southern Center for Human Rights, a nonprofit, public interest law firm dedicated to providing legal representation to people facing the death penalty, challenging human rights violations in prisons and jails, seeking through litigation and advocacy to improve legal representation for poor people accused of crimes, and advocating for criminal justice reform on behalf of those affected by the system in the southern United States.

Silicon Valley partner Emma Maconick is the co-chair of membership for Women In Bio, an organization of professionals committed to promoting careers, leadership and entrepreneurship for women in the life sciences.

Atlanta partner Tish McDonald serves on the board of the Atlanta Women’s Foundation (AWF). Founded in 1986, the AWF is the only public foundation in Georgia dedicated solely to women and girls. Tish is also on the board of directors for the Atlanta Bar Foundation.  

Tish McDonald  Partner

Emma Maconick  Partner

Cory Hohnbaum  Partner

Alan Dial  Partner

Mike Ciatti  Partner

Sam Choy  Partner

Harold Franklin  Partner

Rob Hur  Partner

Isabel Fernandez de la Cuesta  Counsel

Jack Capers  Partner

Joe Loveland  Partner

Jack Capers  Partner

Sam Choy  Partner

Harold Franklin  Partner

Joe Loveland  Partner

Isabel Fernandez de la Cuesta  Counsel

Rob Hur  Partner
Atlanta associate **Darrick McDuffie** served as president of the Gate City Bar Association in 2015 and as immediate past president in 2016. Darrick is also currently chair of the Gate City Foundation, the charitable arm of the Gate City Bar, the oldest African-American bar association in the state of Georgia.

**Amelia Medina**, Atlanta senior associate, is the president-elect of the junior board of directors of the Atlanta Volunteer Lawyers Foundation and is also a member of the board of directors of the Latin American Association.

**Rebeca Ojeda**, Atlanta associate, was elected vice president of the Georgia Hispanic Bar Association. In 2015, she served as secretary on the board.

**William Panlilio**, Singapore associate, is a member of the editorial board of the Minority Trial Lawyers Committee of the American Bar Association.

Atlanta partner **Ray Persons** is on the board of the Law Pipeline Program, Inc., a nonprofit organization dedicated to the development of a law pipeline for metro Atlanta high school students. The organization supports these students through college and law school by encouraging an interest in law and promoting the development of the skills and values necessary for academic and professional success.

**Misty Peterson**, Atlanta counsel, is on the board of the Stonewall Bar Association, which supports the rights of lesbian, gay, bisexual and transgender people and opposes discrimination based on sexual or gender orientation.

**Christine Savage** spoke at the International Aviation Women’s Association’s annual conference in Montreal, making an address titled “International Trade: Challenges and Opportunities in the Aviation Industry.”

**Carmen Toledo**, Atlanta partner, helped found the Cafecito group, a networking group of Latina attorneys who support and encourage each other at all stages of their respective careers, overseen by the Georgia Hispanic Bar Association.

**Wendy Waszmer** is co-chair of the Diversity Committee of the Antitrust Section of the New York State Bar Association.

**Bobby Woo**, Atlanta partner, was the 2015 co-chair of the Mass Tort Committee of the National Asian Pacific American Bar Association. 🌐

**Myrna Salinas Baumann** serves as a member of the board of directors for Volunteer Legal Services of Central Texas. She also is a board member of the Hispanic Bar Association of Austin Charitable Foundation.
Diversity and Airbnb: “It’s About Fit”

King & Spalding’s relationship with online accommodations marketplace Airbnb began as a result of a personal relationship between Silicon Valley office partner Emma Maconick and one of the associate general counsel at Airbnb, who was responsible for Intellectual Property, Product and Data Privacy and Cybersecurity. The two women had worked together previously and had maintained contact over the years, so Airbnb’s associate general counsel instructed Maconick to assist Airbnb with technology transaction-related matters. Soon after that instruction, Airbnb decided to undertake a significant rebranding exercise and wanted to consolidate their trademark prosecution portfolio management with one firm. Maconick had an opportunity to introduce Airbnb to intellectual property partner Katie McCarthy, who ended up spearheading the project.

“I recommended Katie because I thought her personality would fit well with the culture at Airbnb,” Maconick said. “Not necessarily because she is a woman who would be working with women counsel but because she has a cool vibe that mirrors the hyper-growth, millennial culture at Airbnb.” The majority of King & Spalding lawyers who do work for Airbnb are, in fact, women, working with women at Airbnb. But Maconick says that is largely unintentional. “Gender inclusiveness is part of it, but that’s not the whole story,” Maconick said. “It’s about relating to the client – how you relate to the client, even beyond the specific matter at hand.”

“We strengthen the provision of services to clients when we understand them better – understand who they are, where they come from, what’s important to them personally and professionally,” Maconick continued. “You relate differently to people with whom you share a background or experiences. So the more diverse our clients get, the more diverse we need to be.” Almost three-quarters of the hours King & Spalding has billed to Airbnb over the past three years have been by women attorneys. Maconick insists, however, that the lawyers the firm puts forward to Airbnb isn’t based on checking a diversity box on a form or experiences. So the more diverse our clients get, the more diverse we need to be.

Supporting the Leadership Council on Legal Diversity

At King & Spalding, our goal is to provide diverse students with mentoring, encouragement and exposure to the legal profession in order to continue to increase diversity. Following are examples of support provided by King & Spalding and our lawyers.

“Not necessarily because she is a woman who would be well with the culture at Airbnb,” Maconick said. “I think her personality would fit. It’s about relating to the client, even beyond the specific matter at hand.”

Supporting the Leadership Council on Legal Diversity

King & Spalding continues to be a member organization of the Leadership Council on Legal Diversity (LCLD), an organization of more than 240 corporate chief legal officers and law firm managing partners who work together to create a diverse U.S. legal profession. Each year, the firm, in partnership with the LCLD, mentors diverse law school students, sponsors diverse LL summer associates and sponsors a King & Spalding lawyer in the organization’s fellowship program.

In 2016, lawyers in the firm’s Los Angeles office hosted a dinner with students as part of the LCLD’s Success in Law School Mentoring Program, which seeks to ensure that talented law students receive the mentoring they need to maximize their potential, both during law school and afterward, as they prepare for the bar exam and launch their careers.
Helping Prepare Students for Careers in Law
The firm hosted a high school intern from Therrell High School, an Atlanta public school, through the Atlanta Bar Association’s annual intern program. King & Spalding has provided support to the Atlanta Bar internship program as a legal services provider for nearly 25 years. King & Spalding also hosted four students from Cristo Rey Atlanta Jesuit High School through the innovative Corporate Work Study Program. As part of the program, students work five full days a month at top local businesses. Cristo Rey Atlanta provides a structured school environment for young people of limited economic means.

Hosted the Fort Bend School District’s Gifted and Talented Program
For the past nine years, King & Spalding’s Houston office has hosted diverse high school students from the Fort Bend School District’s Gifted and Talented Program. In 2016, lawyers and staff once again introduced students to the firm and what it is like to work in a law office. The students’ tour ended with a discussion with attorneys who informally shared their thoughts on questions related to their practices and what drew them to the legal profession.

King & Spalding Diversity Fellowship Program
Open to all second-year law students from ethnically or culturally diverse backgrounds, King & Spalding’s annual Diversity Fellowship has for the past 10 years awarded $10,000 stipends and summer associate clerkships to students with exposure to the field of law. The program was founded seven years later and has since provided a legal strategy session at the firm, and King & Spalding associates hosted them at the Goizueta Business School on deal structuring and due diligence.

Exposing Students to the Field of Law
For the past 10 years, King & Spalding has sponsored and hosted the annual Justice Benham Law Camp, which provides 20 to 25 Atlanta-area minority high school students with exposure to the field of law. The program was founded and is chaired by King & Spalding partner Harold E. Franklin, Jr., under the auspices of the Gate City Bar Association.

Welcoming Youth About Business Summer Camp Participants
In 2016, for a sixth consecutive year, King & Spalding participated in the Youth About Business Southeast Summer Business Camp. Firm lawyers in Atlanta joined executives from SunTrust Robinson Humphrey, J.P. Morgan, Deloitte, EY and Nissan to judge simulated M&A transaction presentations by approximately 40 high school students with diverse backgrounds. During the two weeks of camp, the students were hosted by Emory University’s Goizueta Business School and met with lawyers, accountants, investment bankers, and marketing and human resource professionals who counseled them on their assigned M&A transactions. The firm’s summer associates also met with the students for a legal strategy session at the firm, and King & Spalding associates and Emory University’s Goizueta Business School on deal structuring and due diligence.

Continuing Support for Street Law
For five years, King & Spalding has worked with Street Law, a global, nonpartisan, nonprofit organization with more than 40 years of experience developing classroom and community programs that educate young people about law and government. Business litigation partner Mike Ciatti serves on the national Street Law board of directors.
In 2016, King & Spalding lawyers joined Emory University Law School students and the legal division of The Coca-Cola Company in Street Law’s Diversity Pipeline Program for high school students. Following a kickoff reception hosted by the firm, King & Spalding lawyers, Coca-Cola legal staff and Emory law students taught classes in contracts, constitutional law, intellectual property, employment law, litigation, dispute resolution, trial overview and jury and witnesses to students at Benjamin E. Mays High School, an Atlanta public school. The Street Law students also spent a day at each organization.

Also in 2016, King & Spalding and UPS hosted 40 seniors from Maynard Jackson High School at the firm’s Atlanta office for the final session of the school’s annual Street Law Program. During the five-hour program, students spoke one-on-one with lawyers from UPS, King & Spalding and several local public interest organizations as well as paralegals, legal technology experts and court reporters during an hour of legal career “speed mentoring.” The program concluded with a mock trial, which was followed by lively debate.

Hosting the Gate City Bar/ GABWA BLSA Retreat
As it has for nine consecutive years, King & Spalding’s Atlanta office hosted the Gate City Bar Association/Georgia Association of Black Women Attorneys’ Ninth Annual Black Law Student Association Retreat in 2016, with partner Sam Marchett and associate Robert Benson serving as speakers. The event offered students from Georgia law schools instruction on interview preparation, personal branding, networking and associate success. Among the luminaries sharing their knowledge were U.S. Northern District of Georgia Judge Eleanor Ross, former Georgia State Bar president Patrice Perkins Hooker, Georgia State Bar general counsel Paula Frederick, former Coca-Cola global chief diversity officer John Lewis and Major General Bobby Shannon, Esq. The Gate City Bar Association, established in 1948, is the oldest African-American bar association in the state of Georgia and is an affiliate chapter of the National Bar Association, the nation’s oldest and largest national association of predominantly African-American lawyers and judges. The Georgia Association of Black Women Attorneys is a voluntary bar organization that nurtures, supports and galvanizes the power of black women attorneys, advocates for women and children, and empowers communities.

Street Law participants on King & Spalding Day.
Mike Duffy counsels students on the Street Law negotiation team.
Providing Financial Support
In addition to devoting time and resources, King & Spalding provided financial support to many diversity organizations and pipeline initiatives:
- Black Law Student Association (BLSA): events at Georgia State University, University of Houston, Duke University and George Washington University; hosted study breaks for BLSA students at Wake Forest, Duke, University of Georgia, Georgia State and Mercer; hosted the BLSA’s 36th and 17th Annual Patricia Roberts Harris Awards Banquet at Georgetown University Law Center; sponsored the National BLSA’s Southern Region Academic Retreat
- Georgia Association of Black Women Attorney’s Annual Continuing Legal Education
- Georgia Association of Black Women Attorneys’ Annual Foundation Brunch
- Georgia Latino Law Foundation
- Soulstice Young Litigators Moot Court Competition
- Southeast/Southwest People of Color Legal Scholarship Conference
- Asia Pacific American Bar Association Education Fund – Annual Benefit Dinner, 2015 and 2016
- Hispanic National Bar Association Corporate Counsel Conference and Moot Court Competition, 2015 and 2016
- The Leadership Institute for Women of Color Attorneys – Annual Conference, 2015 and 2016
- Stonewall Bar Association of Georgia, 2015 and 2016
- LAMBDA Legal
- Charting Your Own Course Conference, 2015 and 2016

Reaching Out to Diverse Law Students
Associates in the firm’s New York office attended law firm diversity expos at New York University and Columbia University. The expos provide 1L students an opportunity to meet with law firm representatives and learn about the programs, scholarships, fellowships, and other initiatives each firm has developed to enhance and sustain a diverse and dynamic working environment.†

Diversity and Bristol-Myers Squibb: “Diversity Is a Constant Effort”

King & Spalding’s preferred provider relationship with global biopharma company Bristol-Myers Squibb actually began in a setting devoted to diversity and inclusion. In 2009, Atlanta partner Bobby Woo introduced himself to General Counsel Sandy Leung as she received a leadership award from the National Asian Pacific American Bar Association. As a result of that and additional meetings, the firm was invited to apply for — and was accepted into — Bristol-Myers Squibb’s LP2 preferred provider program.

“Diversity is not the primary requirement for acceptance into LP2,” Woo said, “but it is something Bristol-Myers Squibb emphasizes in its outside counsel in general. BM’S’s legal staff itself is very diverse, so of course they value diversity in their outside counsel. This gives the firm the opportunity to build relationships that are borne out of diversity.”

The firm has taken advantage of that opportunity. Between 2013 and 2015, 56% of King & Spalding’s hours billed to Bristol-Myers Squibb were by females and minorities, and that is no accident, according to Woo.

“We do strive toward inclusiveness, and thus far we’ve been very successful,” he said.

Beyond providing diverse staffing, King & Spalding also participates in diversity initiatives with Bristol-Myers Squibb. For the past four years, Woo has worked with the company’s Diversity and Inclusion Summer Program, giving their summer interns “how to” presentations on legal research. In 2016, the firm invited Sandy Leung to speak at the firm’s diversity reception in its Washington, DC, office. And King & Spalding is one of four firms participating in Bristol-Myers Squibb’s pilot diversity program, Building Multicultural Success, with the goal of promoting the development of diverse attorneys within Bristol-Myers Squibb’s outside counsel.

Despite these efforts, however, building and maintaining diversity requires constant effort, according to Woo. “In the last year, we had fewer hours billed to Bristol-Myers Squibb by minority attorneys,” he acknowledged.

“Although BMS doesn’t monitor the diversity of the K&S team, we monitor ourselves. And we knew we needed to do better. As a result, we reached out to partners with active matters for Bristol-Myers Squibb here at the firm and asked them to consider staffing the work with diverse attorneys. And the partners have responded.

“At the end of the day, it’s about taking the best talent we can offer – much of which happens to be diverse – and putting them in front of the client,” Woo continued. “Diversity provides an entrée. It might help you get noticed, but at the end of the day, you have to provide excellent legal service and advice. That’s how you keep the work.”†
In 2015 and 2016, King & Spalding and many of our women and diverse lawyers were recognized for efforts to foster inclusion and to diversify the legal profession. Many were also recognized for achievements and contributions to the legal industry.

King & Spalding Receives Chevron Law Firm Diversity Award for Fourth Time
The Chevron Corporation once again recognized King & Spalding for its commitment to promoting diversity in the legal field, bestowing the Chevron Law Firm Diversity Award on the firm in 2015. Chevron's Law Firm Diversity Award Program recognizes the company's law firm partners that have distinguished themselves by demonstrating their commitment to diversity. As part of the award and on behalf of the firm, Chevron donated $5,000 to For People of Color, Inc., which provides free law school admissions consulting services to prospective law school applicants of color.

Working Mother Names King & Spalding One of the “50 Best Law Firms for Women”
Working Mother magazine and Flex-Time Lawyers LLC included King & Spalding on their 2015 and 2016 “Top 50 Best Law Firms for Women” list, which recognizes firms for their family-friendly policies and career and business development initiatives that are helping retain women attorneys and advance them into the leadership pipeline.

Partner Sam Matchett Named to Gate City Bar Hall of Fame
The Gate City Bar Association named Atlanta partner Sam Matchett to its Hall of Fame, the organization’s highest honor for attorneys who have made significant contributions to the African-American community. Atlanta partner Ray Persons is a 2013 inductee, making King & Spalding one of only two firms to have more than one attorney in the Hall of Fame.

King & Spalding Ranked Among “Best Places to Work for LGBT Equality” for Fourth Consecutive Year
For the fourth consecutive year, King & Spalding earned a top score of 100 percent in the Corporate Equality Index, a report card on lesbian, gay, bisexual and transgender (LGBT) equality in corporate America. The firm scored a maximum rating in all nine categories, earning the coveted distinction of one of the “Best Places to Work for LGBT Equality.”

Partner Chad Griffin, president of the Human Rights Campaign, and Caroline Abney, associate director of human resources and diversity, at the HRC awards ceremony in New York. (Photo courtesy of Judy Rolfe Photography)

King & Spalding Attorneys Win Community Service Awards
Atlanta partners Philip E. Holladay, Jr., and Harold E. Franklin, Jr., were awarded the 16th and 17th Annual Justice Robert Benham Awards for Community Service, respectively. The community service awards are co-sponsored by the State Bar of Georgia and the Chief Justice’s Commission on Professionalism, and they honor lawyers and judges in Georgia who have made significant contributions to their communities beyond their legal or official work. Harold was also awarded the 2015 Man of Influence award by the Atlanta Business League.

Associate Stephen Abreu was selected as a member of the National Black Lawyers – Top 100 Lawyers, an invitation-only professional honorary organization whose mission is to promote excellence in the legal profession for accomplished black attorneys in the U.S. through advocacy training, marketing, networking and education of lawyers.

Allison Altersohn, partner, was shortlisted for the Chambers Diversity Awards USA, which celebrate the achievements of lawyers from nontraditional backgrounds and shine a spotlight on the firms and individuals effecting positive change in the profession.

The Daily Report named partner Harold Franklin, Jr., a finalist for its Attorney of the Year award, which honors individuals “who had the biggest impact on the Georgia legal community or most helped to advance the cause of justice during 2015.”

Partners Patricia Barmeyer and Chilton Varner were recipients of The Daily Report’s first-ever Lifetime Achievements Awards; they were selected for their work in environmental law and corporate defense law, respectively.

King & Spalding partners Dixie Johnson, Carmen Lawrence, Tracie Renfroe and Chilton Varner were recognized by Benchmark Litigation in the 2016 edition of Top 250 Women in Litigation, a publication dedicated to honoring the achievements of female litigators nationwide. Varner, who is also ranked as a National Litigation Star along with Johnson, was named one of the top 10 female litigators in the country and included in the list of Top Trial Lawyers nationwide.

Partner Allison Altersohn, named to Atlanta Magazine’s 2016 “Top 250 Women in Business,” a program that recognizes women who are positively shaping the city of Atlanta.

The Daily Report named partner Harold Franklin, Jr., a finalist for its Attorney of the Year award, which honors individuals “who had the biggest impact on the Georgia legal community or most helped to advance the cause of justice during 2015.”

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King & Spalding Women and Diverse Lawyers Continue to Receive Industry Recognition

More than 150 King & Spalding lawyers were ranked as leaders in their fields in the various Chambers and Partners guides in 2016, including the following women and diverse lawyers:

- Guillermo Aguilar-Alvarez
- Roberto Aguirre Luzi
- John Crespo
- Vera De Brito de Gyarfas
- Nora Djeraba
- Joëlle Herschitel
- Jennifer Josefson
- Olga Kozyr
- Leroy Levy
- Alla Naglis
- Rahul Patel
- Jules Quinn
- Graciela Rodriguez
- Renni Solomon
- Chilton Varner

The Legal 500 again recognized King & Spalding as a leading law firm in regions around the world. In addition, the following women and diverse lawyers were recognized for their leading expertise:

- Marcia Augsburger
- Patricia Barmeyer
- Sarah Borders
- Ruth Byrne
- John Crespo
- Nora Djeraba
- Elodie Dulac
- Lisa Dwyer
- Amy Frey
- Alana Griffin
- Vera de Gyarfas
- Joëlle Herschitel
- Ye Cecilia Hong
- Nina Howell
- Dixie Johnson
- Jennifer Josefson
- Sheryl Kass
- Mona Katigbak
- Olga Kozyr
- Carmen Lawrence
- Ruxandra Lazar
- Leroy Levy
- Linda Lorenat
- Christina Markus
- Kathleen McCarthy
- Jennifer Morgan
- Alla Naglis
- Granta Nakayama
- Judith O’Brien
- Ray Persons
- Ilana Saltzbart
- Christine Savage
- Elizabeth Silbert
- Elizabeth Taber
- Chilton Varner
- Sarah Walker

The Home Depot's commitment to diversity is obvious in the marketplace, as it is in the service providers and vendors they work with,” McAlister said. “Among other things, The Home Depot sets an annual diversity goal for its outside counsel. And they ask for information annually on what the firm is doing to promote diversity and inclusion.”

In the past few years, more than one-third of the hours billed by King & Spalding to The Home Depot were by women and minority attorneys. “The Home Depot has a very diverse team in-house. Its legal department was recently named the best legal department in the South Region by the Minority Corporate Counsel Association. And they serve a very diverse market,” McAlister said. “King & Spalding needs to be thoughtful that we do the same – providing teams that reflect our client’s diversity and working to increase diversity and inclusion in the legal profession.”

According to McAlister, one of the best ways to accomplish this is through conversations that include both diverse and non-diverse lawyers. “The LCLD gives a platform to have a dialog,” she said. “We need to be proactive. And part of being proactive is to initiate these discussions, acknowledge where we’re falling short – in addition to sharing successes – and address it openly. Sometimes half the battle is showing you care, are thinking about diversity and want it to be part of the relationship.”

Diversity and The Home Depot: “We Need to Share Our Goals and Ideas”
Since January 2015, King & Spalding has welcomed 31 women and diverse partners and counsel to the firm. King & Spalding also congratulates the 22 women and diverse partners and counsel who were promoted during this time.

### New & Promoted Women/Minority Partners & Counsel

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Office</th>
<th>Practice Area</th>
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<tbody>
<tr>
<td>Adler, Elizabeth</td>
<td>Counsel</td>
<td>Atlanta</td>
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<td>Almaraz, Roxanne</td>
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<td>Audi, Osama</td>
<td>Partner</td>
<td>Dubai</td>
<td>Middle East &amp; Islamic Finance</td>
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<td>Augsburger, Marcia L.</td>
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At King & Spalding, we strive to attract and retain a broad pool of diverse and women attorneys. We work towards that goal through a collaborative environment that benefits from the sharing of viewpoints, experiences, ideas and unique qualities that each of our lawyers brings to the firm. Diversity is an integral part of our culture and deeply rooted in our policies and procedures with specific focus on training, developing and promoting our lawyers. Diverse viewpoints significantly enhance our ability to provide the highest quality legal services to our clients.
Abu Dhabi
Atlanta
Austin
Charlotte
Dubai
Frankfurt
Geneva
Houston
London
Los Angeles
Moscow
New York
Paris
Riyadh
San Francisco
Silicon Valley
Singapore
Tokyo
Washington, D.C.

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