



# The PDI Connection

July 2017

Ogletree  
Deakins

## Another Outstanding Workplace Strategies Seminar

For over a decade, Ogletree Deakins has been organizing what has become the leading national educational labor and employment law seminar, Workplace Strategies. Held in San Diego, California, Workplace Strategies 2017 offered more than 700 participants continuing education credits on topics ranging from workplace investigations to leave requests. There was also plenty of time for supporting a local charity, meeting old friends, and making new ones.



*Jimmy F. Robinson, Jr., and Elizabeth M. Ebanks (Shareholders, Richmond), Michelle P. Wimes (PDI Director), and Colleen Kelly (D&I Manager) enjoy an evening aboard the USS Midway Museum. The reception and dinner benefitted Father Joe's Villages.*



*Deacon Jim Vargas (right) accepted the 2017 Homer Deakins Service Award from Homer L. Deakins (Chairman Emeritus) (left) on behalf of Father Joe Carroll, President Emeritus of Father Joe's Villages. Father Joe's Villages offers comprehensive services to the homeless population of San Diego.*



*Our lunch keynote speaker, Smith & Company Founder, President, and CEO Judy A. Smith, shared successful crisis management strategies with attendees.*



*In the "Headline News" section of the seminar, several speakers presented on recent developments in labor and employment law. Pictured on screen: Jeffrey C. Londa (Office Managing Shareholder, Houston) giving an overview of the lawsuits commenced in federal district courts in the last eight years.*



*"Embracing Diversity" was the theme for the four TED-style talks on Friday afternoon. One of the key takeaways from these personal and innovative talks is to consider thinking of diversity as "building bridges" or "one team" as a way to gain new understanding on the term. Pictured: Dennis A. Davis, PhD (Director of Client Training, Torrance, CA) (left) and Patti C. Perez (Shareholder, San Diego) (right).*



# Writing Better Legal Memos

On May 24, 2017, at the Fairmont Hotel in Dallas, Bryan Garner presented his workshop, “The Garner Method for Better Legal Memos,” to more than 70 Ogletree Deakins’ junior associates.

Garner—lawyer, lexicographer, professor, and author—provided associates with the tools “to master the art [of writing legal memos], even with multiple questions, and to improve the legal analysis. And then [show] how to substantiate that analysis with excellent writing the whole way through.”

Shareholders from the Dallas office—Bryant S. McFall, Michael R. Buchanan, Rodolfo R. (Fito) Agraz, Sean C. Urich, Michael H. Bell, John B. Brown, Eva W. Turner, Jonathan C. Wilson, Gary D. Eisenstat, and Jana S. Baker—joined the associates during the reception and praised Dallas as a vibrant, multi-cultural city, ideal for holding this type of event.



*Bryant S. McFall (Office Managing Shareholder, Dallas) (center) welcomes associates to the meet-and-greet reception the evening before the workshop.*



*Michelle P. Wimes (PDI Director) welcomes participants to the workshop and introduces Bryan Garner.*



*Workshop participants undertake an editing exercise guided by Professor Bryan A. Garner.*



*Deep in thought.*

# 40th Anniversary Service Projects

To honor the firm's 40th anniversary this year, Ogletree Deakins' offices were charged with participating in service projects. Offices were encouraged to choose a project that benefits their own community. We'll be featuring some of the offices that have participated throughout 2017 in the PDI Connection.

## Milwaukee



*The Milwaukee office does good while looking good.*

In March, the entire staff of the Milwaukee office performed its volunteer service project by donating 44 hours of time over three days to prep, serve, and clean up at the Noon Run—a free meal program offered by Redeemer Lutheran, a city church in their neighborhood.

The smiles on the guests' faces showed their true appreciation for the opportunity to escape the cold (there was about 8 inches of snow on that day) and enjoy a hot meal. The camaraderie warmed all hearts as well.

## Greenville—Administrative Office

In May, the administrative office participated in the firm's 40th Anniversary Charity Celebration by attending Hands on Greenville (HOG) Day 2017. HOG Day is Greenville County's largest volunteer day of the year. The office helped clean up the Roper Mountain Science Center (RMSC) as it prepares for summer camps and activities. RMSC will also host hundreds of visitors from all over the world for the total solar eclipse on August 21. This was a great opportunity for the office to give back to the community, and they intend to make it an annual event.

## San Antonio



*The San Antonio office drops off supplies and pet dogs at the Animal Defense League of Texas.*

In April, Ogletree's San Antonio office participated in the firm's 40th Anniversary Charity Celebration at the local Animal Defense League of Texas. Contributions included cash, leashes, pet beds, pet food, kitty litter, paper towels, potty pads, and various other items requested by the shelter. The office visited the local shelter where they board cats and dogs for adoption and fostering. They had a "doggone" good time. In fact, Juan B. Hernandez (Associate) went back later that week to adopt Riley, the dog he is posing with in the picture above. Congratulations, Juan!



*Ogletree Deakins staff and families gather at Roper Mountain Science Center.*



# Diversity and Inclusion



## 2017 National Summit of Black Women Lawyers

On March 31, Michelle P. Wimes, Director of PDI, sat on a panel titled “Utilizing Resiliency Strategies to Overcome Implicit Bias and Forge Pathways for Success” at the National Summit of Black Women Lawyers in Chicago. The focus for the summit was on the future: mentoring and supporting the next generation of black women entering the legal profession. The BWLA has been advancing African-American women lawyers, judges, and those in academia for more than 30 years!

*Michelle P. Wimes participated in the BLWA summit as a panelist.*

## Hispanic National Bar Association



The Hispanic National Bar Association’s (HNBA) 8th Annual Corporate Counsel Conference took place at the InterContinental Hotel in Miami from March 30 to April 2, 2017.

The annual conference provides a unique setting for corporate America and the HNBA to connect, offering opportunities for outside counsel to meet representatives from numerous Fortune 500 companies. The program featured CLE panels on cutting-edge topics led by experts from across the country, a variety of workshops, and one-of-a-kind networking opportunities. This year’s conference brought together attorneys, judges, law students, and executives to

discuss how international issues can impact local business in Miami.

Proudly representing Ogletree Deakins at this event were Daniel A. Adlong (Associate, Orange County), Patti C. Perez (Shareholder, San Diego), Nicole Harris (D&I Coordinator, Kansas City), and Symone Martin (Diversity Data Analyst, Kansas City).



*Nicole Harris and Symone Martin staffed the PDI booth.*



*Nicole Harris and Symone Martin represented the PDI department at the HNBA Gala honoring artist Humberto Benitez.*



# Diversity and Inclusion Events

## The Diversity & Flexibility Alliance Annual Conference

On March 16, 2017, the Diversity & Flexibility Alliance held their annual conference at Jones Day in Washington, D.C. The theme of this year's conference was Diversity + Flexibility = An Evolving Culture. The conference explored success strategies for improving retention of top talent and the most up-to-date action steps highlighting the intersection of diversity and flexibility. The conference brought together executive leadership and partners at professional service firms, general counsel, diversity and inclusion professionals, and talent management professionals.

Our firm's Managing Shareholder, C. Matthew Keen, participated as a speaker on a panel entitled "Creating Inclusive Cultures." Margaret (Margo) S. Lopez (Shareholder, Washington, D.C.) attended as well.



*C. Matthew Keen (Managing Shareholder, Raleigh) participated as a speaker on a panel entitled "Creating Inclusive Cultures."*

## Root Out Bias - Michael D. Thomas

On April 20, 2017, Michael D. Thomas (Associate, San Francisco), participated as a speaker in a live webinar entitled "How to Root Out Unconscious Bias in Hiring and Retaining Diverse Attorneys," sponsored by the Business Law Section of the State Bar of



*Michael D. Thomas, Associate, San Francisco*

California. His objective was to give the audience a better understanding of unconscious bias, explain how bias impacts the brain, provide a better understanding of how bias affects diverse attorneys in the workplace, and, most important, emphasize how bias harms everyone. Congratulations, Michael.

## Philadelphia Office Proudly Supports the UNCF Mayor's Masked Ball

The Philadelphia office is committed to supporting diversity events in their local area. For the last five years, the Philadelphia office has supported the United Negro College Funds (UNCF) Mayor's Masked Ball, which is the organization's signature fundraising event and one of Philadelphia's premiere social occasions. Hosted by a diverse group of corporate sponsors and local businesses, it involves celebrities, dignitaries, civic leaders, volunteers, public officials, alumni, and others who support the UNCF's mission of investing in America's future by getting students to and through college.

Paul Lancaster Adams (Shareholder, Philadelphia), who also sat as Vice President of the Host Committee, was in attendance to support the event.



*This year, the affair raised over \$425,000 for scholarships for deserving college students attending UNCF colleges and universities.*



# Welcome, New Ogletree Deakins Offices!

## Sacramento

The Sacramento office opened its doors on January 9, 2017. It becomes the sixth Ogletree Deakins office in California, which enhances the firm's ability to efficiently serve clients throughout California's Central Valley. Office Managing Shareholder Anthony J. (Tony) DeCristoforo brings more than 20 years of experience representing employers in a variety of industries, including retail, manufacturing, transportation, and hospitality. Among the many reasons Tony decided to join Ogletree are the firm's reputation for its quality of lawyers, vast experience, and commitment to client service and value.



*Maria D. Davis, Practice Assistant; Anthony J. DeCristoforo, Office Managing Shareholder, and Chambord Benton-Hayes, Associate*

Associate Chambord Benton-Hayes and Practice Assistant Maria D. Davis joined the office shortly after it opened. Of Counsel Becki D. Graham (San Francisco) and James T. Conley (Orange County) also support clients in the region from the Sacramento office. This well-rounded team brings extensive experience in representing management in all types of employment matters, including single-plaintiff and class action litigation, defending agency charges, and advising clients about how to comply with California's complex web of statutory and regulatory requirements.

## Paris



*The lobby of our Paris office*

On May 18, 2017, the Paris office officially celebrated its opening and hosted an open house. More than 100 clients, government officials, and members of the Paris Bar attended. Many of our Ogletree Deakins colleagues were able to attend, including C. Matthew Keen (Managing Shareholder), Carson G. Burnham (Shareholder, Boston), and shareholders and associates from the Berlin and London offices. The event was a big success and a great opportunity to introduce the firm to the Paris market. Ogletree Deakins stands out in the French market for being the first U.S. employment

niche firm to set up shop in Paris. The Paris office looks forward to hosting more client development events this year, as well as collaborating with the Berlin and London offices.



## Oklahoma City

After nearly three decades in private practice in Oklahoma City, Victor F. Albert (Shareholder, Oklahoma City) and Sam R. Fulkerson (Office Managing Shareholder, Oklahoma City) decided to open Ogletree Deakins' Oklahoma City office in January. Both were familiar with Ogletree because of its national prominence as well as its significant client base. Sam has had the good fortune of working with Ogletree Deakins' Austin and Houston offices for several years and has seen firsthand how excellent their attorneys are, how respectful they are toward opposing counsel and the courts, and how collegial they are with one another. He believes Ogletree Deakins practices law the way it should be practiced. Since January, Oklahoma City has come to realize how

great the difference is between even the best local law firms and a truly national/international firm; Ogletree Deakins' quality and breadth of practice and the resources it can marshal are extraordinary. Our attorneys are having a lot of fun in OKC!



*From left: Sam R. Fulkerson, Office Managing Shareholder; Gauri D. Nautiyal, Associate; Brandon D. Kemp, Associate; Victor F. Albert, Shareholder; Justin P. Grose, Associate; and Andre' B. Caldwell, Of Counsel—All for one and one for all!*

## Awards & Accolades

### Katessa Charles Davis – Most Influential Women Lawyers



*Katessa Charles Davis  
(Shareholder, Los Angeles)*

Katessa Charles Davis, Shareholder in Ogletree's Los Angeles office, was recognized by the *Los Angeles Business Journal* as one of its Most

Influential Women Lawyers in Los Angeles. Katessa made the list of 50 stellar women attorneys in the Los Angeles area for being a leader when it comes to influential women in business. Katessa is a member of the Labor and Employment Law sections of the State Bar of California and the Los Angeles County Bar Association. [Access the full article here.](#)



### Anne E. Larson – Women of Influence Award, Top 50 Women in Illinois Super Lawyers, and Top 100 Illinois Super Lawyers



*Anne E. Larson  
(Shareholder, Chicago)*

Best Lawyers and the Coalition of Women's Initiatives in Law. A total of 70 women from firms and companies across the United States are nominated for this honor. Anne was also recognized as one of the Top 50 Women in Illinois Super Lawyers for the fifth year in a row and as one of the Top 100 Illinois Super Lawyers for the fourth year in a row. Each year, *Super Lawyers* evaluates lawyers across the country to create its list of top attorneys. Each candidate is measured against 12 indicators of professional achievement and peer recognition. Nominees from

Congratulations to Anne E. Larson, Shareholder in Ogletree's Chicago office, for being nominated for this year's inaugural Women of Influence Award by

more than 70 practice areas are considered. The attorneys with the most points earned are selected as *Super Lawyers*.

### Kay S. Straky – Recognized for Professional Excellence in Human Resource Management

Congratulations to Kay Straky, JD, Director of Human Resources, who was selected as a finalist for the 2017 South Carolina HR Professional of the Year Award. This award recognizes creative approaches and consistently high performance that benefit the nominee's organization as well as the business and professional communities. The award is a joint venture of the South Carolina Chamber of Commerce and the South Carolina SHRM State Council.

*Kay Straky  
accepts her  
certificate as  
one of four  
finalists.*



## Ogletree Deakins Welcomes New Attorneys

Alexandre Abitbol – Associate, Paris  
Jean-Marc Albiol – Income Partner, Paris  
Karine Audouze – Income Partner, Paris  
Andre' B. Caldwell – Of Counsel, Oklahoma City  
Jesse C. Ferrantella – Associate, San Diego  
Ted A. Gehring – Of Counsel, Los Angeles  
Justin P. Grose – Associate, Oklahoma City  
Sarah Haouchine – Associate, Paris  
Joan E. H. Harris – Senior Counsel, Minneapolis  
John Illingworth – Of Counsel, Toronto  
Tullio J. Marchionne – Senior Counsel, Las Vegas  
James T. McBride – Associate, Dallas

Hannah L. Meils – Counsel, Indianapolis  
Sofia L. Mitchell – Associate, St. Thomas  
Chris Morehead – Associate, Portland  
Eva von Muellern – Associate, Berlin  
Gauri D. Nautiyal – Associate, Oklahoma City  
Nicolas Peixoto – Senior Associate, Paris  
Melissa E. Posner – Associate, Phoenix  
Amandine Racé – Senior Associate, Paris  
Ellen C. Rains – Associate, New Orleans  
Kristin S. Shedlock – Special Counsel, Indianapolis  
Maria Elena Sotomayor Garcia – Associate, Mexico City  
Jonathan C. Wilson – Shareholder, Dallas

# Ogletree Deakins

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