



# The PDI Connection

February 2018

Ogletree  
Deakins

## Meet Our Business Resource Groups

### ODA3 – Supporting Asian-American Attorneys



*ODA3 Co-Chairs (from left) Gregory C. Cheng (Shareholder, San Francisco) and Gillian P. Yee (Shareholder, Detroit (Metro))*

ODA3 serves as a firm-wide resource that aids in the recruitment, retention, and advancement of Asian-American attorneys. ODA3 provides leadership opportunities and increased visibility for its members and serves as a platform for members to cultivate professional development, leverage relationships, and access the support necessary to succeed at the firm.

### ODAdelante – Supporting Attorneys of Hispanic/Latino Origin



*ODAdelante Co-Chairs (from left) Rodolfo (Fito) R. Agraz (Shareholder, Dallas) and Stephen J. Quezada (Associate, Houston)*

ODAdelante serves as a resource and community within the firm for Hispanic/Latino lawyers. It helps recruit, develop, retain and advance its members so that they can move forward in the community and the firm.



*Members of ODA3 at the Attorney Retreat in October 2017*

## Meet Our Business Resource Groups Continued

### ODAlliance – Supporting Lesbian, Gay, Bisexual, Transgender, and Queer Attorneys



*ODAlliance Co-Chairs (from left) Natalie N. Turner (Shareholder, Atlanta) and Adam T. Pankratz (Shareholder, Seattle)*

ODAlliance serves as the firm's primary internal resource for LGBTQ attorneys and their allies. The group is the point of contact between Ogletree Deakins and the LGBTQ community, and it raises awareness internally for matters affecting the LGBTQ community and, particularly, social issues affecting LGBTQ attorneys. ODAlliance also supports firm diversity and inclusion by focusing on business development, recruitment, educational awareness, and retention initiatives that positively impact LGBTQ attorneys.

### ODBar – Supporting Black and African-American Attorneys

ODBar serves as a resource to support the firm's commitment to diversity by creating and fostering an environment of inclusiveness for African-American and black attorneys through active involvement in the firm's business development, recruitment, retention, and advancement opportunities.



*ODBar Co-Chairs (from left) Dawn T. Collins (Shareholder, Los Angeles) and Danielle Ochs (Shareholder, San Francisco)*



*Members of ODBar at the Attorney Retreat in October 2017*

### ODFamily – Supporting Caregivers Transitioning Back to Work

ODFamily serves as a resource to support our colleagues during times of transition and stress while allowing them to live authentic lives and bring their whole selves to work. This will be accomplished by utilizing the Four C's:

- Compassion
- Connection
- Confidentiality
- Communication



*ODFamily Co-Chairs (from left) Kelly S. Hughes (Shareholder, Charlotte) and Trina R. Le Riche (Shareholder, Kansas City)*

### ODWIN – Advancing Women's Initiatives



*ODWIN Chair Kerri S. Reisdorff (Shareholder, Kansas City)*

ODWIN serves as a resource to enhance the firm's commitment to its women attorneys by creating and fostering an environment of inclusiveness through active involvement in the firm's business development, recruitment, retention, and educational awareness efforts. ODWIN focuses on three key areas:

- Power:** Identifying and attaining leadership opportunities both within and outside the Firm
- Access:** Access to meaningful internal and external development opportunities
- Results:** Maximizing the professional success and fulfillment of our members

Ultimate objective is harnessing and showcasing the tremendous talents of our members.

## Manager Training with PDI

Participants in Ogletree Deakins' professional development program for managers (OD Managers) learn excellence in leadership through proven strategies. Other topics covered during the training include ethics, achieving business results through talent management, and employee engagement.

*(From left to right) Marcia Stokes (Director of Learning and Employee Development) and Michelle P. Wimes (Chief Diversity and Professional Development Officer) after a panel discussion titled "A Day in the Life of an Attorney."*



## Community Service Projects Honor Ogletree's 40th Anniversary

To honor the firm's 40th anniversary in 2017, Ogletree Deakins' offices participated in a variety of service projects. Offices were encouraged to choose a project that benefits their own communities and resonates with its attorneys and employees. Read about the creativity and generosity from five of our offices below:

### Columbia, South Carolina



*Columbia office staff and attorneys at the book drop off at PASOs*

The Columbia, South Carolina, office worked with PASOs in November of 2017 and donated 370 books to the Connections for Child Development Program. The attorneys and staff decided that one of the best ways to celebrate the firm's 40th anniversary was to give back to communities where we are located across the globe. The Columbia office has taken on a year of service projects, and with the state's largest business immigration practice, it wanted to do something positive for the international community.

### Kansas City, Missouri

The Kansas City office was busy in the community!

- In July 2017, the office donated to True Light Family Resource Center, which serves urban families and homeless women. It also collected donations of toiletries and clothing and made a cash donation. Walter M. Brown (Shareholder, Kansas City) is a board member for True Light.
- In August and September 2017, the office collected donations for Noah's Bandage Project and held a family work day in which employees and their families cleared destructive plants from the nature trails at Lakeside Nature Center.



*Kansas City Office staff and attorneys came together to help clean up the trails at Lakeside Nature Center*

- In October 2017, the Kansas City office supported Camp Courage Missouri, an organization that encourages the development of youth with autism spectrum disorders by collecting donations and writing notecards to welcome the children to camp.

## Community Service Projects Continued

- In November 2017, the Kansas City office celebrated veterans by collecting cash donations as well as food and household supplies. In return for its donations, it received a brick engraved with the Ogletree Deakins name for its support of the Veterans Community Project.



*Kansas City staff making sandwiches for the Free Hot Soup meal*

- In December 2017, employees gathered gifts for the children at Amethyst Place and volunteered with Free Hot Soup, an organized group of people from all over the city who get together to give the homeless in downtown Kansas City and the surrounding areas a free meal every Sunday afternoon. The Amethyst Place gifts were presented at a holiday party. Elizabeth E. Tobin (Counsel, Kansas City) is a board member of Amethyst Place.

### Portland, Oregon

The Portland office of Ogletree Deakins was delighted to take part in spreading holiday cheer to underprivileged children in the area. In December of 2017, the Portland team collected and

donated toys to the local KGW Great Toy Drive, which collaborates with 120 local nonprofit charities to distribute gifts to children during the holiday season. The team also volunteered at the Children's Book Bank to refurbish donated books that will be provided to local youngsters for their learning enjoyment. The Portland team is proud to be a part of the firm's tradition of giving back.



*Portland's Kai Jones (Practice Assistant, Portland) displaying the toys the office collected*

### Raleigh, North Carolina



*Raleigh employees presenting their donation check to the Food Bank of Central & Eastern North Carolina*

In recognition of the firm's 40th anniversary, the Raleigh office concluded a successful "40-for-40" campaign to raise funds for the Food Bank of Central & Eastern North Carolina. For \$40, employees purchased the option to wear jeans as often as they liked during a 40-day period. The campaign was a win-win: Raleigh office employees cherish jeans days and the food bank will be able to provide 55,000 meals with tea via the \$5,510 raised from Raleigh office employees. This amount was matched by a private donor group, yielding a total of \$11,020 contributed.

### St. Thomas, U.S.V.I.

In support of Ogletree Deakins 40th anniversary community service initiative, lawyers and staff from the St. Thomas office volunteered several hours to paint restrooms and a classroom at the All Saints Cathedral School. In November 2017, the St. Thomas office utilized teamwork and creativity to add vibrant colors to designated spaces on the campus, as the school seeks to provide a welcoming environment for students recovering from hurricanes Irma and Maria.



*Attorneys and staff from the St. Thomas office: back Row (left to right): Micol L. Morgan (Shareholder), Martia Aldonza (Paralegal), Adam G. Christian (Of Counsel), Vandia George (Practice Assistant), Leslie Ryan (Practice Assistant), (front row, left to right): Sofia L. Mitchell (Associate) and Simone R.D. Francis (Shareholder)*

# Diversity and Inclusion Events

## LCLD's 8<sup>th</sup>-Annual Membership Meeting

From October 16–17, 2017, the Leadership Council on Legal Diversity (LCLD) held its 8th-Annual Membership Meeting at the Mandarin Oriental in Washington, D.C. The theme of this year's meeting was "The power of the LCLD Network to drive change — both within LCLD organizations and across the profession." Joshua Cooper Ramo,

author and son of the first female president of the American Bar Association, was the morning keynote speaker. Mr. Ramo shared insights about his new book; and summarized the many factors of our changing world (including reliance on technology and social networks) and their impact on the economy and daily life. Members, diversity professionals, and guests also participated in roundtable discussions hosted by general counsels, who sought to develop new ideas regarding the advancement of diversity within corporations and law firms.



*From left: Honeywell client, Lisa Parlato LeDonne; Chief Privacy Officer Chief Labor & Employment Counsel; C. Matthew Keen (Managing Shareholder, Raleigh); and Michelle P. Wimes (Chief Diversity & Professional Development Officer)*

## The National Asian Pacific American Bar Association's Annual Conference

The National Asian Pacific American Bar Association's (NAPABA) Annual Conference was held at the Marriott Marquis in Washington, D.C. from November 2-5, 2017.



*(From left to right): Carolyn Sieve; Gillian Yee (Shareholder, Detroit (Metro)) and Tae Phillips (Of Counsel, Birmingham)*

The conference gives attendees the opportunity to connect with a diverse network of attorneys, including general counsels of Fortune 500 and Fortune 1000 companies, federal and state judges, and law professors from across the United States and Canada.

Ogletree Deakins was a Gold sponsor of the conference. Proudly representing Ogletree Deakins at the event were: Richard Y. Chen (Shareholder, Orange County); Jamie M. Dietz (Associate, Raleigh); John S. Ferrer (Of Counsel, San Francisco); Sarah J. Hawk (Shareholder, Raleigh); Chad Li (Associate, Austin); M. Tae Phillips (Of Counsel, Birmingham); Vince M. Verde (Shareholder, Orange County); Gillian P. Yee (Shareholder, Detroit (Metro)); and, Nicole Harris (D&I Coordinator, Kansas City).

## Association of Corporate Counsel Event



*An attendee sampling a virtual reality demonstration*

At an Association of Corporate Counsel event held in the San Francisco Bay Area in November 2017, Ogletree Deakins' San Francisco office and PayPal sponsored and organized a networking reception for their guests. During this diversity and inclusion event, Carolyn A. Knox (Of Counsel, San Francisco) and Michael D. Thomas (Associate, San Francisco) joined six other diversity professionals in a panel discussion on the impact of bias and the implications of virtual reality in the workplace.

## Arizona Asian American Bar Association Event



*The Phoenix office proudly supporting the AAABA and APALSA at a happy hour networking event*

On September 27, 2017, Ogletree Deakins' Phoenix office proudly sponsored a networking happy hour that was co-hosted by the Arizona Asian American Bar Association (AAABA) and the Asian Pacific American Law Student Association (APALSA). Joined by Shareholder Joseph T. Clees (Shareholder, Phoenix), this event was attended by more than 50 attorneys and law students from Arizona State University's Sandra Day O'Connor College of Law and Arizona Summit Law School.

# Diversity and Inclusion Events Continued

## Memphis Office Hosts Women Business Leaders and Students from Arkansas State University

*Memphis Ogletree Deakins attorneys, Memphis community professionals, and Arkansas State University students*



The Memphis office hosted a group of Memphis professionals and Arkansas State University (ASU) students for an inspiring luncheon and roundtable discussion on November 10. The students are members of ASU's Women's Business Leadership Center (WBLC) who came to the office for a discussion with women business leaders about the biggest lessons learned throughout their careers. The panel included Ogletree Deakins attorneys: M. Kimberly Hodges (Shareholder, Memphis) and Donna K. Fisher (Of Counsel, Memphis); Christy Kinard (General Counsel, Memphis-Shelby County Airport Authority); Janice Avery-Walthall (Director of Human Resources, Memphis-Shelby County Airport Authority); Cindy Ogden (President, Ogden Services, LLC), Shana Owens (National Sales Manager, Suominen Corporation); and, Jana Cardona (Executive Director, Business Networking International).

ASU's WBLC is an organization committed to cultivating female leaders and helping young women achieve high career goals. Many of the speakers and attendees remarked that they wanted to repeat the event and spend more time on the discussion. If the show business adage is true that you should "always leave them wanting more," the event was a tremendous success!

## Greenville's Leadership Soirée

The Greenville office sponsored the Leadership Soiree at the home of Merl F. Code (Of Counsel, Greenville) in September. It recognized executive-level business leaders in The Upstate, including the president of the BMW plant in South Carolina. The event was a huge success and was attended by over 400 guests and a very diverse group of honorees.



*Honorees at the Leadership Soirée dinner*

## UK Diversity Legal Awards 2017

The eagerly awaited UK Diversity Legal Awards 2017 took place on November 28. These are the only industry awards that focus solely on recognizing and promoting equality, diversity and inclusion across the legal profession. This year the Ogletree Deakins London office was proud to be included in the showcase of the incredible line up of finalists representing a broad spectrum of diversity, including gender, ethnicity, sexual orientation, mental health/well-being, and social mobility.

Highlights from the night included addresses by Paul Philip, Chief Executive of the Solicitors Regulation Authority (the awards' headline sponsor); Christina Blacklaws, Vice President of The Law Society; Andrew Langdon, QC, Chair of the Bar; and Matthew Ryder, QC, Deputy Mayor for Social Integration, Social Mobility, and Community Engagement.

*(Far right) Justin Tarka (Associate, London) and other members of the NOTICED Steering Committee*



# Awards & Accolades

## 2018 Corporate Equality Index



For the second year in a row, Ogletree Deakins is delighted to have earned a perfect score of

100 percent on the 2018 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual, transgender, and queer (LGBTQ) workplace equality, administered by the Human Rights Campaign Foundation.

In the 2018 edition of the CEI, 947 of the nation's largest businesses validated their dedication to LGBTQ equality and inclusion. As a result of this dedication, a record-breaking 609 employers earned a perfect 100 percent score. The CEI report evaluates LGBTQ-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive healthcare benefits, competency programs and public engagement with the LGBTQ community.

*Ogletree Deakins received the most mentions of any law firm in the 2017 edition of Corporate Counsel magazine's "Who Represents America's Biggest Companies" survey and also received the most mentions of any firm in the Labor and Employment Litigation category.*



### Kelly S. Hughes

Congratulations to Kelly S. Hughes (Shareholder, Charlotte), who was named an honoree of the W.I.S.H. (Women Inspiring Strength and Hope)

Society's 2017 campaign. W.I.S.H. Society honorees are selected based on professional success, community and/or professional leadership, and demonstrated commitment to and passion for the Make-A-Wish Foundation mission.



### Stephanie A. Smithey

Stephanie A. Smithey (Shareholder, Indianapolis) was named the Volunteer of the Year by the Indiana Chamber of Commerce in November.

*Stephanie A. Smithey (Shareholder, Indianapolis)*

A lifelong love of learning is a major factor in Smithey's ongoing success as a lawyer and her enthusiasm for working with Indiana Chamber members and customers. Smithey had this to say of her award: "The Indiana Chamber's mission is very much aligned with Ogletree's mission. Our tagline is 'Employers and lawyers working together.' And the Chamber's focus is on employment law, HR, and benefits, among others. There's a natural affiliation."



### Alexandra Holland

Congrats to Alexandra Holland (Associate, Atlanta) on being named the Georgia Asylum and Immigration Network (GAIN) volunteer of the year. GAIN provides

*Alexandra Holland (Associate, Atlanta)*

free immigration legal services to victims of crime and persecution by offering direct representation and by matching cases with volunteer attorneys in the Metro-Atlanta area. GAIN's Asylum Project assists immigrants fleeing persecution abroad by providing legal representation for their asylum cases. GAIN's Victims of Violence Project ensures that immigrant victims of domestic violence, sexual assault, human trafficking, and other crimes have access to quality legal representation for their immigration matters. Alex will be honored at a GAIN luncheon in March.

## Ogletree Deakins Welcomes New Attorneys

Rita Ambrosetti – Associate, Raleigh  
Ann-Martha Andrews – Shareholder, Phoenix  
Daniel Ball – Associate, Raleigh  
Jean Baptiste Madelin – Senior Associate, Paris  
John P. Bramble – Associate, Houston  
Jessica Burt – Associate, Morristown  
Amanda D. Crawford – Associate, Philadelphia  
Jesse R. Dill – Associate, Milwaukee  
Janice G. Dubler – Shareholder, Philadelphia  
Katheryn Eisenmann – Associate, Philadelphia  
Clint S. Engleson – Associate, San Diego

Catherine S. Feldman – Associate, Los Angeles  
Julia M. Garrett – Counsel, Miami  
Candace Gomez Harrison – Shareholder, Orange County  
Andrew J. Halverson – Of Counsel, New Orleans  
Natalie Hernandez – Associate, Orange County  
Anne L. Hershewe – Associate, Kansas City  
Kristina N. Holmstrom – Shareholder, Phoenix  
Michael Nacchio – Associate, Morristown  
Kyle O'Brien – Associate, Kansas City

Daniel P. O'Meara – Shareholder, Philadelphia  
Tara Param – Associate, Pittsburgh  
Valerie Poitou – Special Counsel, Paris  
Goli Rahimi – Associate, Chicago  
Robin Repass – Shareholder, Denver  
Erick Sastre Bonilla – Associate, Mexico City  
Mallory Stumpf – Associate, St. Louis  
Corina Valderrama – Associate, Los Angeles  
Aaron Wilensky – Associate, Washington  
Hannah A. Withers – Associate, San Francisco

# Ogletree Deakins

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Atlanta ▪ Austin ▪ Berlin ▪ Birmingham ▪ Boston ▪ Charleston ▪ Charlotte ▪ Chicago ▪ Cleveland ▪ Columbia ▪ Dallas ▪ Denver ▪ Detroit (Metro) ▪ Greenville ▪ Houston  
Indianapolis ▪ Jackson ▪ Kansas City ▪ Las Vegas ▪ London ▪ Los Angeles ▪ Memphis ▪ Mexico City ▪ Miami ▪ Milwaukee ▪ Minneapolis ▪ Morristown  
Nashville ▪ New Orleans ▪ New York City ▪ Oklahoma City ▪ Orange County ▪ Paris ▪ Philadelphia ▪ Phoenix ▪ Pittsburgh ▪ Portland ▪ Raleigh ▪ Richmond  
Sacramento ▪ San Antonio ▪ San Diego ▪ San Francisco ▪ Seattle ▪ St. Louis ▪ St. Thomas ▪ Stamford ▪ Tampa ▪ Toronto ▪ Torrance ▪ Tucson ▪ Washington, D.C.