

Why Ogletree Deakins?

Ogletree Deakins is one of the largest labor and employment law firms representing management in all types of employment-related legal matters. The firm has 900+ attorneys located in 53 offices across the United States and in Europe, Canada, and Mexico. Ogletree Deakins represents a diverse range of clients, from small businesses to Fortune 50 companies. Premier client service, as outlined in the firm's Client Pledge, is one of the firm's top priorities and a cornerstone of its core values.



Practice Areas

- Affirmative Action and OFCCP Compliance
- Appellate
- Arbitration and Alternative Dispute Resolution
- Background Checks
- Class Action
- COVID-19 Litigation
- Cross-Border
- Cybersecurity & Privacy
- Disability Access
- Diversity and Inclusion
- Drug Testing
- eDiscovery and Records Retention
- Employee Benefits and Executive Compensation
- Employment Law
- ERISA Litigation
- Ethics Compliance, Investigations and Whistleblower Response
- Governmental Affairs
- Higher Education
- Immigration
- Leaves of Absence/Reasonable Accommodation
- Litigation
- Mergers and Acquisitions
- Pay Equity
- RIF/WARN
- Technology
- Traditional Labor Relations
- Trial
- Unfair Competition and Trade Secrets
- Wage and Hour
- Workplace Safety and Health

Industry Groups

- Airline and Railway
- Construction Law
- Defense Contracting
- Energy
- Financial Services
- Healthcare
- Hospitality
- Life Sciences
- Manufacturing
- Retail
- Sports and Entertainment
- Staffing/PEO
- Trucking and Logistics



53 Offices

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



STRONGER THAN EVER
WINTER 2021

For more information about Ogletree Deakins' inclusion efforts, please visit our website at

www.ogletree.com

or contact

Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

Diversity, Equity & Inclusion

DEITeam@ogletree.com

**Ogletree
Deakins**

Diversity and Inclusion at Ogletree Deakins

Diversity and inclusion are integral to our outstanding performance and exceptional client service. We are committed to having a top-talented, vibrant workforce that reflects the growing diversity of our communities and our clients.

We believe that such a workforce is able to contribute unique perspectives and creative approaches to generate the highest quality of service, propel outstanding business results, and serve the needs of our clients.

RECOGNITION AND AWARDS



In November 2020, for the 2nd year in a row, Ogletree was recognized with the **2020 Compass Award** designation by **Leadership Council on Legal Diversity (LCLD)**. The Compass Award recognizes those Members who

personally attend our Annual Meeting and participate in the Fellows and Pathfinder programs, as well as at least one pipeline program (Mentoring or 1L Scholars).

In September 2020, for the fourth time, Ogletree Deakins was recognized as one of the **"Best Law Firms for Women"** by **Working Mother**. For the 13th year, Working Mother has recognized firms that utilize best practices in recruiting, retaining, promoting and developing women lawyers. Ogletree was among the 60 firms that earned spots on this year's list.



For the fifth time, in June 2020, Ogletree Deakins was recognized as a **WILEF (Women in Law Empowerment Forum) Gold Standard Firm** for leadership roles achieved by equity women partners.

For the fourth year in a row, in January 2020, a **perfect score of 100** on the **Human Rights Campaign (HRC) Corporate Equality Index (CEI)** was earned by Ogletree Deakins.



Ogletree Deakins is proud to be a member of the following nationally recognized organizations that promote diversity and inclusion in the legal industry.



Diversity and Inclusion Steering Committee - DISC

The Ogletree Deakins Diversity and Inclusion Steering Committee guides the firm in creating programming and initiatives to recruit, hire, retain, promote and advance women and minority attorneys within the firm. It is chaired by Matt Keen, Ogletree Deakins' managing shareholder. The DISC's work is supported by six business resource groups and a network of ambassadors that span across offices.



C. Matthew Keen
Managing Shareholder
(Raleigh)



Lia Dorsey
Chief Diversity, Equity, and Inclusion Officer
(Washington, D.C.)



Rodolfo (Fito) R. Agraz
Shareholder
(Dallas)



Rebecca Baumgartner
Senior PDI Manager
(Kansas City)



Andre B. Caldwell
Shareholder
(Oklahoma City)



Michael Clarkson
Shareholder
(Boston)



Ashley P. Cuttino
Shareholder
(Greenville)



Elizabeth A. Falcone
Shareholder
(Portland)



Kelly Druten Green
Senior PD Manager
(Kansas City)



Nicole L. Harris
Senior D&I Coordinator
(Kansas City)



Kimya S. P. Johnson
Senior Counsel
(Philadelphia)



Meg Holman
Chief Talent Officer
(Atlanta)



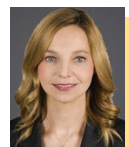
Symone E. Martin
PDI Specialist
(Kansas City)



Simon J. McMenemy
Managing Partner
(London)



Adam T. Pankratz
Shareholder
(Seattle)



Trina Ricketts
Shareholder
(Kansas City)



Marcia Stokes
Director of Learning & Employee Development
(Atlanta)



Caroline Tang
Shareholder
(Austin)



Ellen Toth
Shareholder
(Cleveland)



Vince M. Verde
Shareholder
(Orange County)

Business Resource Groups (BRG)

Our Business Resource Groups support the wellness, recruitment, retention, development, and advancement of attorneys firm-wide. Through their efforts, Ogletree continues to lead the way for innovative programming in the field of legal diversity and inclusion.

African-American Attorneys (ODBAR) works to bring greater visibility to the group and support their mentorship and sponsorship at the firm.

Hispanic/Latino Attorneys (ODAdelante) works to bring greater visibility to our Hispanic/Latino attorneys both within and outside the firm.

Family Support (ODFamily) serves as a resource to support all attorneys during times of transition and stress.

Asian-American Attorneys (ODA3) aims to provide more visibility and advancement opportunities for the Asian-American attorneys at Ogletree.

LGBT Attorneys (ODAlliance) finds ways to support and leverage each other's uniqueness and business development efforts.

Women's Initiative (ODWIN) supports women's business development and leadership opportunities within the firm.

DIVERSITY BY THE NUMBERS

900+	ATTORNEYS
53	OFFICES
56%	DIVERSE BOARD OF DIRECTORS
40%	DIVERSE COMPENSATION COMMITTEE
42%	DIVERSE MANAGING SHAREHOLDERS
70%	DIVERSE ASSOCIATES
47%	WOMEN
6	BUSINESS RESOURCE GROUPS

Diversity = disability, ethnicity, gender, sexual orientation
Percentages as of December 31, 2020