

The PDI Connection

November 2018

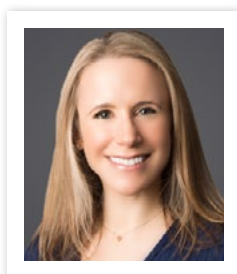
Ogletree
Deakins

2018 Ogletree Deakins Attorney Retreat



What a fantastic 2018 Attorney Retreat it was! Over 770 attorneys from our 53 offices came together at the magnificent Hilton Anatole in Dallas from Friday,

October 5, to Sunday, October 7, 2018, to learn from one another and enjoy one another's company. The plenary sessions included a "State of the Firm" presentation by our managing shareholder, C. Matthew Keen (Raleigh), and a "Voice of the Client" presentation, as well as the recognition of Diana J. Nehro (Shareholder, New York City, Boston) for winning the Jimmie Stewart Client Service Award.



Diana J. Nehro (Shareholder, Boston, New York) received the Jimmie Stewart Client Service Award.

Throughout the weekend, attorneys could choose from a panoply of **practice group meetings** and **breakout sessions** based on their professional development needs and interests.

Michelle P. Wimes (Chief Diversity and Professional Development Officer), Laura Rogora (Senior Manager, Professional



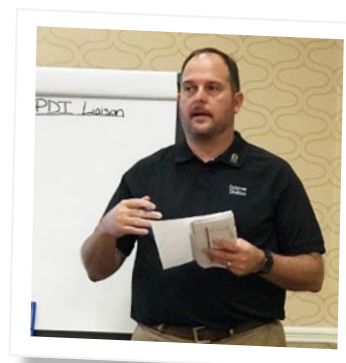
Development) and Rebecca Baumgartner (D & I Manager) led a session titled "**Getting Out of Your Own Way**", in which they discussed emotional intelligence and how it relates to unconscious biases at the workplace.

Members of the firm's **Business Resource Group (BRG) Leadership Team** learned how to maximize resources to plan client dinners and receptions during national conferences and events from Will Webre, Client Services. They also were shown a demonstration of Telescope, a digital ERG management platform that can help manage, measure, and grow our BRG activities and initiatives. Maneet Sarai,

co-founder and head of product, led the demonstration of the platform. The group finished the meeting by reviewing the resources provided by the Professional



Adam T. Pankratz (Shareholder, Seattle), Rebecca Baumgartner (D & I Manager), and Natalie N. Turner (Shareholder, Atlanta) discuss ODAlliance's goals for 2019.



Will Webre (Client Services) discusses how to effectively plan and execute client dinners at Business Resource Group events.

Development and Inclusion (PDI) department to create a quarterly action plan for 2019. The goal is to have at least one action item per quarter to engage minority and diverse attorneys firm-wide in either professional development or diversity-related activities.

The **Professional Development Steering Committee (PDSC)** reviewed upcoming professional development initiatives and had a lively discussion about the rollout and use of ODPro 2.0, the new electronic platform of labor and employment benchmarks that will make it easy for associates and shareholders alike to track progress along the path to proficiency.



Lisa C. Hamasaki (Shareholder, San Francisco) and Symone Martin (Diversity Analyst, Ogletree Deakins) strategize for DISC Region 1's 2019 Action Plan.

For the first time, our **Diversity and Inclusion Steering Committee (DISC)** members and ambassadors met to discuss current activities and create a plan for the coming year. The meeting was kicked off by C. Matthew Keen, who recognized the service of three original DISC members who were rolling off the committee: Paul Lancaster Adams (Shareholder, Philadelphia); Maria Greco Danaher (Shareholder, Pittsburgh); and Theresa Donahue Egler (Shareholder, Morristown).

The group then reviewed the current format of the roles and responsibilities for both the DISC members and the ambassadors, while providing feedback on how to be



(From left to right) Cecile Pudebat (Associate, Paris), Justin T. Tarka (Of Counsel, London), and Rebecca Baumgartner (D&I Manager), discuss the international offices' diversity and inclusion questions during the DISC and Ambassador meeting.

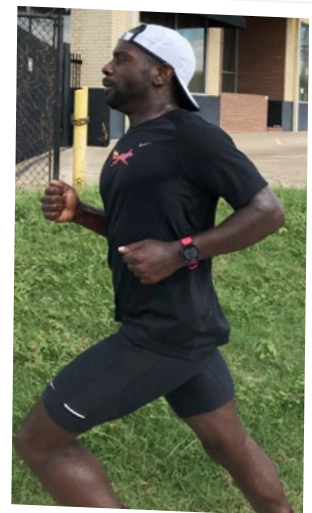
more effective in their roles moving forward. The meeting ended with each DISC region coming together to discuss a strategic plan for 2019 focused on utilizing local diversity and inclusion (D&I) resources to engage offices and attorneys.



(From left to right) Nicole Harris (Senior Professional Development and Inclusion Coordinator), Elizabeth A. Falcone, (Shareholder, Portland (OR)), and Jill Garcia (Shareholder, Las Vegas) create a 2019 action plan for DISC Region 2.



In the month leading up to the Retreat, the firm organized a monthlong fitness challenge in honor of David E. Jones. David was a talented lawyer, valued shareholder in our Atlanta office, and loyal friend who passed away in June. He was also an avid triathlete, so the fitness challenge was a wonderful way to commemorate David and to raise money for the Crohn's & Colitis Foundation, a charity important to David and his family.



André B. Caldwell (Of Counsel, Oklahoma City) won an award for most miles run.

Using the Charity Miles health and fitness app, attorneys and staff tracked their mileage throughout the month and raised \$30,000!

Rebecca Baumgartner participated in a presentation with Cynthia A. Bremer (Office Managing Shareholder, Minneapolis), Anne Elizabeth Forkner (Client Services), and Jennifer Ahner (Client Services) titled "Business Development Skills Workshop: The Best Way to Plan and Prep for a Meeting With a Prospect." The session focused on strategies to win business through the request for proposal (RFP) process. Rebecca added insight on how to leverage diversity on both the pitch and work teams effectively, and not just as a showcase for diversity.



Michelle P. Wimes (Chief Diversity and Professional Development Officer) presented during the New-Attorney Welcome session.



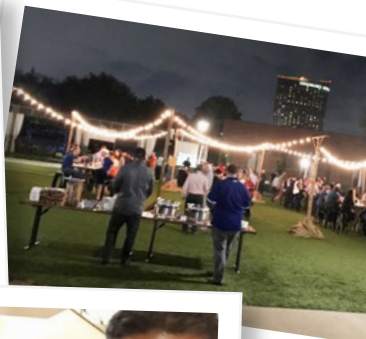
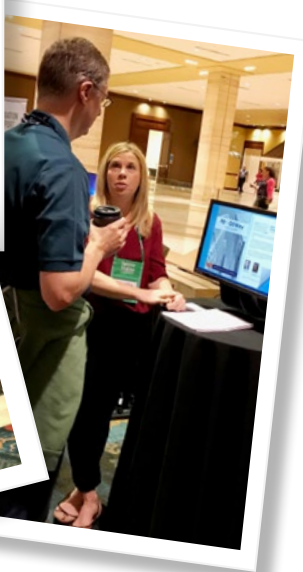
A reception and panel discussion was organized by ODWIN, the Ogletree Deakins Women's Initiative.



(From left to right) Michelle P. Wimes (Chief Diversity and PD Officer, Ogletree Deakins); Ari Kaplan (Principal, Ari Kaplan Advisors, who coached Ogletree Deakins' new 2018 shareholders); Jill Dessalines (Principal, Strategic Advice for Successful Lawyers, and coach for a group of 11 women non-equity shareholders); and Laura Rogora (Senior Manager, Professional Development) after the business development coaching sessions.



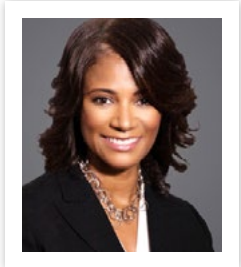
(From left to right) Laura Rogora (Senior Manager, Professional Development); Brianna Leung (Principal Consultant, GrowthPlay); and Emilie Keeton (Senior Professional Development Coordinator) after the Client Development PLUS program for of counsel.



At the Ultimate Texas Tailgate on Saturday night, attorneys and staff showed support for their favorite sports teams.

The busy PDI booth (above) and an encounter with Aderant (left), which will be our new accounting, time, and billing platform.

Meet Ogletree Deakins' New Diversity & Inclusion Practice Co-Chair: Kimya Johnson



Kimya S.P. Johnson (Senior Counsel, Philadelphia)

For over 25 years, Kimya S.P. Johnson has been a champion for her clients in a career that spans law, politics, education, and diversity and inclusion management. Kimya joined Ogletree Deakins in early September 2018 and serves as co-chair of the firm's new Diversity & Inclusion (D&I) Practice Group with Shafeeqa W. Giarratani (Office Managing Shareholder, Austin).

Kimya supports a wide range of employers in their efforts to provide legally compliant, effective, and

organizationally integrative D&I plans. She represents clients by providing D&I-related compliance and risk-reduction services, D&I program assessment and implementation assistance, and D&I-integrated business strategy and leadership development opportunities.

The Legal Intelligencer recognized Kimya as a "Lawyer on the Fast Track," *Super Lawyers* recognized her as a "PA Rising Star in Employment & Labor" and the Philadelphia NAACP. The National Diversity Council also awarded her the Multicultural Leadership Award. Kimya has been directly engaged with a host of community, educational, political, and social service endeavors for decades. Before practicing law, Kimya was a public elementary school teacher in

South Bronx, New York, and received the Sallie Mae First Class Teacher Award. More recently, she served as campaign manager for a candidate for U.S. congress candidate. Further, Kimya has firsthand experience with nonprofit incorporation, management, and governance through, among other organizations, Dare to Imagine—an organization that began in her home in 2014 and has since grown to over 700 members. She currently serves on the boards of Big Brothers Big Sisters Independence Region; Dare to Imagine Church, Inc.; and Dare to Imagine Community Development Corporation.

Welcome, Kimya! We are excited to have you join the Ogletree Deakins family.

Client Corner

This past May, the firm sponsored the Ogletree Deakins and TCSHRM Twin Cities Human Resource Professional of the Year Award, which was presented to Greg Johnson, currently director of human resources at CSM Corporation, for his work in creating an inclusive culture during his tenure at Buffalo Wild Wings. To quote the nomination form submitted by Megan Lunsford, Vice President, Centralized Investigations Director and Labor Relations for U.S. Bank, "Greg understands the benefit that comes along with celebrating diversity. He demonstrated tremendous bravery when he took a chance and shared his personal story with the organization, which inspired members of the leadership team."

Greg guided the company in supporting a new business resource group for LGBTQ team members called bPROUD, which "aspires to develop Buffalo Wild Wings into a destination employer for members of the LGBT community by fostering an inclusive and equitable workplace free of discrimination where differences are fully welcomed and celebrated." Members of the group marched in the Twin Cities Pride parade and built relationships in the community with LGBT organizations. Greg's hard work resulted in new gender transition benefits and a company-wide support network for transgender employees.

Ogletree Deakins is proud to recognize Greg's accomplishments in diversity and inclusion!



(From left to right) Patrick R. Martin (Shareholder, Minneapolis); Greg Johnson (Inspire Brands, Inc.); Sue Kruse (TCSHRM President); Cynthia A. Bremer (Office Managing Shareholder, Minneapolis); and Elissa O'Brien (SHRM Chief Membership Officer)

Cristo Rey Kansas City High School Diversity & Inclusion Training

On August 7, 2018, the D&I team from Ogletree Deakins, PDI department conducted a half-day diversity training on unconscious bias for Cristo Rey Kansas City's faculty and staff during their Professional Development Day. The training reviewed key D&I concepts and asked participants to consider how their own and others' cultural backgrounds and identities shape their interactions and interpretations.



(From left to right): Nicole Harris (Senior D&I Coordinator), Symone Martin (Diversity Data Analyst), Rebecca Baumgartner (D&I Manager), and Bailee Mclin (Cristo Rey Intern)

Summer Intern Experience With PDI By Bailee Mclin

To be an intern means to be adaptable, dependable, and receptive. During my summer internship with the PDI department at Ogletree Deakins, I developed all three of those skills. Most days, I didn't know what I would be asked to work on, so I learned to be open to any opportunity they presented to me. I came in prepared to either build up my knowledge or learn a new lesson/skill. When I was asked about this process, I shared my thoughts.

On occasion, during busier times, I offered to help the team stay on track. Sometimes this meant taking on more work, and other times this meant lots of responsibility and time management, along with wise decision-making! The workload encouraged me to polish my skills. I also made sure to be open and receptive to any feedback.

When you tie all of that together, that is my idea of a successful internship. The PDI team made sure to guide me along the way. I wouldn't trade my experience at Ogletree Deakins for anything. I look forward to using my new skills during my senior year at Cristo Rey.

During my summer internship, I attended the D&I training at my school, given by the Ogletree Deakins PDI department. It was really eye-opening, to have a learning experience with my educators. I was able to detach myself from them and treat the training as though it was a session with regular clients. I realized that maintaining professionalism is very important when working with a subject as personal as diversity.

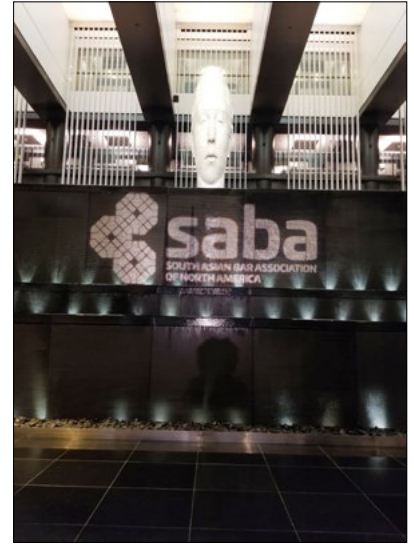
National Diversity and Inclusion Events

South Asian Bar Association of North America's Annual Conference

Ogletree Deakins sponsored the South-Asian Bar Association of North America's Annual Conference which was held at the Grand Hyatt in New York City from June 28 to July 1, 2018. Shabri Sharma (Associate, New York City) attended the conference and had the opportunity to meet with hundreds of South-Asian attorneys, to network, and to build relationships—all while advancing their career knowledge through engaging and comprehensive programs.

Ogletree Deakins was a proud bronze sponsor. Nicole Harris (Senior Professional Development & Inclusion

Coordinator) and Symone Martin (Diversity Data Analyst) also attended the conference as participants in the Exhibitor Showcase, where they shared Ogletree Deakins diversity initiatives and distributed materials.



Lambda Legal in Arizona Annual Event

Nonnie L. Shivers (Shareholder and Ogletree Deakins Board Member, Phoenix), co-chaired the Lambda

Legal in Arizona's annual event in April 2018. Founded in 1973, Lambda Legal is the oldest and largest national legal organization whose mission is to achieve full

recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and those living with HIV. Numerous firm clients contributed to Lambda Legal at the annual Arizona event, including Arizona Public Service Company. The event

included a presentation by Greg Nevins, Lambda Legal's workplace fairness program strategist, who has argued numerous cases involving transgender issues in workplaces. He discussed the evolving circuit split as to the legal issue of whether Title VII of the Civil Rights Act's definition of "gender" prohibits discrimination against LGBT employees. Other presentations included local attorneys who shared their involvement in pro bono work and experiences with individuals in transition, furthering Lambda Legal's educational mission.

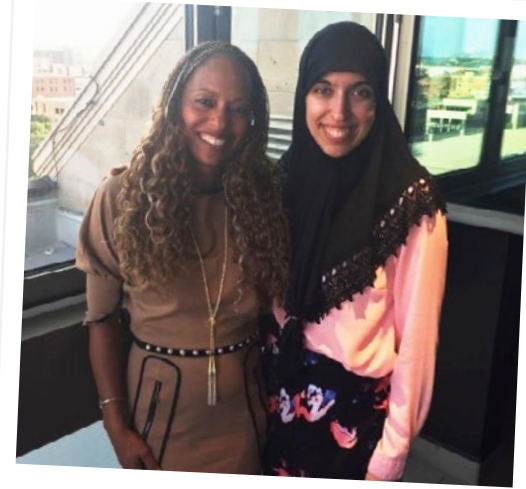


(From left to right) Carmen Jandacek (Director of Ethics, Arizona Public Service Company) and her spouse; Anne Krook (Chair, Board of Directors, Lambda Legal); Nonnie L. Shivers (Shareholder and Ogletree Deakins Board Member, Phoenix); and Ogletree Deakins alumna Erin Borg (Senior Counsel and Corporate Compliance Officer, Centuri Construction Group)

Oklahoma City Inclusion and Diversity Consortium Monthly Meeting

On August 29, 2018, Michelle P. Wimes (Chief Diversity and Professional Development Officer) was the featured speaker at the Oklahoma City Inclusion and Diversity Consortium's monthly meeting.

Founded by public relations firm Schnake Turnbo Frank, the I&D Consortium provides leaders in the Oklahoma City community with an opportunity to network, learn, and grow with invited local, regional, and national experts. Designed to aid leaders on their journey to making workplaces and communities diverse and inclusive, these meetings facilitate much needed continued dialogue. Michelle's presentation, "Pathway to Purpose: Gaining 360-Degree Support for Your Diversity and Inclusion Program," walked the attendees thoughtfully down the path to developing leadership and management commitment to D&I.



Michelle P. Wimes (Chief Diversity and Professional Development Officer) and Tahira Taqi (Account Executive, Schnake Turnbo Frank)



(From left to right) Rebecca Baumgartner (D&I Manager), Nicole Harris (Senior Professional Development & Inclusion Coordinator), Jennifer Chen (Director, ACC Foundation) at the HNBA Annual Convention Gala Dinner.



(From left to right) Carlos Bacio (Summer Associate, Orange County); Nardo Juan Catahan (Associate, Orange County); Natalie Hernandez (Associate, Orange County); and Alis M. Moon (Associate, Orange County) at the Annual Judges BBQ with the Orange County Hispanic Bar Association that was sponsored by the Orange County office



The Phoenix office, once again sponsored the AZ Collaborative Bar Reception on September 13, 2018. The purpose of the **Arizona Collaborative Bar** is to foster dialogue and partnerships among the member organizations as part of our shared commitment to advance and promote D&I in the Arizona legal community.

(From left to right) Kevin Pooley (NABA-AZ), Amanda Chua (AAABA), Genevieve Dyer (ABB), Rosemary Pena-Lynch (AWLA), Karin Aldama (AWLA), Nadia Cunningham (IABA-AZ), Shar Bahmani (IABA-AZ), Barry Stratford (LGBT-AZ), Nicholle Harris (ABB), Freddy Saavedra (Los Abogados/HNBA), and Jamie Goldman (AJLA)

Reflections From a Recruiter at the Annual Lavender Law Conference & Career Fair

By Vanessa Russell, Director of Recruiting & Retention



(From left to right) Adam T. Pankratz (Shareholder, Seattle); Ana Bohonos (Attorney Recruiter); and Vanessa Russell (Director of Recruiting & Retention)

about careers at Ogletree. To put that in perspective, in 2017, 13 individuals submitted their resumes at our booth; this year, 27 people came to our table, talked with us, and submitted their application materials. As the Director of Recruiting & Retention, I am absolutely thrilled with the turnout this year.

Ana Bohonos, the firm's attorney recruiter, and I set out to begin the process of arranging the Ogletree Deakins booth at the Career Fair at 9:00 a.m. After the arduous task of constructing our signage was complete, we moved on to setting the table with Ogletree Deakins brochures, PDI annual reports, attorney testimonials, and of course Ogletree Deakins swag (along with giant cookies), but before we could finish (or really even get started), students and attorneys were stopping by our incomplete booth to start having career conversations with us. At first, I was dismayed. The Career Fair was supposed to start at 1:00 p.m. and it was just a few minutes past 10:00 a.m.! Needless to say, we put aside our immediate goal of setting up and focused on our visitors. Despite our numerous conversations, I am happy to report that by the time the Career Fair officially started, we had managed to put our table together, with all of its bells and whistles.

Adam T. Pankratz (Shareholder, Seattle) and Keith A. Watts (Shareholder, Orange County) were crucial in managing the student flow at our booth. They were tremendous at connecting with students, putting them at ease, and getting them to open up about their backgrounds and experiences. The four of us stayed at our booth, engaging with interested

Ogletree Deakins has been attending the National LGBT Bar Association's annual Lavender Law Conference & Career Fair as a sponsor and employer for years, but without hesitation, 2018 was our best year ever in terms of the number of talented future and current attorneys interested in learning more

candidates long after the tables next to us packed up for the day (3:00 p.m.) and long after the event officially ended (5:00 p.m.). In fact, we stayed until the last student left our table, which was after 6:00 p.m. All of us were determined to stay until everyone that wanted to talk with us had their chance. Never have I experienced this level of constant of interest; it was absolutely inspiring.

I think Ana summed it up best by saying, "Lavender Law was incredible this year! We constantly had students lined up for a chance to speak with us. I really enjoyed both the one-on-one conversations and the livelier group conversations that took place at our booth."

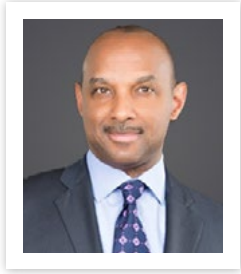
We spoke with students all over the country about Ogletree Deakins and our commitment to D&I. We met talented future attorneys from Emory University School of Law, UC Berkeley School of Law, Boston College Law School, William & Mary Law School, Cornell Law School, and University of Michigan Law School, to name just a few.



Candidates stopping by the Ogletree Deakins booth

While students represented the majority of our visitors at the Career Fair, associates also stopped by to learn more about us or to ask us about specific job opportunities they had seen on our website. Additionally, many law school career counselors came by to personally thank us for helping to create a safe spot for their LGBTQ students and future attorneys to learn more about firms, interview, and be themselves. We also had multiple board members of the National LGBT Bar Association thank us as well. You can tell that the Lavender Law Career Fair holds a special place in the hearts of those in the legal community. It is an event that we are all proud to support. I am grateful for the experience that was 2018, and I am hopeful that 2019 will be even more successful!

Awards & Accolades



*Paul Lancaster Adams
(Shareholder, Philadelphia)*

Nation's Most Powerful Employment Attorneys

Congratulations to Paul Lancaster Adams (Shareholder, Philadelphia), who was named to Human Resource Executive magazine's 2018 list of the "Nation's Most Powerful Employment Attorneys" for the second time!

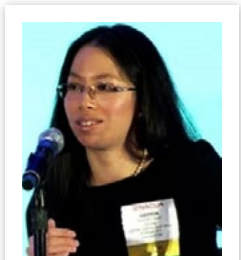
Missouri Lawyers Media Diversity & Inclusion Awards

On August 15, 2018, Michelle P. Wimes (Chief Diversity and Professional Development Officer), was honored by Missouri Lawyers Media at the inaugural Diversity & Inclusion Awards held at the Missouri Botanical Gardens. Michelle, along with a class of 19 other honorees, was recognized for her efforts in advancing D&I in the legal profession. Members of Ogletree Deakins' St. Louis office joined Michelle at this event.



(from left) Heidi Kuns Durr (Shareholder), R. Lance Witcher (Shareholder), Eric A. Todd (Shareholder), Sarah Kuehnel (Of Counsel), Michelle Wimes (Chief Diversity and Professional Development Officer), Rene L. Duckworth (Of Counsel), Portia D. Bryant (Office Administrator)

National Association of College and University Attorneys Annual Conference

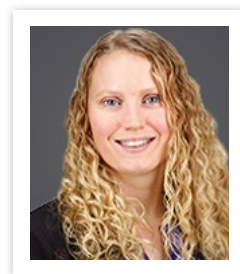


Amanda T. Quan (Associate, Cleveland) participated in a session at NACUA.



Lisa Karen Atkins (Shareholder, Birmingham)

Ogletree Deakins was proud to have two speakers at the National Association of College and University Attorneys (NACUA) Annual Conference in June 2018. Lisa Karen Atkins (Shareholder, Birmingham) and Amanda T. Quan (Associate, Cleveland) traveled to Minneapolis, Minnesota, and attended the largest NACUA conference ever, with over 1,500 attendees. Both Lisa and Amanda spoke to packed rooms and received compliments from attendees from around the country.

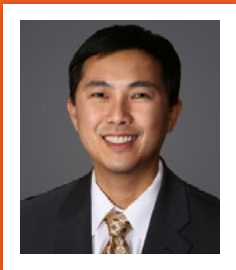


Sarah Smith Kuehnel (Of Counsel, St. Louis, and Tampa)

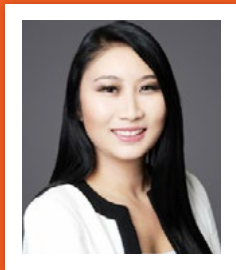


Eric A. Todd (Office Managing Shareholder, St. Louis)

Congratulations to Sarah Smith Kuehnel (Of Counsel, St. Louis, and Tampa) and Eric A. Todd (Office Managing Shareholder, St. Louis), who played a major role in a recent change to the Missouri Bar's licensing requirements for military spouses, which will soon allow military spouses to waive into the Missouri Bar. Sarah, a member of the Military Spouse J.D. Network ("MSJDN"), spearheaded the effort, with Eric's support, capitalizing on representation of the Missouri Bar to advocate for the proposal. Effective January 1, 2019, military spouse attorneys accompanying service members on orders to Missouri will be able to apply for temporary admission to the Missouri Bar without examination.



M. Tae Phillips (Of Counsel, Birmingham)



Connie M. Ng (Associate, Washington, D.C.)

National Asian Pacific American Bar Association (NAPABA) Leadership Advancement Program

Congratulations to M. Tae Phillips (Of Counsel, Birmingham) and Connie M. Ng (Associate, Washington, D.C.), who were recently selected to participate in the inaugural National Asian Pacific American Bar Association (NAPABA) Leadership Advancement Program. Preferred law firm candidates needed to have between six and 10 years of experience. As there were only 12 slots for law firm attorneys

and 12 for in-house counsel available, it is indeed notable that two Ogletree Deakins attorneys were selected.

The Leadership Advancement Program is a yearlong program designed to develop mid-career Asian Pacific American attorneys' leadership skills, while affording them an opportunity to cultivate authentic relationships with peers within the profession, particularly law firm attorneys and in-house counsel.

This year, the program was held from September 21 to 23 in San Francisco, in partnership with the Asian American Bar Association of the Greater Bay Area (AABA Bay Area). The participants experienced a weekend full of team-building exercises and leadership training.



The attendees: 12 in-house counsel and 12 outside counsel who were able to interact with one another in both professional and social settings, while further developing leadership, communication, and teambuilding skills.

Ogletree Deakins Welcomes New Attorneys

Lori K. Adamcheski - Senior Counsel, Detroit (Metro)

Alexandra C. Aurisch - Associate, Los Angeles

Lucy B. Bednarek - Of Counsel, Indianapolis

Tammy Besherse - Of Counsel, Columbia

Michael J. Bonsignore - Associate, Atlanta

Olivia B. Broderick - Associate, Greenville

Marcus D. Brown - Shareholder, Dallas

Joseph T. Charron - Associate, Chicago

Shannon R. Clawson - Associate, San Francisco

Jaime N. Cole - Of Counsel, Seattle

Byrne J. Decker - Office Managing Shareholder, Portland (ME)

Scott T. Decker - Of Counsel, Atlanta

Valerie E. Fulton - Associate, Columbia

Linda S. Goldman - Of Counsel, Los Angeles

Rio J. Gonzalez - Associate, Stamford

Jamie Haar - Associate, New York City

Jennifer M. Hendricks - Associate, San Diego

Kathleen Hoffmann - Associate, Minneapolis

Ajente Kamalanathan - Associate, Washington, D.C.

Christina M. Kamelhair - Counsel, Indianapolis

Shane M. Keith - Of Counsel, Dallas

Mazen Khatib - Associate, Los Angeles

Sean M. Kim - Associate, Orange County

Carol A. Krstulic - Counsel, Kansas City

Thomas A. Lidbury - Shareholder, Indianapolis

Julia A. Luster - Associate, Los Angeles

Ryan T. Mangum - Associate, Phoenix

Jennifer G. Mann - Special Counsel, New Orleans

Andrew M. Massara - Associate, San Francisco

Nicole R. McAtee - Associate, Los Angeles

Kayla A. McCann - Associate, Milwaukee

Kyle R. McLaughlin - Associate, Austin

Connie M. Ng - Associate, Washington

Vanessa Olivar - Of Counsel, Washington, D.C.

Barry C. Paige - Of Counsel, Indianapolis

Scott K. Pomeroy - Counsel, Boston

Daniel Portnoy - Associate, Austin

Jinkal Pujara - Associate, New York City

Lisa M. Reid - Of Counsel, Houston

Robert C. Rodriguez - Associate, Sacramento

Laura G. Sandman - Associate, Dallas

Theanna M. Sedlock - Associate, Dallas

Alexandra E. Shaw - Associate, Boston

Carl M. Short, III - Associate, Charlotte

Scott A. Siegner - Associate, Richmond

Steven Silver - Associate, Portland (ME)

Cara L. Staley - Senior Counsel, Cleveland

Hannah Symonds - Of Counsel, Raleigh

Miriam C. Thompson - Associate, Atlanta

Crystal W. Tsai - Associate, Raleigh

Christina L. Wabiszewski - Associate, Milwaukee

Heather Whitfield - Senior Counsel, Houston

Dylan A. Wright - Associate, Phoenix