Chairman's Message

The 2018 Jackson Lewis Board of Directors elections have resulted in the most diverse Board in the firm’s history – and one of the most diverse Boards/Management Committees at any major national law firm.

First, in a special election in January to fill our newly created Board position, the Equity Principals elected Weldon Latham (DC) to our Board of Directors. Weldon’s commitment to the firm, coupled with his experience advising CEOs and senior executives of major companies, particularly on diversity and inclusion matters, will be key assets as we strive to ensure Jackson Lewis is maintaining excellence in all we do.

Then, in the spring election, Greg Alvarez (MOR) and Joy Chin (LI) were elected, Mia Farber (LA) and Felice Ekelman (NYC) were re-elected, and Phil Rosen (NYC) was elected to return to the Board. The result is a Board with four women and three minorities (one each African American, Hispanic American and Asian American). Congratulations, Weldon, Greg, Joy, Mia, Felice, and Phil!

This is a significant milestone in the firm’s diversity and inclusion efforts and a testament to our commitment to not only elect superior leaders, but also secure a representative group by race, gender, and other personal characteristics. Experts assure us that diverse teams are more successful and open to learning from different experiences and cultures. It is particularly noteworthy that our Board’s diversity results from election by the Equity Principals rather than appointment.

I am also pleased to note that the firm continues to support the training and development of all our attorneys. Toward that end, we have begun Structured Interviewing Training and Unconscious Bias Training, as Mia Farber and Weldon Latham, respectively, explain in their comments below.
A Message from Our Board of Directors Liaison to the D&I Committee...

I am happy to report that since our last D&I Newsletter we have completed Structural Behavioral Interview training, one of the goals of which is to root out unconscious bias and have more consistent, effective, and equitable hiring practices. We also have embarked on an aggressive Unconscious Bias training program which many of our colleagues have completed and many more will be participating in next month. I am honored that Law360’s annual Glass Ceiling Report identified Jackson Lewis as the third best law firm for female lawyers. (More accolades are on the way – stay tuned!) Finally, I am immensely proud to serve on the most diverse Board of Directors elected by this firm.

A Word from Our Diversity and Inclusion Committee Chair...

First congratulations to our Chairman for his many accomplishments on the firm’s behalf, but particularly for his eloquent and heartfelt June 5th Memorandum to JL Nationwide emphasizing the firm’s commitment to D&I.

As Vinny also noted above, the firm has started an Unconscious Bias training program, which we will use both to train our attorneys, as well as to form the basis for training that can be provided as a service to our clients. Workplace Training and Corporate Diversity Counseling Practice Group Leaders (Ed Cherof (ATL), Samia Kirmani (BOS), Weldon Latham (DC), Michael Hatcher (DC)) are jointly leading that effort.

I also want to acknowledge a transition in the leadership of our Hispanic Attorney Resource Group (“ARG”).

James Botana (CHI) who admirably served as Chair of the Hispanic Attorney Resource Group for over ten years, has decided to step down from that position in order to focus on both client service and development as well as his role as the Chicago Office Managing Principal. His contributions to our diversity and inclusion initiatives are both immeasurable and ongoing, and his positive impact on the firm through his various roles in the ARG and the firm is greatly appreciated.

I am pleased to announce that Angela Quiles Nevarez (PHI) has been appointed by the Chairman as Hispanic Attorney Resource Group Co-Chair, serving with current Chair Jason Gavejian (MOR). Angela has demonstrated a commitment to diversity and inclusion, and brings a wealth of experience to the table. We look forward to seeing the great work she will do.

Diversity Manager’s Update...

Consistent with the policy to ensure rotation among other firm leadership positions, the Board of Directors created a new Policy on ARG leadership terms of office. Effective immediately, ARG Chairs and Co-Chairs will be appointed for three year terms. The terms of current Chairs and Co-Chairs began when they were first appointed, so there are a number of opportunities for Principals to fill these leadership positions beginning January 1, 2019.

All appointments are made by the Chairman, consulting with the D&I Committee Chair, as well as the candidate’s Regional Coordinator and Office Managing Principal. If you are interested in serving as an ARG Chair or Co-Chair, you should contact one of the current Chairs or Co-Chairs, since they will make the initial recommendation.

The Policy provides that ARG Chairs be Principals, but the Chairman has discretion to appoint a Counsel as Co-Chair. All Chairs and Co-Chairs must be engaged and willing to put in the additional time and effort to support to ARG’s success.

The firm continues to receive D&I surveys from a growing number of major clients. If you receive a D&I survey from a client, you should send it to me and Diana Baisley (NOC), and we will assist with the appropriate firm response.
Attorney Resource Group Updates

The Attorney Resource Group Chairs provided the following updates on behalf of their members. Please note that our diverse attorneys regularly receive accolades for their professional and community activities. They contribute articles and give presentations on a broad range of topics, and they attend a variety of conferences and meetings. The items below, however, specifically pertain to diversity-related activities.

African American ARG | Led by Otieno Ombok (WP) and Marlo Johnson Roebuck (DET)

In February, **Marlo Roebuck (DET)** attended the 2018 Charting Your Own Course (“CYOC”) Conference. The CYOC Conference is built on three areas of focus: (a) Career and Life Strategies: empowering attorneys of color with practical career and life strategies for short and long term success. (b) Enduring Relationships: sharing the skills and know-how needed to build and cultivate commercially and personally relevant relationships and knowledge networks. (c) Accountability: creating an environment to support and encourage attorneys who feel accountable to each other-regardless of firm or company affiliation. Diverse attorneys from several Fortune 100 companies were in attendance, including those in the C-Suite.

**Koko Malveaux (RICH)** served on the Steering Committee for the second College of William & Mary Marshall-Wythe School of Law African American Reunion, which was held in February. Courtney, a 2002 graduate, helped raise over $1,500 for the Reaching Back Scholarship to benefit minority law students. The scholarship was created by Courtney “to give meaning to a lesson [his] parents instilled in [him]: as you reach new levels of success in life, you have an obligation to reach back and bring another up with you.” The scholarship gives a financial lift to a promising prospective student who adds to the rich diversity of Marshall-Wythe. Courtney also participated in a panel, “This Is Us: A Candid Conversation on the African-American Law Student Experience at William and Mary.”

**Gobriella Davis (DC)** also attended the reunion.

**Sean C. Herring (CHI)** attended the National Bar Association Commercial Law Section’s Annual Corporate Counsel Conference in Dana Point, CA on February 15-17, and participated in-house client interviews.

On March 9, **Monica Harris (TPA)** was the Luncheon Keynote Speaker for the Corporation to Develop Communities of Tampa Bay Inaugural Sisterhood Summit. On March 29, she was the Moderator for the panel, “Multi-Vocal Conversations: Pushing Beyond Boundaries and Crossing Intersectionalities” at the University of South Florida Office of Diversity, Inclusion & Equal Opportunity Women’s History Month event.

**Gobriella Davis (DC)** attended the National Black Law Students Association (“NBLSA”) 50th Convention from March 13-18. The theme for this year’s convention was “Celebrating Our Legacy, Advancing Our Mission.” Davis served as the National Pre-Law Director during her third year of law school and enjoyed reconnecting and networking with African-American attorneys throughout the United States.

**Roderick Gillum (DET)** was quoted in the *Detroit Free Press*, which was also picked up by *USA Today*, in an article entitled “Detroit’s Black Middle Class Emerged from 1968’s Upheaval.”

**Maurice Jenkins (DET)** was selected by the Institute of Continuing Legal Education to be a part of its “Access the Wisdom of Michigan’s Best Civil Litigators,” a package created by ICLE for Labor and Employment Law litigators.

**Tracie Maurer** and **Emily Borna (both ATL)** co-authored an article for the Georgia Restaurant Association on the pending Pregnancy Accommodation legislation.

Asian American ARG | Led by Tanya Bovée (HFD) and Monica Khetarpal (CHI)

On January 25, **KoKo Huang (SEA)** spoke at the ACC’s Labor and Employment Law Summit in Bellevue, Washington. The topic was “How the President’s Executive Orders will Impact Employers.”

On February 15, the Chicago chapter of the South Asian Bar Association’s 2018 swearing in reception and ceremony. The event was well attended by lawyers, including several sitting judges. In addition, newly nominated Democratic candidate for Illinois State Senate Ram Villivalam addressed the group.

[SABA President Debjani Dasgupta and President-elect Shirag Patel thank Jackson Lewis, Monica Khetarpal and James Botana, for its partnership with SABA]
On March 1, Samia Kirmani (BOS) was a moderator on the Promoting Diversity Among Senior Leadership & In The Boardroom panel at the Diversity & Inclusion Executive Roundtable at Everfi and Conseso's Diversity and Inclusion Conference at the Fairmont in San Francisco, CA. This conference was attended by Chief Diversity Officers, CEOs, and GCs of 45 several companies.

On March 16, KoKo Huang (SEA) spoke at the American Immigration Lawyer's Association's 2018 Northwest Regional Immigration Law Conference in Seattle. The topic was “My First H-1B Petition.”

Victor N. Corpuz (DAL) began his Chairmanship of the Dallas Bar Foundation in January. Since then he has served on the Collins Clerkship Committee for summer internship assignments for minority law students, the Sarah T. Hughes Diversity Scholarship Committee to interview applicants for a full tuition law school scholarship, and served as Master of Ceremonies during the Twenty-Seventh Annual Fellows Luncheon on March 29. Victor is also serving on the Dallas Bar Association Diversity Summit Planning Committee.

Hispanic ARG | Led by Jason Gavejian (MOR) and Angela Quiles Nevarez (PHI)

The Hispanic Attorney Resource Group had an active first quarter of 2018 and is off to a great start. Jackson Lewis attorneys kicked off the year by attending the Hispanic National Bar Association’s (HNBA) annual Corporate Counsel Conference held in San Francisco from March 15 – 18. The HNBA CCC’s Honorary Chair was none other than Kim Rivera, General Counsel of HP, Inc., and arguably the highest-ranking Latina in a General Counsel position in the United States.

As we hope you all have seen, our very own Juan Felipe Santos (SJ), was selected to receive a prestigious “Top Lawyers Under 40” Award from the HNBA. This award honors accomplished lawyers who demonstrate professional excellence, integrity, leadership, commitment to the Hispanic community, and dedication to improving the legal profession. This is an outstanding achievement. Congratulations, Juan Fe!

Other HNBA CCC news worth highlighting is our firm’s presence at the conference. Due to scheduling conflicts with other conferences, we were not sure what to expect but are thrilled to report that Jackson Lewis had a very good turnout. In addition to Juan Fe, attendees at the HNBA CCC included HNBA Immediate Past President Pedro Torres-Diaz (MIA), Richard Greifenstein (MIN), Guillermo Escobedo (SD), Fraser McAlpine (SF), and Cepideh Roufougar (SF). The consensus from those in attendance is that current and prospective clients were very excited to hear about the advancements the firm has made with technology and artificial intelligence and look forward to using these services when working with us in the future.

Also notable from the HNBA CCC was a common request from in-house counsel for general information on Latin American employment law. We are in the process of exploring this request with John Sander (NYC) and the International Employment Issues practice group. Overall, the conference was a tremendous success.

We are also in the process of collaborating with the HNBA at the local level. On April 10, Jackson Lewis co-hosted a Paid Family Leave event with White and Case in New York City that was sponsored by the HNBA-Region II along with the Dominican Bar Association, the Long Island Bar Association and Puerto Rican Bar Association. Arielle Garcia (NYC) did an outstanding job proposing and helping to coordinate this event, which centered on New York’s Paid Family Leave Laws. Arielle was also featured as a panelist along with panelists from White and Case, the New York State Workers’ Compensation Board, and Governor Cuomo’s office (who helped develop the policy). This was a fantastic event.
While there are a multitude of other great local and national level HNBA events on the horizon, there is one big event that we want to put on everyone’s radar – the HNBA Annual Convention. This year the convention will be held September 5 – 8 at the Marriott Philadelphia Downtown Hotel. We encourage you to save the dates as this Convention always presents a tremendous opportunity for us as a firm to demonstrate the breadth of our expertise and directly interact with key in-house decision makers.

Finally, as previously mentioned in this newsletter, a few changes have occurred at the helm of the Hispanic ARG ship. Angela Quiles Nevarez (PHL) has been selected to join Jason Gavejian (MOR) as Co-Chair of the ARG. Angela has been an active Hispanic ARG member for several years and is also active in the HNBA. She will be an invaluable leader of this group and her commitment to diversity and inclusion is well known. Congratulations, Angela! It is well deserved.

The Hispanic ARG would like to send our sincerest thanks to James Botana (CHI), who served as Co-Chair for over ten years! James has left some big shoes to fill and his contributions to the group and the firm cannot be overstated. Thank you, James!

As we look forward, our objectives for the remainder of the year will be to:
• Continue to promote Spanish and other foreign language services that our attorneys can provide to the firm and its clients;
• Collaborate with D&I Coordinators to develop and maintain an effective mentoring program;
• Conduct regular and consistent outreach to minority bar associations; and
• Coordinate with all other ARGs to identify, recruit, and retain minority attorneys.

Out Professionals and Allies in Law (OPAL) | Led by Michelle Phillips (WP) and Pedro Forment (MIA)

Michelle Phillips (WP) gave several LGBT-focused presentations during the 1st quarter, and was quoted in several articles addressing LGBT issues, including:

Media:

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<td>1/1/18</td>
<td>5 Tips For Staving Off Workplace Harassment In 2018</td>
<td>Law360</td>
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<td>Hollywood Stars Help Low-Income Employees Lawyer Up</td>
<td>SHRM</td>
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<td>2/12/18</td>
<td>3 Takeaways From NY’s Legal Broadside Against Weinstein</td>
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<td>EEOC’s Trans Bias Win Exposes Shakiness Of RFRA Defense</td>
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<td>Appellate Rulings Push Transgender Fight Closer to High Court</td>
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Women’s Interest Network | Led by Stephanie Adler-Paindiris (ORL), Susan Corcoran (WP), Peggy Strange (HFD)

WIN is on its way to a successful year. In early March, we reminded everyone in the firm of Jackson Lewis’ Women’s Interest Network and the firm’s efforts to support, promote and retain our talented diverse attorneys. We invited folks to be added to our WIN Outlook distribution lists and continue to invite you to join.

Through Kristin Bauer (DAL), who is a member of the Board at the National Association of Women Lawyers (NAWL) and our firm’s national sponsorship of NAWL, we strongly encourage all of you—male and female—to join this organization, which offers the opportunity to build a national network via programs that bring attorneys together for networking, strategic partnerships and leadership development.

As a reminder, WIN’s mission statement is below. Please reach out with questions.
WIN Mission Statement: As part of the firm’s overall efforts to improve diversity and inclusion, Jackson Lewis’ Women’s Interest Network (WIN) aims to ensure that JL’s women lawyers receive professional development opportunities in a manner that fosters inclusiveness, collaboration and communication among all of our colleagues, female and male, diverse and non-diverse. Through WIN, we aspire to improve the retention of female attorneys at all levels and create more opportunities for women to contribute to the firm’s ongoing growth and prosperity through serving in a variety of leadership roles, promoting mentoring and sponsorship, and ensuring women lawyers participate fully in client development and client service opportunities. Importantly, we intend to do so in a manner which embraces inclusiveness of all attorneys, and seeks involvement of all attorneys in this endeavor.

Thank you and look forward to your participation.

Additional Items of Interest

The Chicago office is at the end of its annual participation in the Chicago Bar Foundation’s annual Investing in Justice Campaign with Natalie Nathanson and James Botana (both CHI) and campaign co-chairs. For the past several years the Chicago office has been a proud member of the exclusive 100% Club – a small group of Chicago firms where every lawyer contributes to the cause. We hope we reach our 100% participation goal this year as well. Stay tuned.

On January 17, Weldon Latham and Mike Hatcher (both DC) represented the firm at the CEO Action for Diversity and Inclusion CDO/CHRO Summit in New York City. The event was attended by nearly 300 Chief HR Officers and Chief Diversity Officers. Mike subsequently represented the firm at a CEO Action Working Group meeting, serving as Chairman Vincent Cino’s representative for the Governance Working Group.

On March 26, Weldon Latham (DC) was an invited guest at the Institute for Corporate Productivity Chief Diversity Officer Board meeting in Scottsdale, AZ.