

DIVERSITY DIGEST

KIRKLAND & ELLIS 
diversity

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2015 Kirkland Diversity Fellows

The Kirkland & Ellis LLP Diversity Fellowship Program offers stipends to law students who hold offers to join the summer associate program and who have demonstrated how they will help promote diversity within the legal profession. Since 2004, Kirkland has sponsored 140 Diversity Fellows with grants totaling more than \$2.3 million, including 10 in 2015:

- Patrick Arnett, Georgetown University Law Center
- Hannah Bedard, University of Pennsylvania Law School
- Sergio Broholm, Stanford Law School
- Chantalle Carles, Duke University School of Law
- Florence Chen, Columbia Law School
- Rahul Gorawara, Yale Law School
- Monica Heinze, New York University School of Law
- Jessica Hudak, Stanford Law School
- Gerardo Mijares-Shafai, Northwestern University School of Law
- Hunter Vanaria, Columbia Law School



(Left to right) Flex-Time Lawyers' Deborah Epstein Henry, capital markets partner Dennis Myers, corporate associate Maggie Flores, litigation partners Leslie Smith and Sarah Donnell, and restructuring partners Jamie Sprayregen and Pat Nash.

WLI Hosts Sponsorship Event

On June 30, 2015, the Chicago office hosted a Firmwide WLI videoconference, "Sponsorship: How to Become an Effective Sponsor/Sponsee & What's in it for You?"

Global Management Executive Committee member and debt finance partner Linda Myers introduced Flex-Time Lawyers founder and president Deborah Epstein Henry, whose presentation focused on identifying sponsors, developing effective sponsorship relationships and ensuring mutual value. Deborah then moderated a panel discussion featuring successful sponsorship pairs at Kirkland: capital markets partner Dennis Myers and corporate associate Maggie Flores, Global Management Executive Committee member and litigation partner Leslie Smith and litigation partner Sarah Donnell, and Global Management Executive Committee member and restructuring partner Jamie Sprayregen and restructuring partner Pat Nash.

Kirkland Wins Yale Law Women and Working Mother/Flex-Time Lawyers Awards



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Yale Law Women



Best Law Firms
for Women 2015

Kirkland received two significant awards for its family- and women-friendly policies.

Yale Law Women named Kirkland to its 2015 Top 10 Family Friendly Firms list. The list examines family-friendliness indicators such as part- and flex-time options, caregiver leave policies and childcare availability, as well as indicators of gender equality. Kirkland was selected for category honors in Family Leave: Highest Number of Weeks Offered for Both Primary and Secondary Caregiver Leave; Family Leave: Equal Access to Parental Leave, Regardless of Gender or Primary/Secondary Caregiver Status; and Family Leave: Highest Percentage of Men Partners and Associates Taking Caregiver Leave. Kirkland was also named to the list in 2008, 2010, 2011 and 2014.

Working Mother & Flex-Time Lawyers named Kirkland to their 2015 list of the 50 Best Law Firms for Women. The list honors U.S. law firms for their excellence in creating flexibility and professional development programs designed to retain women and advance them into the leadership pipeline. Kirkland was also named to the list in 2007, 2012, 2013 and 2014.

Letter from the Co-chairs of the Diversity Committee

In the wake of the recent tragedy at Emanuel African Methodist Episcopal Church in Charleston, South Carolina, the nation has renewed its commitment to civil rights, diversity, awareness and acceptance.

Consistent with its commitment to offering impactful programming and policies that focus on advancing diversity and inclusion within the Firm, the legal profession and our communities, Kirkland recently hosted a variety of events across all offices. These events provided a platform for discussing timely topics, developing goals, and, importantly, building relationships among our staff and attorneys who share a wide array of backgrounds:

- Affinity Group outings and celebrations
- Kirkland Connection Series events
- Diversity barbeques
- WLI panels, networking events and videoconferences
- Diverse law student networking receptions
- Firmwide DLS Path to Success videoconferences
- Lavender Law programming

Kirkland also celebrated a significant victory for the LGBT community this summer. In June, the Supreme Court handed down a historic ruling that legalized same-sex marriage nationwide. This momentous decision was built on the foundation of many notable marriage equality victories, including victories in Illinois and Indiana led and won by Kirkland lawyers.

In addition, Kirkland recently earned two awards for its commitment to LGBT equality. The International Gay and Lesbian Human Rights Commission honored the Firm with a Special Recognition Award for its LGBT rights work (see pg. 7), and litigation partner David Flugman was named to the National LGBT Bar Association's Best LGBT Lawyers Under 40 list (see "Attorney Spotlight").

While we are proud of Kirkland's numerous diversity achievements — many of which are detailed in this issue of *Diversity Digest* — we recognize that there is more work to do. We are dedicated to strengthening and expanding our Firm's diversity efforts, and we welcome discussions about how we can continue to advance our goals.

Elizabeth Deeley

Atif Khawaja

Kirkland Named to *The American Lawyer's* A-List

For the third year in a row, Kirkland has been named to *The American Lawyer's* A-List. The A-List aims to identify the country's most well-rounded law firms in terms of strong financial performance as well as firm culture, via measures of pro bono, diversity and midlevel associate satisfaction. The 20 top-scoring firms comprise the A-List.

Kirkland's 2015 ranking improved 11 spots from last year to #5, the Firm's highest ranking ever.

Attorney Spotlight



David Flugman

Kirkland litigation partner David Flugman's practice covers various complex litigation, arbitration and advisory matters, including securities, shareholder and corporate disputes;

contract, fraud, antitrust and other business tort disputes; putative class actions; and advisory work in the context of corporate and insolvency matters. This past year, he negotiated a settlement agreement with the Madoff Trustee in which his client obtained an allowed claim in the Madoff bankruptcy of more than \$1.6 billion, one of the largest claims in the estate.

David is also dedicated to LGBT rights work. He recently argued in the U.S. Court of Appeals for the Third Circuit and scored a major pro bono victory when that court upheld a New Jersey law prohibiting the state's licensed therapists from practicing "reparative" or "gay conversion" therapy on minors. The Supreme Court denied certiorari in May 2015.

David is a member of the Firmwide Diversity Committee and LGBT Subcommittee, coordinator for the New York LGBT Affinity Group, ALLSA liaison to Harvard Law School Lambda and a member of the New York Recruiting Committee. He serves on the National Center for Lesbian Rights National Leadership Council and is involved with The Trevor Project, a LGBT youth suicide prevention organization.

The National LGBT Bar Association recently named David to its annual Best LGBT Lawyers Under 40 list, which recognizes LGBT attorneys who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality. "I'm thankful for Kirkland's commitment to LGBT rights and for the valuable opportunities the Firm has given me to advance causes that I care deeply about," David said.

WOMEN'S LEADERSHIP INITIATIVE (WLI)

Nicole Greenblatt Named Rising Star



Nicole Greenblatt

Law360 named restructuring partner Nicole Greenblatt to its 2015 Rising Stars list, which honors outstanding attorneys under 40. Nicole was recognized for her role in the debtor-side work within Kirkland's restructuring practice.



(Left to right) Attorney recruiting specialist Elissa Brito, corporate associate Sara Petranek, restructuring associate Jenna Ward, litigation associate Lindsey Oken and corporate associate Kelly Gould.

New York WLI Hosts Second Women's Retreat

The New York Women's Leadership Initiative hosted its second Women's Retreat on May 8, 2015, at the Larchmont Yacht Club. More than 70 women attorneys spent the day networking and learning with their colleagues. They were joined by Dr. Stacey Radin, author of "Brave Girls," who led an interactive discussion on "Power, Passion, Purpose," which informed the day's programming. Later, attendees gathered for a panel discussion with Global Management Executive Committee member and corporate partner David Fox, debt finance partner Ashley Gregory, intellectual property partner Dale Cendali, litigation partner Lauren Casazza, Global Management Executive Committee member and restructuring partner Paul Basta, and restructuring partner Nicole Greenblatt. The day culminated with a cocktail reception and closing remarks from Lauren Casazza.



(Left to right) Debt finance partner Linda Myers, Flex-Time Lawyers' Deborah Epstein Henry and New America's Anne-Marie Slaughter.

WLI Hosts 'Finding Bliss' Event

On March 3, 2015, the Women's Leadership Initiative presented a Firmwide videoconference featuring Deborah Epstein Henry, founder and president of Flex-Time Lawyers, best-selling co-author of "Finding Bliss: Innovative Legal Models for Happy Clients & Happy Lawyers" and author of the 2011 ABA landmark book "Law & Reorder." The event was broadcast from the Firm's New York office.

Global Management Executive Committee member and debt finance partner Linda Myers introduced Deborah and Anne-Marie Slaughter, president and CEO of New America, who then interviewed Deborah.

The conversation focused on how firms facing an increasingly challenging and competitive marketplace can improve the delivery of legal services and the daily lives of lawyers.



(Left to right) Pamela DiCarlantonio of Major, Lindsey & Africa; Susan Charles of Lathrop & Gage; Kim Taylor of the University of Chicago; Sonya Olds Som of Major, Lindsey & Africa; and Kirkland's Deneese Walia Levin.

WILEF Holds Career Advancement Event at Kirkland

On February 5, 2015, Kirkland's Chicago office welcomed the Women In Law Empowerment Forum (WILEF) for the event "One Size Does Not Fit All!: Alternative Paths to Career Success." During the event, panelists discussed alternative ways women can successfully navigate their legal careers. Panelists included Deneese Walia Levin, corporate partner and debt finance knowledge manager at Kirkland; Kim Taylor, vice president and general counsel at the University of Chicago and former Kirkland corporate partner; and Sonya Olds Som, managing director at Major, Lindsey & Africa.

WOMEN'S LEADERSHIP INITIATIVE (WLI)



Kirkland employees shared their personal and professional experiences with students from Girls Inc. of New York.

Girls Inc. Comes to Kirkland for Career Day

Kirkland hosted its third annual Career Day with Girls Inc. of New York City on March 11, 2015. Kirkland attorneys, as female role models, shared their academic, personal and professional experiences with 15 high school girls, and introduced them to career opportunities within the legal community. The girls also participated in group discussions and smaller mentoring sessions. Seven Firm volunteers gave the girls a tour of non-legal departments at the Firm, including business development, IT, human resources, practice assistant services and recruiting, to expose them to a wider variety of career options.

Girls Inc. inspires girls to be strong, smart and bold through programs that help them navigate gender, economic and social barriers. The nonprofit organization annually serves 125,000 girls ages 6 to 18 across the United States and Canada.

Debt finance partner Ashley Gregory spearheaded the event. Participants included corporate associates Erika Lopez, Jessica Murray, Arlene Ortiz-Leytte, Ashley Rose, Jocelyn Sedlet, Laura Umbrecht and Elise Won, debt finance associate Temi Adeniji, private funds associate Jaclyn Rabin, intellectual property associates Ashley Borom, Ashley Eisenberg and Felicity Kohn and of counsel Michelle Six, litigation associates Megan Byrne, Zahreen Ghaznavi, Madelyn Morris and Ellen Sise, tax associate Meg Dewar, restructuring associate Lauren Kanzer, attorney recruiting specialist Elissa Brito, human resources staff recruiter Diana Haggerty, human resources benefits assistant Allison Ierardi, training engineer JoAnne Hoffman, practice support coordinator Regina Robbins, senior attorney recruiting and alumni engagement specialist Caitlin Ryan, and business development director Beth Wiener.

Kirkland Hosts Women in the Boardroom Event

Kirkland hosted and sponsored a Women in the Boardroom event on April 28, 2015, in the Los Angeles office. The event, "The Path to Board Service: Expert Advice on How to Navigate," featured speakers Bonnie Hill, president of B. Hill Enterprises, and Sheila Ronning, CEO and founder of Women in the Boardroom.

Litigation partners Robyn Bladow and Melissa Ingalls and Global Management Executive Committee member and debt finance partner Linda Myers attended the pre-discussion reception. Intellectual property partners Allison Buchner and Diana Torres, corporate partners Tana Ryan and Alice Yuan, Linda Myers and debt finance partner Nisha Kanchanapoomi attended the discussion.

Linda Myers Named Dealmaker of the Year and Outstanding Woman Lawyer



Linda Myers

The American Lawyer selected Global Management Executive Committee member and debt finance partner Linda Myers as a 2014 Dealmaker of the Year.

Linda was recognized for her work on Energy Future Holdings Corp.'s (EFH) Chapter 11, which was the largest corporate bankruptcy of 2014 and the eighth-largest corporate bankruptcy ever.

Linda and her team negotiated novel \$5.4 billion and \$4.48 billion debtor-in-possession (DIP) financings for EFH subsidiaries Texas Competitive Electric Holdings and Energy Future Intermediate Holding Company, respectively. *The American Lawyer* noted that the two DIP loans, which represented the second-largest DIP financing in history, "reduced debt payments and injected some certainty into the otherwise uncertain bankruptcy process."

In addition, *The National Law Journal* named Linda one of its Outstanding Women Lawyers. The publication recognized Linda for her leadership within Kirkland's debt finance practice group and her EFH work.

WLI Hosts Retreat with Carol Frohlinger

On January 30, 2015, the Women's Leadership Initiative hosted a day-long retreat in Washington, D.C., featuring a presentation by businesswoman, attorney and author Carol Frohlinger. Carol's workshop, "Her Place at the Table: Negotiating Conditions for Leadership Success," discussed ways in which women can negotiate in order to achieve success, both personally and professionally.

WLI Hosts London-Munich Panel Discussion

The WLI hosted a London-Munich panel discussion on June 3, 2015, at the Firm's London office. The discussion, moderated by Flex-Time Lawyers founder and president Deborah Epstein Henry, focused on the women's issues pertinent to Kirkland's London and Munich offices. Panelists included Global Management Executive Committee member and debt finance partner Linda Myers, antitrust partner Sarah Jordan, litigation partner Rajinder Bassi and corporate associate Fatema Orjela.



Attendees enjoyed a workshop and networking at Munich's first women in law career event.

Kirkland Holds First Women in Law Career Event in Munich

The Munich office hosted its first career event and dinner for young women legal professionals and law students on November 14, 2014. The event included a workshop with London stand-up comedian and coach Deborah Frances-White, who provided tips on being successful as a woman in a "man's world." Attendees also had the opportunity to network with corporate partner Nicole Schlatter, debt finance associates Kirsten Donner and Christine Kaniak, restructuring associate Ksenia Shubina, law student Sibel Bastanoglu and legal trainee Isabel Ruttloff.

DIVERSITY LEADERSHIP SERIES (DLS)

Barack Echols Named One of Savoy Magazine's 2015 Most Influential Black Lawyers



Barack Echols

Litigation partner Barack Echols was named one of *Savoy Magazine's* 2015 Most Influential Black Lawyers. The list includes the "best of the best" of African-American

lawyers who are partners within leading national law firms and corporate counsel from Fortune 1000 corporations.

Featured individuals are recognized for their professionalism, protection of rights and community service.

DLS Hosts Second Path to Success Event



Anup Sathy



Alex Schwarzman

On April 28, 2015, the Chicago office hosted "Path to Success: A Dialogue with restructuring partner Anup Sathy." Restructuring associate Alex Schwarzman spoke with Anup about how he has navigated his legal career, including the role diversity has played.

The event was the second in a semiannual Path to Success videoconference speaker series launched by Kirkland's Diversity Leadership Series last year. The series aims to give attorneys the opportunity to learn more about senior leaders (both diverse and non-diverse) and their practices. Speakers are invited to share stories about their career paths while advancing the diversity dialogue and fostering new professional connections at the Firm.



High school students gathered at Kirkland's New York office for an Urban Debate League tournament.

Attorneys Judge NYC Urban Debate League Tournament

Kirkland's New York Diversity Committee hosted the New York City Urban Debate League for its National Qualifier Debate Tournament on March 25, 2015. Attorney volunteers judged two rounds of Parliamentary and Public Forum debates, the winners of which go on to represent New York in the national championship. Approximately 30 inner-city high school students and teachers participated in the tournament as debaters, spectators, judges and coaches.

The Urban Debate League is the only organization that provides a platform for inner-city middle and high school students in New York to learn and practice debate.

Attorney volunteers included litigation partners Atif Khawaja and Jennifer Selendy and associates Kuan Huang, Eric Merin and Adam Stern, derivatives partner Scott Gordon, corporate associate Jack Schinasi, restructuring associate Lina Kaisey, summer associates Ameneh Bordi and Urszula Nowak, and incoming associate Saghar Esfandiarifard.

Diversity Committee Launches Kirkland Connection Series

The Diversity Committee recently launched the Kirkland Connection Series (KCS), a series of "happy hour"-type events where women, diverse and other attorneys are invited to connect (or further connect) with senior partners in their practice group or office.

In April 2015, Global Management Executive Committee member and corporate partner Jon Ballis and litigation partner Barack Echols hosted a KCS event in Chicago. In May and June, corporate partners Jai Agrawal, Sarkis Jebejian, Eunu Chun, Daniel Wolf, Sean Rodgers and Chris Torrente, intellectual property partners Tom Fleming and Timothy Gilman, Global Management Executive Committee member and litigation partner Jay Lefkowitz and litigation partners Atif Khawaja and Yosef Riemer, and restructuring partners Nicole Greenblatt and Chris Marcus hosted various KCS events in New York.

LGBT

Kirkland and NCLR Host Panel and Cocktail Reception

On March 17, 2015, Kirkland and the National Center for Lesbian Rights (NCLR), a longtime pro bono partner of the Firm, hosted a Diversity Leadership Series lunchtime panel and cocktail reception at the Firm's New York office.

At the Firmwide panel event, litigation partner David Flugman and NCLR executive director Kate Kendell discussed Kirkland's work litigating in defense of New Jersey's "gay conversion" therapy ban, which prohibits licensed therapists in the state from attempting to change the sexual orientation of their minor patients, and NCLR's legislative project for enacting bans on these practices across the country.

Atif Khawaja Selected as LCLD Fellow



Atif Khawaja

In March 2015, Kirkland selected litigation partner Atif Khawaja to be a 2015 Leadership Council on Legal Diversity (LCLD) Fellow.

Atif will participate in a landmark program created by the LCLD to identify, train and advance the next generation of leaders in the legal profession.

The year-long LCLD Fellows Program offers participants relationship-building, virtual and in-person training, peer-group projects and interaction with LCLD's top leadership.

Founded in 2009, the LCLD is an organization of more than 220 corporate chief legal officers and law firm managing partners committed to creating a diverse legal profession. Intellectual property partners Jeannie Heffernan and Diana Torres and litigation partners Beth Deeley and Barack Echols previously participated in the Fellows Program.

Kirkland Attorneys Attend Lambda Legal Soiree

Litigation associate James Barolo and incoming associate Andrew Ohlert attended Lambda Legal's San Francisco Soiree on April 17, 2015. The celebration took place at the Terra Gallery and included a cocktail party, dinner and performance by Tony-nominated artist Mx. Justin Vivian Bond.

Kirkland Sponsors Williams Institute Spring Reception

On May 29, 2015, the Williams Institute — a national think tank at the University of California, Los Angeles School of Law dedicated to conducting independent research on sexual orientation and gender identity law and public policy — held its annual Spring Reception at the Carnegie Institution for Science in Washington, D.C.

Kirkland was a sponsor of the event, which fosters networking between LGBT attorneys, businesspeople and allies. This year's event included a special panel presentation, "Good Data/Good Policy: Understanding the LGBT Community and Addressing Its Needs — From Federal Data Collection to Policy Change." The presentation included remarks from Shaun Donovan, director of the Office of Management and Budget. The panel featured Adam Romero, senior counsel and Arnold D. Kassoy Scholar of Law at the Williams Institute, and Jody Herman, scholar of public policy at the Williams Institute, and was moderated by Jonathan Capehart, *Washington Post* writer and MSNBC contributor. The cocktail and awards reception featured remarks from Christopher Lu, U.S. Deputy Secretary of Labor.

Kirkland Holds LGBT Cocktail Hour in Chicago

Kirkland held an LGBT cocktail hour for attorneys and staff on March 23, 2015, at Hubbard Inn in Chicago. Intellectual property partner Jordan Heinz organized the event. More than 30 attorneys and staff attended. This is the seventh year the Chicago office has held the LGBT cocktail hour.

Kirkland Receives IGLHRC Special Recognition Award



Tim Stephenson

The International Gay and Lesbian Human Rights Commission (IGLHRC) honored Kirkland with its Special Recognition Award, which recognizes an extraordinary ally to the organization. The award pays tribute to individuals, companies and organizations whose contributions to advancing human rights regardless of sexual orientation or expression, gender identity or expression, and/or HIV status have been particularly significant to IGLHRC and its work. Labor and employment partner Tim Stephenson will accept the award on Kirkland's behalf at a ceremony on September 28, 2015.

AFFINITY GROUPS

Affinity Groups Host Spring Events

Kirkland's Affinity Groups held an array of events this spring.

In New York, the Hispanic-Latino Affinity Group held a dinner on March 12, 2015, at Zengo, and the African-American Affinity Group held a dinner on April 1 at Hakkasan.

In Los Angeles, the LGBT Affinity Group held a dinner on April 16 at The Church Key.

The Washington, D.C., office Affinity Groups held a casual coffee break at Starbucks on April 29. On May 5, the Hispanic-Latino Affinity Group celebrated Cinco de Mayo at Oyamel Cocina Mexicana.

In Chicago, the Hispanic-Latino Affinity Group celebrated Cinco de Mayo and the return of debt finance partner Louis Hernandez to the Firm with a lunch from Big Star on May 4. Chicago's African-American Affinity Group held a happy hour for Kirkland attorneys and alumni on May 27 at Three Dots and a Dash.

Kirkland Celebrates Lunar New Year

Kirkland held Lunar New Year celebrations across its U.S. offices in February.

In Chicago, the Asian American Affinity Group celebrated with a lunch from Yum Cha on February 18, 2015.

The Diversity Committee hosted a Chinese meal on February 19 in the San Francisco office for San Francisco and Palo Alto attorneys.

In New York, the Asian American Affinity Group hosted a dinner at Peking Duck House on February 25.

The Washington, D.C., Asian American Affinity Group also held a Lunar New Year Celebration on February 25, at Ping Pong Dim Sum.



(Left to right) Litigation partner Barack Echols, Justice Jesse Reyes, JIOP's Gail Howard and Mike Monico of Monico & Spevack.

Kirkland Hosts Law Student Training Event

On June 2, 2015, Kirkland hosted a training for law students participating in the American Bar Association's Judicial Intern Opportunity Program (JIOP). JIOP, an ABA initiative started in 2000, has placed 2,175 diverse law students in judicial summer clerkships around the country. This past summer, 30 rising 2Ls and 3Ls clerked for federal and state court judges across Illinois. Litigation partner Barack Echols and associate Vikas Didwania conducted the training, which included panels of private practitioners and law clerks. Federal Judge Marvin Aspen and Justice Jesse Reyes of the Illinois Appellate Court also attended and participated in the training. Following the training, Kirkland hosted a networking reception for the law students, speakers and other guests.

Kirkland Presents Panel on LGBT Pro Bono Work at UCLA School of Law

On April 16, 2015, intellectual property partner Jordan Heinz and associate Christine Luu and litigation partners David Flugman and Shaun Paisley presented a panel at the University of California, Los Angeles School of Law about LGBT-related pro bono work. The panelists shared their experiences working on cases to advance LGBT rights, including advocating for same-sex marriage in Illinois and Indiana, defending state bans on practicing "gay conversion" therapy on minors, petitioning for LGBT persons seeking asylum and preserving a parent's right to affirm her child's gender identity.



(Left to right) Summer associates Bruce Ratain and Audrey Yang, intellectual property associate Megan New, summer associate Justin Joffe, tax and executive compensation partner Dean Bachus and his partner, Scott Million.

Kirkland Attorneys, Summer Associates Attend Diversity Barbeque

Tax and executive compensation partner Dean Bachus hosted the Kirkland & Ellis Diversity BBQ at his home in Chicago's West Town neighborhood on July 14, 2015. Kirkland summer associates had the opportunity to socialize with Kirkland attorneys involved in the Diversity Committee, Women's Leadership Initiative and the Firm's various affinity groups, and to learn more about the Firm's diversity initiatives, civic involvement and active diverse communities.

Diversity Committee Co-Chairs

Beth Deeley

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Our Mission

At Kirkland, we believe that our ability to function at the very highest level of our profession is significantly enhanced by building a team of lawyers who bring us the benefits of a broad range of socioeconomic, racial, ethnic and personal backgrounds. Our commitment to diversity is reflected not only in the Firm's policies, programs and committees, but also through our efforts to build and maintain a culture that values and gathers strength from difference.

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