

DIVERSITY DIGEST



CONTENTS

LETTER FROM CO-CHAIRS	p2
ATTORNEY SPOTLIGHT	p2
WOMEN'S LEADERSHIP INITIATIVE	p3
DIVERSITY LEADERSHIP SERIES	p5
ALLSA/LGBT	p6
LGBT/AFFINITY GROUPS	p7



Global Management Executive Committee member and debt finance partner Linda Myers accepted Kirkland's Top 50 Best Law Firms for Women award.

Kirkland Receives Perfect Score on Corporate Equality Index



Kirkland received a 100-percent score on the Human Rights Campaign 2016 Corporate Equality

Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. This is the ninth year in a row that the Firm received a 100-percent score and the designation as a Best Place to Work for LGBT Equality.

Kirkland Named a Top Firm for Diversity



Kirkland was honored at *The American Lawyer's* Top Firms for Diversity awards,

which were held on December 3, 2015, in New York. The awards recognize the top large law firms committed to diversity. Litigation partner Atif Khawaja and IP transactional partner Edward Sadtler attended on behalf of the Firm.

Kirkland Honored at Best Law Firms for Women Gala Awards Luncheon

As a winner of *Working Mother* and *Flex-Time Lawyers'* Top 50 Best Law Firms for Women award in 2015, Kirkland was honored at the annual Best Law Firms for Women Gala Awards Luncheon on October 29, 2015, at The Peninsula Chicago. The event kicked off with a cocktail reception, followed by a luncheon featuring keynote speaker and author, editor and cultural critic Sara Laschever, whose presentation, "Getting Ahead By Advocating for Yourself: Learning to Negotiate Effectively," explored the internal and external barriers that may prevent women from speaking up, and various effective negotiating strategies. Global Management Executive Committee member and debt finance partner Linda Myers accepted the award on Kirkland's behalf.

Diverse Attorneys Receive Noteworthy Awards

Diverse attorneys at Kirkland received some noteworthy awards and recognition in 2015:



Litigation partner Beth Deeley received a Leadership Excellence Award from the Illinois Diversity Council



Chambers USA recognized debt finance partner Ashley Gregory as an "Up and Coming" lawyer for Nationwide Business Banking & Finance



The New York Law Journal named IP litigation partner Joe Loy a "Rising Star"

The Legal 500 U.S. recommended IP transactional partner Edward Sadtler for Patent Licensing and Transactional work

The Los Angeles Daily Journal recognized corporate partner Mikhaal Shoaib in its "Most Innovative Corporate Lawyers" report

The National LGBT Bar Association named litigation partner David Flugman to its annual Best LGBT Lawyers Under 40 List



Letter from the Co-Chairs of the Diversity and Inclusion Committee

At Kirkland, we're proud of the diversity that accompanies our size and global reach. One of the Diversity and Inclusion Committee's top goals for 2016 — and beyond — is to create opportunities for our Firm's many diverse attorneys to connect with one another in new and interesting ways. To accomplish this, we're continuing to establish diversity programming that aims to foster meaningful relationships at the Firm, resulting in a more collegial, inclusive and supportive workplace.

We're excited to kick off the new year by building upon the success of some of our newest programs and latest events:

- During the Partners' Meeting in Chicago last October, the Diversity and Inclusion Committee, in partnership with the LGBT and Racial/Ethnic Minority Affinity Groups, hosted a cocktail reception (see p. 8). The joint reception was a great opportunity for different groups of diverse associates and partners to form new friendships and strengthen existing ones.
- The Kirkland Connection Series (KCS), launched last year by the Diversity and Inclusion Committee, continues to establish critical connections between diverse attorneys and senior partners. After successful KCS events in Chicago and New York, the Firm's Washington, D.C., office recently hosted one of these "happy hour"-type get-togethers (see p. 8).
- The Firm held its third Path to Success event this past October, featuring a conversation with Global Management Executive Committee member and litigation partner Gene Assaf (see p. 5). This series continues to give Kirkland attorneys the opportunity to learn more about the Firm's senior leaders, including details about how diversity has played a role in their personal and professional paths.

We're proud of these programs and hope they're fostering valuable connections at Kirkland.



Elizabeth Deeley



Atif Khawaja



(Left to right) IP litigation partner Amanda Hollis, sommelier and restaurateur Alpana Singh, and Duff & Phelps managing director Michelle Johnson.

Client Partnership: Duff & Phelps

The Women's Leadership Initiative, in partnership with Duff & Phelps' Network of Women, hosted a women's networking reception in August 2015 in Chicago. The event opened with remarks from IP litigation partner Amanda Hollis. More than 40 women

spent the evening mixing over wine specifically picked for the occasion by the guest of honor, master sommelier, restaurateur and television personality Alpana Singh.

Attorney Spotlight



Bill Benitez

Corporate partner Bill Benitez concentrates on M&A, private equity and venture capital investments, LBOs, recapitalizations, executive compensation and equity incentive arrangements, and related

general corporate counseling. Bill has worked on deals in a variety of industries, including energy, industrials, health care, technology and financial services.

Recently, Bill led Kirkland's representation of Bernhard Capital Partners in connection with the formation of the EPIC Piping and Brown & Root Industrial Services platforms and various related transactions, including the joint venture transactions with KBR.

Bill also devotes substantial time to immigration-related pro bono matters. In 2014, the National Immigrant Justice Center recognized Bill with a Rising Star Award for his high-quality pro bono services to clients with complex immigration cases.

"Kirkland's support of pro bono work throughout my career has made it possible for me to take on meaningful immigration cases," Bill said. "I'm proud that I've helped make a difference in the lives of those who need representation but can't afford it. We are also building an immigration-related pro bono practice in Houston, which has been very impactful for our clients so far."

Bill is a partner representative on the Houston Associates Committee and the office's coordinator for the Hispanic-Latino, Asian-American and African-American Affinity Groups.

"Our Affinity Groups are a great way for the Firm's racial/ethnic minority attorneys to connect with one another," Bill said. "In Houston, we host casual get-togethers that help build important relationships among the attorneys in our growing office, which is very inclusive."

WOMEN'S LEADERSHIP INITIATIVE (WLI)

“Taming Adrenaline” Webinar Offers Public Speaking Tips

On September 3, 2015, Women's Leadership Edge (WLE), an initiative of the Center for WorkLife Law at University of California, Hastings College of the Law, presented a webinar titled “Taming Adrenaline — Surefire Strategies for Overcoming Speaking Anxiety.” Cara Hale Alter, founder and president of SpeechSkills, discussed how to avoid the common “tells” of nervousness, reduce adrenaline levels in minutes with four physical behaviors, control fear, break the cycle of nervousness and ensure future success. The webinar was broadcast Firmwide.

WLI Hosts Women's Cocktail Reception in New York

The WLI hosted a women's cocktail reception on October 21, 2015, in the New York office, while first-year corporate associates from the Firm's U.S. offices were in town for the 2015 KICP Basic Training Academy. The reception took place after the day's Academy sessions and provided an opportunity for first-year women associates to network with other women colleagues.

Bay Area Women Attorneys Attend Presentation Skills Seminar

The WLI held a Presentation Skills Seminar at Kirkland's San Francisco office on November 5, 2015, for all Bay Area women attorneys. The event was led by professional public speaking, communications, business development and media interview coach Marsha Redmon, who began her career as a litigator. Marsha's presentation covered a variety of skills, including projecting a powerful presence, body language, avoiding phrases that undermine authority, getting and keeping audience attention, communicating complexity to non-lawyers and more. The seminar was followed by individual coaching sessions that took place throughout the day and a WLI reception in the evening.



Women attorneys gathered at Santa Monica's Le Méridien Delfina Hotel for the L.A. WLI's second Women's Retreat.

L.A. WLI Hosts Second Women's Retreat

Kirkland's Los Angeles office hosted its second WLI Women's Retreat on September 18-19, 2015, at Santa Monica's Le Méridien Delfina Hotel. On day one, women associates and partners gathered for pre-dinner mentoring discussions followed by an onsite dinner during which the group discussed work-life matters as well as ways to improve the WLI. The second day of the retreat featured a presentation based on Cara Hale Alter's book, “The Credibility Code,” which was led by litigation partners Sierra Elizabeth and Beth Weinstein, and associate Shannon Coit. Attendees participated in group activities that focused on projecting confidence when presenting before clients and colleagues. The retreat ended with an in-depth strategy discussion on advancing Kirkland women attorneys, enriching life experiences and WLI initiatives.



Kirkland attorneys from Munich, Chicago and London and their guests enjoyed the atmosphere at the Munich Oktoberfest.

Munich Office Hosts Ladies Wiesn Oktoberfest Event

Kirkland's Munich office held its annual Ladies Wiesn Oktoberfest event for women professionals and attorneys on September 24, 2015, at the Weinzelt tent. Kirkland attorneys from Munich, Chicago and London and their guests used the occasion for networking and celebrating Oktoberfest. Corporate partner Nicole Schlatter hosted the event; other attorney attendees included litigation partner Rajinder Bassi, Global Management Executive Committee member and debt finance partner Linda Myers, debt finance partner Christine Kaniak and associates Kirsten Donner and Rositsa Nacheva, and tax associate Sonja Schmitz.

WOMEN'S LEADERSHIP INITIATIVE (WLI)



Panelists discussed the importance of sponsorship and mentorship in advancing one's legal career at a WILEF program.

WILEF Presents Program on Sponsorship and Mentorship

On October 23, 2015, the Women in Law Empowerment Forum presented "Advance Your Legal Career Through an Effective Sponsor and/or Mentor Relationship." The program, which took place at Kirkland's Chicago office, featured a panel discussion on the importance of sponsorship and mentorship in advancing one's legal career, and what sponsorship and mentorship mean in real-life, practical terms. The panel featured three successful sponsor-sponsee/mentor-mentee partnerships who discussed their personal experiences and offered insights and advice as to the best way to approach the sponsorship/mentorship process. Panelists included Catalina Sugayan and Marcos Cancio of Sedgwick; Brian Sher and Jena Valdetero of Bryan Cave; and Kirkland Global Management Executive Committee member and debt finance partner Linda Myers and debt finance partner Michelle Kilkenney.



(Left to right) Flex-Time Lawyers' Deborah Epstein Henry, litigation partner Christa Cottrell, corporate partner Dan Guerin and restructuring partner Nora Schweighart.

WLI Hosts Videoconference on Temporary Leaves

On October 28, 2015, the WLI held a Firmwide videoconference on temporary leaves with Deborah Epstein Henry, president of Flex-Time Lawyers and best-selling author. The program explored Kirkland's various leave policies. Senior director of Firmwide human resources Wendy Cartland and Firmwide director of benefits Lisa Rader presented on benefits. Deborah then spoke with panelists who have recently taken various parental leaves. Panelists included litigation partner Christa Cottrell, corporate partner Dan Guerin and restructuring partner Nora Schweighart, who shared their experiences and offered practical advice to help others navigate the leave process.

Kirkland Sponsors "Best Friends at the Bar" Event

Kirkland sponsored a "Best Friends at the Bar" book launch event on October 26, 2015, at the National Museum of Women in the Arts in Washington, D.C. The event celebrated the launch of "Top-Down Leadership for Women Lawyers," the third book in Susan Smith Blakely's "Best Friends at the Bar" series. The book focuses on law firm leaders' responsibility for helping women lawyers meet the challenges of law practice and retaining talented women. Global Management Executive Committee member and debt finance partner Linda Myers attended with other women from the Washington, D.C., office.

Women Transactional Attorneys Attend "Cocktails and Conversation" Event

Women transactional attorneys in Kirkland's New York office were invited to attend a "Cocktails and Conversation" event at the home of Global Management Executive Committee member and corporate partner David Fox on November 12, 2015. The event's special guest was Arrie Park, managing director and chief legal officer of Hellman & Friedman.

Houston WLI Hosts "Women and Wealth" Program

On November 6, 2015, Kirkland's Houston WLI presented "Women and Wealth: The Confidence of a Well-Planned Life." The program featured a presentation by a certified financial planner and financial adviser. The discussion focused on how to build wealth and explored topics including the biggest risks to retirement, such as health care and inflation; deciding when to retire and what that retirement will look like both financially and socially; and how to prepare effectively for the future, whether that includes college planning or retiring early.

DIVERSITY LEADERSHIP SERIES (DLS)

Kirkland Hosts Third “Path to Success” Event



Gene Assaf

On October 2, 2015, the Washington, D.C., office hosted “Path to Success: A Dialogue with Firm Committee Member Gene Assaf.”



Erin Johnston

Litigation partner Erin Johnston spoke with Gene about how he has navigated his legal career, including the role diversity has played.

The event was the third in a semiannual Path to Success videoconference speaker series launched as part of Kirkland’s Diversity Leadership Series in 2014.



Werten Bellamy of Stakeholders, Inc. presented on steps that junior associates can take to achieve career success.

Firmwide Videoconference Offers Success Tips for Junior Associates

Kirkland held a Firmwide videoconference on October 20, 2015, featuring Werten Bellamy, president of Stakeholders, Inc., a consulting firm focused on identifying and promoting practical career strategies of top performers in law firms and corporations. The presentation, “Beyond Thinking Like a Lawyer,” was broadcast from the New York office. Litigation partner Atif Khawaja introduced Werten, who reviewed specific steps that junior associates can take to develop a career ownership mindset, including building and sustaining consistent workflows, self-investing in performance and growth, decoding key evaluated performance competencies, identifying and capitalizing on mentoring moments, understanding potential derailment patterns, and delivering and signaling value to partners.



Jerry Kang spoke to Kirkland partners in the United States and Europe about implicit bias and how to attract and retain top talent at the Firm.

Partner Event Focuses on Implicit Bias

On November 23, 2015, the Global Management Executive Committee and the Diversity Integration Task Force hosted a Firmwide partner event, “Understanding Implicit Bias: Building World-Class Legal Teams.” The presentation and discussion, which took place in Chicago and was broadcast via videoconference to all U.S. offices, London and Munich, was led by Jerry Kang, award-winning University of California, Los Angeles, law professor and vice chancellor for equity, diversity and inclusion. The conversation focused on how to evaluate and interact with attorneys and recruits more objectively and on the merits, which can help attract and retain top talent at the Firm.



The Chicago office hosted the Diversity Scholarship Foundation All Bar Presidents Reception for Illinois bar association presidents.

Diversity Scholarship Foundation Holds Event at Kirkland

On October 28, 2015, litigation partner Barack Echols and Illinois Appellate Court Justice Jesse Reyes co-hosted the Diversity Scholarship Foundation (DSF) All Bar Presidents Reception at Kirkland’s Chicago office for Illinois bar association presidents. Justice Reyes co-founded DSF, which provides paid judicial externships to high-achieving, diverse law students with judges across the state. Attendees included approximately 80 judges, lawyers, law students, and presidents and officers of numerous bar associations across Illinois, including the Illinois Judges Association, Asian American Bar Association, Black Women Lawyers’ Association of Greater Chicago, Indian-American Bar Association and Hellenic Bar Association, of which litigation partner Carrie Karis is the incoming president.

Kirkland Sponsors UCLA Law Events

Kirkland sponsored a variety of University of California, Los Angeles, School of Law events this past fall. The Firm was the exclusive sponsor of the UCLA Law Unite event on October 10, 2015, and the La Raza Law Students Association “Real Music: In Celebration of National Hispanic Heritage Month” event on October 14, 2015. Kirkland was also a named sponsor of two “Off the Record” open mic events at the school.

Kirkland Attorneys, Law Students Attend ALLSA Bowling Happy Hour

Corporate partner Kevin Morris hosted an ALLSA Bowling Happy Hour with the University of Chicago’s Black Law Students Association on October 22, 2015, at 10pin Bowling Lounge in Chicago. Attendees enjoyed food, beverages and bowling.

Munich Office Hosts Women in Law Recruiting Event

On November 11, 2015, Kirkland’s Munich office held a recruiting event for women law students, legal trainees, doctoral and LL.M. candidates. The event began with a presentation about the Firm, followed by a presentation by British adventurer, author and television personality Debra Searle, who shared the story of her remarkable quest across the Atlantic Ocean in a small wooden boat. Debra spoke about her personal journey of discovery and how she uses the experience in her business life. The event concluded with networking, drinks and dinner.

LGBT

Kirkland Hosts Williams Institute Panel of LGBTQ Youth and Attends Williams Institute Fall Reception

Kirkland hosted “A Conversation about LGBTQ Youth: From Research & Policy to Interventions” on October 14, 2015, in the San Francisco office. The program was presented by 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. Panelists included Bianca Wilson, the Rabbi Barbara Zacky senior scholar of public policy at the Williams Institute, and Shannan Wilber, youth policy director at the National Center for Lesbian Rights.

Attorneys from Kirkland’s New York office also attended the Williams Institute’s Fall Reception on November 12, 2015. The event was held at the Harvard Club in New York and continued the dialogue on issues pertaining to LGBT youth. Kirkland is a national sponsor of the Williams Institute.



Kirkland attorneys gathered in Chicago for the National LGBT Bar Association’s Lavender Law Conference & Career Fair in August 2015.

Attorneys Gather For Lavender Law Conference, Kirkland Holds Related Events

Nearly 30 Kirkland attorneys from the Firm’s Chicago, London, Los Angeles, New York, San Francisco and Washington, D.C., offices gathered in Chicago from August 5-7, 2015, for the National LGBT Bar Association’s Lavender Law Conference & Career Fair and related Kirkland events.

The Kirkland programming kicked off with a Diversity Leadership Series Firmwide videoconference titled “Beyond Marriage: The *Obergefell* decision and what’s next for the LGBT rights movement.” IP litigation partner Jordan Heinz moderated the panel discussion, which featured James Bennett and Camilla Taylor of Lambda Legal. Other Kirkland events that coincided with the conference included an LGBT Affinity Group Workshop; a cocktail reception for all Kirkland attorneys, clients, prospective clients and their guests at the rooftop garden of Celeste; and Kirkland’s annual Firmwide LGBT Affinity Group Dinner, which was held at Blackbird.

LGBT/AFFINITY GROUPS



Kirkland attorneys and staff across all offices celebrated GLAAD's Spirit Day by "going purple."

Kirkland Celebrates GLAAD's Spirit Day

On October 15, 2015, Kirkland observed Spirit Day, GLAAD's annual campaign against the bullying of LGBT youth. Attorneys and staff wore purple and were encouraged to take the pledge to stand against LGBT bullying. Purple cupcakes were also served across all offices. The Firm has been an official international sponsor of Spirit Day since 2013, and this was the first year Kirkland's offices in Asia participated.



(Left to right): Litigation associates Alex Bastian and Logan MacCuish.

GLAAD Spirit Day Highlight: LA Office

The Los Angeles office's Diversity Committee arranged a trip to Dodger Stadium for attorneys to watch the final game of the National League series that coincided with GLAAD's Spirit Day.

AFFINITY GROUPS



Attorneys, summer associates and staff celebrated San Francisco Pride Weekend at the home of litigation partner Beth Deeley.

San Francisco Office Celebrates Pride Weekend with Diversity Party

On June 26, 2015, San Francisco attorneys, summer associates and staff were invited to a Diversity Party at litigation partner Beth Deeley's home in the Castro District. More than 50 Kirkland employees attended the event, which celebrated the start of San Francisco Pride Weekend, as well as the monumental U.S. Supreme Court ruling legalizing same-sex marriage nationwide.

D.C. Attorneys, Summer Associates and Families Attend Diversity Barbecue

Former Diversity and Inclusion Committee Co-Chair Walt Lohmann hosted the Washington, D.C., office's annual Diversity BBQ at his home in Virginia on July 11, 2015. Summer associates attended, as well as attorneys and their families.

Chicago Office Hosts New Diverse Partners Celebration

On November 2, 2015, Kirkland's Chicago office hosted a celebration for the following diverse associates who were promoted to partner in 2015:

- Joydeep Dasmunshi (corporate)
- Russell King (litigation)
- Ana Sempertegui (corporate)

The new local partners were honored at a lunch event at Osteria Via Stato.

New York Affinity Groups Host Semiannual Diversity Dinner

The New York Affinity Groups hosted their semiannual Diversity Dinner on November 17, 2015, to celebrate the New York office's new diverse associates and partners. The event, hosted by litigation partner Atif Khawaja, was held at Pampano.

AFFINITY GROUPS

Affinity Groups Host Summer Events

Kirkland's Affinity Groups held an array of summer events in 2015.

In New York, the African-American Affinity Group held a dinner at Má Pêche on June 11, 2015; the Hispanic-Latino Affinity Group held a dinner at Maya on June 17; the LGBT Affinity Group held a dinner at Bill's Food and Drink on July 13; and the Asian-American Affinity Group held a dinner at Kang Ho Dong Baekjeong on July 21.

In Chicago, the Hispanic-Latino Affinity Group held a lunch networking event and the Asian-American Affinity Group held a summer associate lunch on July 15. The LGBT Affinity Group held a lunch at Pizza East on July 22.



The Diversity and Inclusion Committee hosted a cocktail reception to celebrate diverse associates and Firmwide diverse partners attending the Partners' Meeting.



Attendees visited local eateries on the San Francisco Diversity Committee's food and walking tour.

San Francisco Diversity Committee Hosts Mission District Food Tour

The San Francisco Diversity Committee hosted a food and walking tour through the historic Mission District on July 9, 2015. More than 25 attendees enjoyed samples from local eateries while learning more about the historic Latin neighborhood and its famous murals.

Diversity and Inclusion Committee, Affinity Groups Host Partners' Meeting Cocktail Reception

The Diversity and Inclusion Committee, in partnership with the LGBT and Racial/Ethnic Minority (REM) Affinity Groups, hosted a cocktail reception at the ACME Hotel Company in Chicago on October 8, 2015, celebrating Chicago diverse associates and Firmwide diverse partners attending the Partners' Meeting. The event was hosted by litigation partners Beth Deeley and Atif Khawaja, the co-chairs of the Diversity and Inclusion Committee; IP transactional partner Edward Sadtler and corporate partner Tana Ryan, the co-chairs of the LGBT Subcommittee; and litigation partner Barack Echols and environmental partner Toby Chun, the co-chairs of the REM Subcommittee. More than 50 attorneys attended.

D.C. Office Hosts Inaugural KCS Event

The Washington, D.C., office hosted its inaugural Kirkland Connection Series (KCS) event on October 19, 2015, hosted by litigation partners Craig Primis and Jenny Levy and spearheaded by environmental partner Toby Chun and litigation associate Alexia Brancato. KCS is a new series of "happy hour"-type events where women, diverse and other attorneys are invited to connect with senior partners.

Diversity and Inclusion Committee Co-Chairs

Beth Deeley
Kirkland & Ellis LLP
555 California Street
San Francisco, CA 94104
elizabeth.deeley@kirkland.com
+1 415 439 1861

Atif Khawaja
Kirkland & Ellis LLP
601 Lexington Avenue
New York, NY 10022
atif.khawaja@kirkland.com
+1 212 446 4749

www.kirkland.com

Pursuant to applicable rules of professional conduct, this communication may constitute Attorney Advertising. Prior results do not guarantee a similar outcome. © 2016 KIRKLAND & ELLIS LLP. All rights reserved.

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.