



# WORKING TOGETHER

2015 ANNUAL DIVERSITY REPORT



**Moore&VanAllen**



# FOSTERING DIVERSITY & INCLUSION

We are delighted to present our fifth annual diversity report on behalf of the Moore & Van Allen Diversity and Management Committees. One of our important missions is to support a culture of diversity and inclusion at Moore & Van Allen and in the many communities we serve. As a firm, we understand that our success in this mission is critical to our ability to provide the highest level of legal services to our clients. We present this report in celebration of the progress we have made and in contemplation of the work ahead of us. As always, we welcome any feedback and ideas you may have to improve our efforts in 2016.



**Valecia McDowell**  
Co-Chair  
Diversity  
Committee

**Ernie Reigel**  
Chair  
Management  
Committee

**Amy Johnson**  
Co-Chair  
Diversity  
Committee



TOGETHER

# Co-Chair of Lawyers of Color LUIS LLUBERAS

Luis Lluberas serves on the Bankruptcy and Financial Restructuring team and was elected to the Firm's membership effective January 2016. He concentrates his practice in the areas of distressed debt situations and bankruptcy, with a particular emphasis on assisting creditors with maximizing the value of their investment. Lluberas grew up speaking Spanish at home, not learning English until the age of six.

**Q: When did you decide to become a lawyer?**

A: Apart from a short stint in late middle school where I was inclined to become an orthodontist—probably because I was (and am forever) grateful for the miracle that my orthodontist performed on me—I always wanted to be a lawyer. My mom has a drawing I made when I was in second grade where, in response to a prompt about what I wanted to be when I “grew up,” I drew myself in a suit and tie with a suitcase going to court. In hindsight, I should have given more thought to the dental profession—they don't work on Fridays!

**Q: Where are you from and how has your upbringing impacted you as a lawyer?**

A: With my father having served in the military, I lived in a lot of places growing up, so there's a long answer to the first part of the question. The truncated version is that my roots are in Puerto Rico, as both of my parents are from the island, but I mostly grew up in the States. That resulted in a culturally diverse childhood, which has

been a boon both personally and professionally, especially because I am able to transition seamlessly between cultures and languages.

**Q: Are you the first person in your family to be a lawyer?**

A: No, I am not. Gerónimo Lluberas Kells, my grandfather on my father's side, had a long and distinguished career as a lawyer in Puerto Rico, first in private practice and later as a public servant. When I graduated law school and passed the North Carolina bar he was so proud that someone else in his family had chosen to pursue a legal career that he gave me all of his Spanish legal treatises. It's really neat to read those books and see his annotations in the margins.

**Q: What has been your greatest business accomplishment?**

A: My work with an outstanding team of professionals in the successful turnaround of a multi-site food manufacturing processor in

eastern North Carolina is my greatest business accomplishment to date. My role as counsel to the state-court appointed receiver for the entity was to guide the restructuring efforts through chapter 11 bankruptcy proceedings that culminated in a successful sale of the enterprise pursuant to section 363 of the bankruptcy code. Although the transaction was recognized as a Turnaround of the Year by the Turnaround Management Association for 2015, the most rewarding aspect of the engagement is that we were able to preserve the jobs of approximately 50 hard-working employees.

**Q: Last book you read?**

A: *Red Notice* by Bill Browder.

**Q: Who are your heroes?**

A: My parents – Luis and Maria Lluberas.

**Q: Favorite sports team?**

A: My wife and I are double Tar Heels, so UNC sports get a lot of attention at our house.

## RELATIONSHIP BUILDING Through Cross-Team Mentoring

Started in 2011, the Firm's Career Development Mentoring Program began as a women-focused initiative under the Diversity Committee. Due to the popularity of the program, the effort expanded to a Firm-wide effort in 2013 under the direction of the Attorney Development Committee. One of the key components to the program is that mentees are matched with mentors from other practice teams.

The 2015 Charlotte program kicked-off in April with the matching of mentor circles (2-3 junior associates with a senior associate or member) and mentor pairs (a senior associate with a member). In May, mentors and mentees attended training sessions with Mary Kaczmarek of Skillful Means Marketing to gain a thorough understanding of

the program and discuss mentoring best practices. The mentor circles/pairs meet monthly in a variety of formats, including lunches, double-dates with other pairs or circles and social mixers.

Commercial Real Estate Associate **Mary Markle** shared about her mentor circle, “I really appreciate how approachable (**Kimberly Zirkle**) is and how willing she is to help us. It's also nice being paired with a more advanced associate (**Amanda Franklin**) as a co-mentee because she also has some useful advice.”

In Charleston, mentee and mentor pairs were matched in June. The Charleston mentee/mentor pairs are encouraged to meet monthly for coffee or lunch to further their mentoring relationship.



Luis Lluberas

# SUPPORTING LAWYERS OF COLOR

Founded in 2012, MVA Lawyers of Color (LOC) has largely focused its efforts on fostering cross-team relationships among its members. This year the LOC expanded its reach by hosting its first office-wide program titled, Our Patchwork Quilt: Creating Cultural Connections (*see page 6*).

The LOC hopes the event will be the first of many programs hosted by the affinity group. In addition, the LOC continued its tradition of gathering its membership on a quarterly basis for great conversation and a chance to connect. Led by **Luis Lluberas** and **Omari Sealy**,

the LOC highlights the importance and contributions of lawyers of color within the Firm and is dedicated to their advancement at Moore & Van Allen.

## Co-Chair of Lawyers of Color

# OMARI SEALY

**Omari Sealy** serves on the Corporate team and was elected to the Firm's membership effective January 2016. He primarily assists clients with merger and acquisition transactions, commercial contracts, and other general corporate law matters. In addition, he prepares Hart-Scott-Rodino filings in connection with acquisition transactions. Sealy is from the island nation of Trinidad and came to the United States at the age of 19. During his first year of law school, Sealy was selected as one of only five members of the inaugural class of the Charlotte Legal Diversity Clerkship program.

**Q: When did you decide to become a lawyer?**

**A:** I considered pursuing law as a career as early as my teenage years, but I didn't commit until my junior year in college after taking a business law class that was taught by Ralph Waldo Emerson's great grandson.

**Q: Are you the first person in your family to be a lawyer?**

**A:** I am the first and only lawyer in my family (which results in me being the subject of considerable ridicule).

**Q: What has been your greatest business accomplishment?**

**A:** I was recognized by the Charlotte Chamber of Commerce as its 2015 Young Professional Business Leader of the Year.

**Q: What has been your favorite event or occurrence since taking on your leadership role?**

**A:** In October 2015, the LOC hosted Dr. James Taylor and Ms. Arlene Cash for a presentation on how our cultural experiences influence the quality of our relationships and communications with each other, and how to identify strategies we can employ to enhance our personal competencies as they relate to cross-cultural relationships and communications. The presentation was very well received and we hope to have similar presentations in the future.

**Q: Favorite website?**

**A:** Tunein.com.

**Q: Favorite sports team?**

**A:** Florida Gators.

**Q: Favorite vacation spot?**

**A:** Trinidad!

Omari Sealy



# LOC Program Highlights the Benefits of CREATING CULTURAL CONNECTIONS



**Our Patchwork Quilt:**  
*Creating Cultural Connections*

**Friday, October 9**  
Conference Room 46 Main

**11:30 am – 12:30 pm\***  
\*Lunch provided

Opening Remarks Provided By:  
**Luis Lluberas** and **Omari Sealy**  
Co-Chairs of the MVA Lawyer of Color Affinity Group

Featuring:  
**James E. Taylor, PhD**  
Chief Learning & Diversity Officer  
Carolinas HealthCare System

**Arlene Cash**  
Diversity and Inclusion Manager  
Carolinas HealthCare System

HOSTED BY  
**LOC**  
MVA LAWYERS of color

**Join James Taylor and Arlene Cash**  
for a presentation on how our cultural experiences influence how we relate to and communicate with each other, and identify strategies we can employ to enhance our personal competencies as they relate to cross-cultural relationships and communications.

**To register for this program,**  
please contact Stephanie Gryder  
(stephaniegryder@mvalaw.com;  
ext. 2380) by Wednesday, October 7.

(Kronos users should log out/in  
as normal. Upon returning,  
send a lunch edit to your Kronos  
supervisor to edit your time for  
one hour only.)



The MVA Lawyers of Color (LOC) affinity group recently hosted an office-wide program titled, Our Patchwork Quilt: Creating Cultural Connections. Carolinas Healthcare System's (CHS) Chief Learning and Diversity Officer Dr. James Taylor and CHS Diversity and Inclusion Manager Arlene Cash served as the featured presenters for the luncheon. The presentation demonstrated how cultural experiences influence how we relate to and communicate with each other.

"How we define cultural competence is really in essence meeting people where they are," said Ms. Cash. She went on to detail a self-awareness cultural competence continuum she and Dr. Taylor utilize in their presentations throughout CHS. The continuum highlights four stages of competence for users to self-identify: unconscious incompetence; conscious incompetence; conscious competence; and unconscious competence. "While we may think we are unconsciously competent, personal interactions can trigger biases at any given moment. So cultural competence is a constant learning, a constant quest, for professional and personal development."

Attendees worked in small groups to discuss a series of prompts related to their personal experience with cultural enlightenment or misinterpretation. Dr. Taylor and Ms. Cash concluded the program by providing guests with a series of strategies and techniques to enhance competencies as they relate to cross-cultural relationships and communications within the workplace.

“

*I never thought of cultural awareness as something that could be measured on a scale system, but it engaged people to think about where they currently stand on the system and what they should strive to achieve. I always figured that, given my background, I would be placed in the highest category of any cultural method of measurement. After it was explained in greater detail to me, I realized that I still need to constantly work towards not letting any biases hinder the way I view different cultures.”*

— Becca Nickson, Litigation Legal Practice Assistant,  
Charlotte Office

“

*The Asian population is still small in the South. Charlotte is not an exception. The MAP Bar and NAPABA are not only forums where we attorneys can make referrals and socialize, but tools to express ourselves and strengthen our Asian heritage.”*

— Moses Sye  
Litigation Attorney  
Charlotte Office

# MAINTAINING LEADERSHIP Roles in MAP Bar



Moses Sye

Litigation Member **Brian Heslin** recently completed his term as president of the Mecklenburg Asian Pacific American Bar Association (MAP Bar) after two years of service. During his tenure, Heslin sought to solidify the group by increasing member-to-member communications, hosting regular leadership meetings and planning sessions, and hosting social gatherings for MAP Bar members. Founded in 2009, the MAP Bar now has close to 70 members throughout the Charlotte-Mecklenburg region.

“It was a privilege to serve as President of the Mecklenburg Asian Pacific American Bar Association, and I am tremendously proud of the group’s overall efforts,” said Heslin. “Over the past several years, the MAP Bar has experienced consistent growth and influence within the Mecklenburg County Bar. The Charlotte legal community has many talented and distinguished Asian lawyers.”

MVA Litigation Attorney **Moses Sye** is now serving as the MAP Bar’s Membership Chair. In 2016, the group plans to focus its efforts on solidifying its 501(c) status and continuing its relationship with the National Asian Pacific American Bar Association (NAPABA). In November 2015, Sye attended NAPABA’s Annual Conference hosted in New Orleans, LA.

“

*The MAP Bar provides Asian lawyers with an opportunity to share experiences and determine ways to not only facilitate the careers of other Asian lawyers but also to assist the various Asian business communities within our city.”*

— Brian Heslin  
Litigation Member  
Immediate Past President of the Mecklenburg  
Asian Pacific American Bar Association  
Charlotte Office

Brian Heslin



# EXPANDING RESOURCES *for* PARENTS



Effective January 1, 2015, Moore & Van Allen offered an expanded parental leave policy for both primary and secondary caregivers. Together with the Firm's Attorney Development Committee, the Diversity Committee hosted a lunch to highlight the expanded policy. Moderator Corporate Member **Carolyn Meade**, and panelists Litigation Associate **Daniel Gude**, Intellectual Property Member **Henry Ward** and Financial Services Member **Stacey Vandiford** offered tips and techniques for balancing parenthood with the practice of law.

"Open communication with your team is critical in managing expectations related to professional and personal responsibilities – that goes for parents and non-parents,"

said Ward. "But as a parent your demands will change over time, whether it's fatigue from a newborn schedule, late nights working with a teenager on her homework or trying to get out of the door to a soccer game. These are important milestones, and it is important you communicate your priorities so your team can better support you when you are out of the office."

Over 55 guests from various practice groups attended the presentation, including members of the Firm's Management Committee. As a result of the program, MVA now manages an ad hoc working-parents forum where participants can discuss various topics of interest. MVA plans to expand programming opportunities relevant to working parents in 2016.

“

*In order to achieve real gender equality in the workplace, dads need to be able to be equal partners in the day-to-day life of raising kids. MVA has made this a realistic possibility for my family by giving me the flexibility to be a dad, while also maintaining the same demanding practice I had before parenthood."*

— **Daniel Gude**, Litigation Associate  
Charlotte Office

## MVA Public Affairs STRENGTHENING TIES with Community Building Initiative

For the past three years, the MVA Public Affairs team has partnered with the Community Building initiative (CBI) to bring to life CBI's mission by producing a video featured at the CBI's Annual Stakeholders Breakfast. Seen by over 450 prominent community members, the video highlights key CBI volunteers while demonstrating the significant impact the organization has on our community. This year, MVA assisted CBI in tackling the definition of equity.

Under the direction of MVA Member **Peter Allen** and Public Affairs Creative Director **Chris Yountz**, the production

showcased a series of CBI board members discussing opportunities for equity in the Charlotte community, and the lack thereof. The video was used to announce one of CBI's newest endeavors, The Equity Project, which is a natural progression of CBI's current programming that promotes inclusion and explores the intersection between structural exclusion and race, ethnicity and other aspects of difference.

Founded in 1997, CBI's mission is to intensify the commitment and increase the capacity of individuals and organizations to build a more inclusive and equitable community. In pursuit of its stated mission,

CBI hosts a series of programming opportunities to better engage Charlotte citizens within the process. A long-standing partner of CBI, MVA continues to participate in the Leadership Development Initiative and in Leaders Under 40 (LU40). To date, MVA Litigation Member **John Fagg**, Manager of Diversity and Community Initiatives **Stephanie Gryder**, Litigation Associate **Daniel Gude**, Real Estate Member **Emily Reynolds**, Financial Services Member **Stacey Vandiford** and Corporate Member **Bill Zimmern** have participated in the LU40 program.

# TRANSITION GAINING

Moore & Van Allen received a score of 85 out of 100 on the 2016 Corporate Equality Index (CEI), a national benchmarking survey and report that evaluates employers' LGBT-related policies and practices including non-discrimination workplace protections, transgender-inclusive health care benefits, competency programs, and public

## on HUMAN RIGHTS CAMPAIGN'S LGBT WORKPLACE EQUALITY SCORECARD

engagement. The survey is administered by the Human Rights Campaign (HRC) Foundation, the nation's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality.

MVA has steadily improved its score on the CEI over the past several years as it continues to adopt policies and practices that support LGBT workplace equality. As part of its professional development opportunities, the Firm recently incorporated curriculum designed to enhance competencies around managing a diverse workforce. The Firm remains committed to supporting community events like the HRC Annual Gala, which promotes equality within the LGBT community.

The 2016 CEI rated a total of 1,024 businesses in the report. For more information on the 2016 Corporate Equality Index, or to download a free copy of the report, visit [www.hrc.org/cei](http://www.hrc.org/cei).

## DEVELOPING TOMORROW'S LEADERS

by Participating in Emerging Leaders Program

Breana Jeter



Litigation Associate **Breana Jeter** and Bankruptcy Member **Luis Lluberas** were selected to participate in the 2015-2016 class of the Charlotte Chamber Emerging Business Leaders (EBL) program. EBL

is a talent development program designed to enhance the leadership competencies of high-potential, diverse professionals who will ultimately create a competitive advantage for Charlotte's workforce and economy.

“

*Emerging Business Leaders is a great opportunity to learn and enhance your management style and other soft skills. Although we seldom think about it, most associates, as they become more senior, spend a significant portion of their time managing the efforts of others on their teams — whether it be other associates, vendors, or other staff. Learning better ways to do that is always a great thing.”*

— Breana Jeter, Litigation Associate, Charlotte Office

During the program participants attended learning sessions facilitated by founding content partners, Korn Ferry and Northeastern University, as well as the Belk College of Business at UNC Charlotte and the Center for Intentional Leadership, which both joined as content partners in 2014. Each session focuses on specific leadership competencies for business, such as self-awareness, strategic thinking, managing innovation and situational adaptability among others. Additional participants in the 2015-2016 EBL class included representatives from Bank of America, Wells Fargo, Carolinas HealthCare System, Duke Energy, Belk, Novant and Compass Group.

Moore & Van Allen continues to serve as a Diversity and Talent Development sponsor of the Chamber, which supports the EBL program as well as the Chamber's Young Professionals and the Power of Women — a female-focused initiative connecting women's professional groups and organizations.

# BUILDING ON PAST SUCCESS

by Continuing to Partner with Diversity Clerkship

For almost a decade MVA has partnered with the Mecklenburg County Bar as a participant in the Charlotte Legal Diversity Clerkship (CLDC), a summer program for students after their first year in law school. CLDC clerks spend 12 weeks in the Queen City, splitting their time with a law firm and a corporate legal department. In 2015 MVA Corporate Member and CLDC Alum **Omari Sealy** served as the Firm's primary liaison for the program.

**Sandy Kugbei**, a law student at Washington University, served as MVA's 2015 CLDC clerk. Sandy split his time between MVA and the in-house legal team at Duke Energy. In addition to their exposure to the legal profession, CLDC students are invited to participate in a wide-range of activities that showcase Charlotte including whitewater rafting, cooking classes, theatrical performances, and a tour of the state and federal courthouses.

**Myrna Charlot**

Both Sealy and Litigation Associate **Nader Raja** are alumni of the CLDC program. In addition, MVA is excited that former CLDC clerk **Charise Patterson** will return as a full-time associate on the Corporate team in 2016. MVA Litigation Member **Brian Heslin** will assume the role of CLDC co-chair for a two-year term starting in the 2016-2017 program year. **Myrna Charlot**, MVA Professional Recruiting Manager, assisted in selecting CLDC candidates who moved forward for interviews in 2015.

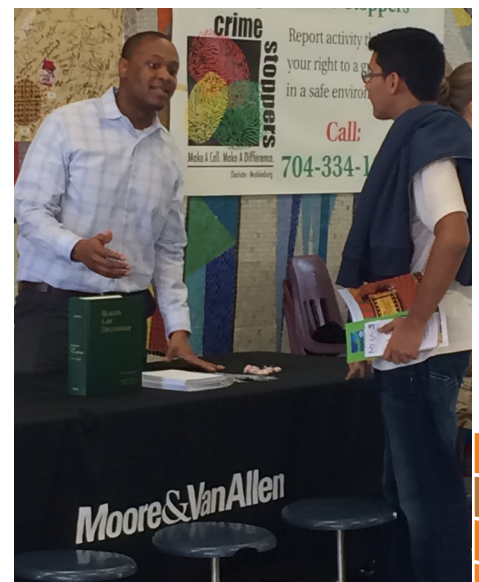


## RECRUITING

## MAKING CONNECTIONS

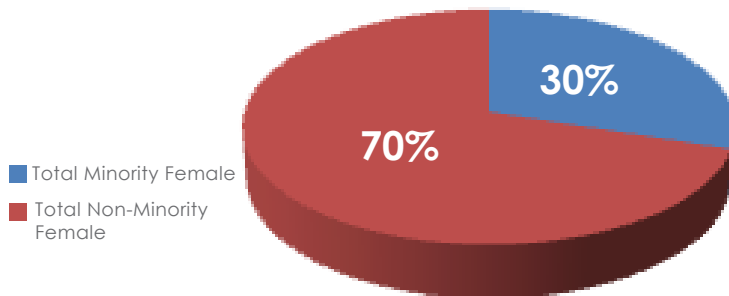
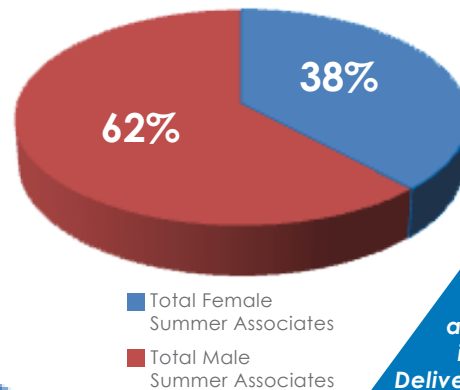
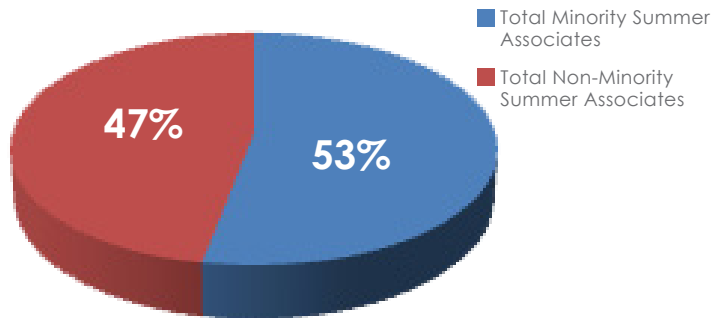
through Student Outreach Efforts

MVA Corporate Member **Omari Sealy** recently participated in a career fair hosted by Garinger High School titled, *Pathways to Success*. Serving as the sole lawyer among 35 companies represented, Sealy met with students interested in pursuing a legal career. Sealy provided students with an overview of his own legal practice while shedding light on how to pursue a legal education. Located in the Northeast corridor of Charlotte, Garinger has a majority minority student population in grades 9-12. Each year the school's career center hosts the event to expose students to career choices they may not have otherwise considered.



# INVESTING IN THE FUTURE

with a Diverse Summer Associate Class



“  
At MVA  
we constantly  
evaluate programs  
and ideas that will  
attract a diverse and  
inclusive workforce.  
Delivering the best results  
for our clients starts with  
innovation, creativity and  
hard work before we even  
bring people in the door.”

— Myrna Charlott  
Manager of Professional Recruiting  
Charlotte Office

## EXTRAORDINARY TALENT

For the first time, Moore & Van Allen offered a spring break clerkship in 2015 for first-year diverse law students. Ocoszio Jackson, a law student at Duke University School of Law, was selected as the first recipient. Ocoszio was the first in his immediate family to graduate from college. He graduated in May 2014 from Morehouse College with a degree in Political Science. At Duke Law School, Ocoszio is engaged both in the classroom and in the community. During his time at the Firm, attorneys from various teams introduced him to their area of practice. Moore & Van Allen plans to offer its second spring break clerkship in 2016.

## LOOKING AHEAD

with a Spring Break  
Clerkship





Co-Chair of WoMVA

# KATE COLE

**Kate Cole** is a Member of Moore & Van Allen's Intellectual Property team. She focuses on trademark, copyright, and patent infringement litigation. Practicing in the predominately male area of Intellectual Property law, Cole has an understanding of the challenges women face in the practice of law that makes her particularly effective in her role as a leader of the Women of Moore & Van Allen (WoMVA).

Kate Cole

**Q: Do you take part in outside professional or civic organizations?**

**A:** I am on the board of Safe Alliance, a non-profit in Mecklenburg County that provides assistance to victims of sexual assault and domestic violence.

**Q: What is it like to practice in the area of intellectual property, which is dominated by male lawyers?**

**A:** I am fortunate to be part of the IP group at Moore & Van Allen where attorneys are valued for their skills and abilities, regardless of gender. That has consistently been my experience in my years at the firm, and I am grateful that the partners in our group have established and maintained this culture.

Early in my career, I experienced plenty of situations—in depositions, court hearings, and the like—where I felt I was being treated differently because I was a woman. As time has gone by and I have continued to be in these same situations, I have noticed that I am not experiencing the same things, or at least not as often. I believe the increase in women in this field has helped make gender less of an issue than maybe it once was.

**Q: How have you managed balancing your life as a parent and a lawyer?**

**A:** I'm still figuring it out! It is certainly a daily juggling act, and my children will always come first. But I really enjoy my job, and am fortunate to have a lot of help to make it all work. I have a supportive husband who manages his own career as a lawyer while being just as involved with our children as I am. Our boys' grandmothers are also a great help—I'm not sure I could do this without them.

**Q: Who is your most valued mentor?**

**A:** My late grandmother.

**Q: Last book you read?**

**A:** *All the Light We Cannot See*, by Anthony Doerr.

**Q: Favorite sports team?**

**A:** Michigan Wolverines.

**Q: Favorite vacation?**

**A:** A week at The Tyler Place on Lake Champlain in Vermont.



## WoMVA Hosts Lunch OFFERING GUIDANCE on Effective Management Skills

WoMVA recently hosted a luncheon program titled Effective Management: Best Practices for Enhancing your Leadership Style. The program shared research and best practices on increasing effectiveness and building positive influence when working with colleagues. The event included a panel discussion featuring Research Triangle Managing Partner **Arlene Hanks**, Corporate Associate **Lesley Attkisson Lewis**, and Human Resources Manager **Hayley Hayes** who shared insight on subjects related to developing an authentic leadership style, setting expectations, effectively delegating work and delivering constructive feedback.

Attendees were invited to ask questions and share their best practices at the close of the

event. The program was moderated by Skillful Means Marketing Founder and President Mary Kaczmarek. WoMVA attorneys from the Charleston, Charlotte and Research Triangle offices were in attendance for the program.

“

*I value the diverse working style of my colleagues — it truly makes for a better working relationship with the team and ultimately provides a great outcome for the client.”*

— **Lesley Attkisson Lewis**  
Corporate Associate  
Charlotte Office

# ADVOCATING FOR WOMEN in Leadership

Fall 2015 marked the Charlotte launch of the Women's In-House Counsel Leadership Institute (WIHCL), which supports initiatives to increase the number of women lawyers in corporate legal departments with the specific goal of increasing the percentage of women serving as general counsel of Fortune 500 companies from 22% in 2015 to 35% in 2020. Moore & Van Allen was proud to serve as a sponsor for Women's In-House Counsel Leadership Institute Kick-Off Reception held in Charlotte on October 22, 2015.

Co-Chair of WoMVA

## CAROLINE HUBBELL YINGLING

**Caroline Hubbell Yingling** is the Firm's in-house counsel on matters related to risk management, professional liability, and legal ethics. Prior to becoming General Counsel, she was a Member of the Firm's Bankruptcy and Financial Restructuring team. As a mother of three young girls, Yingling brings a unique perspective to her role as a leader of the Women of Moore & Van Allen (WoMVA).

**Q: Are you the first person in your family to be a lawyer?**

**A:** No. My Dad was a lawyer (he is now an author) and my sister is currently serving as the City Attorney for the City of New Orleans.

**Q: What has been your greatest challenge/favorite aspect serving as the Firm's General Counsel?**

**A:** The greatest challenge for me is trying to fill such big shoes. **Randy Phillips** served the Firm in this role for so long and he did an extraordinary job. He knows the answers to most everything off the top of his head. My favorite aspect of the role is working with all of the attorneys and staff at MVA. Not many are fortunate to like their clients as much as I do mine.

**Q: How have you managed balancing your life as a parent and a lawyer?**

**A:** Foremost, I have managed balance by working at MVA for and with people who care about me, my life and my happiness. I also keep a quote visible in my office to remind me daily: "Everything changed the

day she figured out there was exactly enough time for the important things in her life." The key to living out this quote has been realizing that we all get to decide for ourselves what is important and must, to some extent, silence the pressures to let others dictate your personal priorities.

**Q: Who is your most valued mentor?**

**A:** My most valued mentors are two women I used to work with in my very first "real job" – at Davidson College: Eileen Keeley and Kristin Hills Bradberry. They are both successful working mothers, authentic leaders and kind people.

**Q: What do you do to relax?**

**A:** I like to bake. (There are very few things in life that work out so well simply by measuring.) And I like to play with my daughters. Their joy is catching if you let it be!

**Q: Last book you read?**

**A:** I start a lot of books, but lately don't finish them. Last book I read beginning to end was *Gingersnaps*, by Webb Hubbell (my Dad).



**Caroline  
Hubbell  
Yingling**

# OFFERING NETWORKING OPPORTUNITIES

by Hosting a Client and Community Partners Event Focused on Women

In May, the Women of Moore & Van Allen (WoMVA) invited clients and community partners to participate in the annual MVA Bowl event - a culinary cook-off. This year, four local female food truck owners competed to be named the 2015 Bowl Champion. Participating chefs were tasked with creating an innovative savory appetizer for attendees to sample.

The event was held at the Elder Gallery, providing both an elegant backdrop and a display of artwork from various local artisans. The event was emceed by WoMVA Co-Chair and Intellectual Property Member **Kate Cole**. Other MVA presenters included Corporate Associate **Courtenay Clark** and Financial Services Associate **Meredith Reedy**.

Guests put their palettes to work as they sampled the chefs' creative concoctions while mingling with old and new friends. To determine the winner guests were charged with voting for their favorite dish. Chef Tara Diamante of Bleu Barn Bistro clenched the title of Bowl Champion for her well-renowned pork belly tacos - a huge hit with the crowd.

The women-focused event highlighted the strength of small business owners and Moore & Van Allen's commitment to utilizing minority and women owned businesses in the community. Special thanks to all of the chefs who participated in the 2015 MVA Bowl: Chef Tara Diamante of Bleu Barn Bistro; Chef Gwen Square Simmons of Mae's Creole Kitchen; Chef Sophie Washington of Sophie's Soul Food; and Chef Jennifer DuBay of Taco Green-Go!



Globalaw Discusses

## EMBRACING GENERATIONAL DIFFERENCES

Moore & Van Allen hosted Globalaw's Annual Members Meeting (GLAMM) in October 2015 — an effort spearheaded by MVA Members **Karin McGinnis** and **Mike Zeller**. Globalaw is a worldwide network of more than 115 independent law firms with over 4,500 lawyers in 175 cities. The annual meeting brought together 84 lawyers from across the globe. As one of the founding members of Globalaw, MVA had the pleasure of first hosting this exclusive group in 1995. The 20th anniversary of MVA hosting the event was marked with both substantive and thought-provoking content. During one highly interactive workshop and panel discussion, participants discussed the importance of embracing different generations to develop a culture of acceptance and adapt to new workforce trends. MVA Corporate Associate **Cowden Rayburn** participated as a member of the panel.

**Cowden  
Rayburn**



# INFLUENCING THE LEGAL MARKET

through Strategic Partnerships



“

*We are thrilled to continue our participation with the LCLD law school mentoring program. It is a fantastic opportunity to support the future talent of the legal industry and empower students to make their unique contributions within the profession.”*

— **Tristan Fuierer**  
Intellectual Property Member  
Research Triangle Office

Moore & Van Allen is committed to supporting organizations dedicated to changing the demographic makeup of the legal profession such as the Leadership Council on Legal Diversity (LCLD) Mentoring Program. In 2015 Moore & Van Allen hosted a networking reception for the Durham/Raleigh chapter of the LCLD Program at the Washington Duke Inn in Durham. The event, which was spearheaded by MVA Intellectual Property Member **Tristan Fuierer**, featured remarks by Thomas Walker, U.S. Attorney for the Eastern District of North Carolina.

U.S. Attorney Walker encouraged the student mentees to leverage resources and connections made through programs like the LCLD to maximize future opportunities. A former private-practice attorney, Walker described his path to service and the experiences that helped shape his work ethic as a young lawyer. Intellectual Property Member and Managing Partner of the Firm's Research Triangle Office **Arlene Hanks** attended the event, along with LCLD mentors in both private and public practice.

Over the last several years, Fuierer, along with Rick Richardson of GlaxoSmithKline, have worked to coordinate the Durham/Raleigh chapter of the LCLD mentoring program – the fourth largest LCLD mentoring chapter in the nation. The LCLD mentoring program is a comprehensive initiative for first-year law students from diverse backgrounds based on the principles of legal excellence and personal involvement. Its goal is to ensure that talented law students receive the mentoring they need to maximize their potential, both during law school and afterwards, as they prepare for the bar exam and launch their careers.

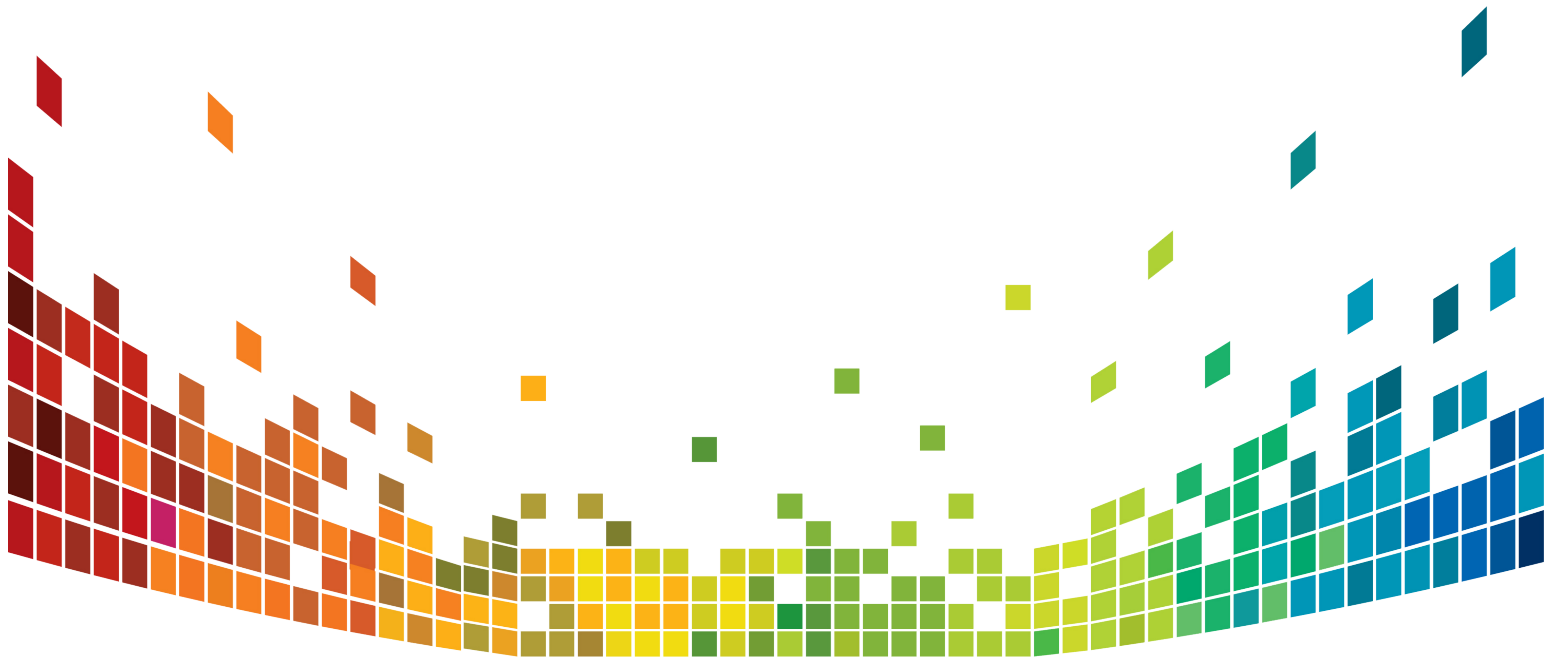
## MAKING A DIFFERENCE TOGETHER

Moore & Van Allen's commitment to diversity is a commitment to building upon our unified strengths. Simply put, we are better together. Together we foster innovation, we inspire creativity, we create a competitive advantage and we drive change. As evidenced by the initiatives highlighted in this Report, our commitment to diversity goes beyond our Firm to the communities we serve. As always, we invite you to join us as we expand our impact because together, we make a difference.

For more information on Moore & Van Allen's diversity and inclusion efforts please contact [stephaniegryder@mvalaw.com](mailto:stephaniegryder@mvalaw.com) or (704) 331-2380.

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