



ON THE JOURNEY TOGETHER

2016 ANNUAL DIVERSITY REPORT

Moore&VanAllen



ON THE JOURNEY TOGETHER

We are delighted to present our sixth annual diversity report on behalf of the Moore & Van Allen Diversity and Management Committees. At Moore & Van Allen we recognize that building an inclusive culture is a journey, not a destination, and we are proud to walk alongside our employees, clients and community partners to effect real change. Our mission is to support a culture of diversity and inclusion at Moore & Van Allen and in the many communities we serve. When we work together to leverage our diverse experiences and perspectives we strengthen 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 2017.



**Valecia
McDowell**
Co-Chair
Diversity
Committee



**Ernie
Reigel**
Chair
Management
Committee



**Amy
Johnson**
Co-Chair
Diversity
Committee

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 continued its tradition of gathering its membership on a quarterly basis for conversation and a chance to connect. The group also hosted a luncheon program to welcome students participating in the MVA Spring Break Diversity Clerkship (see page 10). Led by Bankruptcy Member **Luis Lluberas**, the LOC highlights the importance and contributions of lawyers of color within the Firm and is dedicated to their advancement at Moore & Van Allen.

"The MVA Lawyers of Color Group is a great networking opportunity to meet attorneys from other practice areas. Furthermore the LOC offers its members an opportunity to discuss common issues and concerns and receive support from those who share similar backgrounds, interests and experiences."

— John Chinundet
Member, Financial Services
Charlotte Office



ADVOCATING FOR WORKPLACE EQUALITY

through Participation in the Human Rights Campaign's LGBTQ Workplace Equality Scorecard



MVA is proud to report that the Firm earned a perfect score on the 2017 Corporate Equality Index (CEI), a national benchmarking survey and report administered by the Human Rights Campaign Foundation. The HRC Report evaluates LGBTQ-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBTQ community. The Firm earned a 100 percent ranking by satisfying all of the CEI criteria and has been designated as a 2017 Best Places to Work for LGBTQ Equality. Additionally, the Firm was recognized in the *Charlotte Business Journal* as one of two Charlotte-based companies to receive a perfect score on the Index.

For more information on the 2017 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

"As a member of the LGBTQ community, I am thrilled that Moore & Van Allen has been designated as a 2017 Best Place to Work for LGBTQ Equality. MVA's perfect score on the Corporate Equality Index is a visible reflection of our commitment to supporting our employees, and their families, regardless of sexual orientation or gender identity."

— Tristan Fuierer
Member, Intellectual Property
Research Triangle Office





DEVELOPING TOMORROW'S LAWYERS

by Hosting a Law School Panel Discussion

The MVA Diversity Committee hosted a law school panel discussion titled, “Transitioning to Practice: Tips and Techniques for Diverse Students Preparing for Life in the Legal Profession” in early 2016. The program featured Brandon Neal, Wells Fargo Senior Counsel; Jennifer May Parker, Chief of the Appellate Division at the United States Attorney’s Office in the Eastern District of North Carolina; and Valecia McDowell, MVA Litigation Member. Moderated by MVA Intellectual Property Member **Tristan Fuierer**, the discussion focused on strategies to help diverse law students effectively transition into a professional setting. The panelists’ expertise provided valuable insight on topics related to networking opportunities, gaining access to substantive work projects, sourcing good mentors and attaining professional goals.

“One of the great benefits of practicing law is its constant evolution and your ability to respond to a variety of problems,” said Neal. “Mastering the law doesn’t necessarily mean knowing all the answers. It means using the tools and skills that you’ve acquired to find the right answers.”

Close to 30 law students from the University of North Carolina, Duke University and North Carolina Central University attended the event. Attending students were invited to stay for a networking reception after the panel discussion to meet with featured speakers and guests from MVA. MVA Members **Amy Johnson** and **Arlene Hanks** were also in attendance.

CELEBRATING DIFFERENCES

through Sharing Personal Journeys

In 2016, the MVA Diversity Committee launched a programming series titled “What’s Your Story” designed to showcase the unique journeys of MVA staff and attorneys. Each moderated program features MVA panelists sharing their personal stories – some funny, some adventurous, some inspiring – told in their own voice.

The inaugural luncheon featured a panel of MVA employees who immigrated to the United States. MVA Applications Analyst **Noel Karrasch** shared his upbringing in war-torn East Germany where he was imprisoned for attempting to climb the Berlin Wall. Karrasch also discussed his childhood dream of one day moving to the United States – a current reality he does not take for granted. Over 60 guests attended the initial luncheon. The MVA Diversity Committee plans to roll out its next program, focusing on stories of adoption, in early 2017.

“I think learning about the people you work with that come from a diverse background is so interesting and I enjoy hearing their stories.”

— Kelly Lowder
Wealth Transfer Legal Practice Assistant
Charlotte Office



Diversity Committee Program Highlights the Benefits of CELEBRATING CULTURAL CONNECTIONS

The MVA Diversity Committee recently hosted a luncheon featuring the Levine Museum of the New South's exhibit ¡NUEVOlution! Latinos and the New South. The exhibit boasted a 3,500 square-foot bilingual, interactive exhibit with robust programming, civic dialogue, collaborative art and online media that explore the surprising ways Latinos are shaping the South and the South is shaping Latinos.

Led by Latino New South Coordinator Oliver Merino, the luncheon explored the seismic demographic change that the South has experienced and continues to experience. Over the past 25 years, the South has abruptly emerged as the nation's most vibrant area of Latino growth. Charlotte and Atlanta top the Nielsen list of fastest growing major Latino metro areas nationwide, up over 400 percent since 2000. Many historians consider the dramatic shift and its impact to be the biggest story in southern history since the Civil Rights Movement. ¡NUEVOlution! explores this topic by sharing powerful, personal stories behind the statistics.

MVA Members **Ana Flynn**, **Luis Lluberas** and **Paul Peralta** provided introductory remarks during the presentation where they discussed their respective personal and professional commitments within the Hispanic-Latino community.

"The Nuevolution presentation allowed me to share my heritage with my colleagues," said Flynn. "I wore a native outfit – a "guipil" (blouse) from Coban, and a "corte" (wrap-around skirt) from Totonicapan – both beautiful and colorful examples of the handcrafted clothing worn by Mayan descendants in Guatemala. But most importantly, it gave me an opportunity to talk about the various educational initiatives in which I am involved in Charlotte. Some attendees to the presentation even enlisted as volunteer tutors for one of those programs!"

Created by the Levine Museum, in collaboration with the Atlanta History Center and Birmingham Civil Rights Institute, the exhibit aims to engage Latinos of many backgrounds with non-Latinos — serving as a catalyst for personal reflection, cross-cultural interaction and community engagement. The exhibit will travel next to the Birmingham Civil Rights Institute, where it is scheduled to open in January 2017 over the Dr. Martin Luther King, Jr. weekend.

"My work with the local Latino community – particularly working for the advancement of Latino education – is incredibly important to me. Like many immigrants, I found education to be the main vehicle for achieving the American dream. I would like every Latino child to have the same opportunity to learn and give back to this great country."

— Ana Flynn
Member, Employee Benefits & Compensation
Charlotte Office



Ana Flynn is wearing a handcrafted Guatemalan guipil (blouse) and corte (wrap-around skirt)



CHAMPIONING OUR WOMEN

MVA's First Female General Counsel Receives Prestigious Leadership Award

Moore & Van Allen's General Counsel **Caroline Hubbell Yingling** was recognized with the 2016 Charlotte ATHENA Leadership Award based on her professional achievements and dedication to the community. Yingling was formally announced as the winner in the Corporate category at the Sixth Annual Charlotte ATHENA Leadership Awards® event on November 10 at the Mint Museum Uptown.

As the first female general counsel for Moore & Van Allen, Yingling is an advisor to the Firm's Management Committee, and serves as a resource for our attorneys and staff regarding risk management, professional liability and legal ethics. Yingling has actively transformed the role of general counsel into a visible and accessible Firm resource by developing MVA's comprehensive risk management training curriculum designed to advise both attorneys and staff on how to avoid and mitigate liabilities. Additionally, Yingling serves as the co-chair of the Women of Moore & Van Allen (see page 7) and is a member of the MVA Attorney Development Committee.

ATHENA recognized Yingling for her leadership at the Firm, as well as her significant pro bono services, working with low-income clients, the elderly, and victims of human trafficking.

The ATHENA Leadership Award is presented annually by chambers of commerce, women's organizations and universities. The award is established through local host organizations in partnership with ATHENA International's national underwriters, local businesses and individual sponsors. The mission of ATHENA International is to support, develop and honor women leaders, inspiring each to achieve her full potential.



"It is an honor to be selected as this year's ATHENA Award recipient from such a distinguished class of nominees. I commend ATHENA for supporting and recognizing the contributions of women leaders."

— Caroline Hubbell Yingling
MVA General Counsel
Charlotte Office



MVA CONTINUES TO STAND WITH CHARLESTON



Moore&VanAllen
STANDS WITH
CHARLESTON

Moore & Van Allen continues to stand with the Charleston community after the tragedy at Emanuel AME Church. To date, MVA and its employees have donated nearly \$20,000 to the Church and the Lowcountry Unity Fund, which was established by the Coastal Community Foundation in the wake of the shooting. The purpose of the Fund is to promote long-term solutions that address systemic issues contributing to racism and to economic inequality in African-American communities. More specifically, the Fund has helped to underwrite overhead costs for Charleston Legal Access – the city’s first nonprofit sliding scale law firm. Services offered by Charleston Legal Access combat systemic racism in the legal system by empowering clients and changing the way opposing parties treat the next tenant or new customer they work with.

“The strength and perseverance of our community was reflected in the wake of the tragic events that took place at Emanuel AME Church. We are proud to join together in solidarity with our Charleston neighbors to promote tolerance and help eradicate injustice.”



— Don Meyer
Managing Partner
Charleston Office

SUPPORTING WOMEN OF MOORE & VAN ALLEN

Led by Moore & Van Allen Intellectual Property Member **Kate Cole** and General Counsel **Caroline Hubbell Yingling**, the Women of Moore & Van Allen (WoMVA) serves as subgroup of the MVA Diversity committee bringing together female lawyers at the Firm for mentoring, networking and career development opportunities devoted to promoting the interests and progress of women lawyers. In early 2016, WoMVA launched a luncheon series highlighting different inspirational TED Talks. The structure and format of the events is designed to foster casual connection and dialogue around pre-selected topics. The feedback from attending WoMVA members was so positive that the series was reinstated in the fall of 2016.

Under Cole and Yingling’s direction WoMVA has hosted professional development programs of interest to its members. In June 2016, they oversaw the development of an in-house program titled, “Busyness ≠ Productivity” with presenter Stacey Randall of Take Back Your Days – a practical presentation on increasing productivity.

MAINTAINING LEADERSHIP

In Diversity Across the Bar

Litigation Member **Brian Heslin** has assumed the role of co-chair of the Charlotte Legal Diversity Clerkship (CLDC) – a highly competitive summer program for first-year law students who advance the value of diversity. Heslin will share the CLDC leadership responsibilities alongside Ann Warren, Associate General Counsel at Duke Energy Corporation. Heslin and Warren will oversee the recruitment of summer associates and employers to the program, and help craft a summer program schedule that highlights the benefits of living and working in Charlotte.

CLDC clerks spend 12 weeks in the Queen City, splitting their time with a law firm and a corporate legal department. CLDC employers provide each clerk with an unparalleled level of experience and exposure to the Charlotte-Mecklenburg legal profession. Participating students work in a variety of practice areas, expand their professional network and participate in an assortment of legal proceedings.

Founded in 2006, the CLDC program operates with one basic goal – to improve the diversity in our Bar by attracting top first-year law students with diverse backgrounds to Charlotte. MVA is proud to have served as a founding employer of the initiative and a dedicated supporter for the past 11 years. MVA associates **Nader Raja** and **Charise Patterson** came to MVA through the CLDC and remain active in the program as valued alumni. To date, the CLDC has hosted 79 first-year students from 22 different law schools from across the nation.

"The CLDC exposes 1Ls to the Charlotte legal community and provides them with the very unique opportunity to work both with a law firm and a corporate legal department. The CLDC also helps law school students build and grow their professional network through the relationships CLDC participants create amongst themselves and by introducing CLDC participants to established attorneys and judges in the Charlotte area."

— Charise Patterson
Associate, Corporate
CLDC Alumna
Charlotte Office



"The CLDC program is a distinctive and essential program for growing diversity within Charlotte's legal community. By providing a split summer clerkship experience with sophisticated law firms and corporations, the CLDC program facilitates the recruitment of top diverse law school students to our growing city. The program also exemplifies the city's overall commitment to diversity through its partnership of several firms and corporations. MVA is a founding signatory of the Mecklenburg Bar's diversity initiative and the CLDC program. Therefore, I am honored to serve as Chair of the CLDC and look forward to sustaining the success of the program and achieving the goal of a more diverse legal community."

— Brian Heslin
Member, Litigation
Co-Chair, Charlotte Legal Diversity Clerkship
Charlotte Office

MAKING CONNECTIONS

through the Biennial Women's Retreat

In September 2016, the Women of Moore & Van Allen (WoMVA) employee resource group hosted its biennial retreat at the Foundation for the Carolinas in uptown Charlotte. The event brought together women lawyers from across the Firm for an opportunity to connect and discuss relevant topics related to their practice. The event commenced with welcome remarks from MVA Chairman **Ernie Reigel** and Executive Director **Matt Gillespie**. Guest speaker Dr. Sally McMillen, former professor of History at Davidson College, delivered a keynote address titled “Ill-Behaved Women Do Make History” highlighting the historical achievements of emboldened women leaders.

Attendees were then invited to participate in a series of focused small-group discussions of their choice. Discussion topics ranged from marketing tips and techniques to defining, or redefining, professional success. Small-group facilitators included MVA attorneys **Sarah Byrne**, **Caitlin Horne**, **Meredith Reedy**, **Breana Jeter** and **Mindy Vervais**.

Attendees were also asked to participate in a 90-minute Hackathon – an innovative brainstorming session designed to inspire ideas and solutions leading to greater retention and promotion of women at MVA. During the Hackathon, WoMVA members assembled in teams with a pre-designated Hackathon leader to devise an innovative project or initiative that will boost the advancement of women lawyers at MVA. Each team had ninety seconds to pitch their idea during the WoMVA Retreat networking reception where guests could vote on their favorite idea. Hackathon leaders included MVA attorneys **Cabell Clay**, **Karin McGinnis**, **Carolyn Meade** and **Stacey Vandiford**.

The event concluded with a networking reception where WoMVA members had a chance to reconnect and relax with one another and members of the Firm's senior leadership.



(l-r) Elena Mitchell, Charise Patterson, Samantha Skains and Gina Russoniello



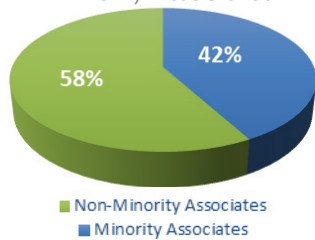
(l-r) Kim Cochran and Kate Wellman

INVESTING IN THE FUTURE

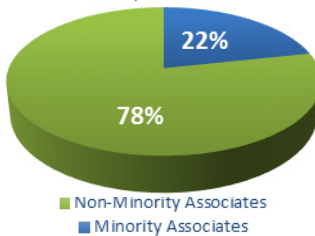
With a Diverse Associate Class

The below figures provide a demographic overview of the associates included in MVA's 2016 new-hire class. Increased representation of both minority and female candidates within our new-hire demographics provides tangible evidence of our efforts to improve diversity within our ranks.

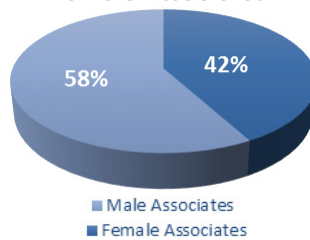
MVA New Hire Demographics:
Minority Associates



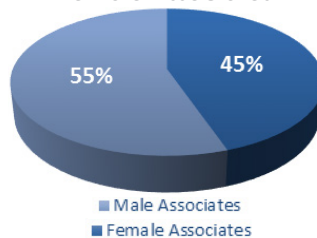
NALP Demographics*:
Minority Associates



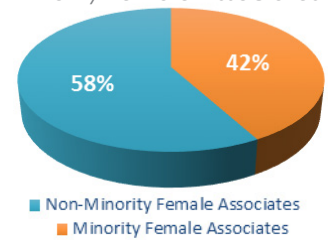
MVA New Hire Demographics:
Female Associates



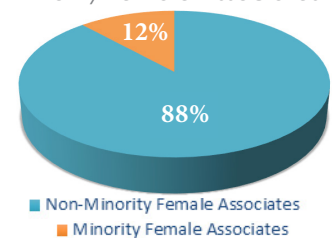
NALP Demographics*:
Female Associates



MVA New Hire Demographics:
Minority Female Associates



NALP Demographics*:
Minority Female Associates



*National Association for Law Placement (NALP) data is provided as of 2016 for law firms employing between 251-500 attorneys firm-wide.

CREATING NEW WAYS TO RECRUIT DIVERSE TALENT through a Spring Break Clerkship

In early 2016, Moore & Van Allen hosted its second annual spring break clerkship for five first-year minority law students. The week-long program is designed to prepare students for their first summer clerkship experiences and introduce them to the Firm. During their stay the students meet with MVA attorneys from various teams and learn more about specific practice areas. This year the selected students had the opportunity to meet and network with in-house counsel at both Bank of America and Wells Fargo, participate in a substantive legal writing assignment and pack 800 snack packs for in-need students in the Charlotte community. This year MVA was pleased to host law clerks **Monica Burks**, **Chelsea Merritt**, **Travonte Warren** and **Farhayal Zubair** from the University of North Carolina School of Law as well as **Ajay Ravindran** from Duke University School of Law. MVA plans to offer its third spring break clerkship in 2017.



"At Moore & Van Allen we recognize that our ability to deliver the best results for our clients rests largely on creating and supporting the diverse perspectives and ideas of our employees. In turn, our work to build a diverse and inclusive workplace starts with fostering authentic relationships with diverse talent well before we even bring candidates in the door."

— Myrna Charlott
Manager of Professional Recruiting
Charlotte Office

STRENGTHENING TIES

with the Community Building Initiative

Founded in 1997, the Community Building Initiative (CBI) seeks 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. As a long-standing partner of CBI, MVA continues to participate in two of CBI's flagship programs - the Leadership Development Initiative and Leaders Under 40 (LU40). To date, MVA Litigation Member **John Fagg**, Manager of Diversity and Community Initiatives **Stephanie Gryder**, Wealth Transfer Associate **Caitlin Horne**, Litigation Associate **Daniel Gude**, Financial Services Member **Stacey Vandiford** and Corporate Member **Bill Zimmermann** have participated in the LU40 program. Furthermore, MVA's Public Affairs team has continued to partner with the organization bringing 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.

CBI continues to serve as a convener and thought leader around difficult issues challenging our community. In September 2016, CBI issued a call to action for its stakeholders to connect and promote a shared understanding of feelings, thoughts and ideas in response to the Charlotte police involved shooting of Keith Lamont Scott. CBI also leveraged its influence in response to HB2 by delivering a community statement affirming CBI's commitment to non-discrimination and equal protection for all individuals and groups.

In 2012, under the direction of Litigation Member and past CBI Board Chair **Valecia McDowell**, the organization expanded its focus beyond race and ethnicity to include other aspects of diversity such as gender, religion, sexual orientation and socio-economic class/economic status. In 2017, MVA Litigation Member **Brian Heslin** will join the CBI Board of Directors.

BETTER 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 walk alongside us as we continue to expand our impact.

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

Stephanie Gryder

Manager of Diversity and Community Initiatives





TOGETHER

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