

Different Melodies.
Together in Harmony.

2017 ANNUAL DIVERSITY REPORT

Moore&VanAllen



Different Melodies. Together in Harmony.

We are delighted to present our seventh annual diversity report on behalf of the Moore & Van Allen Diversity and Management Committees. Our mission is to support a culture of diversity and inclusion at Moore & Van Allen and in the many communities we serve. We strive to do that by recruiting, developing, and promoting lawyers and staff with different personal backgrounds and experiences and leveraging those differences to benefit our clients and enrich our workplace. Different genders, races, religions, sexual orientations, geographies of origin, and personal stories working to achieve the best results for our clients. Different melodies. Together in harmony.

The Diversity and Management Committees present this report in celebration of the progress we have made and in contemplation of the important and challenging work ahead of us. As always, we welcome any feedback and ideas you may have to improve our efforts in 2018 and thank you for your ongoing support with this work.



Ernie Reigel
2017 Chair
Management Committee



Valecia McDowell
Co-Chair
Diversity Committee



Amy Johnson
Co-Chair
Diversity Committee



Tom Mitchell
2018 Chair
Management Committee

ENRICHING THE WORKPLACE

with Personal Stories

The MVA Diversity Committee continued its internal programming series titled “**What’s Your Story?**” in early 2017 with a panel presentation focusing on stories of adoption. Moderated by Charlotte Litigation Associate **Daniel Gude**, the discussion shared the unique journeys of Charlotte employees **Mike Lynch**, **Josh Meeks**, **Jackie Stitt** and **Cheryl Walters** told in their own voice. Over 60 people attended the lunch which highlighted the various ways MVA employees have experienced adoption within their own families. The program series is designed to help foster personal connections across the firm, providing insight and support around a variety of topics.



(l-r) Mike Lynch, Cheryl Walters, Jackie Stitt and Josh Meeks



STRENGTHENING BONDS

Among Our Women Attorneys

The Women of Moore & Van Allen (WoMVA) launched a lunch initiative to provide opportunities for new MVA women attorneys to expand and strengthen their internal network. The program hosted separate group lunches for women attorneys hired in 2015 and 2016, respectively, meeting every other month throughout 2017. The initiative is designed to provide participating attorneys with a strong support system that not only adds to their legal practice, but also to their personal satisfaction at MVA. Lunches were coordinated by Charlotte Professional Development Manager **Rhea Kelley** and will resume in 2018 with all women attorneys who joined MVA in the past year.



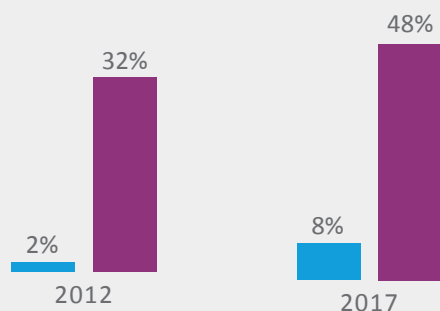
“These new WoMVA lunches have fostered relationships between associates from different practice groups that would not otherwise have been formed.”

— Maria Mendoza
Finance Associate
Charlotte Office

FEMALE REPRESENTATION AMONG MVA ASSOCIATES

2012-2017

■ Minority Female Associates ■ Female Associates



CELEBRATING A DIVERSITY CHAMPION

Moore & Van Allen Litigation Member **Valecia McDowell** was presented with the 2017 Julius L. Chambers Diversity Champion Award – a recognition honoring individuals who embody high ethical standards, unquestioned integrity, consistent competence and who champion diversity in the legal profession – at the Mecklenburg Bar Foundation's Honorable James B. McMillan Fellowship Dinner on February 23, 2017.

As a founding member of the MVA Diversity Committee, Valecia currently serves as the committee's co-chair providing critical oversight and guidance to the firm's diversity and inclusion practices. Under Valecia's leadership MVA has reinforced its long-standing commitment to attracting, retaining and developing a diverse group of talented lawyers and staff. Valecia is also a former co-chair of the Mecklenburg County Bar's Diversity and Inclusion Committee, and a founding member of the Charlotte Legal Diversity Clerkship program. In 2010, she launched the Bar's APEX mentoring program designed to connect diverse law firm associates with in-house counsel.



(l-r) George Hanna, Judge Albert Diaz, Valecia McDowell, and Judge Rickye McKoy-Mitchell at the 2017 James B. McMillan Fellowship Dinner

"Valecia's personal commitment and dedication to championing diversity and inclusion not only within Moore & Van Allen, but within the legal professional as a whole, is truly inspiring," said MVA Finance Member and 2018 Management Committee Chair **Tom Mitchell**. "Her tireless efforts since joining MVA demonstrate a level of dedication many of us aspire to achieve over the course of a lifetime. The firm is extremely proud of Valecia and her passion to influence change."

TAKING THE LEAD ON WORKPLACE EQUALITY

MVA is proud to have maintained its perfect score on the Corporate Equality Index (CEI), a national benchmarking survey and report administered by the Human Rights Campaign (HRC) Foundation. This distinction, announced in November 2017, has earned the firm the title of "Best Places to Work" as designated by the HRC. The CEI evaluates workplace practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBTQ community. MVA was recognized by the *News and Observer* as one of only a few Carolina-based companies to receive a perfect score on the CEI.

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



"Moore & Van Allen is committed to the values of inclusion and diversity in the workplace, and we are proud to be recognized as one of the 'Best Places to Work' by the Human Rights Campaign."

— Walter Price
Managing Director & Head of Public Affairs
Charlotte Office

NETWORKING FOR A CAUSE

with Charlotte's Female Powerbrokers

In 2017, WoMVA hosted its traditional biennial networking event for Charlotte's female powerbrokers in the business, non-profit and government sectors. The event, **The Art of Art**, was hosted at Latin American Contemporary Art (LaCa) Projects on November 16.

The program, which included a private reception and intimate discussion for over 60 guests, featured several of Charlotte's distinguished art experts and gallerists. Moderated by Queens University Professor of Arts History and Arts Leadership Hilary Burt, the panel included Lauren Harkey of Hodges Taylor, Cynthia Honores of LaCa Projects, Jerald Melberg of the Jerald Melberg Gallery, Irina Toshkova of The New Gallery of Modern Art and Annemarie Weekley of SOCO Gallery. Panelists provided an overview of local, national, and international art trends, with a highlight on local artists and resources.

Led by Charlotte Intellectual Property Member **Kate Cole** and MVA General Counsel **Caroline Yingling**, WoMVA serves as a subcommittee of the firm's 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.



(l-r) MVA Attorneys Minnie Kim, Amanda Franklin and Kimberly Zirkle



(l-r) Maggie Akers, Ashley Simmons and Nancy Smith



(l-r) MVA Members Miriam Dixon and Valecia McDowell



(l-r) MVA Attorneys Kate Wellman, Lauren Nelson, Kate Cole, Lauren Biek and Stacey Vandiford

"The Women of Moore & Van Allen resource group offers a variety of initiatives committed to advancing and empowering women in the workplace. At MVA we understand the importance of not only championing women in leadership, but lending resources, mentoring and guidance to women ascending into senior roles at our firm. It is our responsibility to ensure we lift up women around us who aspire to serve in a leadership capacity."

— Karin McGinnis
Litigation Member
Charlotte Office



LAWYERS OF COLOR TACKLING “SOCIAL DISTRUST”

The MVA Lawyers of Color (LOC), led by Charlotte Bankruptcy Member **Luis Lluberas**, hosted a community event on October 11 in partnership with Leadership Charlotte titled “**Social Distrust.**” The program, hosted at UNC Charlotte Center City, featured a presentation by Dr. Amy Hawn Nelson of the University of Pennsylvania highlighting how social distrust affects the lives and relationships of various demographic groups in Charlotte. Over 70 guests were then invited to participate in an interactive roundtable discussion, led by various LOC attorneys and Leadership Charlotte alumni, to reflect on Dr. Hawn Nelson’s presentation and to provide their personal perspectives.

The program concluded with a panel presentation on how Charlotte can improve the social capital and trust of its residents. Panelists included James Ford, Program Director at the Public School Forum and Co-Chair of the Leading on Opportunity Council in Charlotte, Patrice Funderburg, Founder of Educate to Engage LLC, and Brenda Tindal, Senior Vice President of Research & Collections at Levine Museum of the New South. Guests were invited to continue their conversations at a cocktail reception at the close of the event. *(continued on page 7)*



MVA Bankruptcy Member Luis Lluberas (r) with (l-r) Elizabeth McKee, Brenda Tindal, James Ford, Patrice Funderburg and Amy Hawn Nelson



(l-r) MVA Attorneys Amy Johnson, Nader Raja and George Hanna



MVA Finance Associate Maria Mendoza



(l-r) MVA Attorneys Jamea Richardson and Malaika Staten with Kira McCrary of the Council for Children’s Rights



(l-r) Soree Finley of the Charlotte Legal Advocacy Center with Mecklenburg County Paramedic and Leadership Charlotte Volunteer Lester Oliva

LAWYERS OF COLOR TACKLING “SOCIAL DISTRUST” (cont.)



The program's attendees were from the business, government, and community sectors, including legal and/or business representatives of Bank of America, Brighthouse Financial and AXA Equitable. The MVA LOC and Leadership Charlotte plan to continue the programming series, exploring topics that advance equality and bridge differences within our community.

“As a part of the Charlotte community, and as a firm committed to civic service, it is important that MVA contribute in ways beyond providing legal services, including tackling the tough topics affecting our community. There is no quick or easy solution to the problems associated with social inequities and the resulting social distrust, but engaging in the conversation and creating forums for people to have such dialogue is a good step toward getting there.”

— Charise Patterson
Corporate Associate
Charlotte Office



STRIVING FOR SOCIAL EQUITY

Alongside Long-Standing Community Partner, Community Building Initiative

Moore & Van Allen continued to work alongside its longstanding community partner, the Community Building Initiative (CBI), as the organization celebrated its 20th anniversary in the Charlotte community. CBI works to intensify the commitment and increase the capacity of individuals and organizations to build a more equitable and inclusive community. While race and ethnicity remain CBI's core programming focus, it continues to expand its work to include other aspects of diversity such as gender, religion, sexual orientation and socio-economic status.

In 2017, MVA served as the Bridging Sponsor for CBI's annual Stakeholders Breakfast held at the Charlotte Convention Center. The event, which was attended by local and civic leaders, celebrated CBI's 20th anniversary serving the Charlotte community. In addition to providing sponsorship, MVA participated in the planning of the successful event and extended the invitation to former U.S. Department of Transportation Secretary and Charlotte Mayor Anthony Foxx to serve as the keynote speaker. To see Secretary Foxx's comments visit <http://cbicharlotte.org/anthony-foxx-a-charlotte-meditation>.

CBI's flagship programs, the Leadership Development Institute and Leaders Under 40 (LU40), develop, connect and guide diverse groups of leaders in increasing their awareness of and ability to influence for inclusion and equity. 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 Zimmern** have participated in the LU40 program. Additionally, Litigation Member **Valecia McDowell** is a past chair of the CBI Board of Directors and continues to work with the organization in a variety of capacities.



“The Community Building Initiative (CBI) likes to say that ‘the shortest distance between two people is a story’ and I have found this to be one of the biggest takeaways from the program. No matter the differences in background, experience, or current situation, change almost always begins with a conversation. I am grateful for MVA's support of CBI and for allowing me to participate in the program.”

— Caitlin Horne
Wealth Transfer Associate
Charlotte Office

INVESTING IN FUTURE TALENT

Moore & Van Allen hosted its third iteration of its Spring Break Diversity Clerkship – a program designed to prepare first-year minority law students for their summer clerkship experiences and introduce them to the firm – in March 2017. The selected students, Jules Carter of Duke University School of Law and Tyra Pearson and Joanne Wu of the University of North Carolina School of Law, had the opportunity to meet and work alongside MVA practice teams during their stay at the firm. The clerks also had the opportunity to work on a substantive legal writing assignment, serve lunch at Safe Alliance (a local domestic violence shelter), and attend a Charlotte Hornets basketball game with firm representatives. MVA plans to host its next installment of the Clerkship in March 2018.



MVA 2017 Spring Break Clerks Joanne Wu, Tyra Pearson and Jules Carter prepare and serve lunch at Safe Alliance.

HONORING DR. KING'S LEGACY

for the MLK Business and Professional Breakfast

MVA's Charleston office served as a 2017 Peace Patron for the MLK Business and Professional Breakfast hosted by the YWCA of Greater Charleston. The event, titled "**A Dream Unfulfilled**," capped a ten-day tribute to the late Martin Luther King, Jr. and featured Carolinas Healthcare System President and CEO, Eugene Woods, as the keynote speaker. In attendance were Charleston Members **Manning Unger** and **Don Meyer**, and Associates **Chris Colwell**, **Reid Dyer**, **Lesley Firestone**, **Jason Locklair**, **Andrew Rhea** and **Chuck Scarminach**.

The annual breakfast and celebration helps deepen the mission of the YWCA Greater Charleston, which is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.



(l-r) MVA Attorneys Chris Colwell and Reid Dyer

"Moore & Van Allen is honored to support the work of the YWCA and its commitment to serving the Trident Region through programs like the MLK Business and Professional Breakfast."

— Don Meyer
Corporate Member
Charleston Office



LEVERAGING TECHNOLOGY TO STAY CONNECTED

through WoMVA's New Social Media Platforms

In November 2017 WoMVA launched an online portal designed to foster connections among women at MVA. Named The World of WoMVA, or WOW, the interactive webpage focuses on three areas of interest – networking across teams, personal and professional referrals, and peer counseling – and is driven by content provided by WoMVA members.



World of WOMVA

WOW is an outcome of the 2016 WoMVA “Hackathon” which asked preassembled teams of female attorneys to propose initiatives to support the advancement of women lawyers at the firm. Several Hackathon teams emphasized the need for attorneys to connect informally through an online platform. WOW encourages users to lean on WoMVA's collective knowledge base for professional and personal feedback.

In addition to the WOW webpage, WoMVA also introduced the Yammer App. Available on mobile devices, the App allows users to instantly connect with one another on-the-go, share and search for information across teams and organize around events and interests.

WoMVA formed a volunteer working group charged with overseeing the development and implementation of the portal. MVA attorneys **Kara Bitar**, **Kim Cochran**, **Miriam Dixon**, **Suzanne Gainey**, **Elena Mitchell**, **Glenn Huether**, **Minnie Kim** and **Kristen Kenley**, along with WoMVA Co-Chairs **Kate Cole** and **Caroline Hubbell Yingling** participated in the working group which convened over the course of six months.

MAKING CONNECTIONS ACROSS DIFFERENCES

In 2017, the MVA Lawyers of Color (LOC) launched a new informal program titled “Making Connections” – an interactive question and answer lunch meeting with attorneys from different practice areas to discuss a variety of topics. Spearheaded by MVA Finance Member **John Chinuntdet**, the program invites LOC associates and counsel to attend a one-hour session with senior attorneys at the firm. Each conversation is guided by John and offers a variety of subjects including, but not limited, to law firm experiences; professional and personal successes and failures; and recommendations for career advancement.

To date, Making Connections has featured senior MVA Members **Ben Hawfield**, **Jim Hovis**, **Hal Levinson** and **Valecia McDowell** as guest speakers. The luncheon series will continue in 2018.

“My mentors were all folks whom I respected for their advice and guidance in life and in law. And even though I did not look or grow up like any of them, I learned and took ‘nuggets of knowledge’ from all of my mentors about what it means to be an attorney, how to interact with other attorneys and clients and how to nurture connections with people.”

— John Chinuntdet
Finance Member
Charlotte Office



MAXIMIZING COMMUNITY SERVICE OPPORTUNITIES

WoMVA hosted a summer luncheon and panel discussion titled “**For the Greater Good: Maximizing Community Service Opportunities.**” Moderated by MVA Conflicts Counsel **Sarah Byrne**, the discussion focused on how MVA attorneys can leverage community service investments for both personal and professional growth. The program included MVA attorneys **Valecia McDowell**, **Mindy Vervais** and **Kimberly Zirkle**. From board service to hands on pro bono cases, each panelist shared how they selected their service areas of interest and their experiences with each.

Financial Services Member **Kimberly Zirkle** spoke to her long-time commitment to the Mecklenburg County Self-Serve Center. “Working with pro bono clients early in my career provided me the opportunity to really fine-tune professional skillsets like case and client management, issue spotting and negotiation,” said Kimberly. “As my practice developed so did my pro bono experience. In time I developed a niche understanding of family law – a wild departure from my financial services practice and a really refreshing opportunity to support in-need clients and expand my networks.”

Over 50 guests attended the program including the 2017 MVA summer associates. WoMVA hosts a variety of luncheon programs throughout the year to connect and discuss topics related to its membership.



(l-r) MVA Attorneys Valecia McDowell, Kimberly Zirkle, Mindy Vervais and Sarah Byrne



BUILDING ON PAST SUCCESS with the Charlotte Diversity Clerkship Program

For over 12 years MVA has partnered with the Mecklenburg County Bar (MCB) as a participant in the Charlotte Legal Diversity Clerkship (CLDC). Founded in 2006, the CLDC operates with one basic goal — to improve diversity in the MCB by attracting top first-year law students with diverse backgrounds to Charlotte through corporate and law firm summer internships.

Raquel MacGregor, a law student at Wake Forest University School of Law, served as MVA’s 2017 CLDC clerk. Raquel spent her 2017 first year summer working at MVA and with the in-house legal team at Ingersoll Rand. Raquel will return to MVA as a summer associate in 2018.

MVA served as a founding employer of the CLDC initiative and is proud to continue its relationship with the program. Additionally, MVA Associates **Charise Patterson** and **Nader Raja** participated in the CLDC while in law school; they both remain active in the program today as valued alumni. To date, the CLDC has hosted 89 first-year students from top law schools. Since 2010, 20% of the CLDC alumni have returned to Charlotte for either a second-year clerkship or full-time employment.

ADVOCATING FOR INTERNATIONAL REFUGEES

The MVA Lawyers of Color (LOC) launched an internal speaker series in June 2017 designed to highlight various MVA practices, pro bono commitments and external community partners. The LOC's inaugural program, "Service Without Borders," focused on how immigration attorneys are supporting their clients and responding to the ever-changing immigration landscape.

MVA Associates **Gina Russoniello** and **Annie Wilson** served on the panel, along with Heather Ziemba who is the Program Director of the Immigrant Justice Project of the Charlotte Center for Legal Advocacy (CCLA). Panelists described their practices and explained how they have counseled clients who must travel and are concerned about the United States' evolving immigration policy.

"Our priority remains keeping our clients informed and comfortable despite the rapid immigration changes," said **Annie**. "At the end of the day we make sure we are responsible for mitigating the risks our clients face and providing innovative solutions that allow them to maintain the status quo of their work."

In 2017, MVA launched a new pro bono project in conjunction with the International Refugee Assistance Project (IRAP). Led by **Gina**, the program provides pro bono legal services to the most vulnerable refugees. With the 2017 travel ban restricting the entry of refugees from predominately Muslim majority countries, the pro bono program has worked with IRAP to assist clients to assure their passage to safe destination countries. Similarly, the CCLA's Immigrant Justice Project continues to leverage resources to keep refugee families together who are resettling in the Charlotte-metro region.

The MVA Lawyers of Color will continue its internal speaker series in 2018, focusing on the intersection of MVA's practice areas and current issues impacting the legal industry.



(l-r) Heather Ziemba of the Charlotte Center for Legal Advocacy with MVA Attorneys Annie Wilson and Gina Russoniello

OUR VOICES IN UNISON

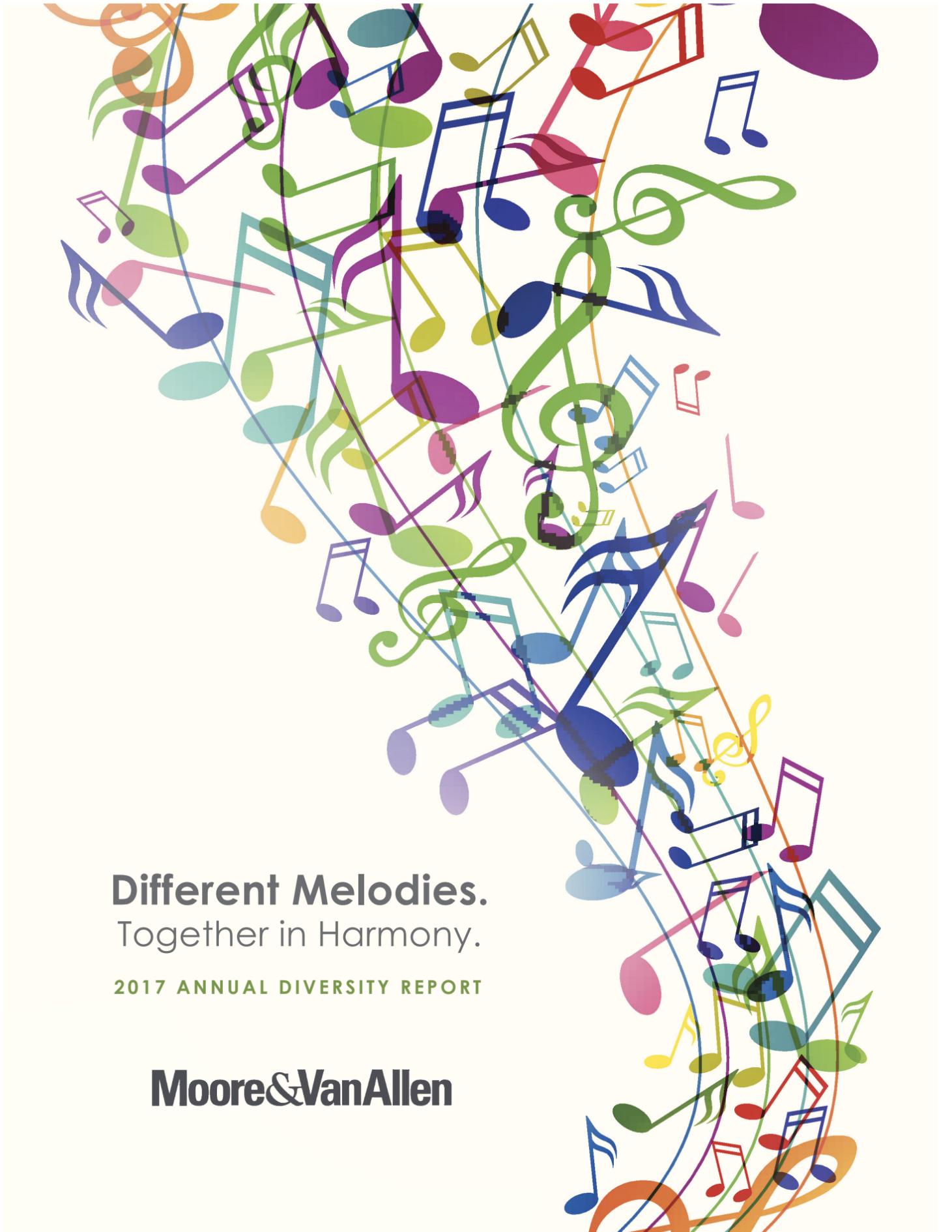
Moore & Van Allen's commitment to diversity and inclusion is a commitment to valuing the voices, opinions and rich backgrounds of those we work alongside. At MVA, we recognize that when we combine our unique voices to achieve harmony we foster creativity, creating a collaborative culture for our employees and a competitive advantage for our clients. In pursuit of this goal, we strive to continually offer innovative programming and development opportunities that build on the strength of our differences. As we look forward, we invite you to join us in this important and ongoing work.

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





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