

Sometimes moving forward . . .
really means looking back.



2018 ANNUAL DIVERSITY REPORT

Moore&VanAllen

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Remember when . . . inclusion wasn't an issue.

Moore & Van Allen's eighth annual diversity report celebrates the ways in which past experiences and upbringings shape current day beliefs and actions. Our personal reflections serve as a powerful reminder of the strides we have made toward true inclusion, and also as the fuel that will propel us to the next level in diversity and equality. Moore & Van Allen is committed to recruiting, developing and promoting lawyers and staff of every gender, race, religion and sexual orientation. We believe there is unequivocal strength in diversity, and remain unwavering in efforts to leverage that power for our clients.

On behalf of Moore & Van Allen's Diversity and Management Committees, we proudly present this year's report as a tribute to the efforts, voices, ideas and convictions that are driving positive change within the legal industry and beyond. We hope you will join us in our journey of reflection and in the fight against conscious and unconscious biases. We welcome and value any feedback or ideas you have for improvement in 2019, and thank you for your ongoing support in this work.

Thomas L. Mitchell

Valecia McDowell

Amy Johnson



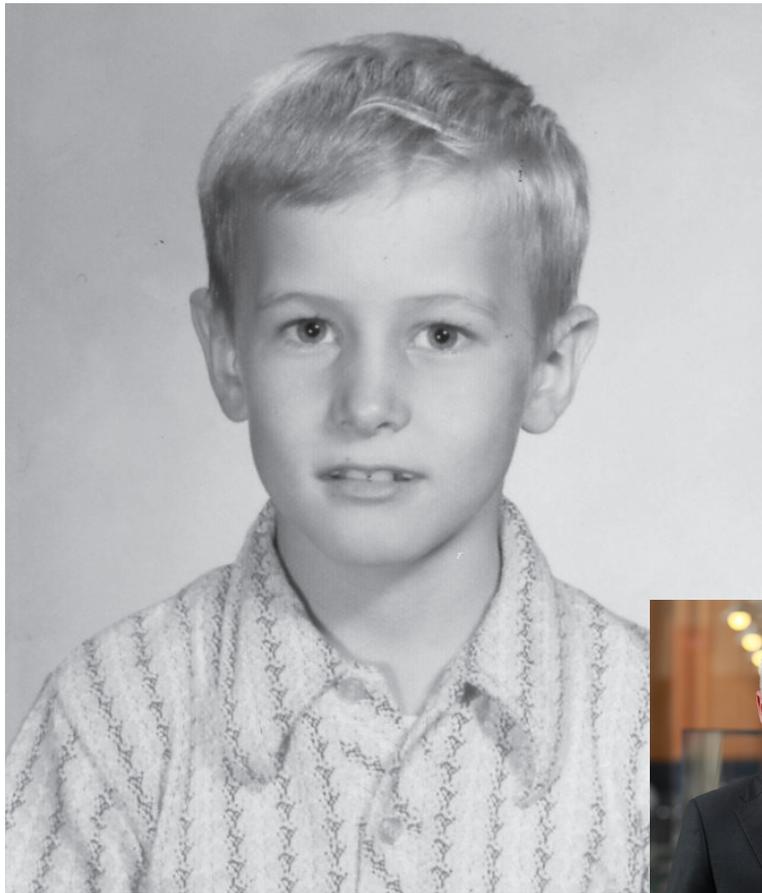
Tom Mitchell
Chair
Management Committee



Valecia McDowell
Co-Chair Diversity Committee
and Member of the
Management Committee



Amy Johnson
Co-Chair
Diversity Committee



TOM MITCHELL
CHAIR,
MANAGEMENT COMMITTEE

USHERING IN A NEW ERA of Legal Diversity Successes

"I give corporate general counsel a lot of credit for recognizing the lack of diversity in the legal industry and in turn inspiring law firms to create more diverse, inclusive teams to work on their legal matters. These efforts by corporate general counsel and collaborative programs like the Charlotte Legal Diversity Clerkship have had a major impact on law firms"

— **Tom Mitchell**
Chair,
Management Committee

Tom Mitchell, a first-generation college student, distinctly recalls that the seed for his legal career was planted during a middle school law class. Today, as Moore & Van Allen's Managing Member, the fruit born of that seed is exceedingly evident. In addition to the firm's ongoing and mounting business, legal and community successes, Tom's leadership and commitment to inclusion resulted in the firm earning a 100 percent rating in the Human Rights Campaign's 2018 Corporate Equality Index. This celebrated and prestigious achievement honors the firm's unwavering efforts to ensure workplace equality in all forms. Tom recognizes that lasting change takes time, but each ongoing initiative helps the industry get one step closer to a new era in legal equality.

SHINING A LIGHT

on Career Opportunities in Law

"If my daughter someday aspires to be a managing partner, then I want her path to achieving that goal to be determined exclusively by merit. The legal industry has a long way to go to correct its demographic deficiencies, but I firmly believe that the commitment and efforts of firms like MVA will result in significant, positive change in the next decade."

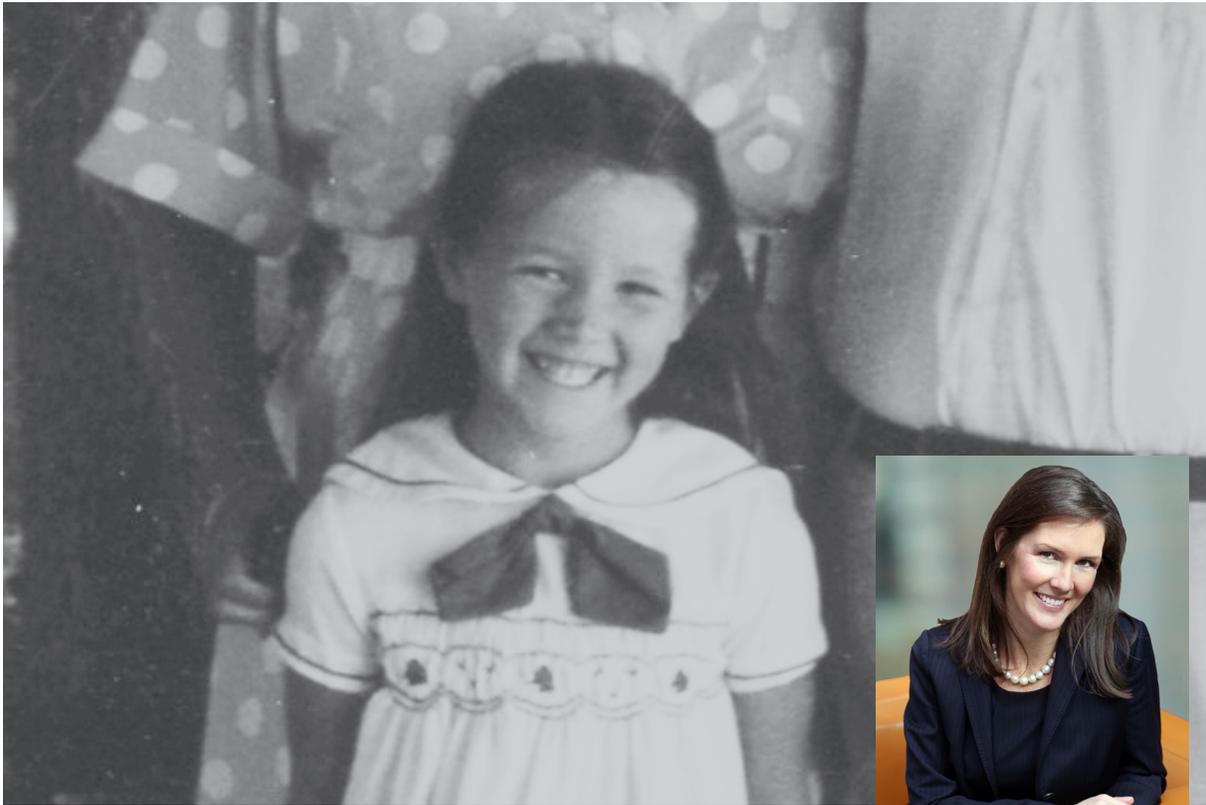
— **Luis Lluberás**
Bankruptcy Member,
Hiring Member and
Lawyers of Color Chair

Luis Lluberás was born in Virginia, though he lived in Panama, Puerto Rico and New Jersey all before age seven. Luis's personal and professional perspectives have been molded by his Puerto Rican heritage, and by his parents' admirable work ethic and career ambitions. Luis, a member of Moore & Van Allen's Bankruptcy & Financial Restructuring team, member of the firm's Diversity and Attorney Development Committees, chair of the firm's Lawyers of Color group, and one of three firm hiring members, has certainly leveraged his life experiences and followed in his parents' footsteps to make a name for himself. He considers lack of exposure and awareness of career options to be one of the greatest obstacles for minorities in law, thus has become fully invested in efforts like the firm's Diversity Scholars, which shines a light on a myriad of legal career opportunities – not just those represented on television.

LUIS LLUBERAS

BANKRUPTCY MEMBER, HIRING MEMBER AND
LAWYERS OF COLOR CHAIR





KATE COLE

INTELLECTUAL PROPERTY MEMBER AND
WOMEN OF MOORE & VAN ALLEN CO-CHAIR

LEVELING THE PLAYING FIELD through WoMVA

"The legal industry has seen significant progress toward diversity and inclusion in recent years, and I am particularly proud of the diversity efforts at Moore & Van Allen. WoMVA programs such as the biennial WoMVA Retreat, quarterly luncheons, and women client events place a priority on enhancing the sophisticated legal portfolios of our female attorneys and prepares members for success as they build and lead successful legal careers."

— **Kate Cole**
Intellectual Property Member and
Women of Moore & Van Allen
Co-Chair

Kate Cole grew up working with her parents and brothers on their family's apple farm in York, South Carolina. Now a member on Moore & Van Allen's Intellectual Property team, Kate often relies on this small business perspective as she protects clients' IP rights and seeks to find creative solutions to complex business and legal dilemmas. While IP has historically been a male-dominated industry, Kate feels that throughout her career, she has always received the same opportunities as her male counterparts. Kate realizes her experiences may be atypical, and works to ensure other women and underrepresented populations have the same level playing field. She currently co-chairs the Women of Moore & Van Allen (WoMVA) affinity group, which is dedicated to advancing women in law. Kate's efforts to cultivate a culture of opportunity for women have helped the firm to exceed national averages in female representation. She seeks to empower women to play an integral role in firm culture and leadership.



CAROLINE HUBBELL YINGLING

GENERAL COUNSEL



VALUING OTHERS'

Experiences and Perspectives

"The advice I would give to my younger self and to the women around me: Be patient with yourself and others. Remember that most difficult things are temporary. Don't be afraid to try new things. Define success by your own life goals, not by the goals or expectations of others."

— **Caroline Hubbell Yingling**
General Counsel

Caroline Hubbell Yingling grew up believing that all attorneys were like the *To Kill a Mockingbird* character, Atticus Finch. Caroline took to heart that she should try to understand others' perspectives through the lens of their life experiences. She wanted to be a lawyer like Finch from a young age, and today, Caroline serves as Moore & Van Allen's General Counsel. Caroline tries to ensure that perspectives and opinions from all areas of the firm are sought and valued. Caroline's mentors at the firm encouraged her to be more vocal in firm leadership, and she encourages other women to do the same. Caroline believes that opportunities lie in the ideas we don't hear, the perspectives we don't see, and the thoughts we don't yet know – and that without a diverse culture, these ideas, perspectives and thoughts will be missed opportunities.



JOE FERNANDEZ

CORPORATE TEAM LEADER AND
MANAGEMENT COMMITTEE MEMBER

STRENGTHENING TEAMS and Communities Through Lawyers of Color

"Our team is stronger when a range of different personalities and backgrounds are represented. You can't have a team that's comprised of identical people. If we had a team of lawyers just like me, we wouldn't get very far. We need workhorses and creative thinkers and thoughtful people in order to provide clients with best-in-class service. We need a balance."

— **Joe Fernandez**
Corporate Team Leader
and Management Committee
Member

Joe Fernandez grew up as an Army brat on military bases and in military communities, and therefore was raised with a military mindset—that opportunities are available to all and that promotion is based on merit. It was not until he went to college that Joe really became aware of the cultural, societal and racial roadblocks that stand in the way of equal opportunity and advancement. Now, as Moore & Van Allen's Corporate team leader and a Management Committee member, Joe fully recognizes that there is a fundamental fairness issue across many industries, and he is committed to intentional, thoughtful action that will drive change. Joe places great emphasis on the value of team diversity and is an involved member of the firm's Lawyers of Color affinity group, as he believes that anything helping people to form community beyond their own practice group is beneficial. He is proud of the firm's groundbreaking diversity initiatives, which expose attorneys, recruits, clients and law students to the value of true inclusion.

CREATING OPPORTUNITY

and Building Community Across Difference

"Being a minority within a majority law firm can be isolating. We are addressing that issue head-on through our vibrant affinity groups (Lawyers of Color and WoMVA), innovative recruiting programs, and our Diversity Conference and Diversity Scholars Programs. Through these initiatives, we are diversifying our attorney ranks and building community across difference — two cornerstones of our firm's long term strategy."

— **Valecia McDowell**
*Litigation Member,
Management Committee Member,
and Diversity Committee Co-Chair*

Valecia McDowell's childhood experiences in a tight-knit, blue collar family shaped her commitment to give people from all walks of life the opportunity to achieve. To that end, she challenges those around her – clients included – to confront unconscious bias in the workplace and treat everyone with respect. As Co-Chair of the firm's Diversity Committee and a member of the Management Committee, Valecia demonstrates her commitment to opportunity in the firm's talent acquisition, strategic execution and succession planning efforts.

Equally important is Valecia's dedication to building community at MVA for all of our attorneys and staff, regardless of their backgrounds. Her family didn't work in fancy buildings or practice law, but they taught her that community is built on mutual trust, even in the face of difference. She relies on that lesson every day at MVA and beyond.

VALECIA MCDOWELL

LITIGATION MEMBER,
MANAGEMENT COMMITTEE MEMBER, AND
DIVERSITY COMMITTEE CO-CHAIR





AMY JOHNSON

FINANCIAL SERVICES MEMBER, HIRING MEMBER, AND
DIVERSITY COMMITTEE CO-CHAIR

INSPIRING DEEPER

Understanding Through Firm Forums

"The best talent doesn't look alike or have the same background or upbringing. We have come a long way, but need to continue improving so as to retain the absolute best talent for our clients. If we don't have a diverse makeup, then we aren't performing for our clients, and that's why we're here."

— **Amy Johnson**
Financial Services Member,
Hiring Member, and
Diversity Committee Co-Chair

Amy Johnson dreamed of becoming a sportscaster, however, after a college professor encouraged her to attend law school, Amy is now blazing a trail as a leader and rainmaker on Moore & Van Allen's Financial Services team. Amy's particular convictions surrounding diversity stem both from adversity she observed her adopted brother face, and from her own experiences as a female in the legal industry. Her experiences serve as the foundation for her work as a firm hiring member and as co-chair of the firm's Diversity Committee. Amy is particularly proud of Moore & Van Allen's decision to hire a manager of diversity initiatives in 2009, while still recovering from the nation's recession. The firm made groundbreaking strides then, and remains equally committed to the cause today. One specific initiative prompts lawyers and staff to share their own personal stories, which helps them to draw powerful connections with peers based on backgrounds, upbringings, languages, cultures and opinions.

CAPTURING THE BEST OF THE PAST

2018 Year in Review

At Moore & Van Allen, we are committed to creating a workplace where employees can achieve their potential. This past year, MVA was once again recognized by the Human Rights Campaign as one of the "Best Places to Work for LGBTQ Equality," making MVA one of only two Charlotte-based companies that earned a perfect score on the Corporate Equality Index.

In 2018, MVA prioritized our hiring of outstanding talent from diverse backgrounds by expanding our spring-break diversity clerkship, furthering our partnership with the Charlotte Legal Diversity Clerkship, and connecting on-campus with law student affinity groups to ensure our outreach efforts targeted women, LGBTQ, and attorneys of color as candidates.

We also took the opportunity to think critically about the future of Moore & Van Allen through a succession planning process that evaluated current and future leadership structures. As a result, the firm created a future forecast that will continue to provide our clients with innovative, responsive, and cutting-edge legal solutions while ensuring our next generation of leaders reflect a variety of backgrounds.

Moore & Van Allen affinity groups, which are open to all MVA attorneys, served as a forum and resource for support and awareness within the firm in 2018. The MVA Lawyers of Color hosted events to increase networking, peer-to-peer support, leadership development, and mentoring opportunities for attorneys of color. The Women of Moore & Van Allen came together for a biennial retreat entitled Empowering Your Practice featuring professional development and networking programs.

We continued to engage and drive understanding at all levels of the firm through our dialogue series, *What's Your Story?* Each conversation explored a topic that significantly shaped the life experiences of selected panelists who work at Moore & Van Allen. The program is an important component in MVA's efforts to create a truly inclusive work environment that values and highlights individuals' unique abilities and differences.

We recognize that extraordinary individuals, collaborative teams, and inclusive leaders are key elements in providing innovative legal solutions. It is to this end that we embrace the rich diversity of our teams and ideas to motivate our growth and progress. As we look forward, we invite you to join us in this valuable and ongoing work.

For more information on Moore & Van Allen's diversity and inclusion efforts, please contact [Stephanie Gryder](#), Manager of Diversity and Community Initiatives, at stephaniegryder@mvalaw.com or (704) 331-2380.

STEPHANIE GRYDER
MANAGER OF DIVERSITY AND
COMMUNITY INITIATIVES



OUR COMMITMENT TO DIVERSITY

OUR VISION

One of Moore & Van Allen's important missions is to support a culture of diversity and inclusion at our firm and in the many communities we serve. We understand that our success in this mission is critical to our ability to provide the highest level of legal services to our clients. MVA continues to implement strategic practices designed to support and promote the recruitment, retention and promotion of attorneys from all backgrounds within our firm.

OUR WORK

Moore & Van Allen's commitment to diversity and inclusion is longstanding. Established in 2000, the MVA Diversity Committee's purpose is to raise awareness and foster understanding and appreciation of the various ethnicities, races, religions, countries and regions of origin, physical abilities, and sexual orientations represented within MVA and the clients and community we serve.



OUR CULTURE

Moore & Van Allen was named a "Best Place to Work for LGBTQ Equality" by the Human Rights Campaign for the third consecutive year. MVA again earned a perfect 100% score on the Human Rights Campaign Foundation's Corporate Equality Index. The survey rates businesses on their commitment to LGBTQ inclusion practices in employee benefits, professional development and accountability, as well as public commitment.

OUR DIVERSITY STATEMENT

At Moore & Van Allen we recognize that having people with different racial, ethnic and religious backgrounds, countries and regions of origin, genders, generations, physical abilities and sexual orientations is critical to our ability to provide the highest level of legal services. By fostering an inclusive work environment we come together as one extraordinary team with the common purpose of providing truly outstanding legal services to our clients. Our commitment to diversity goes beyond our firm to the communities we serve through extensive outreach initiatives. These core principles are embraced by the firm's leadership. Our managing chair serves on the firm's Diversity Committee.

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ON THE FRONT COVER

Tom Mitchell, Valecia McDowell, Amy Johnson, Luis Lluberas, Caroline Hubbell Yingling, Kate Cole and Joe Fernandez