



DIVERSE AND DYNAMIC

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2010 DIVERSITY REPORT

BUILDING AN INCLUSIVE ENVIRONMENT

Sutherland's diversity enhances our ability to effectively serve our clients.

At Sutherland, we understand that diversity adds great value to our work. We strive to provide our clients with unparalleled service and believe that having attorneys with a broad range of skills, viewpoints and backgrounds makes us better equipped to solve complex business problems. Moreover, a diverse and inclusive environment rich with professional development opportunities supports attorney retention and enables us to serve clients more effectively and efficiently.

In 2010, Sutherland continued to expand its efforts to promote diversity and inclusion both within and outside of the firm. We maintained our focus on creating and sustaining an inclusive environment where all attorneys feel inspired to reach their potential. We also strengthened our pipeline programs, ramped up our recruiting and retention efforts, and continued the promotion of diverse attorneys.

Sutherland's commitment to furthering diversity and inclusion is not new, though we have recently engaged many of our clients in a fresh dialogue regarding our efforts. Several excellent and worthwhile initiatives stem from this discourse, and we are proud to be partnering with so many of our clients in these joint efforts to support diversity across the legal profession.

It is a privilege to share with you some of the ways we continue to build a diverse and inclusive environment. In these pages, you will learn about our work with clients to promote groundbreaking diversity pipeline programs such as Sutherland Scholars, our recruiting philosophy, the active role our affinity groups play in attorney retention, how our new partners have impacted diversity at the firm and in the community, and various other efforts to improve diversity in the workplace and across the legal profession. We welcome you to join us in these efforts in 2011.

Sincerely,

Mark D. Wasserman
Managing Partner



Allegra J. Lawrence-Hardy
Partner and Chair of the Diversity and Inclusion Committee



Leading Our Efforts

The mission of Sutherland's 34-member Diversity and Inclusion Committee is to facilitate the implementation of proactive policies and practices to advance diversity and inclusion within the firm and the profession. The Committee is composed of attorneys at various levels from different offices with varied personal and professional backgrounds.

AWARDS AND RECOGNITIONS

Sutherland is honored to be recognized for its efforts to promote diversity in the workplace and throughout the legal profession.

Promoting Diversity with Clients

In July 2010, Sutherland was recognized by Coca-Cola Enterprises (CCE) as the company's primary outside counsel with the highest percentage of women attorneys and attorneys of color working on CCE matters during the 2009 year. Each year, CCE collects data from its primary outside counsel, including the percentage of women attorneys, attorneys of color, and self-identified gay, lesbian, bisexual, and transgender attorneys handling CCE's work. Sutherland's CCE client team was recognized at the company's annual diversity luncheon.



For Partner Adam B. Cohen, effective solutions are developed when multiple viewpoints are heard.

"It's important to both our clients and the firm that a diverse group of attorneys collaborate on projects."

Recently, Adam has worked in conjunction with CCE to spearhead pipeline efforts within the company, at Sutherland and across the legal community. Programs such as the Sutherland Scholars and Sutherland Junior College programs (learn more on pages 9-10), which foster communication and action to promote the recognition of these viewpoints, are two examples of diversity initiatives where the firm has collaborated with CCE.

"CCE and Sutherland are both strongly committed to promoting diversity. An initiative by one of us will have a positive impact on the other's goals and will help to facilitate the recruitment of talented attorneys from all walks of life to the legal field."

In 2010, we earned the following recognitions:

- Top 100 Firm for Diversity, *Multicultural Law Magazine*
- Top 100 Firm for Women, *Multicultural Law Magazine*
- Top 25 Firm for African Americans, *Multicultural Law Magazine*
- Best Place to Work for LGBT Equality, based on a 100% score on the Human Rights Campaign Foundation's Corporate Equality Index 
- Counsel David L. Wochner was selected as one of the best LGBT attorneys under the age of 40 by the National LGBT Bar Association
- Partner Allegra J. Lawrence-Hardy was named as one of the *Atlanta Business Chronicle's* 2010 40 Under 40 "Up & Comers" and was also included in the Atlanta Business League list of "Atlanta's Top 100 Black Women of Influence"
- 2010 Vault Top 100 Law Firm Survey top 20 law firms for quality of life, rankings:
 - No. 2 for Informal Training
 - No. 4 for Formal Training
 - No. 5 for the Atlanta Office Location
 - No. 11 for Overall Satisfaction
 - No. 13 for Best Firms to Work For
 - No. 14 for Green Initiatives
 - No. 15 for Associate/Partner Relations
 - No. 20 for Firm Culture

RECRUITMENT, RETENTION & PROMOTION

Sutherland aspires to recruit, develop and promote a diverse group of attorneys. The firm's success is built on the unique abilities, viewpoints and backgrounds of each individual.

Sutherland is committed to addressing issues of recruitment, professional development and retention as they affect attorneys of color, women attorneys and LGBT attorneys. The firm's recruiting philosophy centers on building strong relationships with diverse students at an early stage in their professional development. In collaboration with law school faculty, student associations and Sutherland alumni, the firm holds informal gatherings, hosts cultural and social events, and participates in educational seminars. Our nationally recognized Career Planning Program is yet another avenue by which we can attract, retain and promote the best and brightest. As one of the first of its kind to combine career guidelines, mentors and career plans into one program, this program provides diverse students an opportunity to strategically think about their career development.

Developing Leaders

Once at Sutherland, attorneys of color, women attorneys and LGBT attorneys will encounter an environment where they are provided with the skills and support necessary to assume positions of leadership. Under the direction of Co-Practice Group Leader Cynthia M. Krus, Sutherland's Corporate Practice Group has expanded to include numerous female attorneys in positions of leadership and has established a reputation for itself as an exciting place to develop a career as a corporate attorney.

Cynthia has emphasized to the firm's female attorneys the importance of growing their practices and becoming not just great attorneys, but excellent businesswomen whom clients will seek out to resolve complex legal issues. As a result of Cynthia's foresight and leadership on issues of diversity recruitment, promotion and retention, Sutherland sent a group of attorneys to the 2010 Women in Law Leadership Academy, sponsored by the American Bar Association's Commission on Women in the Profession, where participants learned how to develop their businesses from prominent female general counsel and practitioners.

New Partner Daphne G. Frydman

Daphne was recently promoted to Partner in the Corporate Practice Group, where she focuses her practice on mergers and acquisitions, public and private securities offerings, financing transactions, and structured products.

Daphne is Co-Chair of the Steering Committee for the Sutherland Women Attorneys Group (SWAG) in the Washington, D.C., office. Throughout the year, the committee organized various business and professional development events, including seminars on leadership and mentoring, a public speaking program and a roundtable discussion on developing a successful work/life balance. SWAG also has hosted fundraising and community-building events.

"I believe that the presence of women in the practice helps attract other females to the firm because it becomes quickly apparent to potential recruits that Sutherland is a great place for women to practice law and achieve success."



CYNTHIA KRUS

"It is exciting for me to join such a talented group of female partners at the firm who make a strong effort to support one another both professionally and personally."



"My skills as an attorney were developed through the training, support and advice of the people with whom I practice law. The partners in my group have given me the opportunity to work with clients on innovative and complex transactions that are intellectually fascinating and rewarding."

DAPHNE FRYDMAN

“The firm invests in the professional development of each attorney. As a young partner, it is rewarding to share opportunities for growth with diverse attorneys at all levels.”

LING LING, Partner, Corporate Practice Group
Member, Diversity and Inclusion Committee



Inclusive Recruitment

In 2010, Sutherland’s recruiting efforts focused on notably diverse law schools and organizations. Representatives from the firm hosted events, sponsored various associations for individuals of diverse backgrounds and offered internships for students of color and LGBT students.

Sutherland participated in diverse attorney recruiting events hosted by:

- Harvard Black Law Students Association
- Howard University School of Law
- Columbia University Law School
- Georgetown University Law Center
- New York University School of Law
- University of Pennsylvania Law School
- Mid-Atlantic Black Law Students Association
- Southeastern Minority Job Fair
- Lavender Law Career Fair (National LGBT Bar Association)
- Vault Legal Diversity Career Fair

Sutherland’s 2010 recruiting efforts also included hosting and sponsoring events and organizations such as:

- Black Law Students Association Award Banquet
- Butch Carpenter Scholarship Fund Project
- National LGBT Bar Association
- Diversity and Inclusion Committee event hosted by Partner Allegra J. Lawrence-Hardy for summer associates
- SWAG Lunch for women attorneys and summer associates
- LAMBDA Law Networking Reception

New Partner: Amish M. Shah

Amish is a member of Sutherland’s Tax Practice Group and handles matters involving domestic and international tax planning and tax controversy. He recognizes and appreciates the firm’s efforts to establish an inclusive work environment and stresses that the firm has always been a welcoming place for attorneys of different backgrounds.

As the former Vice-President of the South Asian Bar Association of DC (SABA-DC), Amish coordinated the Association’s efforts in hosting the first ever National Conference of South Asian Attorneys, which was held in Washington, D.C. He also helped form SABA-DC’s mentorship program, which assists law students in becoming better connected and aware of legal issues in their field of interest.

Amish appreciates the guidance he has received from partners at the firm and has worked hard to be a mentor to others, not just at work but in his personal life as well. He is active in Sutherland’s Diverse Attorneys Networking Initiative, where he provides guidance to the firm’s younger attorneys.

“I enjoy the collegial nature of Sutherland and the fact that diverse attorneys join together on various projects to provide superb legal advice to clients.”

AMISH SHAH



New Partner: Olga Greenberg

As a member of Sutherland's Litigation Practice Group, Olga focuses her practice in the areas of commercial and securities litigation, as well as regulation and enforcement. She believes that Sutherland's diversity programs have distinguished it from other firms.

While immigrating to the United States, Olga became interested in the American legal system and realized a career in law was in her future. "I wanted to know how the immigration process functioned, which required an understanding of the legal issues involved," notes Olga. Originally from Minsk, Belarus, Olga moved to the United States when she was in junior high school. Despite the fact that she did not learn English until she moved to the United States, Olga graduated with honors from both college and law school.

When she is not working, Olga volunteers in the Atlanta area teaching English and providing translating services to Russian immigrants.

New Partner: Christopher J. Chan

Chris, a member of Sutherland's Intellectual Property Practice Group, is enthusiastic about the numerous diversity organizations and programs that Sutherland has to offer.

Chris is active in various Asian-American causes and organizations. He recently moderated the Who's Who in Asian American Communities (WWAAC) Honoree Roundtable at the WWAAC's Leaders & Legends Ball and Alliance Conference. Chris serves as *pro bono* counsel to the Organization of Chinese Americans Georgia Chapter, which aims to promote the general welfare of Chinese Americans and other Asian Americans. He also is a board member of the Georgia Asian Pacific American Bar Association and is a member of the Asian Practice Committee of the Intellectual Property Owners Association.

After graduating from college and working as an engineer for several years, Chris decided to attend law school. "I wanted to pursue a career that was different from most of my engineering peers and thought a law degree along with my technical background would be an optimal combination."

"Sutherland's diversity initiatives have impacted not only the firm but our clients. Teamwork is essential in litigation and the infusion of new ideas and perspectives from different individuals has enhanced our ability to effectively represent our clients."

OLGA GREENBERG



"I am really impressed with the structures Sutherland has in place to address diversity issues. The firm is very proactive in championing diversity issues and ensuring that the voices of all individuals are heard."

"The mentoring I have received at the firm has been tremendous and has allowed me to advance in a field that I truly enjoy. I look forward to what the future holds for me at Sutherland."

CHRISTOPHER CHAN



New Partner: Felicia Harris Kyle

As a member of the Emerging Women Leaders Program at the Greater Houston Partnership, Felicia is keenly aware of how powerful diversity can be in the business community.

Felicia focuses on complex commercial litigation matters involving energy, employment, contract, trade secret, business tort and product liability issues. She has represented local, national and international companies and has tried cases in federal and state courts and through the American Arbitration Association. As a part of her *pro bono* practice, Felicia successfully defended a family-owned business against claims of misappropriation of trade secrets and conspiracy.

Outside of Sutherland, Felicia serves as a Councilwoman for the City of Pearland, Texas. "The roles of an attorney and an elected official are very similar," she observes. "As an attorney, I zealously represent my clients and work to achieve the best result. I approach my work as a City Council Member with this same mentality. I serve as a representative for my community and always perform my duties with the best interest of the residents at heart."

"I was particularly attracted to Sutherland for its efforts to recruit, promote and retain such a diverse pool of attorneys. The number of female partners alone is commendable, but what made the firm really stand out from its competitors is its strong commitment to providing the skills and support necessary for advancement."



"The members of the firm go above and beyond the call of duty to help members of the community and it is a privilege for me to work with such dedicated and generous people."

FELICIA KYLE

In 2010

10% attorneys of color firmwide

5% of all partners are of color

33% women attorneys firmwide

19% of all partners are women

3% GLBT attorneys firmwide

2% of all partners are GLBT

Affinity Groups

Sutherland's affinity groups serve as a platform to create an inclusive environment and bring together subgroups of attorneys within the firm who desire a forum to share commonalities that may be based on race, gender, sexual orientation or other personal attributes.

The members of Sutherland's affinity groups are dedicated to providing mutual professional support, exercising leadership skills and supporting firmwide goals. Below is a representation of the activities in which Sutherland affinity group members participated in 2010, along with highlights from members regarding their individual experiences.

Gay, Lesbian, Bisexual and Transgender Affinity Group

- Sponsored the National LGBT Bar Association's Out & Proud Receptions
- Held monthly meetings to discuss current LGBT issues
- Sponsored and attended GAYLAW's annual business meeting and awards reception
- Attended the Human Rights Campaign's Corporate Equality Index event as an honoree



Partner Robert J. Neis and Counsel David L. Wochner at the Human Rights Campaign's Corporate Equality Index event.

Associate Melissa A. McGoogan

Energy and Environmental Associate Missy McGoogan is impressed with the numerous affinity groups available to employees at Sutherland.

"I think it is laudable that the firm has so many structures in place for individuals who share common backgrounds to join together and support one another."

Missy is a member of the GLBT Affinity Group, which was established to provide moral support to its members and to promote issues of importance throughout the firm. Missy plays an active role in the GLBT Affinity Group and is appreciative that the firm is involved in different GLBT charities and activities.

"I think the firm does an outstanding job of staying ahead of the curve on diversity issues, which is evident by the fact that for the second consecutive year Sutherland received a 100% score on the Human Rights Campaign Foundation's Corporate Equality Index."

Asian Attorneys Affinity Group

- Sponsored the North American South Asian Bar Association Convention
- Sponsored the National Asian Pacific American Bar Association Convention
- Jointly sponsored an event with the Georgia Asian Pacific American Bar Association

Associate Phuc H. Lu

Over the past year, Phuc has been actively involved in several of Sutherland's affinity groups. She is in charge of overseeing SWAG's New York initiatives and coordinated the Dress for Success clothing drive in the New York office. In addition, Phuc is a member of the Asian Attorneys Affinity Group as well as the New York office Diverse Attorneys Group and enjoys the camaraderie and discussions that take place at each group's meetings. She is a part of Sutherland's Corporate Practice Group and has applied her experience as a corporate attorney to her *pro bono* work. Phuc has assisted in the formation of nonprofit organizations that provide aid to disadvantaged individuals including gifts for economically handicapped mothers and their children and funds for high school students to attend college.

"For me, it is the people at Sutherland who make the firm a special place to work. Individuals at Sutherland come from many walks of life but everyone shares the same core values of respect for their co-workers and a commitment toward helping those less fortunate."

African-American Attorneys Affinity Group

- Held a diverse attorneys reception in Atlanta for in-house counsel to learn how to advance diversity initiatives in their workplace
- Conducted a diversity recruiting event for summer associates
- Sponsored and participated in the Texas Minority Counsel Program
- Supported and participated in Georgia Association of Black Women Attorneys events, including hosting the annual judicial reception
- Coached the Therrell High School Mock Trial Team

Associate Jonathan K. Waldrop

As a member of the African-American Attorneys Affinity Group, Jon always looks forward to the group's monthly discussions over lunch.

"Our luncheons are really fantastic. We meet the first Friday of every month to talk about a wide range of topics ranging from the law to current events. It is great to see my fellow members supporting one another and offering advice on both professional and personal matters."

Recently, Jon and other attorneys in the African-American Attorneys Affinity Group organized a diversity reception for in-house counsel in the Atlanta area. The event brought together attorneys from large and small companies, state and federal government agencies, and nonprofit organizations. The Southeast Regional Director of the Minority Corporate Counsel Association spoke at the event, which sought to educate guests on how to implement and drive diversity initiatives in their respective workplaces. Jon is a member of the firm's Intellectual Property Practice Group and is proud of the causes that the African-American Attorneys Affinity Group supports.



Latino Attorneys Affinity Group

- Funded a summer fellowship for a Latino law student in Washington, D.C.
- Supported the Hispanic National Bar Association
- Volunteered for the Junior Achievement Hispanic Outreach Program

Associate Raymond A. Ramirez

As a member of the firm's Corporate Practice Group, Ray sees Sutherland's commitment to diversity initiatives as a compliment to his professional endeavors.

"I think the firm has been extremely successful in promoting diversity. It is terrific that the firm's experienced attorneys take an active interest in the professional and personal development of younger attorneys."

Before joining Sutherland, Ray was a public school teacher in New York City and helped inspire students to achieve. He is grateful that Sutherland's Diverse Attorneys Group in the Washington, D.C., office provides the same type of mentorship to guide young attorneys that he provided his students. As a member of the Diverse Attorneys Group, Ray participates in biweekly meetings where attorneys provide advice to one another and ask questions they might not be able to ask in other settings. The group also holds social events, which are great bonding experiences for the group's members and provide important networking opportunities with clients.

Sutherland Women Attorneys Group

- Ran a "Dress for Success" clothing drive to benefit Dress for Success, Inc.
- Organized cocktail receptions for female attorneys and clients
- Hosted a financial planning panel educating attorneys on personal financial, investment, tax and insurance planning
- Held a roundtable discussion on how to successfully maintain work/life balance
- Conducted bimonthly meetings for the Working Mothers Group
- Convened a seminar on how to be a confident and effective public speaker

Diverse Attorneys Networking Initiative

- Group members participated in various client partnering opportunities including speaking engagements, recruiting initiatives and diversity events
- Utilized networking contacts of group members to obtain legal work in different areas of law
- Hosted a dinner with in-house counsel from several different clients and potential clients

PIPELINE EFFORTS

Sutherland understands the importance of diversity efforts along the pipeline and commits its resources to programs directly aimed at increasing diversity within the legal profession.

Opening Doors

Sutherland debuted its pioneering pipeline program **Sutherland Scholars** six years ago and its potential for continued success appears limitless. During this six-week program, incoming law students from historically underrepresented backgrounds learn key skills and strategies necessary for their success in law school from Sutherland attorneys and other legal professionals.



Atlanta-based Intellectual Property Counsel James H. Johnson is an active participant in Sutherland Scholars. Since the program's inception, Jim has taught numerous classes and helped countless students prepare for the rigors of law school. Jim also represents Sutherland as a member of the Program Committee of the State Bar of Georgia Diversity Program. The Georgia Diversity Program, which was co-founded by Sutherland Partner Charles Lester in 1993, conducts programs and seminars to promote diversity in the legal profession and in the State Bar of Georgia. Through the State Bar of Georgia Diversity Program, Jim also participates in the State Bar's High School Pipeline Program, which aims to prepare diverse students for college and ultimately law school. In 2010, Jim worked with Associate Jon Waldrop to host the firm's diversity reception for in-house counsel clients and friends.

"Through Sutherland's pipeline efforts, the firm is creating a positive image of attorneys and the legal profession. Our efforts encourage individuals of all backgrounds to consider law as a profession, which I think is fantastic."



JIM JOHNSON

Sutherland attorneys firmwide support...

Asian American Legal Defense and Education Fund ■ Association of Chinese Professionals ■ Atlanta Asian Culture and Arts Center ■ Atlanta Women's Foundation ■ Atlanta University Center Pre-Law Forum ■ Bering Omega Community Services of Houston ■ Chinese Business Association of Atlanta ■ Gate City Bar Association ■ GAYLAW ■ Georgia Asian Pacific American Bar Association ■ Georgia Association for Women Lawyers ■ Georgia Association of Black Women Attorneys ■ Georgia Hispanic Bar Association ■ Hispanic Bar Association of the District of Columbia ■ Hispanic National Bar Association ■ Human Rights Campaign ■ Japan-America Society of Georgia ■ Jerusalem House ■ Justice Robert Benham Law Camp ■ Latin American Association of Atlanta ■ Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York ■ Mexican American Legal Defense and Educational Fund ■ Minority Corporate Counsel Association ■ Morehouse College ■ N Street Village ■ National Asian Pacific American Bar Association ■ National Bar Association ■ North American South Asian Bar Association ■ Public Leadership Education Network ■ Spelman College ■ State Bar of Georgia Diversity Program ■ State Bar of Georgia, Women and Minorities in the Profession Committee ■ Stonewall Bar Association of Georgia ■ Stonewall Law Association of Greater Houston ■ United Negro College Fund ■ Women's Bar Association Foundation

“The firm’s outreach programs – Sutherland Scholars and Sutherland Junior College – not only promote diversity but also encourage and educate the next generation of citizens and legal professionals.”

MARK D. HERLACH, Partner, Corporate Practice Group
Member, Diversity and Inclusion Committee
Diversity and Inclusion Partner for the Washington, D.C., Office



Started in 2006, **Sutherland Junior College (SJC)** grew out of a long-standing relationship with Bell Multicultural High School in Washington, D.C. With more than 600 students from approximately 30 countries around the world, Bell students face a number of challenges; the vast majority live below the poverty line, most are not native English speakers and many have arrived in the United States within the last few years.



The SJC program supports up to ten junior and senior students each year. Juniors meet at Sutherland’s D.C. office for two hours every Tuesday to prepare for the SAT and ACT tests, engage in life-skills training, and receive personal encouragement. Seniors spend time with mentors who help them study, write personal statements, prepare and send college applications, and guide them through the financial aid process.



The 2010 Sutherland Junior College participants received training on important software programs.

Sylvia Harris and Naseem Nixon, attorneys in the Financial Services Practice Group, oversee the SJC program. Sylvia, Naseem and the other mentors build relationships

with the Bell students, making every effort to remain available and offer encouragement both during and after the SJC program.

“All attorneys involved in the Sutherland Junior College program believe in the power of education. I am thrilled to have had the opportunity to assist these students from such diverse backgrounds in preparing to attend college.”

SYLVIA HARRIS



“It’s rewarding to know that by working with the Sutherland Junior College participants, we are helping them to gain knowledge and experience that will benefit them in both academic and professional environments.”

NASEEM NIXON



Law Internship for High School Students

In 2010, Sutherland became actively involved in the Atlanta Bar Association’s Summer Law Internship Program. High school students in this program had the opportunity to work at Sutherland during the summer and were paid for their hard work and dedication. The summer interns worked firsthand with Sutherland attorneys, obtaining a thorough understanding and appreciation of the law. Graduates of the Summer Law Internship Program have pursued careers as attorneys and other positions in the legal field.

Preparing Women for Leadership

In 2010, Sutherland continued its work with the Public Leadership Education Network (PLEN) to prepare women for leadership roles in law and public policy. The firm awarded scholarships to a number of college students to attend PLEN’s 2010 Women, Law and Public Policy Seminar in Washington, D.C. The conference allowed attendees to learn firsthand about the practice of law as well as how public policy is created, shaped and implemented at the national level.



For more information about diversity and inclusion at Sutherland, please contact

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ABOUT SUTHERLAND Sutherland Asbill & Brennan LLP is a law firm with global reach known for solving challenging business problems and resolving sophisticated legal issues for many of the world's largest companies. Founded in 1924, the firm handles matters throughout the United States and worldwide. Seven major practice areas—corporate, energy and environmental, financial services, intellectual property, litigation, real estate, and tax—provide the framework for an extensive range of focus areas, allowing Sutherland attorneys to serve a diverse client base that ranges from small and medium-sized start-up businesses to a significant number of Fortune 100 companies.