

ReedSmith

The business of relationships.™

Diversity & Inclusion Newsletter

A Year in Review



“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

Maya Angelou, Celebrated Author and Poet

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SAN FRANCISCO · PHILADELPHIA · SHANGHAI · PITTSBURGH · HOUSTON · SINGAPORE · MUNICH · ABU DHABI
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Welcome

Welcome to Reed Smith's inaugural Diversity & Inclusion Newsletter. Join us as we take a look back at the year 2013 to highlight the diversity and inclusion initiatives in Reed Smith's offices across the firm, and celebrate the recognition our attorneys have received for their efforts. Our firm works continuously to foster an inclusive environment that supports the development of our people. We also partner with organizations in the legal industry and in the community to ensure that our efforts to promote diversity and inclusion benefit more than just those within our firm. These initiatives are fundamental to the core values of Reed Smith, and we hope this newsletter serves as a way to show you where our hearts lie when it comes to diversity and inclusion. 2013 was an amazing year for Reed Smith, and we look forward to sharing even greater initiatives and accomplishments with you in the next edition.

Diversity & Inclusion Committee

In 2001, Reed Smith's management team created a robust diversity program, which is now administered by a firmwide diversity committee and led by our Director of Global Diversity & Inclusion. Reed Smith enhanced its diversity and inclusion initiative with the creation of its Women's Initiative Network of Reed Smith (WINRS) aimed at ensuring that our women attorneys are being treated fairly and are on track to meet their professional goals, including reaching the highest levels of management. Our initiative is also enhanced by our LGBT Subcommittee, whose good work has led our effort to be an employer of choice for members of the LGBT community.

The Diversity & Inclusion Committee is comprised of both partners and associates at all levels across our U.S. and EMEA offices who meet regularly to ensure that the firm's core business objectives of promoting diversity and inclusion are implemented throughout the firm. The advances and achievements of the Reed Smith Diversity & Inclusion Initiative are many. They have helped shape and strengthen our firm and the communities in which we live and do business.

Partner & Director of Global Diversity



Tyree P. Jones, a litigation partner in the Financial Industry Group and our Director of Global Diversity and Inclusion, oversees the mission of the Initiative to maintain the firm's commitment to diversity and inclusion. He also serves as general counsel to the Leadership Council on Legal Diversity (LCLD).



Accomplishments/Recognition and Events

In 2013, Reed Smith received recognition by many organizations for its efforts to promote diversity & inclusion. These awards have come as a result of the continuous work by attorneys, paraprofessionals and staff across our offices who have embraced the core values of our firm and are doing their part to ensure the success of our initiatives. The following section provides some highlights of those efforts and the recognition our attorneys have gotten for their work.

Reed Smith has achieved a perfect score of 100 on the 2014 Corporate Equality Index published by the Human Rights Campaign Foundation. The CEI is one of the most prominent measures of an organization's commitment to diversity and inclusion, and its rating criteria include:

- Equal employment opportunity, including sexual orientation and gender identity expression
- Equivalency in spousal and partner benefits
- Competency training, resources or accountability measures
- Public, LGBT-specific engagement
- Responsible citizenship

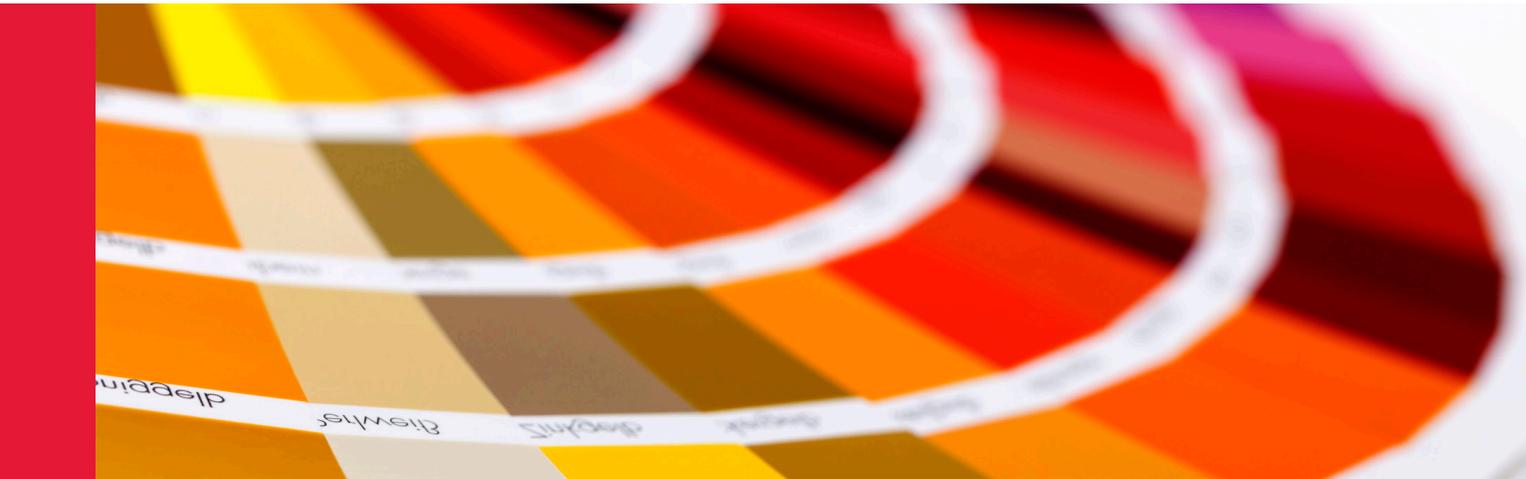


The score is a testament to the efforts of both the firm as a whole and the individual offices to ensure diversity and inclusion. The contributions and successes of the attorneys in our various offices are described below.

In 2013, the Hispanic Bar Association of New Jersey (HBA-NJ) honored Reed Smith with the 4th Annual Corporate Law Department of the Year Award for the firm's long-standing commitment to diversity and its continued support of the mission of the HBA-NJ in addressing the issues affecting Hispanics within the legal community. The award was presented at the HBA-NJ's 2013 annual gala, where Tyree Jones and Princeton partner Dan Mateo jointly accepted the award. Dan is a long-time member of the HBA-NJ and served as the organization's president for the 2011-2012 term.



From left to right: Monica de los Rios, Tyree Jones, Anna Maria Tejada and Dan Mateo receiving the HBA-NJ award in May 2013.



Accomplishments/Recognition and Events (cont.)



In August 2013, Equality Illinois recognized Reed Smith’s Chicago office as one of the top Illinois law firms for LGBT inclusiveness and equality at a reception attended by Chicago Mayor Rahm Emmanuel. Equality Illinois is devoted to securing, protecting and defending equal rights for lesbian, gay, bisexual and transgender people in Illinois.

In April 2013, Chicago hosted the Bon Foster Civil Rights Celebration as part of the firm’s national sponsorship of Lambda Legal, a nonprofit organization that uses impact litigation, education and policy work to recognize the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV.

Additionally, the Chicago office sponsored the annual Lesbian and Gay Bar Association of Chicago (LAGBAC) Lawyers for Diversity Mid-Summer Barbeque. The event benefits various organizations such as AIDS Legal Council of Chicago, Equality Illinois, Parents, Families and Friends of Lesbians and Gays (PFLAG), and the LAGBAC Foundation. Jeremy Gottschalk, LAGBAC president and board member, and general counsel at Sittercity, hosted the event. Camilla Taylor, national marriage project director of Lambda Legal, served as the evening’s featured speaker.



From left to right: Jon Schroeder, Maureen Reynolds and Rob LoPrete pose for a photo at the Bon Foster Civil Rights Celebration in April.



Reed Smith opened its Houston office in 2013 and is already off to a strong start implementing our firmwide Reed Smith Women’s Initiative Network (WINRS), as well as our pipeline initiative. Our Houston Market Chair, Francisco Rivero, is involved with the U.S.-Mexico Bar Association and the Houston Hispanic Chamber of Commerce, while also serving as co-chair of the firm’s Latin America Business Team.



Reed Smith was awarded the Commendation for Diversity by LawCareers.Net Training & Recruitment Awards, a UK web-based resource for prospective law students. The award was judged in association with Rare and the Law Society’s Lawyers with Disabilities Division, and recognizes the firm’s continued efforts for diversity and inclusion.

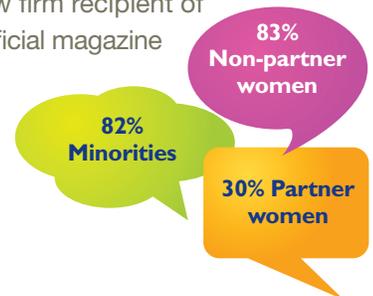
Reed Smith is also proud to support the Lord Mayor’s “The Power of Diversity” Program which addresses the critical steps that the city of London at all management levels



must take to maximize the energy and innovation that diversity can bring to business. On November 15, 2013, Michael Skrein and Sarah Ramwell attended the CEO Forum held at Mansion House. This working breakfast meeting brought together senior leaders from across the city who are committed to diversity and are actively pursuing that goal in their organizations. Reed Smith will continue working with the Lord Mayor on this important program in 2014.



Recently, Reed Smith accepted the 2013 Thomas L. Sager Award for the West Region, which is given to law firms that have demonstrated commitment to improve the hiring, retention and promotion of minority attorneys. Each law firm recipient of the Sager Award is profiled in *Diversity & the Bar*, the official magazine of the Minority Corporate Counsel Association (MCCA), which is published in conjunction with *American Lawyer Media*. *Diversity & the Bar* is included as an insert to *Corporate Counsel Magazine* and is distributed quarterly to 30,000 members of the legal community nationwide. Employment statistics at our Los Angeles office demonstrate our commitment to diversity.



Our New York City office hosted several diversity and inclusion events in 2013. Partner Pablo Quiñones served as a keynote speaker on the Foreign Corrupt Practices Act (FCPA), and its impact on employees and businesses engaged in international business transactions, during a networking reception co-hosted with HSBC's Hispanic Diversity employee committee. The NY office also hosted a presentation on "How to become a General Counsel," which featured a panel of Hispanic general counsel from Fortune 500 companies.

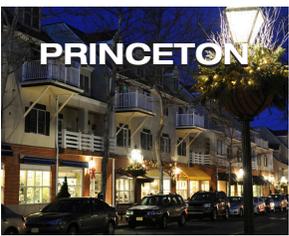


In a pro bono initiative spearheaded by partner Matt Mohn, 20 Reed Smith lawyers are currently providing corporate legal services to fledgling African-American businesses. The work is supported by Urban Innovation21, a public-private partnership in Pittsburgh that fosters economic development through African-American entrepreneurship. Urban Innovation21 focuses on low-income communities needing revitalization.

Associate Jason Hazlewood was selected as one of the Diverse Attorneys of the Year by *The Legal Intelligencer* for his exceptional pro bono service in a prisoner's civil rights case. Every two years, *The Legal Intelligencer's* editorial staff highlights the achievements of a group of Pennsylvania's minority attorneys to honor the remarkable work they have performed during the prior two years.



Reed Smith continues to support Lambda Legal, the nation's oldest and largest organization working for the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV/AIDS. In September 2013, Reed Smith sponsored a fundraiser, attended by partners Ira Lefton, Dan Mateo and Timothy Law, as well as associate Amy McVeigh.



In November, Dan Mateo co-hosted the Hispanic Bar Association of New Jersey (HBA-NJ) Corporate Counsel Roundtable, which included presentations on Mergers & Acquisitions, Corporate Outsourcing and Intellectual Property. Dan and Amy McVeigh also attended the installation of the HBA-NJ's 2013-2014 Officers & Trustees.

Additionally, Dan attended the 2013 Hispanic National Bar Association (HNBA) 4th Annual Midyear Corporate Counsel Conference in Atlanta, which featured CLE programs that provide a unique opportunity for Hispanic lawyers to meet representatives from numerous Fortune 500 companies. Dan also participated in the New Jersey Law Firm Group's (NJLFG) 2013 Roundtable Series. The NJLFG is a New Jersey nonprofit corporation comprised of New Jersey law firms, law schools, corporate legal departments, government agencies and public interest organizations that recognize the importance and advantages of diversity in serving the needs of clients and enhancing the legitimacy and public image of the legal profession. Dan has chaired the NJLFG for nearly 10 years.



In 2012, Reed Smith's Richmond office hosted a Leadership Council on Legal Diversity (LCLD) meeting. The LCLD focuses on developing strategies to increase diversity in the legal profession by uniting law firm and corporate legal department leaders.

Counsel Tillman Breckenridge was included in Just The Beginning Foundation's (JTBF) 20 under 40 list. JTBF was founded as a nonprofit organization of judges, lawyers and citizens dedicated to developing educational programs to inspire and foster law careers among minority students from middle school through law school. Recently, Tillman was appointed as the Chair of the Appellate Law Section for the National Bar Association (NBA) and was elected to the NBA Board of Governors.



The San Francisco office partnered with client Kaiser Foundation Health Plan, Inc. for the 1L Diversity Fellowship Program, which presents a \$5,000 award for a summer associate position to a diverse first-year law student.

Partner Tiffany Renee Thomas was selected for the Fellows Program for the Leadership Council on Legal Diversity (LCLD), a national organization comprised of the legal industry’s top general counsel and managing partners. The LCLD Fellows Program identifies high-potential attorneys from diverse backgrounds and connects them with individuals who can help guide and enhance their leadership skills. Tiffany is currently participating in a year-long fellowship that includes in-person leadership conferences, virtual training on legal practice intricacies, and peer-group projects to foster collaboration and build relationships. She will also have extensive contact with LCLD’s top leadership, including the managing partners and general counsel who mentor the fellows. Lawyers of Color Inc. recently honored Tiffany in its inaugural “2013 Lawyers of Color Hot List.”

Partner Julius Turman was awarded the Community Service Award, presented by Lesbians & Gays of African Descent.



Office Managing Partner Catharina Min received the 2013 Debra Zumwalt Pioneer Award, which is presented annually as part of *InsideCounsel* magazine’s Transformative Leadership Awards West program. Catharina was also a Woman Worth Watching 2014 Award Winner, presented by *Profiles in Diversity Journal*. The Silicon Valley office additionally supports the Asian American Bar Association.

San Francisco: Kaiser Foundation Health Plan 1L Diversity Fellowship Program

\$5,000 scholarship for a summer associate position to a diverse first-year law student who has demonstrated:

- Strong academic scholarship
- Dedication to community service and/or leadership
- An understanding of the importance of diversity in the legal profession

Chosen candidate spends seven weeks at our San Francisco office and three weeks at Kaiser’s Oakland office

This year’s fellow was Carlos Wilson-Chiru of Santa Clara Law School

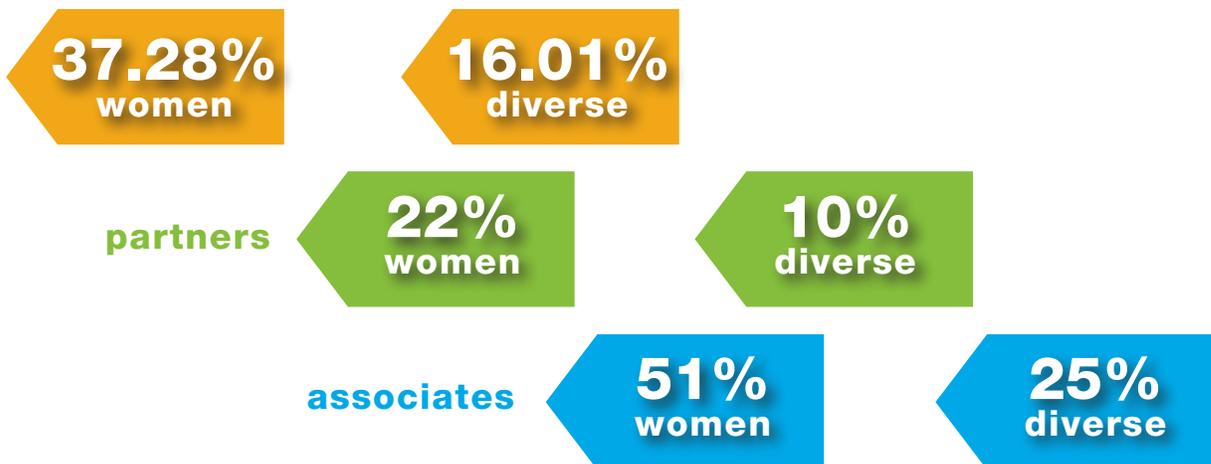


Reed Smith attorneys from our Northern California offices enjoying a Diversity Committee BBQ hosted by San Francisco Office Managing Partner Ray Cardozo.



Office Managing Partner A. Scott Bolden was presented with the National Black Child Development Institute's (NBCDI) "Corporate Citizen Award" at NBCDI's 43rd annual conference in New Orleans. The organization's mission is "to improve and advance the quality of life for black children and their families through education and advocacy." Scott was also recently appointed to the Board of Directors of Joint Center for Political and Economic Studies, a prestigious think tank founded in 1970 to encourage civic and political participation in the African-American community. The organization continues to support black leadership and other black policy makers by serving as a source of trusted information, innovation and ideas for myriad issues.

2013 U.S. Reed Smith offices

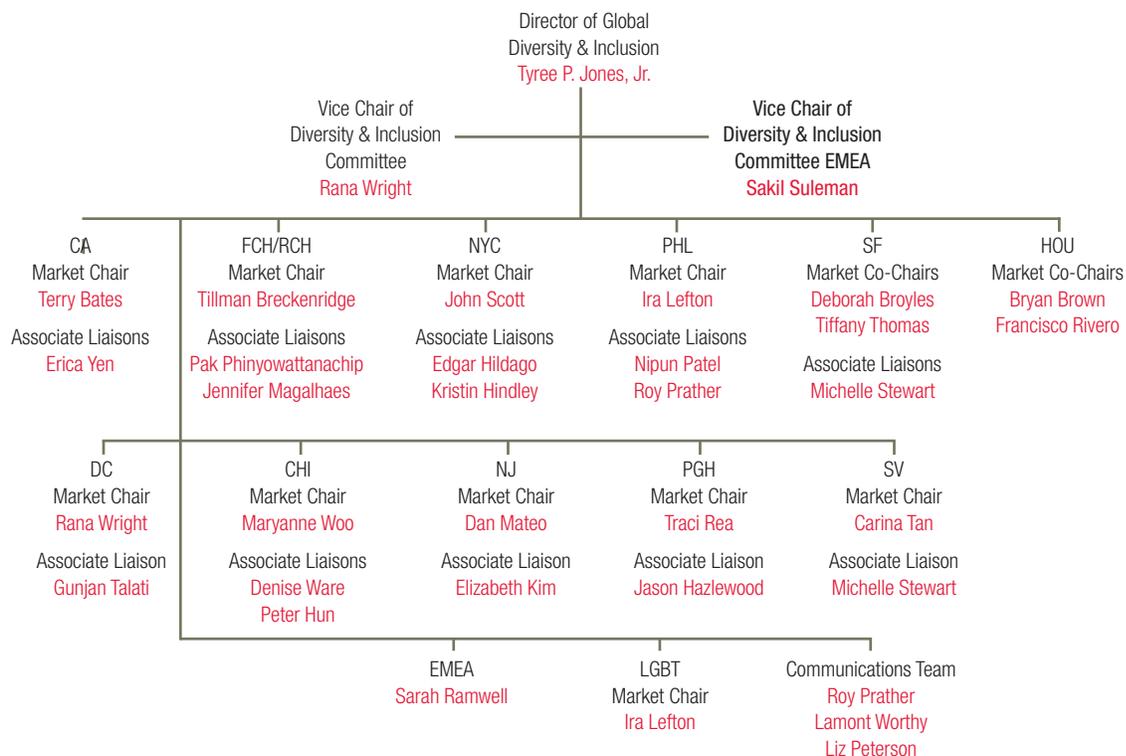




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- SHANGHAI
- PITTSBURGH
- HOUSTON
- SINGAPORE
- MUNICH
- ABU DHABI
- PRINCETON
- N. VIRGINIA
- WILMINGTON
- SILICON VALLEY
- DUBAI
- CENTURY CITY
- RICHMOND
- GREECE
- KAZAKHSTAN

Diversity Committee Organization



Diversity Subcommittees





Leadership Positions

In addition to the great work our attorneys do within our offices to support diversity and inclusion, they have expanded those efforts by taking important leadership roles in the community. They not only participate in these important endeavors, but they are also at the forefront in their respective organizations. We are proud of the significant involvement from attorneys at all levels of our firm.

Board of Directors of The Joint
Center for Political and Economic
Studies



Scott Bolden
Office Managing Partner
Washington, D.C.
+1 202 414 9266
abolden@reedsmith.com

National Bar Board of
Governors Chairman of
Appellate Law Section



Tillman Breckenridge
Counsel – Richmond
+1 202 414 9285
tbreckenridge@reedsmith.com

Board of Directors of the
Lesbian and Gay Bar
Association of Chicago



DeJohn Allen
Associate – Chicago
+1 312 207 2434
dallen@reedsmith.com

Board of Directors for the California
Minority Counsel Program



Deborah Broyles
Partner – San Francisco
+1 415 659 4836
dbroyles@reedsmith.com

Treasurer of the Black Women
Lawyers Association



Amber Finch
Partner – Los Angeles
+1 213 457 8046
afinch@reedsmith.com

Board of Directors of
the USC Asian Pacific
Alumni Association



John Iino
Partner – Los Angeles
+1 213 457 8025
jiino@reedsmith.com

Leadership Positions

Executive Board Member
of the Armenian National
Committee of America



Raffi Kassabian
Associate – Los Angeles
+1 213 457 8118
rkassabian@reedsmith.com

Executive Advisory
Council of the
APALC



Lisa Kim
Associate – Los Angeles
+1 213 457 8043
lkim@reedsmith.com

General Counsel of the
Hispanic National Bar
Association (HNBA)



Dan Mateo
Partner – Princeton
+1 609 520 6030
dmateo@reedsmith.com

Chair for the Council of
Korean Americans



Catharina Min
Partner – Silicon Valley
+1 650 352 0526
cmin@reedsmith.com

Secretary of the Phillipine
American Bar Association
(PABA)



Ernesto Ocampo
Associate – Century City
+1 310 734 5404
eocampo@reedsmith.com

Board member of the Philadelphia
Chapter of the National South Asian
Bar Association



Nipun Patel
Associate – Philadelphia
+1 215 851 8240
npatel@reedsmith.com

Leadership Council
on Legal Diversity



Pakapon Phinyowattanachip
Associate – Richmond
+1 804 344 3424
ppakapon@reedsmith.com

Board of the Barrister's Association
of Philadelphia, a National Bar
Association Affiliate



Roy Prather III
Associate – Philadelphia
+1 215 241 7967
rprather@reedsmith.com

Board of Latino Justice, organization
that advocates educational and
career success of Latinos



Pablo Quiñones
Partner – New York
+1 212 549 0279
pquinones@reedsmith.com

Executive Advisory Council of
Asian Pacific American Legal
Center (APALC)



Judith Sethna
Associate – Los Angeles
+1 213 457 8068
lsethna@reedsmith.com

Board of Directors of the Black Women
Lawyers Association of Northern
California



Tiffany Thomas
Partner – San Francisco
+1 415 659 5951
tthomas@reedsmith.com

Board Member of the
Asian Pacific American
Bar Association



Erica Yen
Associate – Los Angeles
+1 213 457 8113
eyen@reedsmith.com

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