

DIVERSITY AND INCLUSION

2019
ANNUAL
REPORT

DREW | ECKL
FARNHAM
ATTORNEYS AT LAW



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EXECUTIVE SUMMARY

As one of the largest litigation defense firms in the Southeast, Drew Eckl & Farnham has both extraordinary opportunity and a special responsibility to maintain a culture that nurtures diversity in interests, sexual orientation, age, religion, and physical ability. Not only is diversity extremely important to the firm but also to the clients that we are selected by and have sustained long-term relationships with over the past 35 years.

Our commitment to promoting and encouraging diversity is illustrated by policies, initiatives, and programs established across offices, including efforts in recruiting, training and retention. Our firm-supported affinity groups include those who self-identify as or are allied with African American, Hispanic, Asian, LGBTQ, and women lawyers.

2019 DIVERSITY COMMITTEE



Meredith Riggs Guerrero
CHAIR

Drew Eckl & Farnham formed, and has continuously had, an active Diversity Committee since 2006. Our Diversity Committee consists of 17 attorneys, 3 functional directors - Marketing, Records and HR/Recruiting and the managing partner. The committee meets on a monthly basis and spearheads the firm's overall diversity efforts which exceed over 100 hours, both internal and external, over any given year.



J.C. Roper



Rob Welch



Whitney Greene



Kayla Chen



Juliana Neelbauer



Paul Burke



Chris Bennett



Gary Beelen



Earl King



Hall McKinley



Melody Kiella



Douglas Burrell



David Orlowski



Lara Clark



Monique Clark



Garret Meader

BY THE NUMBERS



53.8%

**Women
Associates**

(40.7% NALP)

40%

**Women Promoted to
Partner in 2019**

ALL ATTORNEY RACE/ETHNICITY



Caucasian/White: 86.21%
African American: 6.9%
Hispanic/Latino: 2.59%
Asian: 4.31%
Multi-Racial: 1.72%



ALL ATTORNEY GENDER



Minority Men: 6%
Minority Women: 8%
White Men: 55%
White Women: 31%



40.2%
Women Attorneys
(29.2% NALP)

11.5%

**Minority Women
Associates**
(9% NALP)

7.89%

**Black/African-
American Partners**
(1.2% NALP)



9.3%
Minority Partners
(7.61% NALP)

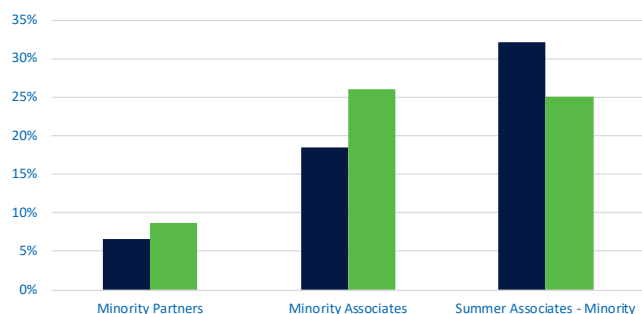
116

**Total Number
of Attorneys**

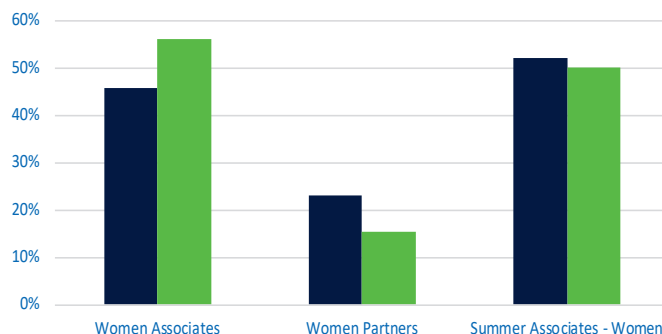
The Diversity Committee tracks gender and race for purposes of benchmarking them against national metrics issued by the National Association for Legal Placement (NALP). As of July 2019, DEF continues to meet or exceed most of the national numbers for diverse attorneys as published in 2017 by NALP.*

BY THE NUMBERS

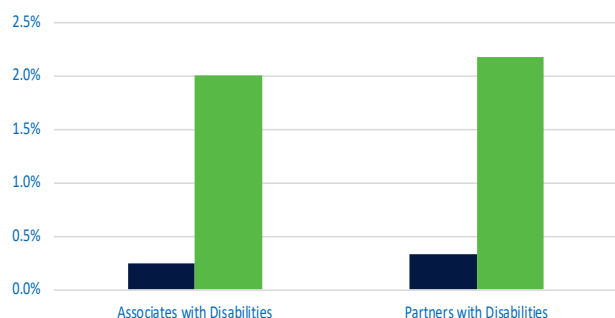
Minority Attorneys
DEF vs NALP 2019



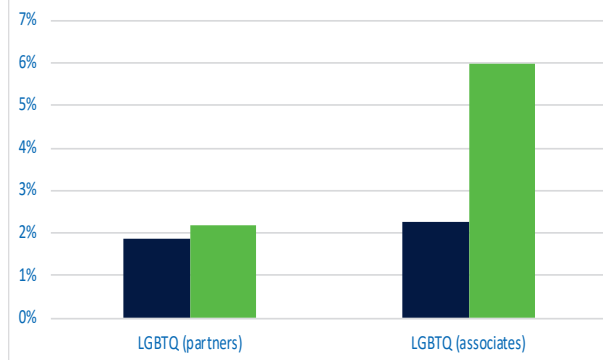
Women Attorneys
DEF vs NALP 2019



Attorneys with Disabilities
DEF vs NALP 2019



LGBTQ Attorneys
DEF vs NALP 2019



■ NALP Numbers (2019)*
■ DEF numbers (2019)

The Diversity Committee tracks gender and race for purposes of benchmarking them against national metrics issued by the National Association for Legal Placement (NALP). As of July 2019, DEF continues to meet or exceed most of the national numbers for diverse attorneys as published in 2017 by NALP.*

DIVERSITY INITIATIVES

The Diversity Committee is responsible for leading initiatives that will increase awareness and improve the overall diversity of the firm. In 2018-2019, the committee focused on:



Partnering with Diverse Organizations

In addition to our involvement in the organizations mentioned in the organizations section of this brochure, we also serve as:

- Corporate partner in the Georgia Hispanic Chamber of Commerce;
- General Counsel for the Georgia Minority Supplier Diversity Council; and Member of the prestigious certification committee for the Georgia Minority Supplier Diversity Council.



Strengthening Mentoring Programs for all Attorneys



Emphasizing Inclusion By Supporting the Promotion of Diverse Attorneys in Leadership Positions

- Senior associates introduced to leadership positions by creating a “future leader” co-chair position in internal committees.
- Launched a “Path to Partnership” Leadership Training Program with admission criteria intentionally designed to be inclusive.



Recruiting

- Southeast Minority Job Fair
- Partnered with various diverse bar organizations to announce attorney job openings to boost diverse candidates in interviews
- Increased Diversity in Summer Associate Program
- Member of the prestigious certification committee for the Georgia Minority Supplier Diversity Council.

SEMINARS & SPONSORSHIPS



DRI WOMEN IN THE LAW SEMINAR

- Lanyard Sponsor
- Encouraged and supported 9 women attorneys to attend

GEORGIA HISPANIC CHAMBER OF COMMERCE

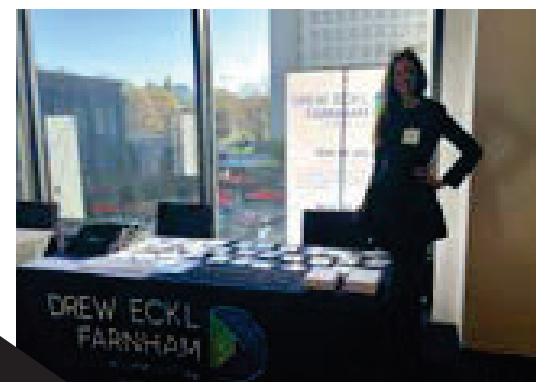
- Legal Breakfast Series: An ongoing series and partnership providing education on various legal topics to their members.
- Legislative Breakfast Sponsor
- Annual Awards Gala Sponsor
- Women's Conference Sponsor and Exhibitor
- Business Expo - Presenter; Booth Sponsor

DRI DIVERSITY FOR SUCCESS SEMINAR & CORPORATE EXPO

- Diversity Committee sponsors two diverse associates to attend the corporate expo with a diverse partner to encourage mentorship and education on client development.
- Diversity Committee Chair attends the education conference and provides best practices to the committee.

FEATURED IN DRI MAGAZINE

- Attorney Melody Kiella was featured in the DRI for Life section on her article, "How Work-Life Integration is Making it Easier for Me to 'Have It All' as a Working Mom." In this article, she speaks on collaborating with Partner Taylor Poncz on best practices of integrating a work-life lifestyle versus a work-life balance.





DRI WOMEN IN THE LAW SPEAKER

- Partner Karen Karabinos spoke at the seminar on “Minding Your Insurance Matters,” guiding attendees through coverage claims, bad-faith disputes, and what actually is in the claim file.

GDLA WOMEN LITIGATORS SECTION

- Partner Karen Karabinos was appointed the Chair of the Section.
- Several other Drew Eckl & Farnham attorneys are serving on the board including, Allison Escott, Jennifer Parrott, and Lisa Higgins.

NAPABA ATTENDEE

- DEF attorneys enjoy attending the NAPABA events and conferences. These opportunities allow the attorneys to network and encourage each other in the association.

GEORGIA MINORITY SUPPLIER DEVELOPEMENT COUNCIL

- Lunch & Learn Education Sponsor and Presenter

DRI WOMEN IN THE LAW CHAMPION

- Partner Douglas Burrell was featured in the “WITL Champions” column of the DRI magazine. Coming from a family full of strong and intelligent women and men who are progressive when it comes to women’s issues, Douglas is a strong champion for women lawyers.



DRI WOMEN IN THE LAW PANEL COUNSEL SUBCOMMITTEE

- Partner Karen Karabinos was appointed the Vice Chair of the DRI Women in the Law’s Panel Counsel subcommittee.
- Partner Taylor Poncz was appointed the Chair of the Substantive Law Committee Liaisons.



GDLA WOMEN LITIGATORS SECTION

- Lanyard Sponsor
- Encouraged and supported 9 women attorneys to attend

ABA TIPS WORKERS' COMPENSATION AND EMPLOYER'S LIABILITY COMMITTEE

- Attorney Earl King accepted an award on behalf of the ABA TIPS Workers' Compensation and Employer's Liability Committee for exceptional effort and effectiveness in promoting diversity and achieving greater participation and involvement of Young Lawyers in the activities of the Committee and Section.

EnrichHer SPARK CONFERENCE

- Attorney Juliana Neelbauer was a judge for the conference's pitch competition. This conference gathered a community of funders and founders who share a vision, like Juliana's, for sustainable women-led ventures.

"NIGHT VISIONS" EVENT FOR THE CENTER FOR THE VISUALLY IMPAIRED

- Drew Eckl & Farnham proudly sponsored "Night Visions," benefiting the Center for the Visually Impaired. Funds raised through Night Visions support CVI's life-changing services and programs for those impacted by vision loss and are crucial to ensure that we can help those in need.

GAPABA SPONSOR

- Drew Eckl & Farnham is proud to be a platinum sponsor for the GAPABA Gala. Seven of our attorneys went to the Gala and enjoyed a night of networking, raffles, and wonderful speakers at the Georgia Aquarium.

ASSOCIATION OF WOMEN LAWYERS (AWL)

The goal of this business resource group (BRG) is to improve the retention and promotion of women attorneys at Drew Eckl & Farnham without harming the success of others.

In 2019, the completed initiatives include:

Mentor Meetings and Quarterly Small Group Lunches

Internal Women-only Social and Educational Events

Charity Events - Atlanta Legal Aid Run for Justice

Expert Speakers at Bi-Monthly Meetings

Increased Involvement in Organizations Promoting Women

AWL Volunteer Day Supporting Children's Healthcare of Atlanta

Second Annual Women's Retreat



ATLANTA HABITAT FOR HUMANITY WOMEN'S BUILD

- Female women attorneys and staff at Drew Eckl & Farnham participated in the Habitat for Humanity Women's Build of two homes to assist other females in the Atlanta area.

GDLA WOMEN LITIGATORS SECTION EVENT

GDLA Women Litigators provided CLE with a panel of judges titled "A View from the Bench." Partner Jennifer Parrott moderated the panel, allowing attendees to gain insight on what the judges look out for and expect.



Attorneys Karen Karabinos and Sonya Jacobs presented to Google's women at the Atlanta office on Women & Finances: Know, Plan, Protect. Juliana Neelbauer and Taylor Poncz were in the crowd to support the DEF presenters.

Women & Finances

Women in Trucking

Drew Eckl & Farnham is proud to be an emerald sponsor for the Accelerate! Women in Trucking Seminar. Attorneys Jennifer Parrott, Melody Kiella, and Whitney Greene will be speaking on a panel titled "Tips & Success Stories from Females in the Male-Dominated Trucking Field."



DRI WOMEN IN THE LAW ANNUAL SEMINAR

Drew Eckl & Farnham proudly sponsored "Night Visions," benefiting the Center for the Visually Impaired. Funds raised through Night Visions support CVI's life-changing services and programs for those impacted by vision loss and are crucial to ensure that we can help those in need.



THE GEORGIA ASIAN PACIFIC AMERICAN BAR ASSOCIATION

Two of our attorneys attended the 2nd Annual Women's Leadership Network Dinner. This opportunity allowed them to network and meet other Asian Pacific attorneys in the Atlanta area.



WOMEN IN LAW SUMMIT SERIES

Drew Eckl & Farnham is sponsored this event in 2019 and had several of our women partners in attendance. Partner Barbara Marschalk presented on "Succeeding in Male Dominant Environments." The seminar was on November 1, 2018 at the Intercontinental in Buckhead. The conference focused on how to create change for women and minorities in the legal profession.

We have already committed to be a speaker and sponsor this event for 2019. Partner Jennifer Parrot will serve on a panel once again discussing "Succeeding in Male Dominant Environments."





Karen Karabin
CO-CHAIR

2019 AWL COMMITTEE



Sandra Cho
CO-CHAIR



Alisha Dickie



Allison Escott



Barbara Marschalk



Bonnie Timms



Michelle Whitelaw



Monique Clark



**Meredith Riggs
Guerrero**



Chelsea Ivey



Christina Paleveda



Dana Schwartzenfeld



Emily Shuman



Gwen Havlik



Shayla Bivins



Melody Kiella



Katelyn Fischer



Katelyn Green



Kayla Chen



Kristen Johnson



Lisa Richardson



Lara Ortega Clark



Lervette Blair



Leslie Becknell



Megan Noble



Raffaella Wilson

2019 AWL COMMITTEE



Kelleen Hubbs



Mary Alice Jaspers



Belinda Be



Vivian Fisher



Camille Dizon



Tricia Cunningham



Rebecca Schmidt



Sara Becker



Sharon Stewart



Taylor Poncz



Whitney Greene



Camile Hart



Sonya Jacobs



Jennifer Parrott



Juliana Neelbauer



Julie John



Julie Stewart

AWARDS & RECOGNITION



RICHARD H. KROCHOCK

Douglas Burrell received the DRI Richard H. Krochock award which honors an individual who has provided exemplary leadership to the DRI Young Lawyers Committee, and who has promoted those qualities which enhances the public image of the Civil Defense Trial Lawyers. He is also the DRI Secretary-Treasurer.



VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Our firm has participated in the Vault's 2019 Law Firm Diversity Survey which provides statistics and other crucial information on diversity. We can benchmark valuable diversity programs and present a comprehensive picture of our diversity commitment.



GDLA PRESIDENT'S AWARD

Partner Karen Karabinos was honored with the President's Award for creating and chairing the GDLA Women Litigators Section at the 52nd GDLA Annual Meeting.



ORGANIZATIONS & ASSOCIATIONS

Our attorneys actively participate in and attend events for organizations and associations that support the promotion of diversity and inclusion.

DEFENSE RESEARCH INSTITUTE (DRI):

Throughout history with DRI, our attorneys have served chair of the DRI Diversity Steering Committee, chair of the DRI Diversity for Success Seminar and Corporate Expo, members of the DRI Women in the Law Committee and co-authored the eBook "Women Rainmakers: Roadmap to Success." In 2019, diverse DEF partner Douglas Burrell was elected as second-vice president.



GEORGIA HISPANIC CHAMBER OF COMMERCE (GHCC):

The firm has made great strides to partner more formally with the organization to both educate and counsel its members on a number of legal topics. Attorney Meredith Riggs Guerrero is on the GHCC 2019 Board.



GEORGIA MINORITY SUPPLIER DIVERSITY COUNCIL (GMSDC):

We have been given the opportunity to have one of our partners serve as the General Counsel, executive committee, and board member for the organization as well as one of our associates serve on the prestigious certification committee that certifies minority business enterprises.



MEMBERSHIPS

International Association Defense Counsel: Diversity Committee

Georgia State Bar: Diversity Committee

Atlanta Association of Insurance Professionals/National African-American Insurance Association

Georgia Asian Pacific American Bar Association

Gate City Bar Association

Georgia Alliance of African American Attorneys

National Association of Women in Construction

Georgia Association of Black Women Attorneys