

DIVERSITY &
INCLUSION
Duane Morris LLP

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CONVERSATION

ANNUAL
REPORT
2024

E Pluribus Unum | *Out of Many, One.*

DUANE MORRIS D&I ANNUAL REPORT



**MATTHEW A.
TAYLOR**

*Chairman and
Chief Executive Officer*

Duane Morris LLP

Much like our great nation, our firm's strength and success comes from our people. At Duane Morris, we are committed to creating, cultivating and protecting a culture that allows the best talent to work together and thrive. We are united by a shared sense of respect for each other and the shared mission of providing the highest levels of client service. Out of many different people, with different backgrounds, we are one firm.

These pages hold another year of accomplishments, insights and actions that showcase the remarkable skill and impressive capabilities of our people. How our attorneys focus their time and effort is revealing. After all, our actions define us. That's what makes it so gratifying to read about how our firm and its members explored important and complex issues, ranging from representation and materialization in Black media to the future of D&I after the U.S. Supreme Court decision in *Students for Fair Admissions v. Harvard*. We hosted the next generation of aspiring lawyers to give them inspiring glimpses of what careers in the legal profession could entail. Our attorneys continue to earn recognition and awards in the industry publications, as well as rise to leadership positions within bar associations and various organizations.

Actions reveal who we really are. I was particularly moved by the extraordinary bravery and selflessness that Joe West showed during Hurricane Katrina, when he, his wife and infant son were sheltering in a hospital, which became a weeklong struggle to keep the abandoned patients alive. That his friend, the noted actor Laurence Fishburne, was able to include Joe's harrowing experience in his one-man show, "Like They Do in the Movies" years later, allows that story to be told and shared. Even in overwhelming and catastrophic events, acts of compassion and humanity can occur and endure.

These are just highlights and moments from one year, from many individuals, at one firm. Yet, they show who we are as individuals and as a firm. Knowing that these are the people at my firm, that these are my colleagues and friends, is resounding reassurance that we can face any challenge together.

A handwritten signature in black ink that reads "Matthew A. Taylor". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

E Pluribus Unum | *Out of Many, One.*



**JOSEPH K.
WEST**

*Partner and
Chief Diversity and
Inclusion Officer*

Duane Morris LLP

In some corners of our profession and indeed our society, the concepts of diversity and inclusion — even the very usage of the terms — have become anathema. Something to be shunned, avoided, abandoned. I could not disagree more with that notion.

It seems the forces aligned against fairness and equity are acting through a fundamental misunderstanding (or a purposeful misapplication) of what D&I is and what it is not.

Let's commit ourselves to setting the record straight:

D&I isn't a racial or gender spoils system. It is not a zero-sum game where some must fail in order for others to succeed. And it most certainly is not a clarion call to the lowering of standards or the elevation of incompetence.

To the contrary, at Duane Morris, D&I is about expanding the firm's organizational reach in order to attract the best talent. It is the appreciation of, and the desire to obtain, varied perspectives, backgrounds and experiences in order to better serve our clients.

It is the obligation to identify and eliminate barriers to inclusion, retention, advancement and success, combined with the realization that doing so benefits everyone in the organization and, by extension, allows us to provide the very best service to our clients.

It positions us to explore new markets, develop and expand business opportunities, and to better align ourselves with that which makes Duane Morris the best place in the world to work: our culture.

But there's one other thing that should be mentioned. As a proud American, I am mindful of something that many consider to be our national motto. It appears on our currency and on the Great Seal of the United States.

In this divided nation of ours, it also appears on the great seals of all three branches of government: that of the president and vice president, Congress and the Supreme Court of the United States. It is the phrase "*E pluribus unum.*" It means "out of many, one." It is the simple notion that the very strength of our nation lies in the myriad and varied backgrounds, races, religions, nationalities, histories, viewpoints and experiences that we all bring to bear.

I encourage all of you to continue to embrace this important, bedrock principle of our nation: "*E pluribus unum.*" It has made our society, country and firm strong and resilient, and as expressed through our D&I commitment, helped us to maintain a workplace that embraces equal opportunity for all.



Mansfield Rule Participating Law Firm 2024–2025

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MISSION STATEMENT

Duane Morris is committed to being a law firm that includes people with various backgrounds, skills, perspectives and experiences, and fully uses their talents to provide legal services of the highest quality.

The Firm believes it should capitalize on the strength emanating from these differences. Drawing on the talents of all of the Firm's personnel helps to create an optimum, creative and inclusive workplace that helps the Firm deliver outstanding results to its clients and retain talent. Duane Morris recognizes the beneficial impact of a welcoming and inclusive culture on Firm morale, productivity, strategies and service for our clients.

Duane Morris is committed to fostering understanding, communication, equal opportunities and respect among all people in the firm, including people of different races, religions, ages, sex, ethnic and cultural backgrounds, national origins, sexual orientations, medical conditions or disabilities, marital, veteran or family statuses and other protected classifications.

The Executive Committee of Duane Morris has appointed a Diversity and Inclusion Committee to facilitate the implementation of this Mission Statement.

Duane Morris Maintains Mansfield Certification Status in 2024

Duane Morris LLP has once again achieved Mansfield Certification status, as reported by Diversity Lab. The Mansfield Certification ensures a fair and equal opportunity for all lawyers to advance into leadership. It is a structured certification process designed to ensure all talent at participating law firms and legal departments has a fair and equal opportunity to advance into leadership. This marks the fourth consecutive year Duane Morris has achieved Mansfield Certification status since initially joining the Diversity Lab cohort in 2020.

"Duane Morris has long cultivated advancing inclusive talent practices, and we are proud to participate in the Mansfield Certification process," said Duane Morris Chairman and CEO **Matthew A. Taylor**. "As our firm continues to grow and evolve, this remains a priority."

"We are dedicated to an inclusive and accountable leadership environment, using evidence-based and data-driven analysis along with multifaceted opportunities for communication and teamwork. This makes sense for Duane Morris as well as our clients," added **Joseph K. West**, Duane Morris partner and firmwide Chief Diversity and Inclusion Officer. "Duane Morris offers a collaborative and collegial culture, and our diverse colleagues make tremendous contributions here."

Duane Morris Sponsors Two Exhibits at the University of Kansas' Spencer Museum of Art in Honor of Black History Month

Duane Morris LLP partnered with the Spencer Museum of Art to sponsor two exhibitions, "Emmett Till & Mamie Till-Mobley: Let the World See" and "One History, Two Versions," in honor of Black History Month and in support of the firm's diversity and inclusion initiative.

"Emmett Till & Mamie Till-Mobley: Let the World See," a traveling exhibition, shares the story of Emmett Till and the bravery of his mother, Mamie Till-Mobley, whose activism fueled the Civil Rights Movement. Developed in collaboration with the Emmett Till and Mamie Till-Mobley Institute, the Emmett Till Interpretive Center, the Till family and the Children's Museum of Indianapolis, "Let the World See" challenges visitors to make a ripple for justice in their own communities.

"One History, Two Versions," a companion exhibition to "Let the World See," features art by contemporary Black artists that expands on themes in the traveling exhibition including Black life, Black love, media representation and activism. It draws on Emmett and Mamie's legacies to explore both historical and contemporary events of racial violence and racial justice movements.

Visitors encountered the perspectives of community leaders from local racial justice organizations who provided their own stories and interpretation of the art on view. Community partners include the Lawrence Branch of the NAACP, NAACP Youth Council of Lawrence, B.L.A.C.K. Lawrence, the Lawrence/Douglas County Community Remembrance Project Coalition and Justice for Wyandotte. The exhibition included works from the Spencer Museum's collection alongside loans from the Children's Museum of Indianapolis and Bill and Christy Gautreaux.



Duane Morris partner **Randy Gordon** serves on the National Advisory Board for the Spencer Museum of Art. The museum, located on the University of Kansas campus in Lawrence, Kansas, is a vibrant cultural center that sparks curiosity, inspires creativity and creates connections among people through art.

Duane Morris Recognized as a Top-Scoring Company in 2024 Disability Equality Index Report, Firm Named as a “2024 Best Places to Work for People with Disabilities”

Duane Morris has been included in the 2024 Disability Equality Index Report as a top-scoring company and is recognized as one of the “2024 Best Places to Work for People with Disabilities.” The Disability Equality Index is the world’s most comprehensive benchmarking tool for Fortune 1000-scope companies to measure disability workplace inclusion inside their organization and to assess performance across industry sectors. It is the leading independent, third-party resource for benchmarking disability inclusion policies and programs inside corporate America and is now trusted by more than 70 percent of the Fortune 100 and nearly half of the Fortune 500.

“We are proud of this recognition, which illustrates our firm’s broad and expansive approach and commitment to a culture of diversity and inclusion,” said Duane Morris Chairman and CEO **Matthew A. Taylor**. “Duane Morris is dedicated to creating a workplace environment of communication, collaboration

and accommodation, and we will continue to assess and advance our efforts around disability and neurodiversity inclusion. This includes policies, a dedicated People with Disabilities and Neurodiversity Employee Resource Group, and ongoing programs aimed at sharing knowledge and information. My thanks to our dedicated team who helped Duane Morris attain our strong result in the 2024 Disability Index Report.”

In 2024, 542 corporations, including 71 Fortune 100 and 220 Fortune 500 companies, utilized the Disability Equality Index to benchmark their disability inclusion efforts. As part of the 2024 Disability Equality Index Report, participants were evaluated on a range of parameters, including culture and leadership, enterprisewide access, employment practices and community engagement. Founded in 2015 by Disability:IN and the American Association of People with Disabilities, the Disability Equality Index is an objective, reflective, forward-thinking and confidential disability rating tool designed to assist business in advancing inclusion practices.

M. Alejandra Vargas Named a “Top Lawyer Under 40” by the Hispanic National Bar Association



Duane Morris partner **M. Alejandra Vargas** has been named a

“Top Lawyer Under 40” by the Hispanic National Bar Association (HNBA). The award celebrates and highlights the accomplishments and contributions of HNBA members who have distinguished themselves in the legal profession. It honors lawyers of any background, who have demonstrated professional excellence, integrity, leadership, commitment to the Hispanic community and dedication to improving the legal profession. HNBA members from all segments of the profession (including private practice, government, public interest, academia and corporate legal departments) are eligible for the award.

ACCOLADES

Jacqueline Brooks Named to *The Daily Record's* 2024 Business Law Power and the 2024 Leaders in Law Lists



Duane Morris partner **Jacqueline Brooks** was included in *The Daily Record's* 2024 Business Law Power List, which

recognized her as being among the most influential and respected practitioners in the business law sector in Maryland.

This list was chosen by *The Daily Record's* editorial leadership team, who reached out to readers and others in the legal community for their input and perspective. The list is part of a series of "Power Lists" throughout 2024 that showcased the most influential figures in law, higher education, healthcare, government affairs, financial services and other fields.

The Daily Record published a profile article and asked Brooks the most important thing she does at her job. She remarked, "For me, it's a tie between being a problem-solver to help clients navigate the path of getting to their dreams, whether that's becoming an entrepreneur, buying or selling a business and reaching a successful exit, and being available to mentor students and associates on being a business lawyer and navigating private practice. It is my honor to give back, as there were many that were mentors to me as a first-generation attorney in my family."

Brooks was also included in *The Daily Record's* 2024 listing of Leaders in Law.

Through Leaders in Law, *The Daily Record* and the Maryland State Bar Association honor outstanding legal professionals across Maryland who are serving businesses, clients and individuals, and making communities stronger.

Brooks is passionate about community service and pro bono work. As a fellow of the Maryland State Bar Association Leadership Academy, Brooks helped lead a small-business boot camp in West Baltimore that provided aspiring entrepreneurs and small-business owners with seminars on business planning and law.

Duane Morris Recognized by the California Black Legal Community with the David Cunningham Corporate Community Service Award

Duane Morris LLP was presented with the David Cunningham Corporate Community Service Award at the 47th Annual California Association of Black Lawyers (CABL) Conference in Sacramento. The firm was recognized for its efforts to advance inclusion in the legal profession, and for bringing awareness to access to justice issues in the state of California. The David Cunningham Corporate Community Service Award is the highest award that a company or law firm can receive from CABL.

Partner and Chief Diversity and Inclusion Officer **Joseph K. West** accepted the award on behalf of Duane Morris. Additionally, partner **Terrance J. Evans** was recognized as a co-author of an amicus brief to the U.S. Supreme Court regarding affirmative action.

Duane Morris has been at the forefront on advancing issues that impact marginalized and underserved diverse communities. The firm supports a number of minority bar associations in California, including the National Bar Association, the Charles Houston Bar Association and CABL.



Duane Morris collaborates with organizations in creating and sustaining programs to maximize the benefits of diversity and inclusion. The firm offers a wide range of services related to designing and implementing support systems, including trainings, to promote inclusion and equal opportunity, consistent with applicable law. Duane Morris attorneys also assist with ongoing monitoring of the ever-changing legal landscape.

Jiazhong Luo and Glenn Richeson Selected for Leadership Council on Legal Diversity's Prestigious Fellow and Pathfinder Programs



Duane Morris announced that **Jiazhong "Jason" Luo** has been selected as a 2024 fellow of the Leadership Council on Legal Diversity (LCLD) and **Glenn Richeson** was selected for the 2024 LCLD Pathfinder Program.



The Leadership Council on Legal Diversity is an organization of more than 400 corporate chief legal officers and law firm managing partners—the leadership of the profession—who are committed to creating an environment where all talent can thrive. The action programs are designed to attract, inspire, and nurture the very best talent in society and within LCLD organizations, thereby helping a new generation of attorneys ascend to positions of leadership. LCLD works with member institutions to promote equal opportunity in our organizations, our circles of influence, and our society, with the ultimate goal of building an inclusive legal profession.

Duane Morris Partners John A. Nixon and Joseph K. West Named to Savoy Magazine's 2024 Most Influential Lawyers List



Duane Morris partners **John A. Nixon** and **Joseph K. West** have been named in *Savoy Magazine's* 2024 "Most Influential Lawyers" list. This honor recognizes the recipients' distinguished legal careers and outstanding

commitment to their community. It is reserved for the elite influencers, achievers and legal leaders in today's corporate and private practice climate.

Tulane Law School Hall of Fame Inducts Duane Morris Partner and Chief Diversity and Inclusion Officer Joseph K. West



Duane Morris partner and Chief Diversity and Inclusion Officer **Joseph K. West** was unanimously inducted into the 2024

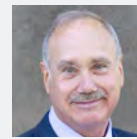
Tulane Law School Hall of Fame in his hometown of New Orleans. West is a graduate of Tulane Law School, where he formerly served as adjunct professor of trial advocacy. Each year, the Tulane Law School Hall of Fame honors its most notable alumni and trailblazers whose impact on the school and the profession elevated the stature of Tulane Law.

Duane Morris Partner and Chief Diversity and Inclusion Officer Joseph K. West Named Recipient of the National Bar Association Cora T. Walker Corporate Partnership Award

Duane Morris LLP partner and Chief Diversity and Inclusion Officer **Joseph K. West** was named the recipient of the National Bar Association's Cora T. Walker Corporate Partnership Award. West was honored at the NBA 99th Annual Convention in Las Vegas, Nevada, in July 2024.

This award is a recognition by the president of the NBA for outstanding contributions to the entire organization. Cora T. Walker was a legal pioneer who was admitted to the New York State Bar in 1947, which was a time when very few women and very few Blacks were practicing attorneys. She also was a former chair of the Commercial Law Section and was one of the NBA members who organized the first Corporate Counsel Conference.

Duane Morris Intellectual Property Practice Group and Attorneys Earn Industry Recognition



Duane Morris' Intellectual Property Practice Group and attorneys have been recognized by the following industry publications:

LMG Life Science

Thomas J. Kowalski

General Patent Litigation, Patent Prosecution, Patent Strategy & Management, Hatch-Waxman Patent Litigation; nominated for Patent Strategy Attorney of the Year, New York

Vicki Norton

Patent Strategy & Management and Patent Strategy Attorney of the Year, California

IAM Patent 1000: The World's Leading Patent Professionals 2024

Vicki Norton

Philip Woo

Managing IP

Vicki Norton

Patent Star, National; 2024 Top 250 Women in IP

Philip Woo

Patent Star, California

Vicki G. Norton Named to Daily Journal's 2024 Top Women Lawyers List

Vicki G. Norton was named to *The Daily Journal's* 2024 Top Women Lawyers list. The annual list recognizes California women lawyers doing pathbreaking work on the highest stakes cases and deals.

Duane Morris Partner Leigh Skipper Selected as Diversity in Business Honoree by the Philadelphia Business Journal



Leigh M. Skipper was named a 2025 Diversity in Business Award honoree by the *Philadelphia Business Journal*.

The award honors diverse business leaders who've made a significant impact in their fields and are dedicated to diversity and inclusion efforts.

Partner Terrance J. Evans Elected Chair of California Lawyers Association Board



Terrance J. Evans, a partner in the San Francisco and Los Angeles offices of Duane Morris LLP,

was elected chair of the California Lawyers Association (CLA) board. Evans is the first person of color and first Black person elected to this high-profile position. CLA is the largest voluntary state bar association in the United States, representing the interests of California's more than 260,000 lawyers. Evans is currently the vice chair of the CLA board and previously served as the chair of the CLA Litigation Section, which is the largest of CLA's 18 sections.

Evans has played a role in the leadership of myriad professional organizations, including the National Bar Association, the California Association of Black Lawyers, the Charles Houston Bar Association — California's oldest Black bar association — and the Bar Association of San Francisco, as well as sections and committees within such groups. He is a co-founder of the Charles Houston Bar Institute and CLA Racial Justice Committee.

Evans has spoken at more than 200 diversity and inclusion programs and civil rights programs in partnership with more than 65 law schools, bar associations, colleges, universities, high schools, law firms, churches and other organizations. He also frequently appears on national and local television and radio discussing topics ranging from the United States Supreme Court and California courts to important legislation and civil rights issues. During his legal career, Evans has raised more than \$550,000 for scholarships for underprivileged students. He has also created five annual scholarships that have provided tens of thousands of dollars to underprivileged students across the United States.

Duane Morris Partner and Chief Diversity and Inclusion Officer Joseph K. West Named as an ONYX Magazine Man of Honor

Duane Morris LLP partner and Chief Diversity and Inclusion Officer **Joseph K. West** was recognized by *ONYX Magazine* as a 2024 Man of Honor. The fifth annual awards celebrate the achievements of the most influential and impactful Black men in Florida and the United States. West participated in a ceremony recognizing all honorees and award winners on September 28 at the Rosen Centre Hotel in Orlando. *ONYX Magazine* also awarded scholarships to young men pursuing higher education.

Chambers and Partners Recognizes Duane Morris Attorneys

The 2024 Chambers and Partners regional guides of "leading lawyers for business" — Chambers USA, Chambers Global and Chambers Asia-Pacific — included the following attorneys:

Neville M. Bilimoria
Healthcare

Eric R. Breslin
Litigation: White-Collar Crime & Government Investigations

Pierre Georges Bonnefil
Immigration

Jacqueline A. Brooks
Corporate/M&A

Phil Cha
Environment

Ted J. Chiappari
Immigration

Tracy Gallegos
Cannabis Law

John A. Nixon
Employee Benefits & Compensation

Miles Plaskett
General Business Law, U.S. Virgin Islands

Denyse Sabagh
Immigration

Leigh M. Skipper
Litigation: White-Collar Crime & Government Investigations

**Duane Morris' Terrance J. Evans
Recognized as a Distinguished Leader,
Firm Named an Award Finalist by
*The Recorder***

Duane Morris LLP has been recognized across two categories of *The Recorder's* 2024 California Legal Awards. The awards celebrate the achievements of lawyers and companies leading technology, innovation and the profession as a whole.

**Distinguished Leader Award Winner
Terrance J. Evans**

The Distinguished Leader Award honors leaders who have implemented major achievements in the last year (leading their firms to record revenue, spearheading large-scale office relocations, implementing new programs or technology, and being at the forefront of significant pro bono matters).

Terrance J. Evans is a nationally recognized trial lawyer with substantial appellate experience who has secured victories for clients in numerous multimillion-dollar cases in federal and state trial and appellate courts across the United States. During his more than 20 years of practice, Evans has made history multiple times and distinguished himself as a leader in several of the largest bar associations in the United States. Evans is also a dynamic speaker who gives presentations on legal issues across the United States and around the world.

**Finalist - Innovation in Diversity
and Inclusion - Duane Morris LLP**

This award honors law firms that support all attorneys, including but not limited to women attorneys, lawyers of color and other underrepresented groups.

IN THE NEWS AND ON STAGE

**Laurence Fishburne Portrays Joe West's
Harrowing Katrina Ordeal**

By Emily Sawicki

Law360 | March 28, 2024

This weekend marks the end of a three-week debut run of the one-man show "Like They Do in the Movies," written and performed by Tony Award-winning actor Laurence Fishburne — which includes the moving story of what his longtime friend Duane Morris partner Joe West endured at a New Orleans hospital during Hurricane Katrina.

As the storm made landfall in August 2005, West and his physician wife, Nadine, were holed up in New Orleans Methodist Hospital in the city's hard-hit east side with their infant son, in what would become a desperate weeklong struggle to keep patients alive while they awaited rescue.

Now, West's heart-wrenching story has come to life on stage thanks to Fishburne, who included West's experience at Methodist Hospital in his semi-autobiographical one-man show currently being staged in Manhattan's Perelman Performing Arts Center.

Duane Morris LLP litigation partner and chief diversity and inclusion officer **Joseph K. "Joe" West** and Fishburne first met in 1997, when West represented the actor in a property acquisition. Since then, the two developed a friendship built on mutual support, both West and Fishburne said in an interview with Law360 on Thursday, with West's sons referring to the actor as "Uncle Fish."

West said that, while others were fleeing the city ahead of the hurricane, he and his wife, an OB-GYN at Memorial Hospital, decided to remain in the city. Nadine stayed to offer medical assistance, including to three patients already in labor at the time the storm was making landfall. While their two older sons were evacuated north to Baton Rouge, West, Nadine and their three-month-old son, Andrew, sheltered in the hospital.

"When you marry an OB-GYN, you're essentially marrying her patients, as well," West said.

A trial lawyer with close to 20 years of litigation experience at the time, West said that when the power went out at the hospital, despite lacking professional medical training, he donned a pair of scrubs and began using a hand-powered respirator to aid intensive care unit patients who had been on ventilators.

For about 36 hours, West and others — "whoever was there: people who worked in the cafeteria and janitors and a couple of cops and National Guardsmen," he described — worked around the clock to provide oxygen to the patients, but one by one, each succumbed.

"There were so many of them [patients], they were just on the floor, in the hallway, in the stairwell, and so everybody who was there, whether they had medical training or not, was really pressed into service of one kind or another," West said, "either helping to care for people, helping them make people comfortable or, when helicopters finally came to rescue us, if you were able-bodied enough to do it, carrying people to the roof to put them on helicopters. Or, after the ones on the roof died, you know, carrying them back down and placing them in what became sort of a makeshift morgue."



Among the last to be evacuated, West said he worked to identify those who had died over the week, many of whom did not have charts or IDs, leaving notes of any information he knew. Since nearby hospitals and area residents knew Methodist was planning to stay open during the storm, some patients had been dropped off at the front door and left during what West described as the “madness and chaos” of the city’s evacuation.

The hospital was demolished after the hurricane, and a new hospital reopened nearly 10 years later under a new name, New Orleans East Hospital.

West said the trauma he experienced at Methodist Hospital, which included personally witnessing the deaths of 10 patients, has had a profound effect on his personal life and his practice.

“I’ve done a lot of litigation over the course of my career — I still do,” West said. “It’s so intense, and there’s so much focus on perfection, getting things right. I know people who, if there’s a comma out of place in a brief, it’s the end of the world.”

“When you experience something like that, you realize that’s not the end of the world,” West said. “It’s something that can be corrected. But when you experience something like what I experienced, you realize that perspective is really important.”

In the months and years following the hurricane, Fishburne said he would speak to West about the attorney’s experience of living through a catastrophe. Fishburne said it was as important to United States history as September 11, 2001.

“I was so moved by all that he expressed to me and by all he shared with me, that my initial response was I’ve got to figure out how to make a movie about this,” Fishburne said. “I’ve got to get my production company together and make a film.”

By 2018, the actor was determined to find a way to share West’s story. It was around that time Fishburne said he realized West’s experience could be included in a one-man play he had started to write but shelved about 15 years earlier.

“I realized that I needed another story and that Joe’s story would be the perfect story to add to my show,” Fishburne said, later adding, “It’s essentially the heart of the show. I’m just incredibly grateful because it really — it moves audiences to tears, but more importantly, it’s also helped Joe arrive at this place that he’s at now.”

The “place” Fishburne described is West’s decision to write a book about his experiences during Hurricane Katrina, a decision Fishburne lauded.

“I think the events of Katrina are still living,” Fishburne said. “The effects of it are still with us.”

Fishburne, well-known for his roles in “The Matrix” movie series and on the long-running television show “Black-ish,” has focused much of his career on telling what West described as “important stories.” Those include roles in 1995’s “The Tuskegee Airmen” and 1991’s “Boyz n the Hood,” as well as his work narrating the PBS series “Slavery by Another Name.”

“As an artist, he’s made those kinds of choices to really tell important stories that have a lot of impact,” West said. “That makes me feel even more honored that my story has been a part of that lineage.”

For his part, Fishburne said it was he who was honored to tell the story.

“I was honored that Joe felt safe enough to share his story with me personally, like that, and so that’s the context that I use for it in my show: It’s simply my friend talking to me and telling me what happened,” Fishburne said.

The title of the show — “Like They Do in the Movies” — came in part from Fishburne’s perspective on balancing his real life with the characters for which he has become best known.

It is also excerpted from a statement West made while reflecting on his first encounter with death at Memorial Hospital, which he was only able to describe to Fishburne during a personal conversation several years later.

“I remember saying that to Laurence, and the reason I said it is because experiencing that person’s death, and the deaths of so many other people, was so visceral,” West said. “I still remember the sounds, the smells. It’s really not like they do in the movies.”

E Pluribus
Unum

—
*Out of
Many,
One.*



THE DUANE MORRIS D&I 360 PODCAST WITH JOSEPH K. WEST CONTINUES IN SEASON 3

The Duane Morris D&I 360 podcast, hosted by partner and Chief Diversity and Inclusion Officer **Joseph K. West**, features candid conversations with legal and business leaders on the issues and challenges in our collective efforts to advance inclusion and belonging. The 2024 season included the following episodes:

EPISODE 38: Joanna Kuang of Illumen Capital: Impact Investing to Drive Systemic Change

Joe West interviews Joanna Kuang, senior vice president of product development and impact at Illumen Capital, an impact fund founded on the thesis that “reducing racial and gender bias can potentially also be a contributor to financial success.” Joanna shares how her “lived experience as the daughter of Chinese immigrants” has driven her career in impact investing, which she describes as “a great way to kind of marry my skill set and opportunities I’ve been given with the world that I want to see.” While earning her math degree at Duke, Joanna worked at a Freedom School in the Mississippi Delta, where she saw firsthand the inequities her Black students faced, compared to the numerous opportunities she had growing up in an affluent New Jersey suburb. She realized “the power of capital to drive impact in ways that are community based” and has focused her career on trying to “change the face of what the investment industry looks like and how those people who are in the investment industry make decisions” ever since.

EPISODE 37: Tarik Gause: Finding His Place and Making His Mark Around the World

Joe West sits down with Tarik Gause, “a superstar scholar” who’s now based in Amsterdam as Roku’s associate general counsel for business and legal affairs (EMEA) and was a recipient of the MCCA’s Lloyd M. Johnson Jr. Scholarship during Joe’s time leading the MCCA. After graduating Howard University feeling “like the world was out there for me to go out and find my place in it,” Tarik’s career certainly took him around the world, from Washington, D.C., to Sao Paulo, Brazil, to Charlotte, North Carolina, and then to Amsterdam. Tarik shares some of the challenges of having an international career while trying to raise a family, as well as the “amazing gift” of giving his children “the privilege of growing up in the U.S., Brazil and in Europe” and a vastly different experience than his own. As advice to more junior lawyers trying to find their way in the world, Tarik offers “build your cheerleading squad” and “make that effort” to find the “people who want you to succeed,” who give you “fuel to keep going on and achieving.”

EPISODE 36: Rob Rader and the Transformative Power of Education

Joe is joined by Rob Rader, general counsel and corporate secretary of Ovation TV, for a discussion on Rob’s career as “a truly ‘general’ general counsel” and how his approach as an executive who educates and shares information elevates everyone. Rob credits his entire career and life to the transformative power of education and strives to be able to give what education had done for him back to another generation of students as an elected member of Santa Monica College’s board of trustees since 2004.

EPISODE 35: Sandra Yamate: The True Histories and Experiences of Asian Americans and Pacific Islanders

Sandra Yamate, chief executive officer of the Institute for Inclusion in the Legal Profession, talks with Joe about the current state of D&I and how the challenges present “an opportunity to separate what D&I efforts

for the 21st century look like and how they’re going to be different from 20th century efforts.” Sandra also discusses Polychrome Publishing, which she and her husband founded after finding that “there were no children’s books really about children of Asian ancestry as Americans.” Polychrome sought to publish “children’s books that address the experience of being a child of Asian ancestry growing up in the U.S.” Lastly, Joe and Sandra explore the meaning and importance of AAPI History Month, not just as a cultural celebration, but as a way to share the true histories and experiences of Asian Americans and Pacific Islanders and their contributions to the United States.

EPISODE 34: John Simpson: Growing Up as a Military Brat in the Segregated South

Joe West talks with Duane Morris partner **John Simpson** about his remarkable experiences and lessons learned from growing up as “a military brat” in the segregated South, attending Harvard after being accepted by the U.S. Air Force Academy and West Point, to getting drafted during the Vietnam War and choosing to be a platoon leader, knowing it was the “most dangerous job in the Marine Corps.” After his military service, John attended Columbia Law School, where his civil procedures professor was Ruth Bader Ginsburg. Those contrasting experiences, living through the Civil Rights Movement and serving in the military during the anti-war protests sweeping college campuses, shaped John into the nationally recognized trial lawyer he is today, with a focus on animal law. He finds parallels between Duane Morris and his approach to law: “We’re not afraid to go to trial, and if we get to trial, we’re going to bury the other side. So if you want to win a case that nobody says can be won, we are the people you hire. This is what we do, and we do it well.” For more junior lawyers finding their own paths, John advises: “If you’re a trial lawyer, you’ve got to be all-in on your client’s point of view and you’ve got to empathize. You’ve got to, as we used to say, hug the cactus.”



Duane Morris Co-Sponsors Rutgers Law School's MLK Champions of Social Justice and Equality Gala

The firm sponsored the 28th Dr. Martin Luther King Jr. Champions of Social Justice and Equality Gala, hosted by Rutgers Law School Camden Black Law Students Association. **Niyah Dantzler** and marketing and business development coordinator **Vaughn Richardson**, both of the Philadelphia office, attended the gala, which was held at the Merion in Cinnaminson, New Jersey.



Pierre Georges Bonnefil Hosts Breakfast in Celebration of 11th Year Stroke Anniversary

Pierre Georges Bonnefil hosted a celebratory breakfast for his 11th year stroke anniversary at the New York office. Firm attorneys, staff and American Heart Association representatives **Diego Ortiz Quintero** and **Mark Hurley** were in attendance.

Duane Morris Sponsors the National Bar Association Commercial Law Section's Corporate Counsel Conference



Duane Morris was a gold sponsor at the National Bar Association Commercial Law Section 37th Annual Corporate Counsel Conference. Panelists included **Joseph K. West** on the topic "ESG in the Legal Spotlight: Challenges and Strategies for Modern Businesses" and **Tarsha A. Phillibert** on the topic "Navigating the Legal Landscape: Hot Topics in Litigation for 2024." Joseph and Tarsha also connected with in-house counsel and engaged in valuable discussions and insights on legal strategies and industry trends. The conference offered unparalleled opportunities for law firm attorneys to meet with corporate counsel and government representatives from numerous Fortune 1000 companies. **Umica Anderson-Howard**, diversity and inclusion manager, and **Taja West**, marketing and business development specialist, also attended the event.

Duane Morris Sponsors 33rd Annual Jazz for Justice Gala

Duane Morris sponsored the 33rd annual Jazz for Justice Gala hosted by Rutgers Law School's Association of Black Law Students at the Newark Museum of Art. The event served a dual purpose of recognizing Black students and professionals for their contributions to the legal field, as well as fundraising for the organization's future. **Stephanie Lamerce** and senior network infrastructure engineer **Raymond Walters** were proud Duane Morris representatives for the event.

Black History Month Presentation: The Power of Materialization in Black Media

It has been said that journalism is the first draft of history. The lens through which people of color are viewed has always been shaped by the words and images portrayed in the media. In a celebration of Black History Month, we were reminded of the power to materialize and create our history every day. Duane Morris partner and Chief Diversity and Inclusion Officer **Joseph K. West** was joined by **Khadijah Sharif-Drinkard**, senior vice president of business affairs at ABC News, for an inspiring discussion on her journey from growing up in Harlem, attending Columbia University and Fordham Law School, to leading and closing deals at major networks that introduced new Black and diverse stories that better reflect our experiences and histories.

Speaker | Khadijah Sharif-Drinkard



ABC News Senior Vice President of Business Affairs **Khadijah Sharif-Drinkard** oversees deal strategy across the network. She is the first Muslim woman to oversee a major department at ABC News and is an executive champion of the Muslim Business Employee Resource Group,

Salaam, at the Walt Disney Company. Prior to joining Disney, **Khadijah** was senior vice president of business and legal affairs at Paramount Global (formerly ViacomCBS). In that role, **Khadijah** was integral to bringing high-profile, ratings-shattering projects to the screen that highlighted Black stories, including "The New Edition Story," "The Bobby Brown Story" and the "Black Girls Rock!" franchise. Prior to her groundbreaking work at BET Networks, **Khadijah** served as vice president, senior counsel, at Nickelodeon, where she helped to launch shows celebrating children of color including "Dora the Explorer," "Diego" and "The Backyardigans."

D & I EVENTS

2024 Banking and Finance General Counsel Roundtable: Artificial Intelligence and Diversity & Inclusion

Duane Morris LLP presented the 2024 Banking and Finance General Counsel Roundtable: Artificial Intelligence and Diversity & Inclusion on February 28, 2024.

The artificial intelligence program featured industry and legal consulting practitioners' insights on AI trends in banking and finance, and a panel discussion of the problems AI is likely to solve and the legal complexities it will create.

Moderator

Christopher Winter, Partner and Team Lead, Banking and Finance Industry Group, Duane Morris LLP

Opening Speaker

Christine Livingston, Managing Director/Leader of Artificial Intelligence Practice, Protiviti

Panelists

Kevin Malcolm, SVP and General Counsel, BankUnited

Matthew C. Mousley, Partner and Member, AI Strategy Team, Duane Morris LLP

Joel Wuestoff, Managing Director, Certified Information Systems Security and Privacy Professional, Protiviti

The diversity and inclusion program explored how D&I is evolving in the banking and legal industries and its future after the U.S. Supreme Court decisions in *Students for Fair Admissions v. Harvard University* and *Students for Fair Admissions v. University of North Carolina*. Duane Morris partner **Terrance J. Evans** examined the past, present and future of D&I in the banking and legal industries. The panel discussed preserving D&I programs in the aftermath of the Supreme Court decisions, and best practices for risk management, recruitment, retention and business development.

Moderator and Opening Speaker

Terrance J. Evans, Partner and Team Lead, Banking and Finance Industry Group, Duane Morris LLP

Panelists

Brionna L. Denby, Senior Vice President, General Counsel, WSFS Bank

Linda B. Hollinshead, Partner, Employment, Labor, Benefits and Immigration Practice Group, Duane Morris LLP

A Conversation with Living Legends of the Largest Black Bar Associations

In celebration of Black History Month, Duane Morris presented "A Conversation with Living Legends of the Largest Black Bar Associations" on February 29, 2024. The program explored the history and contributions of Black bar associations, with insights from the legendary Black lawyers and bar leaders who have dedicated their careers and lives to the advancement of civil rights, diversity and inclusion in California and beyond. Presenters included:

Shanae Buffington, President, California Association of Black Lawyers (CABL); Past President, Wiley W. Manuel Bar Association; Past President, Sacramento County Bar Association; Past Chair, Client Security Fund Commission

Terrance J. Evans, Partner, Co-Leader, Banking and Finance Industry Group, Co-Leader, San Francisco D&I Committee, Duane Morris LLP; Director, Region IX, National Bar Association (NBA); Vice Chair, California Lawyers Association (CLA); Co-Chair and Co-Founder, CLA Racial Justice Committee; Past President, Charles Houston Bar Association (CHBA); Past Chair, Litigation Section, CLA; Past Chair, Association of Business Trial Lawyers Leadership Development Committee

Robert L. Harris, Past President, NBA; Past President, CHBA; Co-Founder, CABL; NBA and CABL Hall of Fame Inductee; 27th Grand Polemarch, Kappa Alpha Psi Fraternity

Belinda D. Stith, Past President, CABL; Past President, Black Women Lawyers of Los Angeles; Vice President, NBA; Board Member, National Bar Institute

Lei-Chala Wilson, Past Director, Region IX, NBA; Past President, CABL; Past President, Earl B. Gilliam Bar Association; Past President, San Diego Chapter of the National Council of Negro Women; Past President, San Diego Branch, NAACP

Terry Wiley, Inspector General, City and County of San Francisco; Past Vice President and Past Director, Region IX, NBA; Past President, CHBA



Gordon Knox Presents Maryland Economic Development Awards

N. Gordon Knox presented awards that recognized significant economic development programs, projects and

marketing initiatives at Maryland Economic Development Association's Annual Conference in Cambridge, Maryland. Recognized projects included CFG Bank Arena in Baltimore, Great Wolf Lodge in Cecil County and the Frederick County Agricultural Innovation Grant Program.

Michael Futterman Attends Moms Helping Moms Annual Gala



Michael R. Futterman attended the Moms Helping Moms Inc. annual gala in Florham Park, New Jersey. The goal of the foundation is to

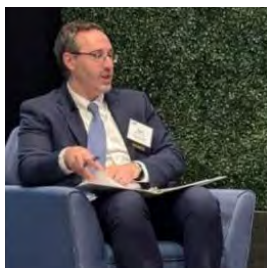
provide underserved families in New Jersey with equitable access to the essentials needed to provide their children with a safe and healthy start. The foundation is a pro bono client of the firm; Michael is a part of their board of directors.

An Evening of Cocktails, Conversation and Luxury Spirits Featuring Reign Rum

London-born Ghanaian entrepreneur and firm client Amma Mensah is a trailblazing social innovator. In 2020, she returned home and took over one of West Africa's largest organic farms and distilleries, producing sugarcane, cashews, rum and brandy. In her first two years, she sold over 30,000 liters of rum, halved the company's losses and simultaneously increased the salaries of African farmers by 50 percent.

Reign Rum launched in Accra, Ghana, in 2023 at Blackstarline Fest, the country's largest ever festival. In just one year, Reign Rum has won a string of international awards for design and taste, engaged over 1 million YouTube viewers and gained the approbation of leading cultural and industry figures across the globe. Ahead of Reign Rum's launch in the United States, Duane Morris and the Black Entertainment and Sports Lawyers Association hosted a series of exclusive tasting events in the New York, Washington, D.C., and Miami offices, led by Mensah.

Sean Zabaneh Speaks at Hospital and Healthsystem Association of Pennsylvania's Leadership Summit



Sean Zabaneh presented at the Hospital and Healthsystem Association of Pennsylvania's (HAP) annual Leadership Summit in Harrisburg, Pennsylvania. Sean joined Jolene Calla, vice president of finance and legal of HAP, in a discussion on the impact of the

Change Healthcare cyberattack. Sean said he expects "lots of lawsuits, lots of litigation and lots of complicated legal issues" related to problems of cyberattack on hospitals, medical groups and physician practices.

The 2024 George B. Vashon Lecture

In conjunction with the firm's annual D&I retreat, Duane Morris holds its annual George B. Vashon Lecture. In 2024, the lecture explored the U.S. Supreme Court's decisions in *Students for Fair Admissions, Inc. v. Harvard* and *Students for Fair Admissions, Inc. v. University of North Carolina*, which effectively ended race-based college admissions programs. Firm Chairman and CEO **Matthew A. Taylor** provided the welcome address and Trial partner and Chief Diversity and Inclusion Officer **Joseph K. West** gave opening remarks for the lecture and discussion featuring:

Keynote Speaker

Antonio Garcia Padilla, Former President, University of Puerto Rico; Former Dean, University of Puerto Rico Law School; and Member of the ABA Accreditation Council ABA Accreditation Council



Panelists

Adanwimo "Ada" Okafor, General Counsel and Chief Diversity Equity and Inclusion Officer, American Board of Surgery

Dariely Rodriguez, Deputy Chief Counsel, Lawyers' Committee for Civil Rights Under Law

Thomas G. Servodidio, Vice Chairman, Duane Morris LLP

Sozi Tulante, General Counsel, Form Energy





The Duane Morris Diversity & Inclusion Retreat

Each spring, attorneys, firm leadership and guests from across the country attend the annual Duane Morris Diversity and Inclusion Retreat to share their experiences at the firm and delve into topics including retention, marketing, client service, delivering excellent outcomes and business development strategies. These retreats are open to all attorneys and are one of many educational events offered to our attorneys throughout the year. The 2024 retreat was held on May 4 and featured the following panels:

Leveraging Uniqueness to Create Professional and Business Opportunities

Cyndie Chang

John Nixon

Hector Perez, Founder and CEO, Quantum FBI LLC

Sonia Zeledón, Associate General Counsel, Compliance and Data Privacy, The Hershey Company

D&I Sustainability: Impact, Opportunities and Challenges

Monté Squire, Moderator

Fatimah Conley, Esq., Vice President of Equity and Chief Diversity Officer, University of Delaware, Office of Institutional Equity

Tamika Crawl-Bey, Esq., Counsel, Intellectual Property, Corning

Cheryl Maddox, Esq., Chief Legal and Compliance Officer, PFM

A Town Hall with Matthew A. Taylor – The 3 C's Revisited

Joseph K. West, Moderator

Inside Information: Perspectives from In-House

Chauntell Bobo, Deputy General Counsel, Women's Tennis Association

Megha J. Charalambides, Associate General Counsel, Head of Employment, Zum LLC

Selyn Hong, Executive Vice President of Human Resources, American Chemical Society



Roundtable Series – The Science Fair

Introduction to Science Fair & Topics

Ryan Wesley Brown

Charles in Charge – The Role of the COO

Charles J. O'Donnell and **David Golden**

Code Switching in the Workplace

Joseph K. West

Marketing U – Class Is in Session

Justin Edmondson and **Ellen Earl Gillis**

My Benefits 101

Carol Ann Verratti, **Jennifer Davis** and **Priscila Bandeira**

Preparing to Make Partner, Making Partner, Staying Partner

Sharon Caffrey

Throughout the event, **Glenn Richeson**, **Ted J. Chiappari** and **Betty Luu** shared personal stories in five-minute “Meaningful Moment” presentations.

Duane Morris Supports LGBT Bar Association of New York Annual Gala

Meagen E. Leary, Eric R. Breslin, Darrick M. Mix and clients Nicholas Tomasetti and Victoria Castoro of Prelude Capital attended the LGBT Bar Association of Greater New York's Annual Gala in New York City. The goal of the LeGaL Foundation is to provide vital legal services to hundreds of members of the LGBT community each year and host a network of free weekly walk-in legal clinics, anchored by the flagship at Manhattan's LGBT Community Center.



In addition to Pierre and Michael, the students heard from a diverse group of speakers including **Roger Chari**, **Jessica Singh**, **Mauro Wolfe**, **Jose Aquino**, **Lily Gao**, **Brandon Chan**, managing clerk/paralegal supervisor **Onika McLean**, paralegal **Sophia Khalek**, legal assistants **Ana Venissa Fernandez** and **Taneka Smith**, client development director **Justin Edmondson**, client development manager **Lotan Korenblit**, marketing and business development specialist **Taja West**, marketing and business development coordinator **Vaughn Richardson** and video specialist **Sean Graney**. The event also could not have been a success without the efforts of office coordinator **Lakeisha Hemingway** and receptionist **Sean Muhsen**.

New York Office Hosts Career Day for 100 Local Multilingual Students

Pierre Georges Bonnefil, **Michael Grohman** and the New York office hosted an engaging Career Day for over 100 multilingual students and chaperones from three local high schools. The event aimed to inspire the students and educate them about career opportunities within the legal field.

Throughout the day, students from Flushing High School, Newtown High School and James Madison High School participated in breakout sessions that featured attorney and staff panelists who shared their unique pathways to success and provided valuable insights into various legal careers and practice areas. Students had the opportunity to ask questions and engage in discussions, gaining firsthand knowledge about the responsibilities of legal professionals, the educational and career trajectories required and the challenges and rewards of working in law. The event underscored the importance of multilingual skills, emphasizing how these abilities can enhance communication and client relations in an increasingly globalized world. The Career Day not only broadened the students' understanding of the legal industry but also inspired many to consider law as a viable and exciting career path. The firm's commitment to fostering all future talent and promoting inclusion within the legal profession was evident, making the event a resounding success.



A Conversation with Juliette Pryor in Honor of Juneteenth

In this year's annual Juneteenth celebration, Juliette W. Pryor, Executive Vice President, Chief Legal Officer and Corporate Secretary of Lowe's Companies, Inc., joined **Joseph K. West**,

for a conversation on Black excellence in the corporate class, what it looks like at the C-suite executive level, and why it's important to share her story.

Juliette W. Pryor is an experienced public company corporate director and C-suite executive with over 30 years of business experience. Juliette serves as executive vice president, chief legal officer and corporate secretary of Lowe's Companies Inc. Lowe's is a Fortune 50 home improvement company that operates over 1,700 stores and employs approximately 300,000 associates. Juliette also serves as a director of Genuine Parts Company, a Fortune 200 global service organization specializing in the distribution of automotive and industrial parts. GPC operates in 17 countries and is supported by over 60,000 associates.

Juliette earned her bachelor's degree from Fisk University and her juris doctorate from Georgetown University, where she also received a master's degree from the School of Foreign Service. She is chair of the board of trustees of Fisk University and a member of the Executive Leadership Council.

Joseph K. West and Umica Anderson-Howard Attend Leadership Council on Legal Diversity Annual Meeting

Joseph K. West and **Umica Anderson-Howard** represented Duane Morris at the annual meeting of the Leadership Council on Legal Diversity (LCLD). LCLD and its CEO Robert Grey annually host a gathering of corporate general counsel focused on D&I in the corporate legal sector.



Pro Bono and DM Pride Co-Host CLE/Social Hour Event in New York

The Duane Morris Pro Bono Program and Duane Morris Pride co-hosted an engaging and insightful hybrid CLE/ social hour event at the New York office (Broadway location) that highlighted critical issues at the intersection of LGBTQIA+ rights and immigration. The event featured a compelling lineup of speakers and interactive segments that brought together professionals, advocates and community members.



The evening began with a powerful interview, moderated by **Kristopher Peters**, featuring two pro bono clients — gay Jamaican men who sought and were granted asylum in the United States. Their stories underscored the harsh realities and dangers faced by LGBTQIA+ individuals in countries where their identities are criminalized. The program continued with Lucia Damerau, a prominent advocate from OLA of Eastern Long Island, who delivered an enlightening presentation on LGBTQIA+ rights and immigration remedies, highlighting legal pathways available to LGBTQIA+ immigrants, including asylum and other forms of relief. Introduced by **Mark Lerner**, Rabbi Marisa James from the Ark Immigration Clinic at Congregation Beit Simchat Torah wrapped up the CLE segment with a presentation about the intersection of faith, immigration and LGBTQIA+ advocacy, and emphasized the importance of creating inclusive and supportive spaces within faith communities for immigrants and the unique challenges faced by LGBTQIA+ individuals within these contexts.

Following the presentations, attendees had the opportunity to connect, network, share experiences and discuss the day's themes during a vibrant social hour.



San Diego Trial Attorneys Attend ESI Training

San Diego office Trial Practice Group attorneys **Edward Cramp**, **Dillon Denio** and **Daniel M. Doft** attended an ESI training hosted by the local Federal Bar Association.

Alejandra Vargas Speaks at the 2024 Encuentro Internacional

Alejandra Vargas spoke at the 2024 Encuentro Internacional in Mexico City, co-sponsored by the Barra Mexicana, Colegio de Abogados A.C. and the Hispanic National Bar Association. During the panel, titled "Managing a Global Company and Workforce," along with counsel from Uber and FedEx, they discussed employment, tax and immigration considerations in managing a global company and workforce.



Joseph K. West Speaks at the National Bar Association Corporate Leadership Summit



Joseph K. West was among a group of experienced trial lawyers selected to present

at the National Bar Association Corporate Leadership Summit. The panel focused on best practices for handling high-stakes litigation. In addition to Joe, the panel included nationally known trial lawyer Ben Crump.

Duane Morris Hosts Next Generation of Aspiring NYC Law Students in Partnership with St. John's School of Law's Summer Law Institute



Pierre Georges Bonnefil, Joseph K. West and **Michael Grohman** opened the doors to the next generation of aspiring legal professionals during a field trip hosted by the Summer Law Institute (SLI). Organized in partnership with St. John's School of Law and the Legal Outreach Educational Program based in New York City, SLI is an introductory summer program for rising ninth graders interested in law.

Students from Queens eagerly participated in an interactive discussion with our attorneys, who shared their personal journeys into the legal field and offered valuable insights into the daily life of attorneys both in and outside the courtroom. For many, this visit to Duane Morris marked their first interaction with a law firm. The New York office provided these young students with a memorable and inspiring introduction to the legal industry. The experience highlighted the importance of professional exposure and the need to support historically underrepresented students in exploring and pursuing legal education and career paths.

The day was incredibly rewarding, underscoring the firm's commitment to fostering all future talent and promoting inclusion. Our team did an exceptional job addressing the students, encouraging them to pursue careers in the legal profession and exposing them to various perspectives and career paths within the industry. Students had the opportunity to ask questions and gain insights into client relations, trial preparation, focused communication and the operations of a law firm.

In addition to Pierre, Joe and Michael, the students heard from partner **Patrick Smith**, D&I manager **Umica Anderson-Howard**, summer associate **Katherine Martinez-Fuentes**, business development manager **Ellen Auwarter** and marketing and business development specialist **Taja West**. The dedicated support and hospitality provided by office manager **Cheryl Ardito** and receptionist **Sean Muhsen** also made the event a success for the firm.



Phil Cha and Grace M. Sur Attend KALAGNY 38th Anniversary Gala

Phil Cha and **Grace M. Sur** attended the Korean American Lawyers Association of Greater New York

(KALAGNY) 38th Anniversary Gala, which honored several prominent lawyers including the Honorable Judge Michael H. Park, a United States Circuit judge for the Second Circuit. KALAGNY is a professional membership organization of attorneys engaged with the issues affecting the Korean American community in Greater New York City. KALAGNY seeks to encourage the professional growth of its members as well as provide legal support for the Korean American community. Phil was also an honoree at the 2023 KALAGNY 37th Anniversary Gala.

Duane Morris at the 2024 Dallas Diversity Development Summit



Duane Morris was a proud sponsor of the 2024 Dallas Diversity Development Summit hosted by Women in Real Estate and Vista Bank in Dallas, Texas. The Diversity Summit gathered diverse real estate developers and private equity firms from Dallas to help collaborate on empowering minority communities.

Rich Marshall attended and joined a panel discussion centered on tax planning and asset protection for real estate developers with Larry D. West III, founder of Precision Business Strategies, and Nic McGrue, founder of Polymath Legal. **Ellen Earl Gillis** also attended the summit and VIP dinner with firm client Lubbock Smith III, senior vice president at Vista Bank.

In addition to Rich's panel, attendees heard from a diverse group of speakers including Rolland Parrish, CEO of Parrish Restaurants Ltd., which operates 25 McDonald's locations across the Dallas metroplex, and Josh Childress, CEO of Landspire Group and former professional basketball player in the NBA. The event reinforced the importance of building up minority communities through knowledge-sharing, relationship building and accessibility, as well as the firm's commitment to supporting our local communities.

Silicon Valley Lunch CLE a Huge Success

The Silicon Valley office and speakers **Brian Johnsrud, Kathy Huibonhoa, Victoria Carradero, Terrance Evans** and **Phil Woo** presented a well attended and well received lunch CLE on D&I litigation trends at Taverna restaurant in Palo Alto, California.



Neville Bilimoria Attends Northwestern Leadership Circle Event Celebrating Former White House Music Advisor



Neville Bilimoria attended a Northwestern Leadership Circle event and celebrated an evening with Peter Wilson (a Northwestern 1990 graduate). Wilson is the former music advisor to the White House, where he led countless ensembles and performed for 30 years as a Marine violinist and composer in direct contact with five U.S. presidents. Wilson shared his intimate stories of playing at various state dinners

at the White House and all over the world, having hosted world leaders and dignitaries to various U.S. presidential White House events. The event highlighted the Duane Morris Chicago office's deep involvement with Northwestern University. Neville and the Chicago office hosted a distinguished welcome event at the Chicago Office for Hari Osofsky, dean of the Northwestern University Pritzker School of Law, on November 11.

Former BNY Mellon and White House Counsel Jane Sherburne Conducts Q&A at Fall Meeting



Joseph K. West, John Simpson and **Brian Pandya** thanked former BNY Mellon and White House Counsel Jane Sherburne for her amazing Q&A during the general session at the Duane Morris Fall Meeting. Jane served as special counsel to President Bill Clinton from 1994-1997.

Duane Morris Sponsors NAPABA 2024 Conference



Duane Morris proudly sponsored the NAPABA 2024 Conference in Seattle, Washington. The NAPABA conference is an annual gathering of Asian American, Native Hawaiian and Pacific Islander attorneys, judges, law professors and law students, who offer meaningful

insights, networking opportunities and perspective to the legal community. Attending the conference were **Phil Cha, Cyndie Chang, Holly Engelmann, Tracy Gallegos, Robert Kum, Phil Woo** and **Umica Anderson-Howard**, with a guest appearance by **Joseph K. West**.

New York Office Hosts Second Career Day for Local Multilingual Students

Pierre Georges Bonnefil, Michael Grohman and the New York office once again hosted an inspiring Career Day for multilingual students and chaperones from three New York public schools. The event continued the firm's commitment to fostering future talent and promoting inclusion within the legal profession by introducing students to the wide-ranging opportunities available in the legal and professional fields.



The students engaged in dynamic breakout sessions led by attorney-and-staff panels who shared their unique career journeys and insights into various legal roles and practice areas.

These sessions went beyond law, as the firm welcomed discussions on careers as doctors, social workers and even a future pilot, broadening the students' understanding of how multilingual skills and education can open doors across a variety of professions. This event exemplified the firm's dedication to inspiring the next generation of professionals.

In addition to Pierre and Michael, the students heard from a diverse group of speakers including **Roger Chari, Justin Joseph D'Elia, John Nixon, Doris Short, Alejandra Vargas, Mauro Wolfe**, legal assistant **Karina Torres**, law clerks **Carly Antonioli, Jillian Dreusike** and **Nida Javid**, records processors **Dani Grant** and **Ed Quintana**, client development director **Justin Edmondson**, client development manager **Lotan Korenblit**, marketing and business development manager **Ellen Auwarter**, marketing and business development specialist **Taja West** and video specialist **Sean Graney**. The event also could not have been a success without the efforts of office coordinator **Lakeisha Hemingway** and receptionist **Sean Muhsen**.

North Jersey Office Supports Essex LGBT RAIN Foundation



Partner **Sheila Wiggins**, president of the Trial Attorneys of New Jersey and the trustee of the New Jersey Women Lawyers Association, joined with New Jersey in-house counsel, attorneys and former judges to support the Essex LGBT Reaching Adolescents in Need (RAIN) Foundation. RAIN's mission strives to help young adults in between the ages of 18 and 26 by providing emergency shelter, transitional housing and permanent supportive housing services to address the growing need of LGBTQ individuals experiencing crises leading to homelessness.

Tulane Black Law Alumni Reunion D&I Panel

February 4, 2024

Tulane Black Law Alumni
Tulane Law School

Joseph K. West

Navigating the Legal Landscape: Hot Topics in Litigation for 2024

February 15, 2024

National Bar Association
Commercial Law Section
Annual Corporate Counsel
Conference

Tarsha A. Phillibert

ESG in the Legal Spotlight: Challenges and Strategies for Modern Businesses

February 16, 2024

National Bar Association
Commercial Law Section
Annual Corporate Counsel
Conference

Joseph K. West

Leadership Class at Tulane University

February 21, 2024

Tulane University

Joseph K. West

The Thought We Hate: The Case for Regulating Hate Speech in Public

February 24, 2024

Midwest Region of the National
Black Law Students Association
Conference

Lisa T. Scruggs

Insurance, Race & Justice

March 9, 2024

ABA Insurance Coverage
Litigation Committee
CLE

Terrance J. Evans

Latino Perspectives on the Metaverse: Why It Is Important to Ensure Diversity and Inclusion on the Metaverse Frontier

March 21, 2024

HNBA/VIA Corporate Counsel
Conference

Robert C. Carrillo

Corporate & Regulatory Compliance Boot Camp: Foreign Corrupt Practices Act Compliance

March 28, 2024

West Legal Education Center
Webinar

Mauro M. Wolfe

The State of Diversity and Inclusion

March 31, 2024

Southern University Law Center
Conference

Joseph K. West

Valuations and Estate/Trust Planning: A Global Perspective

April 1, 2024

STEP New York
Conference

Reshma Shah

What You Need to Know: Executive Employment, Compensation and Separation Negotiations

April 18, 2024

Savoy | *Leadership Forum*

John A. Nixon

D&I After the SCOTUS SFFA v. Harvard Decision

May 14, 2024

College of Labor &
Employment Lawyers
Webinar

Joseph K. West

Students for Fair Admissions, Inc. v. President & Fellows of Harvard College; and SFFA v. University of North Carolina

May 21, 2024

California Lawyers Foundation
Webinar

Terrance J. Evans

Amgen v. Sanofi One Year Later: Mastering the Art of Claim Balance and Disclosure in Life Sciences Patent Prosecution

May 29, 2024

American Conference Institute
Conference

Thomas J. Kowalski

Strategies, Tips & Best Practices for Post-Grant Proceedings at the PTAB

June 4, 2024

California Lawyers Association
Symposium

Philip W. Woo

Teens in the Workplace

June 6, 2024

DMi | *Webinar*

Kathryn R. Brown and
Marc J. Scheiner

Introduction to Patents

June 10, 2024

MTEC | *Webinar*

Sima Singadia Kulkarni

Employment Law 101 and 102

June 10, 2024

DMi | *Webinar*

Marc J. Scheiner

SPEAKING EVENTS

Best Practices for AI in Education

June 11, 2024

CECU | *Convention*

Michelle Hon Donovan

From Fundraising to Exit: How to Build a Startup's Legal Armor

June 15, 2024

SAPA-GP
Conference

Rebecca A. Guzman and
Sima Singadia Kulkarni

Minor Feelings Book Club CLE

June 24, 2024

Allied Bars Equality Committee
Webinar

Cyndie M. Chang

Title IX Final Rule Update

July 9, 2024

DMi | *Webinar*

Edward Cramp and
Jessica High

NBA Corporate Counsel Leadership Summit

July 15, 2024

NBA | *Annual Convention*

Joseph K. West

NDIA Cyber Division: Legislative and Regulatory Updates

September 10, 2024

NDIA | *Conference*

Rolando R. Sanchez

Humanitarian Parole & Family Reunification

September 12, 2024

Caribbean Community
in Philadelphia
Webinar

Kristopher Peters

Practical Impacts of Recent FTC Updates

September 12, 2024

Association of Corporate Counsel
Presentation

Mark Lerner

Digital Assets and the Future of Financial Services

September 17, 2024

International Bar Association
Conference

Mauro M. Wolfe

OCUL Cybersecurity & Fraud Conference 2024

September 18, 2024

Credit Union National Association
Conference

Brian H. Pandya and
Rolando R. Sanchez

The Power Playbook: Executive Employment, Compensation and Separation Negotiations

September 18, 2024

The Leverage Network Inc.
Presentation

John A. Nixon

Finding Your Why: Articulating the Value Proposition for DEIB

September 20, 2024

LCLD | *Roundtable*

Joseph K. West

Navigating the Anti-D&I Backlash and Minimizing Legal Risks with System Focus Solutions

September 23, 2024

Minority Corporate Counsel
Association (MCCA)
Conference

Joseph K. West

Immigration Compliance Update 2024

September 25, 2024

DMi | *Webinar*

Ted J. Chiappari

Words of Wisdom from Seasoned Industry Leaders on Navigating Legal and Regulatory Challenges in the Cosmetics and Personal Care Products Industries

September 26, 2024

American Conference Institute
Conference

Cyndie M. Chang

Form 3520 Foreign Trust Reporting: Filing Deadlines, Requirements and Liabilities

September 27, 2024

Lorman | *Webinar*

Reshma Shah

Deepfakes Unveiled: Navigating the Line Between Reality and Deception

October 24, 2024

Lawline | *Webinar*

Agatha H. Liu

Retention and Promotion of Diverse Attorneys

November 8, 2024

American Bar Association
Conference

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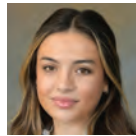
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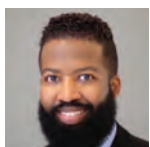
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