



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Carlton Fields

Address: 1201 West Peachtree St., Ste 3000

City, State, Zip: Atlanta, GA 30309

Phone: 4048152753 Fax: \_\_\_\_\_ Email: rshannon@carltonfields.com

Please mark if your firm is:  Minority Owned  Woman Owned

*Describe your firm's level of commitment to diversity.*

The firm is highly committed to diversity. We have women and diverse leadership. We have an annual diversity seminar and retreat. Carlton Fields provides opportunities for diverse attorney to succeed by supporting them with training in practice skills and business development.

### OTHER FIRM LOCATIONS

<u>Tampa, FL</u>	<u>Washington DC</u>	<u>West Palm Beach, FL</u>
<u>Los Angeles, CA</u>	<u>New York City, NY</u>	<u>Orlando, FL</u>
<u>Miami, FL</u>	<u>Hartford, CT</u>	<u>Florham Park, NJ</u>

### FIRM'S AREA OF EXPERTISE/PRACTICE

*Mark all that apply.*

- |   |   |  |   |
|---|---|--|---|
| <input checked="" type="checkbox"/> Commercial Litigation   | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law      | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law        | <input checked="" type="checkbox"/> Environmental Law and Toxic Torts | <input type="checkbox"/> Intellectual Property         | <input checked="" type="checkbox"/> Professional Liability    |
| <input checked="" type="checkbox"/> Drug and Medical Device | <input checked="" type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability | <input checked="" type="checkbox"/> Transportation Litigation |

Other: \_\_\_\_\_

### REPRESENTATIVE CLIENTS

<u>Mattel</u>	<u>Marriott International</u>	<u>Chubb Group</u>
<u>Hartsfield Jackson Airport-City of Atlanta</u>	<u>American Family Insurance</u>	<u>Mount Sinai</u>
<u>Wells Fargo</u>	<u>Worldwide Home Product</u>	<u>PNC Bank</u>

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### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Robert L Shannon, Jr.

**Email** rshannon@carltonfields.com

**Curriculum Vitae** (100 Words or Less)

Serves at National Trial Counsel for several clients. Has parachuted into at least 300 matters across the U.S. and territories. Tried 80 cases to verdict with numerous cases with exposures exceeding \$100 million and two cases exceeding \$1 billion. He has tried a broad spectrum of matters to include toxic exposure, lender liability, products liability, bad faith, employment, construction, transportation, etc.

Attorney #2

**Name:** Logan Owens

**Email** lowens@carltonfields.com

**Curriculum Vitae** (100 Words or Less)

Logan is a well accomplished trial attorney who has tried cases across the country in high exposure matters. She has also been involved in a wide variety of matters.

Attorney #3

**Name:** \_\_\_\_\_

**Email** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)



# 2023 Diversity for Success Seminar

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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Chartwell Law

Address: 970 Rittenhouse Road Suite 300

City, State, Zip: Eagleville, PA 19403

Phone: 954-914-4192

Fax: 610-666-7704

Email: prenaldo@chartwelllaw.com

Please mark if your firm is:

Minority Owned

Woman Owned

*Describe your firm's level of commitment to diversity.*

Chartwell Law believes strongly that diversity, equity, and inclusion fosters innovation and a better understanding of the needs and objectives of our clients, leading to superior client service. We value the experiences and viewpoints of our diverse attorneys and staff.

We are committed to recruiting, retaining, mentoring, and promoting attorneys and staff with diverse backgrounds and experiences. We continually work to increase the number of women and diverse attorneys and staff at the firm as well as those in leadership positions. The composition of firm's ownership and governing committee reflects this commitment.

Chartwell has a formal Diversity and Inclusion Committee, Women's Committee, and mentoring program, each working to meet the needs of our attorneys and staff through professional development, career and client cultivation coaching, and identification of internal and external opportunities and resources. Members of the firm's governing committee and the entirety of our ownership take an active role in these programs and are internal champions for the advancement of ideas and initiatives brought forward through these efforts.

Chartwell also provides ongoing education to all attorneys and staff to help support an inclusive and diverse environment through e-learning modules, workshops, and a lunch-and-learn speaker series led by a nationally recognized M/WBE consulting firm.

We are proud to provide a professional and welcoming firm community where everyone can openly contribute their unique experiences and ideas and celebrate the differences that make us The Chartwell Law Offices.

### OTHER FIRM LOCATIONS

New York, NY

Chicago, IL

Arlington, VA

Miami, FL

Philadelphia, PA

Chattanooga, TN

Atlanta, GA

Portland, OR

Boston, MA

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Firm Name: Chartwell Law

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |  |  |  |   |
|--|--|--|---|
| <input checked="" type="checkbox"/> Commercial Litigation  | <input checked="" type="checkbox"/> Employment Law         | <input checked="" type="checkbox"/> Insurance Law      | <input checked="" type="checkbox"/> Product Liability         |
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| <input type="checkbox"/> Drug and Medical Device   | <input type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability | <input checked="" type="checkbox"/> Transportation Litigation |
| <input checked="" type="checkbox"/> Other: <u>Workers' Compensation</u><br><u>Admiralty &amp; Maritime</u> |  |  |   |

### REPRESENTATIVE CLIENTS

<u>Uber</u>	<u>Whole Foods</u>	<u>U-Haul</u>
<u>Petsmart</u>	<u>Zurich</u>	<u>Delta Airlines</u>
<u>Cintas</u>	<u>Liberty Mutual</u>	<u>Red Bull</u>

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Douglas Burrell

**Email:** dburrell@chartwelllaw.com

**Curriculum Vitae (100 Words or Less)**

Douglas Burrell is a partner in Chartwell Law's Atlanta office and a member of the firm's Diversity Committee. He is immediate past president of DRI, a current member of the DRI Diversity and Inclusion Steering Committee, and a 2022 recipient of the National Bar Association's Inaugural Power 50 Award. Douglas is a seasoned trial attorney whose practice focuses on general liability matters across industries, including construction, retail and rideshare. He is a sought-after speaker, former faculty member of the National Institute for Trial Advocacy, and often highlighted as one of Atlanta's top lawyers in legal publications.

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## Diversity Expo Law Firm Interview Application

Firm Name: Chartwell Law

Attorney #2

**Name:** J.C. Roper

**Email** jroper@chartwelllaw.com

**Curriculum Vitae** (100 Words or Less)

J.C. Roper is a partner in Chartwell Law’s Atlanta office. An accomplished workers’ compensation attorney, J.C. represents insurance carriers, employers, and self-insured corporations throughout Georgia. His clients include Fortune 500 and Fortune 1000 businesses engaged in the transportation, retail, restaurant and hospitality, and construction and utility industries. J.C. is rated AV Preeminent® with Martindale-Hubbell and frequent speaker at workers’ compensation industry conferences. He is the workers’ compensation practice group leader for Chartwell Law’s Atlanta office, a member of the ABA, IADC, FDCC, NBA, a member of Chartwell Law’s Diversity Committee, the DRI Workers’ Compensation Steering Committee and past Chair of the DRI Diversity for Success Seminar and Corporate Expo.

Attorney #3

**Name:** Hema Mehta

**Email** hmehta@chartwelllaw.com

**Curriculum Vitae** (100 Words or Less)

Hema Mehta is a shareholder in Chartwell Law’s Philadelphia office, the Chair of the Insurance Coverage Practice Group, and a member of the firm’s Women’s Committee. She is an accomplished insurance coverage and litigation defense attorney, representing clients in general liability, property, and casualty matters. With an emphasis on complex disputes, Hema focuses on commercial liability, products liability, opioid liability insurance coverage litigation, professional liability, and healthcare liability. She is also experienced in handling various insurance defense proceedings pertaining to bad faith, first party claims, construction, and other casualty matters.



# 2023 Diversity for Success Seminar

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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Dinsmore & Shohl LLP

Address: 215 Don Knotts Blvd., Suite 310

City, State, Zip: Morgantown, WV, WV 26501

Phone: (304) 225-1430

Fax: 304-296-6116

Email: jill.rice@dinsmore.com

Please mark if your firm is:  Minority Owned  Woman Owned

*Describe your firm's level of commitment to diversity.*

Dinsmore has long been committed to integrating diverse perspectives and backgrounds which enrich our culture and better service our clients. We continually refine established programs when they have produced results and we are constantly considering new initiatives.

Through our diversity scholarship program, we continue partnerships with leading clients including The Procter & Gamble Company, Lockheed Martin, Yum! Brands, Valvoline Inc. and most recently Humana Inc. to offer scholarships to diverse attorneys and opportunities to obtain legal experience as summer associates/interns. Recipients have the opportunity to spend time both as a salaried Dinsmore summer associate and with the general counsel's office at our clients' corporate headquarters. Now in its 12th year, over 90% of participating scholars have received offers from Dinsmore or client partner through our program.

Recruiting diverse attorneys is only the first step in our mission; helping to develop those attorneys and providing opportunities for them to build their legal expertise and client relationships is vital to truly creating an inclusive culture within the firm. We have continued to refine our internal Career Advancement Program (CAP) 2.0. The program enables diverse attorneys to be paired with mentors in the firm who can guide their career development and ensure they receive opportunities to work with top clients and on significant matters. These mentors consist of members of the Board, office managing partners and attorneys in strong positions of leadership where their sponsorship matters.

We currently have the most diverse Board of Directors in Dinsmore's history to date: 52% of Dinsmore's Board of Directors are female and/or diverse. Additionally, since 2020 approximately 70% of our fall associates were diverse and/or female, and our 2022 summer associate class was 73% diverse and/or female.

Among 2022 highlights, the firm earned Mansfield Rule 5.0 Certification. In order to achieve this certification, firms were required to consider at least 30% women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities for leadership roles. Going forward, the firm has committed to Mansfield Rule 6.0. Additionally, we proudly announced that Dinsmore was recognized by The Leadership Council on Legal Diversity and received both their Top Performer Award and Compass Award for our commitment to improving diversity throughout the industry.

### OTHER FIRM LOCATIONS

Cincinnati

Bloomington

Tampa, FL

Lexington

Chicago, IL

Los Angeles

Huntington

Boston, MA

Washington, D.C., DC

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### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |   |   |   |   |
|---|---|---|---|
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| <input checked="" type="checkbox"/> Drug and Medical Device | <input checked="" type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability    | <input checked="" type="checkbox"/> Transportation Litigation |
- Other: Corporate Tax  
State and Local Tax  
Labor Law  
Commercial Finance & Banking  
Bankruptcy & Restructuring  
Compensation & Benefits  
Fiber Security & Data Privacy  
Real Estate

### REPRESENTATIVE CLIENTS

<u>P&amp;G</u>	<u>Lockheed Martin</u>	<u>YUM! Brands</u>
<u>Fifth Third Bank</u>	<u>Microsoft</u>	<u>Toyota</u>
<u>UPS</u>	<u>First Financial Bank</u>	<u>JPMorgan Chase</u>

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Jill Cranston Rice

**Email:** Jill.rice@dinsmore.com

**Curriculum Vitae (100 Words or Less)**

• **Jill Rice:** Jill focuses her practice on insurance, health care and government relations but litigates on behalf of many sectors. She has extensive legislative and regulatory government relations and commercial litigation experience. She has been a registered lobbyist in West Virginia for more than 20 years and has lobbied on behalf of various industry sectors. As part of her lobbying work, Jill works directly with business units to understand how they operate and why, experience she leverages for the benefit of clients when she litigates and tries cases for them. For example, she is the spokesperson and lead lobbyist for the P&C industry in West Virginia and applies the perspectives and insights gained from this role in her defense of insurers. The National Law Journal named her an Insurance Trailblazer in 2021, and Jill is on the DRI Board of Directors.

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Firm Name: Dinsmore & Shohl LLP

Attorney #2

**Name:** Michelle Duncan

**Email:** Michelle.duncan@dinsmore.com

**Curriculum Vitae (100 Words or Less)**

• Michelle Duncan: Michelle has more than a decade of experience representing business entities and professionals in complex civil litigation and pre-suit claims and disputes concerning a range of matters including personal injury, premises liability, professional liability, and employment litigation. She has handled every aspect of civil litigation from developing litigation strategy to arguing contested dispositive motions and trying cases in state and federal courts. In 2019, Michelle successfully prosecuted a misappropriations of trades secrets and breach of an employment contract case in a Kentucky federal court.

Attorney #3

**Name:** Govinda Davis

**Email:** Govinda.davis@dinsmore.com

**Curriculum Vitae (100 Words or Less)**

• Govinda Davis: An experienced intellectual property lawyer, Govinda focuses her practice on counseling clients on all aspects of trademark and copyright law, including court litigation and inter partes administrative trademark proceedings, domain disputes, trademark and copyright prosecution and licensing. Her clients range from small businesses to large, international clients with intellectual property matters in the U.S. She also regularly works with foreign associates and international clients to address their trademark needs in the U.S. and clients in the U.S. who seek trademark protection abroad. She counsels clients on a variety of topics including prosecution, trademark oppositions, enforcement and take downs and litigation.





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### FIRM INFORMATION

Firm Name: Fullerton Beck, LLP.

Address: 4 W. Red Oak Lane, Suite 203

City, State, Zip: White Plains, NY 10604

Phone: 914305-8635 Fax: \_\_\_\_\_ Email: efullerton@fullertonbeck.com

Please mark if your firm is:  Minority Owned  Woman Owned

Describe your firm's level of commitment to diversity.

Diversity and inclusion are an integral part of our firm's core mission. We are 100% women owned. 50% of our partners are women, and 32% of our attorneys identify with underrepresented backgrounds in law. We have DEI committee and meet quarterly.

### OTHER FIRM LOCATIONS

North Haven, CT, CT \_\_\_\_\_

Red Bank, NJ, NJ \_\_\_\_\_

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- Commercial Litigation
- Employment Law
- Insurance Law
- Product Liability
- Construction Law
- Environmental Law and Toxic Torts
- Intellectual Property
- Professional Liability
- Drug and Medical Device
- Health Care
- Premises Liability
- Transportation Litigation

Other: \_\_\_\_\_

### REPRESENTATIVE CLIENTS

Cintas NYC Health & Hospitals Marcato Elevator

Delshah Properties Skyline Construction Target

Home Depot NYC Housing Authority Kenvil Construction

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Firm Name: Fullerton Beck, LLP.

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Eileen Fullerton

**Email** efullerton@fullertonbeck.com

**Curriculum Vitae (100 Words or Less)**

More than 20 years of experience in general liability and insurance defense, with a focus in construction accident, negligent security, premises liability, municipal liability, and long-term care. Routinely handles high-profile and significant exposure actions from pre-suit investigation through resolution/trial.

Eileen started her career with the New York City Law Department's Bronx Tort Division. She handles all aspects of personal injury defense including trials.

Recognized for her accomplishments, Eileen has been named for inclusion in New York Metro Super Lawyers in the practice of Construction Litigation and in 2021, was honored with the coveted Women in Business award presented by Business Insurance magazine.

Attorney #2

**Name:** Katrine Back

**Email** kbeck@fullertonbeck.com

**Curriculum Vitae (100 Words or Less)**

Practices in general liability, transportation, municipal law matters and commercial disputes. She successfully handles all phases of litigation in state and federal court Her clients include individuals, small businesses, public and private corporations, property managers, and insurance carriers.

Her practice encompasses defending high-exposure cases involving negligence, construction accident claims under New York Labor Law, motor vehicle accidents and premises liability claims.

She started her career in NYC Corporation Counsel before moving into private practice.

She was named to NY Metro Super Lawyers since 2016. Crain's New York Business "Notable Women in Law" in

Attorney #3

**Name:** \_\_\_\_\_

**Email** \_\_\_\_\_

**Curriculum Vitae (100 Words or Less)**



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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Goldberg Segalla

Address: 665 Main Street, Buffalo, NY 14203 N/A

City, State, Zip: Buffalo, NY 14203

Phone: 716-566-5400

Fax: 716-566-5401

Email: jhanna@goldbergsegalla.com

Please mark if your firm is:

Minority Owned

Woman Owned

*Describe your firm's level of commitment to diversity.*

Both within our own firm and across the wider business and legal communities, Goldberg Segalla’s commitment to diversity is a critical component of our firm’s mission and culture.

To put our philosophy and commitment into practice, we have a Diversity Task Force in place to conceptualize and implement diversity-focused programs, as well as give diversity a voice in our decision-making at the highest level. The individuals on this task force share the firm’s strong commitment to increasing diversity, and use their unique experiences and backgrounds to support and advance that goal. The team meets regularly to create programs, schedule events, establish diversity initiatives both inside and outside of the firm, set long-term goals, and develop the strategy to recruit and retain people from diverse backgrounds.

Joe Hanna is the Chair of our Diversity Task Force and a member of the firm’s management committee. In that capacity, he has spearheaded numerous diversity initiatives in various organizations and outreach programs, serves on several diversity-related committees, and is a frequent author and speaker on diversity. Among other positions, he is Chair of the American Bar Association (ABA) Minority Trial Lawyer Committee and its Special Committee on Human Rights, Editor-in-Chief of the ABA’s Minority Trial Lawyer, a Fellow and New York chapter chair of the Leadership Council on Legal Diversity, a past President of the Minority Bar Association of Western New York (MBAWNY), current President of the MBAWNY Foundation, and the Diversity Liaison for several committees at the 22,000-member Defense Research Institute (DRI).

Imoh Akpan was Program Chair of the 2022 Diversity for Success Seminar, is a member of the Goldberg Segalla Diversity Task Force, and the managing attorney of our Baltimore Office. Imoh is a long-time member of DRI’s Diversity and Inclusion Steering Committee. He also serves as the Co-Chair of the Federation for Defense and Corporate Counsel’s Diversity Committee.

Goldberg Segalla demonstrates leadership inside our firm and throughout the legal community specifically focused on the advancement of women. As a complement to our Diversity Task Force, we have a formal Women’s Initiative — designed to spark opportunities, develop mentoring relationships, promote leadership, plan events, and support the advancement of women in legal, management, and administrative contexts.

### OTHER FIRM LOCATIONS

Hartford, CT

St. Louis, MO

San Francisco, CA

Baltimore, MD

Los Angeles, CA

Miami, FL

Princeton, NJ

Chicago, IL

Raleigh, NC

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### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |   |   |   |   |
|---|---|---|---|
| <input checked="" type="checkbox"/> Commercial Litigation   | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law         | <input checked="" type="checkbox"/> Product Liability         |
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| <input checked="" type="checkbox"/> Drug and Medical Device | <input checked="" type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability    | <input checked="" type="checkbox"/> Transportation Litigation |

- Other: Appellate  
Asbestos  
Civil Litigation & Trial  
Cyber Security & Data Privacy  
Long-Term Care  
Maritime  
Municipal & Government Law  
OSHA  
Opioid  
Real Estate & Land Use  
Workers' Compensation

### REPRESENTATIVE CLIENTS

<u>Lowe's</u>	<u>Starbucks</u>	<u>Burlington Coat Factory</u>
<u>U-Haul</u>	<u>Staples</u>	<u>Jones Lang LaSalle (JLL)</u>
<u>BJ's</u>	<u>Kohl's</u>	<u>IKEA</u>

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1	<b>Name:</b> <u>Imoh E. Akpan</u>
	<b>Email:</b> <u>iakpan@goldbergsegalla.com</u>
	<b>Curriculum Vitae (100 Words or Less)</b> <p>Imoh is an accomplished litigator with over 15 years of experience representing corporations and insurers in a variety of matters involving catastrophic injury, wrongful death, general negligence, negligent security, civil rights, product liability and other types of claims in the state and federal courts in Maryland and Washington, D.C. He has taken over 15 jury trials and 200 bench trials to verdict.</p> <p>Imoh is also managing attorney for Goldberg Segalla's Baltimore Office and is member of the firm's Diversity Task Force. He was the Program Chair for last year's (2022) Diversity for Success Seminar.</p>

# 2023 Diversity for Success Seminar

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Firm Name: Goldberg Segalla

Attorney #2

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)

Attorney #3

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)



# 2023 Diversity for Success Seminar

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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Harris Beach PLLC

Address: 100 Wall Street

City, State, Zip: New York, NY 10005

Phone: 2123135442 Fax: 212.687.0659 Email: onasar@harrisbeach.com

Please mark if your firm is:  Minority Owned  Woman Owned

Describe your firm's level of commitment to diversity.

Harris Beach strives to cultivate an inclusive workplace respecting the contributions of diverse individuals which empowers everyone and fosters innovative approaches that enhance the services we provide.(Website link)<https://www.harrisbeach.com/inclusion-diversity/inclusion-and-diversity/>

### OTHER FIRM LOCATIONS

<u>Rochester, NY</u>	<u>Washington, DC</u>	<u>White Plains, NY</u>
<u>Uniondale, NY</u>	<u>New Haven, CT</u>	<u>Syracuse, NY</u>
<u>Albany, NY</u>	<u>Newark, NJ</u>	<u>Ithaca, NY</u>

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- Commercial Litigation
- Employment Law
- Insurance Law
- Product Liability
- Construction Law
- Environmental Law and Toxic Torts
- Intellectual Property
- Professional Liability
- Drug and Medical Device
- Health Care
- Premises Liability
- Transportation Litigation

Other: \_\_\_\_\_

### REPRESENTATIVE CLIENTS

<u>Safety-Kleen</u>	<u>Momentive Performance Materials</u>	<u>Hallen Construction</u>
<u>The City of New York</u>	<u>Health and Hospital Corporation of NYC</u>	<u>Walmart</u>
_____	_____	_____

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Firm Name: Harris Beach PLLC

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

Name: Omar Nasar

Email onasar@harrisbeach.com

Curriculum Vitae (100 Words or Less)

Omar Nasar is a lead trial attorney at Harris Beach PLLC with extensive national experience in defending clients against high-exposure tort litigation matters, including serious accidents involving catastrophic injuries and toxic chemical exposure. He has served as lead trial attorney and litigation strategist in hundreds of cases brought to a conclusion by jury verdicts, summary judgment motions, or settlements in both the private and public sectors. Omar has a particular focus on the defense of construction site accidents, representing construction companies and property owners in litigation filed under New York Labor Law §§ 200, 240(1), 241(6). He also has trial experience in matters stemming from fires, collapsed ceilings, roadway design defects, major traffic accidents, onsite chemical exposures, negligent inspections, and other severe accidents.

Attorney #2

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)

Attorney #3

Name: \_\_\_\_\_

Email \_\_\_\_\_

Curriculum Vitae (100 Words or Less)



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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Kaufman Borgeest & Ryan LLP

Address: 200 Summit Lake Drive

City, State, Zip: Valhalla, NY 10595

Phone: 9144491191 Fax: Kaufman Borgeest & Ryan L Email: kmcmanus@kbrlaw.com

Please mark if your firm is:  Minority Owned  Woman Owned

Describe your firm's level of commitment to diversity.

Kaufman Borgeest & Ryan LLP (“KBR”) values and seeks to advance and promote diverse, equal and inclusive participation within the firm regardless of gender, race, ethnicity, religion, age, sexual orientation, gender identity and expression, national origin, or disability. KBR believes that promoting diversity, equity and inclusion among our attorneys and staff not only enriches work life and promotes opportunity, it enhances the quality and dimension of the legal services we provide to our clients. KBR is committed to recruiting, retaining, and enriching the work life and professional advancement of a diverse workforce from all social, racial, religious, economic, cultural, and personal backgrounds.

In furtherance of this, KBR formed its Diversity, Equity and Inclusion Committee (“DEI Committee”) in 2020, which affirms KBR’s dedication to supporting these core values in maintaining an atmosphere which includes the recognition, respect, and need for diversity, equity, and inclusion in its operations, opportunities, and guiding principles.

The DEI Committee leads the firm to excellence through education, information and dialogue, using various informational means to educate its members and the firm’s attorneys and staff through programming and other means (i.e. conferences, seminars, webinars, newsletters, website and any other resource) to raise awareness and promote the principles of diversity, equity, inclusion and positivity at the firm and in the legal industry.

### OTHER FIRM LOCATIONS

<u>120 Broadway, 14th Floor</u>	<u>1010 Washington Boulevard, 7th Flo</u>	<u>457 Haddonfield Road, 3rd Floor</u>
<u>1205 Franklin Avenue, Suit 200</u>	<u>701 Sneeca Street, Suite 710N</u>	<u></u>
<u>21700 Oxnard Street, Suite 1450</u>	<u>9 Campus Drive, 1st Floor</u>	<u></u>

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> Commercial Litigation   | <input type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law      | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law   | <input type="checkbox"/> Environmental Law and Toxic Torts | <input type="checkbox"/> Intellectual Property         | <input type="checkbox"/> Professional Liability               |
| <input type="checkbox"/> Drug and Medical Device   | <input type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability | <input checked="" type="checkbox"/> Transportation Litigation |
| <input checked="" type="checkbox"/> Other: <u>Retail, Hospitality, &amp; Dram Shop; Fires &amp; Explosions; Negligent Security; Crisis Management.</u> |  |  |   |



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Kaufman Borgeest & Ryan LLP

### REPRESENTATIVE CLIENTS

Via Transportation, Inc.

Century 21 Department Stores

Penske Truck Leasing

Jewish Child Care Association

Cintas Corporation

Montefiore Medical Center

Memorial Sloan Kettering

Berkley Insurance Company

American Family Insurance Claims Services, Inc.

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Kurtis McManus

**Email:** kmcmanus@kbrlaw.com

**Curriculum Vitae** (100 Words or Less)

-Kaufman Borgeest & Ryan LLP: Jan 2015-May 2022 (Associate), May 2022-present (Partner) - Responsible for all pre-trial litigation phases of a case in the fields of premises liability, construction & labor law, general liability, & automobile litigation. Evaluate & draft discovery responses & dispositive motions. Appear in Supreme & Civil Court for discovery conferences & motions. Conduct extensive legal research. Communicate with clients to obtain various forms of documentation and information, as well as provide status reports of case progress to insurance carriers.

-Jaffe & Koumourdas, LLP: Sept 2012-Jul 2013 (Claims Representative), Jul 2013-Dec 2014 (Associate): Attend arbitrations & appear in Civil & Supreme Court on no-fault, bodily injury, & uninsured/underinsured cases; motion, compliance conference, & trial parts. Conduct examination under oaths of claimants & settlement negotiations.

Attorney #2

**Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Kaufman Borgeest & Ryan LLP

Attorney #3

**Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Curriculum Vitae** (*100 Words or Less*)



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Locke Lord, LLP

Address: 701 8th St NW Suite 500

City, State, Zip: Washington, DC 20001

Phone: 202-220-6939

Fax: \_\_\_\_\_

Email: toyja.kelley@lockelord.com

Please mark if your firm is:

Minority Owned

Woman Owned

*Describe your firm's level of commitment to diversity.*

In April 2019, the Firm’s Executive Committee adopted a Strategic Plan for Diversity and Inclusion that not only established diversity and inclusion as one of the five core values of our Firm but established the framework through which the Firm’s departments and practice groups actualize the priorities of Diversity, Equity and Inclusion in both concept and practice.

Locke Lord has a robust and active Firmwide Diversity and Inclusion Committee composed of partners, associates, and administrative staff. The Firm also created a full-time C-suite level role to lead and implement all of the Firm’s internal and external diversity initiatives. As of December 31, 2022, 21.7% of Locke Lord’s partners are women and 9.3% are ethnic minority/traditionally underrepresented (“URE”) lawyers. Women constitute 20.0% of the firm’s primary governing body and URE representation in that body is 13.3%. There is also significant diversity in the Firm’s office and practice group leadership. Globally, the Firm’s practice group leaders are 14.5% women and 4.8% are URE. Of Locke Lord’s 20 office managing partners, 45.0% are women and 10.0% are URE.

To amplify the diversity commitment demonstrated by data, Locke Lord engages deeply with industry efforts to advance diversity in the legal profession. For example, annually, the Firm nominates diverse attorneys to participate in the Leadership Council on Legal Diversity (LCLD) professional development programs. Locke Lord encourages its attorneys to attend, the Corporate Counsel Women of Color, National Bar Association, and Hispanic National Bar Association among others. Additionally the Firm consistently achieves Mansfield Certification—the legal industry’s de facto standard for diversity.

Individual attorney commitment to diversity is also encouraged at the Firm. In 2018-2019, Partner Toyja Kelley was installed as youngest and then only second person of color president of DRI. Locke Lord is also one of the few “Big Law” law firms that annually provides up to 75 hours of billable hour credit for time spent on internal or external activities that advance diversity in the legal profession. To quantify a diversity focus among the Firm’s partners, Locke Lord additionally introduced Diversity Dashboards, which convey the diversity staffing levels for client matters on a real-time, “at-a-glance” basis.

### OTHER FIRM LOCATIONS

Baltimore, MD

Atlanta, GA

Los Angeles, CA

Houston, TX

New York, NY

Hartford, CT

Chicago, IL

Boston, MA

Miami, FL

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Locke Lord, LLP

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |   |   |   |   |
|---|---|---|---|
| <input checked="" type="checkbox"/> Commercial Litigation | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law         | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law      | <input checked="" type="checkbox"/> Environmental Law and Toxic Torts | <input checked="" type="checkbox"/> Intellectual Property | <input checked="" type="checkbox"/> Professional Liability    |
| <input type="checkbox"/> Drug and Medical Device          | <input checked="" type="checkbox"/> Health Care                       | <input type="checkbox"/> Premises Liability               | <input checked="" type="checkbox"/> Transportation Litigation |
| <input type="checkbox"/> Other: _____                     |   |   |   |

### REPRESENTATIVE CLIENTS

<u>US Wind, Inc.</u>	<u>Farmers Insurance Exchange</u>	<u>Under Armour, Inc.</u>
<u>Proctor &amp; Gamble</u>	<u>Airbus</u>	_____
_____	_____	_____

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1	<b>Name:</b> <u>Toyja Kelley, Sr.</u>
	<b>Email:</b> <u>toyja.kelley@lockelord.com</u>
	<b>Curriculum Vitae (100 Words or Less)</b>

Toyja concentrates his practice in commercial, construction, professional and product liability, and insurance coverage cases.

His representative matters include:

- Defended litigation over claims stemming from the construction of its artificial turf football stadium.
- Defended a sports clothing manufacturer in a construction case involving its \$4.1 million visitor center.
- Defended an administrator of automotive consumer service claims in class action.
- Represented a national home improvement franchising company in commercial dispute.

# 2023 Diversity for Success Seminar

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## Diversity Expo Law Firm Interview Application

Firm Name: Locke Lord, LLP

Attorney #2

**Name:** Aditi Deal

**Email** aditi.deal@lockelord.com

**Curriculum Vitae** (100 Words or Less)

Aditi Deal maintains a broad litigation practice, including matters involving contract disputes, construction litigation, tort liability and energy litigation. Her experience includes engaging in nuanced research, drafting dispositive and non-dispositive motions, drafting appellate briefs and discovery management.

Attorney #3

**Name:** Noah Mason

**Email** noah.mason@lockelord.com

**Curriculum Vitae** (100 Words or Less)

Noah Mason represents defendants in business litigation, financial services, insurance and real estate matters. He has represented Fortune 500 companies, insurance carriers and privately owned enterprises in state and federal courts.

Noah's experience involves allegations covering wide spectrum of issues including consumer protection, data security, trade secrets and information technology.



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: McGlinchey Stafford

Address: 601 Poydras Street Suite 1200

City, State, Zip: New Orleans, LA 70130

Phone: 5045861200

Fax: 5045962800

Email: cbryant@mcglinchey.com

Please mark if your firm is:  Minority Owned  Woman Owned

*Describe your firm's level of commitment to diversity.*

McGlinchey is committed to fostering equity through diversity and inclusion in our firm and across our profession. McGlinchey is committed to attracting, recruiting, mentoring, and promoting diverse attorneys and staff through involvement in minority job fairs and diversity clerkship programs, as well as our own Diversity 1L Scholars Program. In 2021, McGlinchey also joined the second iteration of the Midsize Mansfield Rule. The firm also prides itself on its involvement in the Leadership Council on Legal Diversity (LCLD) since its founding in 2009. As a result of the Firm's commitment to diversity, 43% of all attorneys are diverse and 50% of firm associates and counsel are diverse. <https://www.mcglinchey.com/firm/diversity-inclusion/>

### OTHER FIRM LOCATIONS

Houston

Birmingham, AL

Jackson, MS

Fort Lauderdale

Boston, MA

Seattle, WA

Cleveland, OH

Nashville, TN

New York City

### FIRM'S AREA OF EXPERTISE/PRACTICE

*Mark all that apply.*

- |   |   |  |   |
|---|---|--|---|
| <input checked="" type="checkbox"/> Commercial Litigation | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law      | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law      | <input checked="" type="checkbox"/> Environmental Law and Toxic Torts | <input type="checkbox"/> Intellectual Property         | <input checked="" type="checkbox"/> Professional Liability    |
| <input type="checkbox"/> Drug and Medical Device          | <input type="checkbox"/> Health Care                                  | <input checked="" type="checkbox"/> Premises Liability | <input checked="" type="checkbox"/> Transportation Litigation |

- Other: Labor Law  
Cannabis  
Class Action Defense  
FinTech  
Licensing  
Consumer Financial Services Compliance  
Aviation and Aerospace

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: McGlinchey Stafford

### REPRESENTATIVE CLIENTS

Counsel for a Fortune 100 company in over 300 cases on breach of contract and bad faith adjusting

Counsel for Southeastern Grocers Inc. d/b/a Winn-Dixie

Employment counsel for a global owner and operator of floating production storage and vessels

Labor and employment counsel for one of the largest pulp and paper companies in the world

Counsel for the State of Louisiana and the Louisiana Department of Education

Employment counsel for the largest casino-entertainment Company in the U.S.

Counsel for Patrick Byrne, founder and former CEO of Overstock, in putative class action.

Counsel for Mercedes Benz Financial Services

Employment counsel for a global technology company that specializes in valuation software

### ATTORNEYS

*Maximum of three (3) attorneys per firm may interview*

Attorney #1

**Name:** Camille Bryant

**Email:** cbryant@mcglinchey.com

**Curriculum Vitae** (100 Words or Less)

Camille R. Bryant is a member at McGlinchey Stafford where she practices in the Labor and Employment practice group. Based in the New Orleans office, she guides employers through a wide range of employment law issues, whether through litigation or advice and counsel. In the areas of litigation, Camille has experience representing employers in both single-plaintiff and class action litigation. She is also well versed in advising employers with respect to independent contractor classification, non-compete agreements, discipline, wage and hour issues, and employment discrimination. Camille regularly conducts customized workplace DEI and anti-harassment trainings for employers, and she is a frequent speaker and author on various employment law topics.  
<https://www.mcglinchey.com/people/camille-r-bryant/>

Attorney #2

**Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: McGlinchey Stafford

Attorney #3

**Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)





# 2023 Diversity for Success Seminar

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## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Perez Morris LLC

Address: 8000 Ravine's Edge Court Suite 300

City, State, Zip: Columbus, OH 43235

Phone: 12672534852 Fax: Perez Morris Email: mhyde@perez-morris.com

Please mark if your firm is:  Minority Owned  Woman Owned

Describe your firm's level of commitment to diversity.

64%  
OF OUR ATTORNEYS ARE WOMEN  
20% OF OUR EMPLOYEES ARE MINORITIES  
13% OF OUR ATTORNEYS IDENTIFY AS LGBTQ+  
100% OF OUR FIRM'S OFFICES ARE LED BY A DIVERSE ATTORNEY

### OTHER FIRM LOCATIONS

<u>Boston, MA</u>	<u>Hartford, CT</u>	<u>Media, PA</u>
<u>Cleveland, OH</u>	<u>Manhattan, NY</u>	<u>Princeton, NJ</u>
<u></u>	<u>Wilton, CT</u>	<u>Philadelphia, PA</u>

### FIRM'S AREA OF EXPERTISE/PRACTICE

Mark all that apply.

- |   |   |   |   |
|---|---|---|---|
| <input checked="" type="checkbox"/> Commercial Litigation   | <input checked="" type="checkbox"/> Employment Law                    | <input checked="" type="checkbox"/> Insurance Law         | <input checked="" type="checkbox"/> Product Liability         |
| <input checked="" type="checkbox"/> Construction Law        | <input checked="" type="checkbox"/> Environmental Law and Toxic Torts | <input checked="" type="checkbox"/> Intellectual Property | <input checked="" type="checkbox"/> Professional Liability    |
| <input checked="" type="checkbox"/> Drug and Medical Device | <input checked="" type="checkbox"/> Health Care                       | <input checked="" type="checkbox"/> Premises Liability    | <input checked="" type="checkbox"/> Transportation Litigation |

Other: \_\_\_\_\_

### REPRESENTATIVE CLIENTS

<u>CVS</u>	<u>Chipotle</u>	<u>JPMorgan Chase</u>
<u>Kroger</u>	<u>Ryder</u>	<u>ScottsMiracle-Gro Company</u>
<u>The Wendy's Company</u>	<u>Wells Fargo</u>	<u>Walmart</u>

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Perez Morris LLC

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Charity Hyde

**Email** CHyde@Perez-Morris.com

**Curriculum Vitae** (100 Words or Less)

Charity Hyde, Managing Attorney & Chief Diversity Officer, has extensive experience successfully defending Fortune 500 and other corporate clients in a variety of areas including aviation, premises liability, insurance fraud investigation, motor vehicle liability, product liability, and environmental and toxic tort litigation. Charity has a long history of leading multi-attorney teams in the representation of airlines, airports, financial institutions, retailers, restaurants, food manufacturers, municipalities, and large manufacturing clients in complex, high-exposure, and multi-district litigation. Her extensive defense litigation expertise spanning over two decades includes arbitrations and mediations, as well as trying bench and jury trials successfully to verdict.

Attorney #2

**Name:** Sarah Perez

**Email** SPerez@perez-morris.com

**Curriculum Vitae** (100 Words or Less)

Sarah Crabtree Perez joined Perez Morris in 2010 and is the firm's managing partner. She handles commercial litigation, employment, civil rights, supply chain and logistics, and transactional matters. She is an experienced litigator in state and federal courts and in administrative agencies and regulatory bodies such as the Equal Employment Opportunity Commission, state Civil Rights/Human Rights Commissions and the Trademark Trial and Appeals Board.

She oversees litigation in civil rights defense and Americans with Disabilities accessibility claims nationwide in addition to employment and general litigation for clients ranging from Fortune 100 companies to small- and mid-sized regional companies.

Attorney #3

**Name:** \_\_\_\_\_

**Email** \_\_\_\_\_

**Curriculum Vitae** (100 Words or Less)



# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

### FIRM INFORMATION

Firm Name: Shook, Hardy & Bacon L.L.P.

Address: 185 Asylum Street

City, State, Zip: Hartford, CT 06103

Phone: 8605158901 Fax: \_\_\_\_\_ Email: rsimpson@shb.com

Please mark if your firm is:  Minority Owned  Woman Owned

*Describe your firm's level of commitment to diversity.*

Shook is committed to being the best in the world at providing creative and practical solutions with unsurpassed value. Led by Chair Madeleine McDonough, our science-driven firm is deeply passionate about achieving the best results for our clients from the boardroom to the courtroom. Sustaining a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful personal contributions is the core of who we are as a firm.

In addition to finding creative solutions for our corporate clients, Shook has always held a passionate commitment to diversity, inclusion and social justice issues.

Nearly half of the firm's executive committee is composed of women and diverse attorneys, and women and diverse attorneys also lead a number of the firm's largest practice areas and city offices including Chicago, Houston, Orange County, Philadelphia, St. Louis and Tampa.

In 2020, Shook launched the Honorable Jon Gray Lawyers Leadership Academy Program in an effort to develop diverse attorneys and help them transition to eventually serving key clients. Mentors include former Judge Jon Gray, the program's namesake, as well as Shook trial attorneys, alumni, friends and clients who are dedicated to diversity and inclusion and improving the legal profession. The mentees will benefit from the courtroom experience of Shook's trial, appellate and class action attorneys and the business acumen of in-house counsel and clients. The program aims to enhance long-term retention and advancement of minority lawyers by providing them the access, tools and support to become successful partners at Shook.

### OTHER FIRM LOCATIONS

<u>Los Angeles, Orange County, San Fra</u>	<u>Atlanta, GA</u>	<u>Kansas City and St. Louis, MO</u>
<u>Denver, CO</u>	<u>Chicago, IL</u>	<u>New York City, NY</u>
<u>Tampa and Miami, FL</u>	<u>Boston, MA</u>	<u>Philadelphia, PA</u>

### FIRM'S AREA OF EXPERTISE/PRACTICE

*Mark all that apply.*

- Commercial Litigation
- Employment Law
- Insurance Law
- Product Liability
- Construction Law
- Environmental Law and Toxic Torts
- Intellectual Property
- Professional Liability
- Drug and Medical Device
- Health Care
- Premises Liability
- Transportation Litigation
- Other: \_\_\_\_\_

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Shook, Hardy & Bacon L.L.P.

### REPRESENTATIVE CLIENTS

Bayer

GSK

Sanofi

Microsoft

Philip Morris USA

### ATTORNEYS

Maximum of three (3) attorneys per firm may interview

Attorney #1

**Name:** Rob Simpson

**Email:** rsimpson@shb.com

#### Curriculum Vitae (100 Words or Less)

Robert Simpson is a seasoned trial attorney who leads Shook's Hartford, Connecticut office. He has extensive experience in product liability litigation and focuses on pharmaceutical and medical device litigation. Rob has served as first- and second-chair trial counsel in more than 30 cases that have gone to verdict in various roles including lead trial counsel, national counsel and local counsel for global pharmaceutical and medical device companies. Rob is a member of the American Board of Trial Advocates and has served as a trial instructor for the National Institute for Trial Advocacy and the American Bar Association.

Attorney #2

**Name:** Sheldon Poole

**Email:** spoole@shb.com

#### Curriculum Vitae (100 Words or Less)

Sheldon Poole primarily defends corporate clients in product liability and environmental toxic tort litigation. Sheldon has substantial experience handling complex personal injury and property suits involving alleged catastrophic injuries, including wrongful death and survivorship claims and claims involving environmental contamination. He also has experience in representing high profile product manufacturing clients in multi-district litigation. Sheldon handles all phases of litigation in cases pending in multiple states and has been effective at attacking claims through successful motion practice on behalf of his clients.

Sheldon is dedicated to pro bono service, with a focus on housing-related matters.

# 2023 Diversity for Success Seminar

June 13–16, 2023 | Sheraton Le Méridien Charlotte | Charlotte, NC

## Diversity Expo Law Firm Interview Application

Firm Name: Shook, Hardy & Bacon L.L.P.

Attorney #3

**Name:** Brice Nengsu Kenfack

**Email:** bkenfack@shb.com

**Curriculum Vitae** (100 Words or Less)

Brice Nengsu Kenfack represents his clients nationally in all litigation and pre-litigation matters, including product liability, construction, insurance, commercial and general liability disputes, and has appeared before state and federal courts across the United States. He uses his vast experience to represent a broad range of clients, including pharmaceutical companies, component manufacturers, senior living facilities, health and wellness companies and insurance companies.

Pro bono work and diversity and inclusion are a cornerstone of Brice's work. He currently serves as the diversity advocate for Shook Kansas City, and is co-managing the Shook Hardy and Bacon's Immigration Practice Group.