Womble Bond Dickinson to Participate in Mansfield Rule, A Legal Industry Initiative to Improve Diversity and Inclusion at Leadership Levels

There’s a time-tested saying in business: “What gets measured gets done.” With that in mind, Womble Bond Dickinson is proud to announce the firm will participate in the Mansfield Rule 2.0 pilot project, aimed at promoting greater inclusion for women, minority and LGBTQ+ attorneys in the profession.

The Mansfield Rule is an industry-wide initiative that came out of the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School. The goal of the program is to ensure that women, minority and LGBTQ+ lawyers make up at least 30 percent of the candidate pool when firms make the following personnel decisions:

- Equity partner promotions
- Lateral partner and mid/senior level associate searches
- Practice group and office head leadership

- Executive Committee and/or Board of Directors
- Partner Promotions/Nominations Committee
- Compensation Committee
- Chairperson and/or Managing Partner.

In addition, this year, the second of the Mansfield Rule pilot project, participating firms will strive for the same level of women, minority and LGBTQ+ participation in formal client pitches. The goals of the Mansfield Rule are threefold:

1. To encourage better documentation and tracking of inclusion efforts;
2. To diversify the pipeline for those considered for leadership positions; and
3. To increase transparency in order to encourage broader participation.
Womble Bond Dickinson (US) Chair and CEO Betty Temple said, “We believe that taking this inclusive approach on who we consider for current and future leadership positions at the firm will ensure that we are inviting and considering the broadest field of talent possible as we look to the next generation of firm leaders.”

A seven-member task force, consisting of firm attorneys and staff members, will implement the Mansfield Rule at Womble Bond Dickinson. Beth Tyner Jones, Raleigh and Research Triangle Park Offices Managing Partner, is leading this committee.

“We at Womble Bond Dickinson value diversity and inclusion, and we know they must be priorities,” Jones said. “The Mansfield Rule 2.0 pilot project is an important first step toward closing many of the gaps that exist in our profession.”

Cindy Pruitt, the firm’s Director of Compensation and a member of the Mansfield Rule Task Force, said diversity and inclusion are increasingly important to firm clients. “As we talk to our clients, it’s abundantly clear that law firms aren’t as diverse as our clients are. We have to meet our clients where they are,” she said.

Committee member Alison Bost, the firm’s Deputy General Counsel, said “Respect for the individual is a core value at Womble Bond Dickinson, and diversity and inclusion efforts are an important component of that. And devotion to clients requires that we serve them with inclusive teams as research repeatedly validates that diverse teams achieve better outcomes for clients. We are so proud to be taking part in the Mansfield Rule 2.0 pilot project.”

“For Mansfield Rule firms, everything has to be visible and transparent,” said Womble Bond Dickinson Compensation Manager Heather Barber, a committee member.

The Mansfield Rule aims to address a vexing, industry-wide problem in the legal profession: a lack of diversity in the partner and leadership ranks. While the number of men and women first-year attorneys is approximately equal, less than 20 percent of equity partners are women, according to an ABA report. Representation of other minority lawyers is even lower.

The Mansfield Rule was inspired by the NFL’s Rooney Rule, which requires teams to interview at least one minority candidate for head coaching vacancies. In the 15 years since the Rooney Rule was implemented, the number of diverse head coaches in the league has doubled. The Mansfield Rule is named for Arabella Mansfield, who became the first woman attorney in the US in 1869.

Womble Bond Dickinson is one of 44 law firms taking part in the second round of the Mansfield Rule. More than 50 major corporate legal departments also have committed to participate.
WASHINGTON, DC — Womble Bond Dickinson’s annual celebration of LGBTQ History Month included a June 21 lunch presentation by Roddy Flynn, Executive Director of the bipartisan Congressional LGBT Equality Caucus.

From marriage equality to workplace issues, LGBTQ rights remain in the spotlight for congressional decision-makers. The Equality Caucus serves as a resource for Members of Congress, their staff, and the public on LGBTQ issues at the federal level. The Caucus works toward the extension of equal rights, the repeal of discriminatory laws, the elimination of hate-motivated violence, and the improved health and well-being for all regardless of sexual orientation or gender identity and expression.

In his role as Executive Director of the Caucus, Flynn is on the front lines as these issues are debated and decided. He shared his experiences and perspectives from Capitol Hill in this presentation.

“LGBT equality is a bipartisan issue in Congress,” Flynn said, noting that equality issues are garnering support on both sides of the aisle. However, he said the Caucus has largely been “focused on defense” the past two years, as a number of issues have arisen to scale back protections for LGBTQ Americans.

He said one major focus for the Caucus has been the Do No Harm Act, which seeks to amend the Religious Freedom Restoration Act of 1993 (RFRA). Increasingly, he said religious freedom has been used to attack the rights of others, pointing to the recent Masterpiece Cakeshop v. Colorado Civil Rights Commission case as an example.

“This trend in litigation is concerning to us,” Flynn said. “These laws should not be used to inflict harm; they should be used to protect religious people.”

Flynn also said he has concerns about issues facing older LGBTQ citizens. For example, he said same-sex couples should be guaranteed visitation rights if one member of the couple is in an assisted living center.

While he said recent months have been challenging, he points to a recent bipartisan defeat of an anti-transgender amendment to a defense appropriations bill as “a real moment of hope.”

Roddy Flynn (left), Executive Director of the bipartisan Congressional LGBT Equality Caucus
And hope is something Flynn said he won’t relinquish. His faith in the US system of government remains strong.

“It’s incredible that we have the opportunity to overthrow the government every couple of years and elect a new Congress,” he said.

Flynn’s presentation took place in the firm’s Washington, D.C. office and was broadcast throughout the firm. Womble Bond Dickinson attorney Daniel Attaway provided introductory remarks. The LGBTQ History Month event was presented by Womble Bond Dickinson’s Diversity Committee.

Knowing When Not To Pursue A Merger

GREENVILLE, SC—As Kenny Rogers famously sang, “You’ve got to know when to hold ‘em/and know when to fold ‘em.” That lesson certainly applies to the world of mergers and acquisitions. While merging often makes business sense, not every merger is a good deal.

Womble Bond Dickinson attorney Melinda Davis Lux explored this topic in a new article for Chief Executive magazine titled “Knowing When Not To Pursue A Merger.” Davis Lux has negotiated and structured many M&A deals on behalf of corporate clients, and through her experienced, has learned that certain factors must be aligned to ensure a successful combination.

“Even if the market, the industry, and the economy are absolutely perfect for the merger, if two companies merge with any one of the following three principles against them, I can usually predict failure,” Davis Lux wrote.

These three principles are:

• If the cultures of the two companies are substantively different;

• If a company is flush with cash but has not yet developed a well-defined acquisition strategy and robust corporate development capabilities. In other words, don’t get drawn in by a “do something” mentality—mergers must meet a larger strategic goal; and

• If a company’s leadership is struggling with a serious internal issue—one that the company’s leadership has put off dealing with—and they now think that a merger with a larger, healthy company that will “fix” the problem is the answer, they’re wrong.

Davis Lux pointed to the 1968 merger of the New York Central and Pennsylvania Railroads as a textbook case of a merger that shouldn’t have happened. The deal created the sixth-largest corporation in the US, but just two years later, the newly merged company, Penn Central, became the largest bankruptcy filing in the nation’s history.

Click here to read “Knowing When Not To Pursue A Merger” by Melinda Davis Lux in Chief Executive.

Melinda Davis Lux focuses her practice on complex business deals, including mergers and acquisitions, joint ventures, and financing transactions. She also advises public companies, directors, and stockholders with respect to securities law and corporate governance matters, including SEC reporting requirements.
Womble Bond Dickinson Chair/CEO Betty Temple honored as one of the Triad’s Most Admired CEOs

When Betty Temple says Womble Bond Dickinson is the “Transatlantic law firm close to home,” the “close to home” matters just as much as the “transatlantic.” Womble Bond Dickinson attorneys value the firm’s deep community roots and nowhere is that truer than in the North Carolina Triad, where the firm opened in Winston-Salem in 1876.

Today, Womble Bond Dickinson Chair and CEO Betty Temple has been honored as one of the Triad’s Most Admired CEOs by the Triad Business Journal. She joins 13 other local leaders from a broad range of industry sectors honored in this year’s class.

According to Triad Business Journal Editor-in-Chief Lloyd Whittington, the Triad’s Most Admired CEOs Awards “put the spotlight on CEOs who deserve recognition for leading companies and organizations that make a difference daily in this region.”

Click here for a slideshow on all the award winners.

Under Temple’s leadership, US firm Womble Carlyle combined with leading UK firm Bond Dickinson to create Womble Bond Dickinson. The combination took effect Nov. 1, 2017, and created a transatlantic law firm of more than 1,000 lawyers in 26 offices from Aberdeen to Atlanta. In addition, Temple has led the firm’s expansion into Boston, Los Angeles and Orange County, Calif.

But Womble Bond Dickinson remains a strong and positive presence in the Triad and throughout North Carolina. For example, the firm recently won the Largest Overall Contributor Award in the North Carolina Bar Association’s Legal Feeding Frenzy campaign for the fifth consecutive year. The 2018 Legal Feeding Frenzy campaign raised a total of 373,000 pounds of food for the state’s neediest citizens. In the Triad, these efforts will benefit Second Harvest Food Bank of Northwest NC.

In addition, the firm partnered with the American Heart Association to present the 2017 Healthy Heart Champions Awards. The firm also is a sponsor of the Winston-Salem Heart Ball and supports many other charities and causes in the Greensboro and Winston-Salem areas.

Temple and the other Triad’s Most Admired CEOs were honored at a July 26 ceremony at the Congdon School of Health Sciences and Fred Wilson School of Pharmacy at High Point University.

“It is an honor to be recognized alongside such a distinguished group of local business leaders. Womble Bond Dickinson is growing to serve our clients, but the Triad will always be an important part of our firm. We are proud to serve and be part of the Triad community.”

– Betty Temple, Chair & CEO
Womble Bond Dickinson honored for integrating women into top leadership positions within the firm

For the third time in four years, Womble Bond Dickinson has been honored for integrating women into top leadership positions within the firm.

The Women in Law Empowerment Forum (WILEF) has named Womble Bond Dickinson a 2018 Gold Standard Firm. In order to earn this honor, firms must “meet objective criteria concerning the number of women among equity partners, in firm leadership positions, and in the ranks of their most highly compensated partners.” The firm also was honored by WILEF in 2015 and 2017.

This year, the standards are even tougher than in previous years. For 2018 Gold Standard Certification, firms must satisfy both the mandatory criterion that:

- 20% of equity partners or, alternatively, 33% of the attorneys becoming equity partners during the past twelve months are women
- and at least three of the following five criteria:
  - 15% of the firm and US branch office heads are women
  - 20% of the firm’s primary governance committee are women
  - 20% of the firm’s compensation committee or its equivalent are women
  - 15% of the top half of the firm’s equity partners in terms of compensation are women
  - 7% of women equity partners are women of color or 3.5% of women equity partners are LGBT

Womble Bond Dickinson was one of only 42 law firms nationally to earn WILEF Gold Standard Firm status in 2018.

Women serve in key roles and in many of the top leadership positions at Womble Bond Dickinson, including serving on the Firm Management Committee and Executive Committee, as Office Managing Partners, Department Heads, Practice Group and Team Leaders, and Chairs of Key Firm Committees.

In addition, Betty Temple became the firm’s Chair and Managing Partner on Jan. 1, 2016, while Ellen Gregg serves as Vice-Chair. In fact, Womble Bond Dickinson’s four-partner Executive Committee consists entirely of women.

Womble Bond Dickinson also supports Women of Womble (WOW), a leadership initiative aimed at promoting and supporting women lawyers—both within the firm and beyond. WOW is committed to helping women succeed in their professional development, promotion to partnership, business development, and leadership opportunities.
RALEIGH, NC — Womble Bond Dickinson partner Sid Shenoy was a panelist at the first-ever North Carolina Bar Association Minorities in the Profession (MIP) Committee Diversity & Inclusion Symposium. The event took place May 18 in Raleigh.

The Diversity & Inclusion Symposium was a new MIP event geared toward providing attorneys traditionally underrepresented in the law as well as allies of these individuals with the tools and strategies necessary to thrive in the legal profession and to effectively champion inclusion within their organizations. Through a panel presentation, breakout sessions, and guest speaker remarks, attendees learned and engaged in dialogue on topics such as:

- How to Make the Business Case for Diversity In Your Organization;
- Systemic Challenges Women, Ethnic Minorities, Individuals with Disabilities, and/or others Traditionally Under-represented in the Legal Profession Face in the Workplace and How to Overcome these Roadblocks;
- The Important Role of Allies in Diversity & Inclusion;
- How In-House Counsel Are Uniquely Positioned to Create D&I Opportunities;
- Leveraging Diversity & Hiring/Recruitment Committees and Creating Business Development Opportunities;
- The Road Ahead: Challenges and Successes in Advocating for Inclusion.

Judge Allyson K. Duncan of the US Court of Appeals, Fourth Circuit, was the special guest speaker. Other panelists included in-house counsel from The Fresh Market, Inc.; Cisco; Chiesi USA, Inc.; RailInc; and COBX among others.

Shenoy is a co-founder and current President of the Charlotte Asian Pacific American Bar Association (CAPABA), an affiliate chapter of the National Asian Pacific American Bar Association (NAPABA). He also was a panelist at the 2017 Minority Corporate Counsel Association (MCCA) Creating Pathways to Diversity Conference in New York, NY. At Womble Bond Dickinson, he serves as Chair of the Womble Inclusion Network (WIN) and also serves on the Diversity Committee and Professionalism Committee.

Shenoy, Co-Chair of the firm’s Public Company Advisors Team, focuses his practice on the representation of public companies in securities transactions, including offerings of debt and equity securities, tender offers, exchange offers, and repurchases, as well as mergers and acquisitions and other strategic transactions. He also counsels clients with respect to ongoing SEC compliance and related corporate governance matters.
LinkedIn Life Page Spotlights Firm’s Diversity and Inclusion Efforts

The practice of law is important at Womble Bond Dickinson, obviously. But it is far from the only thing that defines our firm. Our values, particularly Respect for the Individual, are what makes Womble Bond Dickinson the outstanding firm it is.

With that in mind, we have launched a LinkedIn Life page to spotlight our firm’s diversity and inclusion efforts. On this page, you’ll find up-to-date information, links and photos related to diversity and inclusion, including our Womble Inclusion Network and Women of Womble Bond Dickinson affinity groups, as well as our Recruiting & Retention, Womble Summer Associates and Womble Scholars programs.

Click here to visit the Womble Bond Dickinson’s LinkedIn Life page.

Roots Studio, Inc. Aims to Bridge Gap Between Artists and Corporate World

ATLANTA, GA — Art and design licensing is a $32 billion market worldwide. But in many developing nations, talented artists often work for little or no money, with no opportunities to participate in this worldwide market.

Roots Studio, Inc. aims to bridge the gap between the developing world’s artists and the corporate world’s constant need for new art, designs and creative content. Roots Studio operates in the Impact Economy—for-profit companies whose core mission includes addressing a greater social issue. Womble Bond Dickinson attorneys Nick Hanna, Hannah Hope and Nik Patel recently completed a pro bono project to help Roots Studio achieve its mission.

Roots Studio scouts traditional artists in such nations as India, Panama, Indonesia, and Jordan. Many of these artists live in villages in the poorest areas of these nations. The company then digitizes the artwork and sells it as prints and to companies in need of artwork and designs. The artist and his or her community then receive a significant portion of each sale.

“Roots Studio operates in the Impact Economy—for-profit companies whose core mission includes addressing a greater social issue.”

“‘It’s life-changing money for these artists and these communities,’” Patel said. As a native of India, Patel said Roots Studio’s work has a personal meaning to him.

“Knowing you can help people back in the country you were born in, as well as in the country you live in, that feels good to me,” he said. In addition to helping indigenous artists earn a living, Roots Studio also allows these creators to keep traditional art forms alive.

Hope worked with Roots Studio on its first round of financing by reviewing an initial investor’s proposed forms of Simple Agreement for Future Equity or “SAFE.” A SAFE is used to fund many seed-stage startups. Then, in order to attract additional investment capital, Roots Studio needed a clean book of corporate documents. Hanna and Patel helped create this set of documents, which can be used in investment due diligence proceedings. The pro bono project took nearly three months to complete.
“I viewed it as just as important as my regular client work,” Hanna said. “It was such a valuable experience getting to interact with the client on almost a daily basis. I could tell our work meant a lot.”

Hope said, “For me, taking on pro bono matters is about getting out there and making a positive impact. It is imperative we prioritize giving back to organizations like Roots Studio because that involvement will have a ripple effect – In this case on the artists and their communities around the world.”

This pro bono opportunity came about through the firm’s long-time association with the Lex Mundi Pro Bono Foundation. The Foundation is the pro bono arm of Lex Mundi, the world’s leading association of independent law firms with member firms in more than 100 countries.

Nick Hanna advises clients on general corporate matters including contracts, mergers and acquisitions, and other business transactions. He also counsels clients on corporate governance matters.

Hannah Hope represents national and regional banks, life insurance companies and other financial institutions in real estate-secured commercial lending matters and banking transactions, including syndicated and single bank financing facilities, secured and unsecured credit facilities, cash flow loans, asset-based loans, acquisition financings, and cross-border transactions.

Nik Patel guides domestic and international public and private companies in mergers, acquisitions, financings and other corporate transactions. His M&A experience includes deals of up to $1 billion. In addition, Nik represents companies in corporate governance and general business matters.

Roots Studio, Inc. expresses its gratitude for the pro bono work of Nik Patel, Nick Hanna, and Hannah Hope with a heart-felt note and a unique gift.
Womble Bond Dickinson was a Sponsor of The Happening, the Annual Fundraiser of the Charlotte Lesbian and Gay Fund

CHARLOTTE, NC— Womble Bond Dickinson team members were part of the more than 600 people attending The Happening, the annual fundraiser of the Charlotte Lesbian and Gay Fund and celebration of grant recipients.

The firm was a sponsor of The Happening, and attorneys Alison Bost, Alysja Carlisle, Mark Henriques, Cy Johnson, Alison Kling, Diana Quarry, Claire Rauscher and Phil Runkel represented the firm at the event, which took place May 16 at The Westin Charlotte. They were joined at the Womble Bond Dickinson table by Sigourney Leon of BL&D Investors and Jennifer Sadoff of Avidxchange.

New Charlotte partner Alexandra Villarreal O’Rourke sat at firm client Bank of America’s table and Bank of America representatives expressed their appreciation to her for Womble Bond Dickinson’s sponsorship of the event.

Firm client Wells Fargo was one of two presenting (lead) sponsors. Other firm clients sponsoring The Happening included PepsiCo and the Compass Group.

Womble Bond Dickinson Creative Director Heather Allison created an ad card that was included in the swag bag given to all attendees.

Sheri Lynch, co-host of the Bob & Sheri Show on 107.9 the LINK, and WBTV Community Correspondent Kristen Hampton hosted the event.

The vision of the Charlotte Lesbian and Gay Fund is to cultivate one community with the belief that all people should be treated with dignity and respect. The Fund awards grants to organizations that support the LGBTQ community, as well as bridge building initiatives that seek to cultivate alliances and support with the non-gay community.
Womble Bond Dickinson Served as Reception Sponsor of the 2018 Inspiring Women in STEM Conference

WILMINGTON, DE—Womble Bond Dickinson proudly served as the reception sponsor of the 2018 Inspiring Women in STEM Conference held on May 30 at AstraZeneca in Wilmington, Del. The Conference was hosted by the Delaware BioScience Association (Delaware Bio), a non-profit organization with a mission to catalyze growth of Delaware’s bioscience industry. Womble Bond Dickinson became a member of Delaware Bio this past year with the aim to learn more about the exciting life science industry advancements taking place in Delaware.

Womble Bond Dickinson partners Dana Severance and Kristen Cramer from the Wilmington office served on the planning committee for this year’s Conference, spearheading WBD’s sponsorship and assembling the dynamic speaker line-up, which included Women of Womble (WOW) Chair, Cathy Hinger.

At the conference, Hinger moderated a panel discussion on “Making the Most of a Women’s Network.” She was joined by AstraZeneca’s Senior Director of Talent, Development & Performance Liz Moran, Air Liquide’s Senior Research Expert & Global Technology Director Tracey Jacksier, and Boeing Company’s Systems Engineer Joan Chinnery, all of whom play key leadership roles in their company’s women and diversity initiatives. The panel provided insights on challenges to advancement of women in STEM and guidance on how a successful women’s initiative may help overcome historical challenges women in STEM have faced with advancement to leadership.

The panel provided insights on challenges to advancement of women in STEM and overcoming historical challenges women in STEM have faced with advancement to leadership.

Cathy Hinger is a veteran trial lawyer who defends companies that face complex disputes with other businesses and the United States or state governments. Her practice includes representing companies in disputes involving real estate development projects, commercial lending, commercial leasing, corporate governance disputes, commercial contracts, business fraud, and employment claims. She also counsels clients under investigation by regulatory authorities or law enforcement agencies and defends clients charged with white collar crimes. Hinger serves on the firm’s Professionalism Committee and leads the firm’s women’s leadership program, Women of Womble (WOW).

Dana Severance represents clients in patent litigation relating to pharmaceutical and biotech matters, with a focus on ANDA litigation for the pharmaceutical industry. In addition, Dana has experience managing cases involving large scale document and e-discovery collection and review.

Kristen Healey Cramer represents domestic and international clients as lead counsel in patent infringement actions in federal district and appellate courts and in inter partes review proceedings before the PTAB. She also serves as local trial counsel in Delaware and New Jersey. She has litigated patent matters involving pharmaceuticals, medical devices, biotechnology, consumer products and electronics, computer networks, power, and business methods, among other technologies.
Womble Bond Dickinson Attorney Jennifer Itzkoff Honored by Massachusetts Lawyers Weekly

BOSTON, MA — Womble Bond Dickinson attorney Jennifer Itzkoff has been honored by Massachusetts Lawyers Weekly with the Excellence in the Law Award for Up & Coming lawyers.

MLW’s Excellence in the Law Awards Ceremony celebrates excellence throughout the Massachusetts legal community. Individuals are honored in the following categories: Excellence in Firm Administration/Operations, Marketing, Paralegal Work, Legal Journalism, and Pro Bono, as well as Up & Coming Lawyers.

Itzkoff and other honorees were recognized at a May 10 ceremony at Marriott Long Wharf Hotel in Boston. Best-selling novelist and US District Court Judge Michael Ponsor was the guest speaker for the event.

Other Womble Bond Dickinson attendees included attorneys Cristin Cowles, Heath Misley and Deb Vernon.

Jennifer Itzkoff guides clients in developing IP registration strategies and has significant experience in trademark clearance, prosecution, maintenance, and enforcement work, and regularly handles internet based claims and concerns. In addition, she handles complex administrative trademark opposition and cancellation proceedings, often to early resolution. Jennifer has helped many software and technology companies in obtaining brand protection to stand out in an often crowded marketplace, and she relies on her intellectual property litigation background to assist clients in risk management, as well as avoiding and resolving trademark, copyright and related disputes.

Equality, Fairness, and Respect for All

NEW YORK, NY — “Equality, fairness, and respect for all” aren’t just words in Womble Bond Dickinson’s official statement on firm culture. They are concepts that guide how we do business every day.

Those guiding principles helped Womble Bond Dickinson (US) LLP earn a perfect score of 100 percent on the Human Rights Campaign’s 2018 Corporate Equality Index (CEI). This is the fourth consecutive year that Womble Bond Dickinson has earned a perfect score on the HRC Corporate Equality Index, which is a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace equality.

On April 9, Kevin Hall, Managing Partner of the firm’s Columbia, S.C. office, accepted the firm’s 2018 Best Place to Work for LGBTQ Equality Award at a ceremony in New York City. HRC President Chad Griffin presented Hall with the award.
Womble Bond Dickinson Attorney Spoke on “Sexual Harassment During the #MeToo Movement”

COLUMBIA, SC — The #MeToo movement has changed the conversation around sexual harassment in the workplace—and employers ignore these changes at their peril.

Womble Bond Dickinson attorney Ashley Kutz Kelley spoke on “Sexual Harassment During the #MeToo Movement” to members of the South Carolina Healthcare Human Resources Association (SCHHRA) at their Spring Education Session. Ashley provided a review and update on the law that guides best HR practices for managing sexual harassment prevention and claims, and the impact of the #MeToo movement on strategy for defending such allegations.

The SCHHRA Spring Education Session took place April 13 in Columbia. Ashley Kutz Kelley represents companies in employment matters in the manufacturing, shipping, healthcare, financial services, professional services and property management sectors. She is an experienced litigator with a broad-ranging practice in federal and state courts, including business, commercial, financial, employment, product liability, and judgment enforcement matters. Ashley serves as Chair of Charleston Women in International Trade (CWIT) and as Chair of the South Carolina Bar’s Employment and Labor Law Section.

Womble Bond Dickinson Announces Leadership Appointments

Like most law firms, Womble Bond Dickinson announces leadership appointment every January 1. This year’s leadership announcements included the appointment of three new Office Managing Partners—Beth Tyner Jones in Raleigh, Elizabeth Lee in Washington, D.C. and Kim Kelly Mann in Winston-Salem.

These promotions are particularly important, given that women are historically underrepresented in law firm leadership roles throughout the profession. According to a 2017 report on gender equity in the law by McKinsey & Co., women make up just 25 percent of law firm executives. Jones, Lee, and Mann join Sarah Keefe, the Managing Partner of Womble Bond Dickinson’s Boston office. In addition, the firm’s top two leaders on the US side—Chair Betty Temple and Vice-Chair Ellen Gregg—both are women.

Jones, Lee, and Mann all have a number of traits in common. All three have been with Womble Bond Dickinson (or its predecessor firms) for decades. Along the way, they earned the trust of their colleagues and clients, making them natural choices to lead their respective offices.

For Jones, her association with Womble Bond Dickinson began in law school at Campbell University. She worked as a summer associate after her 2L year in the Raleigh office she now leads. After graduation, Jones then spent six years as a lawyer with the firm before leaving to practice in-house at a large pharmaceutical company. She also spent two years teaching at Mars Hill College.
“My experiences outside of the law firm environment were rewarding, and I think they’ve helped make me a better lawyer.”

“My experiences outside of the law firm environment were rewarding, and I think they’ve helped make me a better lawyer. But at the end of the day, I’m glad I came back to Womble Bond Dickinson and the Raleigh office—this has been a supportive place to grow as a professional and partner with great clients.” Jones said.

She returned to Womble Bond Dickinson in 2000, building her labor and employment practice with a strong emphasis in the education sector, serving educational institutions as outside general counsel and trusted advisor on the challenging issues facing them.

Lee joined David, Hagner, Kuney & Davison, P.C. in 1989, four years into her career. In 1998, that firm merged with Womble Bond Dickinson (then Womble Carlyle) to become the firm’s Washington, D.C. office.

“I was part of the team that opened the D.C. office and have essentially grown up here. I think it helps to have some continuity at this exciting time of change and growth for our office and the firm.”

In addition to leading the D.C. office, Lee also currently serves as Chair of the American Bar Association’s Section of Real Property, Trust and Estate Law. Her practice centers on guiding life insurance companies and other financial institutions through complex secured lending and other real estate investment transactions.

Mann joined the firm in 1987 after completing a two-year clerkship at the North Carolina Court of Appeals following graduation from Campbell University in 1985. Her career has been built on forming successful, trusted relationships with some of the firm’s oldest and largest clients in the Financial Institutions sector. The firm’s relationship with some of these banks dates back more than 100 years, and the leaders of these institutions rely on Mann to advise them on their most important financing transactions.

Jones, Lee, and Mann share another trait—all three are committed to community service.

Jones serves on the boards of directors of several community organizations, including the Greater Raleigh Chamber of Commerce, Baptist Retirement Homes of North Carolina (which she chaired last year), the Baptist Retirement Homes Foundation (which she was a founding member), in addition to her church.

Lee’s community service includes using her skills as a real estate lawyer to shepherd Grace Episcopal Church’s award-winning restoration project. She also serves as Senior Warden of the historic D.C. church.

Mann helps lead the Backpack Program at Winston-Salem’s Ward Elementary. Through the program, more than 150 students facing food insecurity at home receive a backpack of food every weekend, and financial assistance when they can’t afford to pay for breakfast and lunch at the school.

“We see ourselves not just as attorneys, but as citizens of the communities where we live and work,” Mann said. “We take our community and pro bono service as seriously as we do our service to clients.”
Clinkscale – Overcoming Challenges a Way of Life

GREENVILLE, SC—Brent Clinkscale has spent his life breaking barriers and doing what others said couldn’t be done. Whether it was successfully representing business owners in complex international arbitration or keeping a beloved community organization alive in his hometown, Clinkscale has made overcoming challenges a way of life.

His can-do spirit is spotlighted in the cover story of the 2018 edition of South Carolina Super Lawyers. Click here to read “Focused: When Brent O.E. Clinkscale Decides on a Goal, He Makes it Happen” in South Carolina Super Lawyers.

The in-depth article tells the story of Clinkscale’s work representing the Austrian owners of the Scotch Hall golf course community in Bertie County, N.C. The owners faced lawsuits claiming breach of contract from the project’s former contractor and president.

“I had never seen as complicated a case as this, and Brent unraveled it,” Wilfried Niederkofler, who hired Clinkscale, tells South Carolina Super Lawyers.

Clinkscale brought that same tenacity to preserving the Phillis Wheatley Association in Greenville. His mother, Bobbie Jo Madison Clinkscale, worked for the community organization for more than 40 years, and Clinkscale knew how valuable the Phillis Wheatley Association had been in providing educational, social, cultural, and recreational activities to Greenville’s underserved communities. He spearheaded a 2012 campaign to keep the organization alive.

“Brent refused to let it die. He willed it with his strength,” said Darian Blue, the organization’s Executive Director.

At Womble Bond Dickinson, Clinkscale helped the firm establish its award-winning Diversity Program, which he chaired for seven years. As a firm, Womble Bond Dickinson supports and promotes diversity and inclusion, thanks in large part to Clinkscale’s leadership in this area.

Clinkscale also is a frequent speaker on international arbitration. His recent speaking engagements include:

• “Arbitral Immunity under the Forthcoming Restatement of the US law on Commercial and Investment International Arbitration” at the American Bar Association’s Section of International Law Annual Conference.
• “Spotlight on Diversity: Professional Perspectives on Building an Alternative Dispute Resolution (ADR) Practice” at the Arbitral Women event held in March in Atlanta;
• “Introduction to International Commercial Arbitration” at the International Chamber of Commerce (ICC) conference on international arbitration and ICC arbitration procedures.

On Nov. 12-13, Clinkscale will Co-Chair the Atlanta International Arbitration Society (AtlAS) Seventh Annual Conference at the Georgia State University School of Law. Click here for more information.

Brent Clinkscale is a veteran litigator and advocate in both trials and arbitrations and has tried numerous cases in both federal and state courts. Clinkscale’s concentration is in business litigation, including both domestic and international arbitrations. He is a partner in Womble Bond Dickinson’s Greenville, S.C. office. He serves on the AtlAS Executive Committee and is a member of the consulting group for the American Law Institute Restatement of the US Law on International Commercial Arbitration. Also as a member of the International Arbitration Committee of the ABA Section of International Law, Clinkscale has been appointed the liaison from the Section of International Law to the ABA Section on Dispute Resolution. He also is a member of the International Centre for Dispute Resolution (ICDR) panel of arbitrators.

Womble Bond Dickinson Attorney Addressed April Meeting of the Association of Corporate Counsel’s Compliance & Ethics Network

WINSTON-SALEM, NC—Womble Bond Dickinson attorney Jamie Dean addressed more than 130 in-house counsel at the April monthly meeting of the Association of Corporate Counsel’s Compliance & Ethics Network. His topic was “Website Accessibility 101: What Is It, Why Does It Matter, and How Can I Avoid Getting Sued Over It?”

“Website accessibility” is one of the hottest national trends in litigation and compliance. Retailers, financial institutions, and insurance companies have all been swept up by the growing wave of demand letters and lawsuits alleging their websites are not accessible to people with disabilities. Yet, understanding what “website accessibility” means, let alone whether a business’s site is “accessible,” can be difficult both legally and technically. Add to that a lack of clear accessibility regulations or case law and the challenge of responding to a website accessibility suit, or trying to proactively avoid one can seem daunting.

In this presentation, Dean demystified the meaning of “website accessibility,” explained the legal and non-legal standards that apply, and provide practical guidance for responding to website accessibility suits or avoiding them altogether.

Womble Bond Dickinson is the sponsor of the ACC’s Compliance & Ethics Network. Dean’s presentation took place April 17.
AUSTIN, TX—Womble Bond Dickinson was the Title Sponsor of the third annual MCCA Global TEC (Technology Education and Careers) Forum, which took place April 11-13 in Austin.

The Global TEC Forum addressed diversity in the tech industry, the latest disruptions and challenges facing the legal profession, and how emerging technologies are changing the practice of law. In addition to educational panels, participants attended career development sessions and workshops specifically tailored for their career track and level of experience.

Specific session topics included:

- Bitcoin and cryptocurrency;
- The next generation of data modeling;
- Legal and regulatory issues surrounding autonomous vehicles;
- Diversity and inclusion in the tech sector;
- Social branding; and
- Data privacy and AI.

Womble Bond Dickinson attorney Orla O’Hannaidh moderated a panel discussion on the new EU General Data Protection Regulation (GDPR) and how US businesses should prepare for the May 25 implementation date.

Other Womble Bond Dickinson attendees included attorneys Lauren Anderson, Mason Freeman, Beth Jones, Chris Jones and Kevin Lyn.

In addition to the firm’s sponsorship of MCCA Global Tech Forum 2018, Womble Bond Dickinson is a Strategic Sponsor of MCCA.
Womble Bond Dickinson at the 8th World Women Lawyers’ Conference

LONDON, UK — Womble Bond Dickinson attorney Emily Doll represented the firm at the 8th World Women Lawyers’ Conference, presented by the International Bar Association Women Lawyers’ Interest Group.

The theme of this year’s IBA World Women Lawyers’ Conference was “From Courtroom to Boardroom: The Impact of Women”. Legal practitioners from more than 50 countries attended to exchange experiences and network with colleagues. Specific presentation topics included:

• Women in leadership positions;
• Corporate governance: Women on boards;
• Practical issues arising in global compliance;
• Women in the courtroom;
• Data protection;
• Cracking the glass ceiling and;
• M&A in the TMT sector.

The event took place April 12-13 at the Royal Horseguards Hotel in London.

Emily Doll focuses her practice on international arbitration. She has assisted in the representation of clients in all phases of arbitration and has experience with investor-state and international commercial arbitrations under the rules of a variety of leading international institutions, including ICSID, PCA, SIAC, SCAI, and UNCITRAL.

The 2018 Charleston Women in International Trade (CWIT) Soiree

CHARLESTON, SC — The 2018 Charleston Women in International Trade (CWIT) Soiree featured plenty of highlights—and Womble Bond Dickinson was front and center.

Womble Bond Dickinson attorney Ashley Kutz Kelley was officially installed as CWIT Chair at the event. In her two-year term as Chair, Ashley intends to continue to grow CWIT’s

Ashley Kutz Kelley installed as Chair of the Charleston Women in International Trade (CWIT), and presents 2018 Woman of the Year Award to Womble-alum Adriane Malanos Belton (Mercedes-Benz Vans, LLC). Pictured: Dal Schreck, Cynthia Morton, Ashley Kutz Kelley, Adriane Malanos Belton, and Jennifer Cory
presence in the trade arena, and further integrate it into the growing manufacturing community in the Lowcountry. She previously served as CWIT’s Vice Chair and Programs Chair.

In addition, Ashley had the honor of presenting Adriane Malanos Belton, a former Womble Bond Dickinson attorney and current in-house counsel at firm client Mercedes-Benz Vans, with CWIT’s prestigious Woman of the Year Award for 2018.

Ashley also presented $10,000 in scholarship funds to deserving college students pursuing degrees in international trade in her role as the new CWIT Chair.

Womble Bond Dickinson attorneys Jennifer Cory, Cynthia Morton and Dal Schreck also attended the event, which took place April 10 at Founder’s Hall in Charleston. Around 150 people attended the sixteenth annual CWIT Soiree.

CWIT champions the role of international trade and transportation professionals, particularly women, in Charleston and throughout South Carolina. By offering monthly lectures, networking opportunities, continuing education scholarships, academic scholarships and recognition for excellence, CWIT seeks to enhance the status of women working in trade-related fields while connecting professionals.

Ashley Kutz Kelley represents companies in the manufacturing, shipping, healthcare, financial services, professional services and property management sectors.

She is an experienced litigator with a broad-ranging practice in federal and state courts, including business, commercial, financial, employment, product liability, and judgment enforcement matters. Ashley practices in the Womble Bond Dickinson (US) LLP Charleston office. The Charleston Regional Business Journal honored Ashley by selecting her to the prestigious Forty Under 40 awards list. She is a South Carolina Super Lawyers Rising Star, a Roper St. Francis Foundation Fellow, and League Attorney for the Junior League of Charleston.

Womble Bond Dickinson and the Association of Corporate Counsel’s Baltimore Chapter Celebrate Women’s History Month

BALTIMORE, MD — Womble Bond Dickinson and the Association of Corporate Counsel’s Baltimore Chapter teamed up to celebrate Women’s History Month with an event for women in-house counsel at the award-winning Cosima restaurant.

Attorney Nancy Urizar and Client Service Director Candace Gill represented Womble Bond Dickinson at the event. Cosima was selected for hosting the event, not only for its amazing food but for the fact that it is a women-owned and cheffed restaurant. The restaurant has been named one of the city’s 50 best restaurants by both the Baltimore Sun and Baltimore Magazine every year since it opened.

The event took place April 4.
Georgia Asian Pacific American Bar Association (GAPABA) Gala at the Georgia Aquarium

ATLANTA, GA — Diversity matters in the legal profession, and Womble Bond Dickinson showed the firm’s support for legal industry diversity by sponsoring two recent events in Atlanta.

On April 12, the firm was a Jade Sponsor of the Georgia Asian Pacific American Bar Association (GAPABA) Gala at the Georgia Aquarium. Viet Dihn, a Board of Directors member at 21st Century Fox, LPL Financial Holdings, and Scientific Games, was the keynote speaker. TNT Sports broadcaster and Inside the NBA host Ernie Johnson Jr. served as emcee for the 25th annual event.

GAPABA is the Georgia affiliate of the National Asian Pacific American Bar Association (NAPABA), and on April 13, NAPABA held its Southeast Regional Conference at the InterContinental Buckhead. The conference featured informative sessions on such topics as cybersecurity, labor and employment/immigration compliance, the rise of hate crimes, intellectual property, and maintaining a diverse workforce.

Womble Bond Dickinson team members attending one or both of the events were attorneys Ashley Bynoe, Alysja Carlisle, Sharon Johnson, Nik Patel, Sid Shenoy and Joann Waters and Marketing Director Kay Newman. Shenoy is President of NAPABA affiliate the Charlotte Asian Pacific American Bar Association (CAPABA), while Carlisle serves as CAPABA’s Vice President – Membership.
Womble Bond Dickinson Attorney is Charlotte Business Journal 40 Under 40 Award Winner

CHARLOTTE, NC — An accomplished real estate lawyer. A pro bono champion and community volunteer. An advocate for women and people of color in the legal profession. Now, Womble Bond Dickinson’s Diana Quarry can add another title to her already impressive resume: Charlotte Business Journal 40 Under 40 Award winner.

40 Under 40 honorees must be under the age of 40 and “quantitatively demonstrate: Business success (financial results, career growth), Community involvement (volunteer work, advocacy), Leadership ability (public profile, reputation) and Influence (impact on the region, on public policy, or on quality of life).

As an attorney with Womble Bond Dickinson’s Real Estate Service Team, Quarry advises clients within all fields of the commercial real estate market. Her clients range from small, local companies to large global corporations. She also guides clients through the purchase and sale of distressed or contaminated property and securing financings to remediate, reconstruct and revitalize sites throughout the greater Charlotte area. In addition to her leasing work, Diana’s strong background in real estate finance has allowed her to represent both lenders and developers in extending or securing construction loans for projects that continue to revitalize the Charlotte area.

Most recently, she conducted and managed the review of all real estate documentation, including title, survey, deeds, leases, subleases and license agreements for a portfolio of over 2,400 locations in a joint venture with an enterprise value of $1.6 Billion. In 2017 alone, she negotiated leases on behalf of landlords and tenants covering over 400,000 square feet of space.

But in addition to being an integral part of the firm’s Real Estate Service Team, Quarry also has made pro bono and community service a key part of her practice. Her pro bono service has ranged from helping a single mother obtain complete loan forgiveness for her student loans to assisting a Vietnam War veteran to obtain disability compensation. She has negotiated leases on behalf of non-profit organizations and recently provided legal services to a Charlotte organization that combats sex trafficking.

Quarry also has helped a UNC Charlotte/Jamil Niner Pantry team that provides food and clothing for needy students. Quarry co-led Womble Bond Dickinson’s participation in a reading partnership with Charlotte-Mecklenburg Schools in a program dubbed the Little Lawyers Literacy Program, and she and her family have participated in numerous fundraising efforts for such local charities as the Levine Children’s Hospital, Leukemia and Lymphoma Society, Susan G. Komen and the YMCA of Greater Charlotte.

Within Womble Bond Dickinson, Quarry is known as a mentor to younger women and attorneys of color. She is heavily involved in the firm’s diversity initiative, the Womble Inclusion Network (WIN). She is part of the firm’s annual delegation to the Corporate Counsel Women of Color Conference. Since 2016, Quarry also has been serving as the Charlotte Liaison for the firm’s women’s initiative, the Women of Womble ( WOW).
Womble Bond Dickinson Sponsored the 2018 UNCF Mayor’s Masked Ball

GREENVILLE, S.C.—Womble Bond Dickinson was a sponsor of the 2018 UNCF Mayor’s Masked Ball, held March 24 at the Hyatt Regency Greenville.

The annual UNCF Mayor’s Masked Ball is a premier fundraising affair and a major social event, focusing on raising public awareness and donations to support deserving students through UNCF. Hosted by a diverse group of corporate sponsors and local businesses, it involves dignitaries, civic leaders, volunteers, public officials, alumni and others who support UNCF’s mission of investing in better futures for us all by getting students to and through college.

This signature black-tie fundraising event is in support of the 9,000 students and the five UNCF-member colleges and universities in South Carolina that UNCF supports.

Womble Bond Dickinson attorney Brent Clinkscale was on the event planning committee. Attorney Laramie Paras represented the firm at the UNCF Mayor’s Masked Ball, and firm client Ted Kelly of Interserv and his family joined Laramie at the Womble Bond Dickinson table.