

Diversity News

Third Quarter 2018

(Monthly Calendar)

January

Mentoring Month

February

Black History Month

March

Women's History Month

April

Older Americans Month

May

Asian Pacific American Heritage Month

June

Gay & Lesbian Pride Month

July

Diversity Awareness Month

August

Work-Life Balance Month

September

Hispanic Heritage Month

October

Disability Employment Awareness Month

November

American Indian Heritage Month

December

Universal Human Rights Month

Womble Bond Dickinson (US) Named an Inaugural CLEO EDGE Greater Equality Honoree for Commitment to Diversifying Legal Profession

WASHINGTON, DC—Womble Bond Dickinson (US) has been named an inaugural Council on Legal Education Opportunity, Inc. (CLEO) EDGE Greater Equality Honoree. The 50 CLEO EDGE Greater Equality Honorees—16 organizations, 11 law schools, and 23 individuals—have championed increased access to opportunity for all Americans.

Womble Bond Dickinson is the only law firm honored as a 2018 CLEO EDGE Greater Equality Honoree. The firm joins such esteemed winners as former President Barack Obama, Supreme Court Justice Sonia Sotomayor, and former First Lady Michelle Obama as 2018 honorees.

The CLEO EDGE Awards recognize contributions to CLEO's three main pillars: Education, Diversity and Greater Equality. The 50 Greater Equality award winners were selected from more than 200 nominees.

Founded in 1968, CLEO is devoted to diversifying the legal profession by expanding legal education opportunities for persons from traditionally underrepresented racial and ethnic groups, low-income, and

disadvantaged communities. The organization is celebrating its 50th anniversary in 2018.

Womble Bond Dickinson has long been a supporter of CLEO, and firm attorney Pam Rothenberg is a member of CLEO's eight-person Board of Directors.

"We are committed to furthering CLEO's tremendous work in building and sustaining a diversity pipeline that will enable the legal profession to more fairly and inclusively reflect the communities it serves," Rothenberg said. "For 50 years, CLEO has opened the doors of opportunity to deserving and underrepresented students from all backgrounds. We are proud to support CLEO in this mission, and honored to be one of the first CLEO EDGE Greater Equality Honorees."

The honorees will be recognized at a Nov. 15 Awards Gala at the Ritz Carlton in Washington, D.C. The event also will see the attorney and former Presidential Advisor Vernon Jordan honored with the inaugural CLEO EDGE Heritage Award for his more than 50 years of contributions to all three pillars.

Diversity Committee

Kevin Lyn (Co-chair)
Raleigh, x8151

Beth Jones (Co-chair)
Raleigh, x8177

Alison Bost (Vice-chair)
Charlotte, x6328

Lauren Anderson
Raleigh, x8127

Daniel Attaway
Wilmington, x4365

Loryn Buckner
Winston-Salem, x3732

Ashley Bynoe
Atlanta, x7482

Todd Carroll
Columbia, x7730

Sarah Cibik
Raleigh, x8192

Nicole Dashiell
Charlotte, x6338

Barbara Fountain
Greenville, x5997

Tatiana Garcia
Charlotte, x6350

Kevin Hall
Columbia, x7710

Todd Harris
Tysons Corner, x2267

Debbie Israel
DC, x2246

Debbie Johnson
Columbia, x7707

Ericka Johnson
Wilmington, x4337

Ashley Kelley
Charleston, x4679

Sterling Laney
Greenville, x5429

Lawrence Matthews
Winston-Salem, x2546

Philip Mohr
Greensboro, x3577

Emily Kota O'Rourke
Atlanta, x7512

Tiffani Otey
Winston-Salem, x3629

Laramie Paras
Greenville, x5435

Author/Speaker Becky Shambaugh Offered Leadership Training at WOW's Step Up As A Leader Workshop

TYSONS, VA — Professional women lead busy lives, so it's no surprise that their focus on developing leadership skills often takes a back seat to the day-to-day workload.

With that in mind, the Women of Womble Bond Dickinson (WOW) offered a half-day personal leadership development seminar, followed by an evening of internal networking and mentoring aimed at honing executive presence, enhancing leadership skills and shedding habits that may be holding professional women back.

Internationally recognized leadership author/speaker and Harvard Business Review Contributing Editor, Becky Shambaugh, led the training session, which took place Sept. 25 at the firm's Northern Virginia office. Shambaugh is the Founder of Women in Leadership and Learning (WILL), one of the first executive leadership development programs in the country dedicated to the research, advancement and retention of women leaders and executives.

She also is the author of the best-selling books "It's Not a Glass Ceiling, It's a Sticky Floor" and "Make Room for Her: Why Companies Need an Integrated Leadership to Achieve Extraordinary Results."

Shambaugh's workshop was followed by an equity partner reflection panel, featuring [Elizabeth Lee](#) and [Rachel Keen](#). [Alison Bost](#) also presented on the Mansfield Rule, educating our women about this exciting initiative aimed at enhancing the firm's commitment to diversity.

A second session of this workshop program will be offered to another group of WOW attorneys in Raleigh in January 2019.

Womble Bond Dickinson attorney [Cathy Hinger](#) leads the WOW initiative and organized the professional development seminar with the assistance of DC WOW liaison Rebecca Jacobs Goldman, and professional staff Lori Patton, Cindy Pruitt, Tatiana Garcia and Angela Long.

Alexandra Villarreal O'Rourke Maintains Fast-Paced Speaking Schedule

CHARLOTTE, NC — Womble Bond Dickinson attorney Alexandra Villarreal O'Rourke spoke at three events in a four-day period.

- She and Christopher Bolen both were speakers at the Precision Medicine World Conference 2018, held Sept. 24-25 at Duke University. O'Rourke took part in the conference's AI & Data Science Showcase, speaking on "Managing Legal Risk in the Use of AI and Machine Learning Tools." Bolen participated in the Immunotherapy

Showcase. His presentation concerned "Licensing Challenges and Opportunities for Antibody Therapies in the Wake of Amgen v. Sanofi."

- On Sept. 25, she took part in a recent panel discussion on "Artificial Intelligence FinTech: An Introduction to Practical Use-Cases in the Financial Services Industry and the Impact on the Compliance and Legal Practices." The AI FinTech discussion was part of the SIFMA Compliance & Legal (C&L)

(Diversity Committee)

Nik Patel

Atlanta, x7514

Kate Rooney Thomson

DC, x4506

Pamela Rothenberg

DC, x4422

Mark Schamel

DC, x4481

Sudhir Shenoy

Charlotte, x4970

Betty Temple

Greenville, x5415

Russell Thomas

DC, x4552

Randolph Vesprey

Wilmington, x4369

Joann Waters

Winston-Salem, x3781

Future Leaders Breakfast, which took place in Charlotte.

- Then, on Sept. 27, she led a discussion on “Artificial Intelligence in Development: Harnessing Opportunities while Addressing Legal and Ethical Risks” for the World Bank Group. In this webinar discussion, O’Rourke spoke about the most promising uses of AI currently in development. She also talked about potential risks of AI and possible ways to overcome those challenges.

O’Rourke and Steve Middlebrook also were honored as 2018 Cryptocurrency, Blockchain and FinTech Trailblazers by the National Law Journal. Womble Bond Dickinson is the only firm to place two attorneys on this list.



[Alexandra Villarreal O’Rourke](#) leads Womble Bond Dickinson’s Financial Regulatory team and

co-leads the firm’s Fintech team. She draws upon her background in the Consumer Financial Protection Bureau (CFPB) to advise clients on mission-critical compliance questions and risk management as well as state and federal financial regulatory engagement, investigations, and enforcement. She also has significant experience on Fintech and Artificial Intelligence regulatory matters and helps clients navigate the evolving legal terrains on those topics.

(Contributors)

Heather Allison
Alison Bost
Bruce Buchanan
Cristy Carter

CHARLOTTE, NC — The Womble Inclusion Network (WIN) held a professional development and business development “September Summit” in Charlotte. Over 35 WIN members from across the Firm attended the event, which included group dinners on Thursday, along with an interactive workshop seminar and panel discussion on Friday. With respect to its professional development objective, WIN brought in an Atlanta-based lawyer from an award-winning trademark law firm to conduct a four-part dynamic workshop for our members with the following segments:

- Designing Your Personal Brand
- Developing Your Personal Brand
- Delivering Your Personal Brand
- The “Wow” Factor

With respect to its business development objective, WIN had a panel (titled “Inside Advice from In-House All-Stars: Strategies for Success”) of four leading diverse in-house lawyers, moderated by Loryn Buckner, discuss their paths to success, insights and advice for diverse lawyers, tips for navigating law firms and the current legal environment, and hallmarks and dynamics of great outside counsel relationships. The panelists were:

- Amanie Daou Isaac, Counsel, Duke Energy
- Brandon Neal, Managing Counsel, Wells Fargo
- Brandie Smith, Senior Attorney, FedEx Express
- Gabe Walker, Senior Manager Employment Law Partner, Reynolds American



WIN is led by Sid Shenoy (Chair), Loryn Buckner (Associate Chair) and Nicole Dashiell, photographed here with the four panelists.

About the Womble Inclusion Network (WIN)

WIN is an attorney resource group that strives to enhance the firm’s culture by promoting a workplace that is respectful, welcoming and engaging for all lawyers. WIN is comprised of ethnically diverse

attorneys, LGBTQ attorneys and disabled attorneys across the firm, all of whom share the commitment of our firm’s leadership to the inclusion, success, retention and advancement of our diverse lawyers. WIN creates a very unique platform for its lawyers to meet, share ideas and experiences and further their career objectives.

Alex Park, Theresa Sprain Speak on “Mitigating Risk and Protecting Your Bottom Line”

MCLEAN, VA—Womble Bond Dickinson attorneys Alex Park and Theresa Sprain discussed “Mitigating Risk and Protecting Your Bottom Line” at the September 2018 meeting of the Washington, D.C. CFO Leadership Council. The event took place Sept. 18 in McLean.

Employers face a variety of potential catastrophes, from natural disasters to harassment lawsuits, and how they respond to such crises can be vital to the success or failure of a business.

Park and Sprain were joined in the panel discussion by Aon National Financial Practices Group Senior Vice President Catherine Padalino. The discussion was moderated by Carmen Ortiz-McGhee, Senior Vice

President and Head of Sales for Aon—The Capital.

The panel tackled such important workplace issues as:

- How hostile work environments affect productivity;
- Proactively addressing and quickly mitigating claims;
- Understanding the statute of limitations on claims; and
- Creating a culture of safety and inclusion.

Panelists also offered strategies and solutions to help companies address these problems and protect their bottom line.



Alex Park has advised public and private companies on corporate, securities, M&A, capital markets,

spin-off, reorganization and partnership transactions for more than 20 years, with a particular focus on advising commercial real estate companies, REITs, hospitality/lodging companies, governmental contracting and IT companies. He has served as counsel to issuers and underwriters for dozens of public company REITs in more than 80 public and private capital raising transactions.



Theresa Sprain's wide-ranging litigation experience positions her to provide business-minded

advice on complex employment decisions and allows her to offer creative suggestions for resolving employment disputes prior to litigation. In addition, she routinely provides strategic employment advice regarding corporate transactions, including analysis of agreements, due diligence, and preparation of executive agreements.



Alex Park and Theresa Sprain discussed "Mitigating Risk and Protecting Your Bottom Line" at the September 2018 meeting of the Washington, D.C. CFO Leadership Council

Children's Law Center of Central North Carolina Honors Womble Bond Dickinson with Community Partner Award

WINSTON-SALEM, NC — The Children's Law Center of Central North Carolina presented Womble Bond Dickinson with its Community Partner Award at the Center's 2018 Birthday Blast. The event took place Sept. 13 at the Millennium Center in Winston-Salem.

Alyse Young, Erica Helmle, Patricia Heyen, Winston-Salem Office Managing Partner Kim Mann, Lawrence Matthews and John Pueschel represented the firm at the awards presentation.

According to the CLC, “Womble Bond Dickinson has donated many hours since the inception of the Children’s Law Center. Partner Ran Bell set up the CLC as a non-profit agency. She and other Womble attorneys have continued to help CLC through volunteering, advice and generous support. Many of the communications

you receive in the mail are graciously printed and posted by Womble’s in-house publications shop.”

The Children’s Law Center of Central North Carolina provides children with quality legal advocacy focusing on domestic violence issues, high-conflict custody cases, and the rights of children in public education.



Alyse Young, Erica Helmle, Patricia Heyen, CLC Executive Director Iris Sunshine, Kim Mann, Lawrence Matthews and John Pueschel.

Womble Bond Dickinson Team Discusses Diversity, Employment and Internal Investigations Issues at ACC South Carolina Event

GREENVILLE, SC—As part of the firm’s sponsorship of the Association of Corporate Counsel’s South Carolina Chapter, Womble Bond Dickinson held a three-hour ACC CLE on August 30th. The event was held in all three of the firm’s locations—Greenville, Columbia, and Charleston.

Topics and speakers included:

- “Boosting Diversity – Is Your Outside Counsel Mansfield Certified?” Presented by Kevin Hall.

- “‘Me Too’ Movement – Best Practices for Employers.” Presented by David Yandle. Bonus addition to this section: “SC Pregnancy Accommodation Act: The countdown is on! Are you in compliance?”
- “Corporate Internal Investigations: Effective Teamwork Is a Necessity.” Presented by Jamie Connelly, Bob Ambler, and Jamie Francis.

ACC members and clients joined in all three locations. Following the CLE, cocktail receptions were held in each location.

Attorney Victoria Alvarez Joins Womble Bond Dickinson Mass Torts Litigation Team



[Victoria Alvarez](#),
Associate

WINSTON-SALEM, NC — Experienced litigation attorney Victoria Alvarez has joined Womble Bond Dickinson. Alvarez will practice with the firm's Mass Torts team.

Alvarez comes to Womble Bond Dickinson from Brown & James PC in St. Louis, where she spent the previous five years. She has a background in complex litigation involving a range of liability issues, including product liability. Alvarez also has experience litigating cases

involving premises and retail liability, construction, and transportation-related claims.

Selected to join the American Bar Association's Leadership Academy in her first year of eligibility, Alvarez is one of 25 attorneys nationwide to join the 2018 - 2019 class. She is a graduate of the Honors College at the University of South Carolina and the Saint Louis University School of Law.

Womble Bond Dickinson's Laura Kees Named to Georgia Chamber of Commerce Board

WINSTON-SALEM, NC — Womble Bond Dickinson attorney Laura Kees is the newest member of the Georgia Chamber of Commerce Board of Directors.

Kees replaces Steve Dunlevie, who retired from Womble Bond Dickinson earlier this summer. She officially began her tenure at the Board's August 21 meeting.

For over 100 years the Georgia Chamber of Commerce has worked to keep, grow and create jobs to make Georgia a better state for business. The Chamber's advocacy, policy and thought leadership help ensure Georgia's economic competitiveness, attract new investments as well as promote growth and prosperity. As the state's largest business advocacy organization, the Chamber's areas



of focus include both state and federal issues.

[Laura Kees](#) is a
Partner in Womble

Bond Dickinson's Atlanta office. She concentrates her practice on managing trademark and copyright portfolios, counseling clients on risks associated with proposed names and marks, evaluating when applications for domestic and/or international registration should be filed and advising how and when to maintain those registrations.

Womble Bond Dickinson Attorney Jennifer Itzkoff Provides Pro Bono Counsel to Asylum Seekers in Texas Detention Center

BOSTON, MA — Most Americans have seen the heartbreaking news stories of refugees seeking asylum at the nation's southern border, and feel like they don't have the resources or skills to assist these vulnerable individuals. When Womble Bond Dickinson's [Jennifer Itzkoff](#) saw these stories, she decided she had to use her skills as an attorney to help.

Itzkoff, an intellectual property attorney in the firm's Boston office, spent the week of August 20-24 providing pro bono legal assistance to asylum seekers held at the Karnes County Residential Center that Itzkoff describes as a detention center. Itzkoff assisted in preparing refugees for credible fear hearings. She also prepared documents to request review of the credible fear determination if the individuals received a negative result. In these credible fear interviews, immigration officials decide if the asylum seeker's fear of returning to their home country is credible to the level that he or she can continue to pursue their claim for asylum in the United States. The credible fear interview is the first step in determining whether a refugee can stay or if they are to be deported back to their home country.

"Legal services are important because these people are coming from countries where there is a lot of distrust of the government," Itzkoff said. Fearful asylum seekers may not feel safe, thus hindering their ability to speak freely about their situation. They fear that their true stories would put their families back home in further danger.

Many of the asylum seekers in Texas came to the U.S. because of violence and political corruption in their home countries. In many cases, families are fleeing organized gangs. Children are particularly at risk because in some

gang-controlled communities, young people are given an ultimatum: Join the local gang or be injured or even killed. At the Texas facility, Itzkoff worked with many parents who came to the U.S. because someone had already attempted to hurt their child, given an ultimatum, and they literally feared for the lives of their children.

"The majority of these people are fleeing horrible circumstances," she said. Making matters worse, many of the clients she served had been separated from their children under the U.S. Government's recent "Zero Tolerance" policy.

However, these same experiences may make it hard for asylum seekers to effectively advocate for themselves. During a credible fear interview an asylum seeker will be asked why they fear returning to their home country. "These are personal questions and they have to relive traumatic events," she said. "It's difficult for them to express their fear of returning to their home country."

As a fluent Spanish speaker, Itzkoff also was able to help refugees navigate language barriers. For example, during one interview, she had to speak up on behalf of a client because the government-appointed translator wasn't accurately translating the client's story.

"There's no transcript for these interviews and that can be a hurdle as well," she said. "It's really important for people to have legal representation during these interviews."

Itzkoff's pro bono work was coordinated by the Refugee and Immigrant Center for Education and Legal Services (RAICES), a Texas-based non-profit organization that provides legal services to immigrants and refugees.



"Legal services are important because these people are coming from countries where there is a lot of distrust of the government," Itzkoff said.



Jennifer Itzkoff
guides clients through developing 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.

Her pro bono practice also includes working with Kids in Need of Defense, an organization that assists children with immigration proceedings.

Experienced Capital Markets Attorney Jinelle Craig Now Part of Womble Bond Dickinson Team

CHARLOTTE, NC—Capital markets attorney Jinelle Craig has joined Womble Bond Dickinson’s Charlotte office.

Craig’s practice focuses on commercial lending, corporate transactional and general commercial matters and her experience includes advising lenders on acquisition financing, real estate financing and working capital credit facilities, as well as assisting with public financing transactions for transportation, educational, technology and healthcare institutions. She also guides clients in cross-border transactions.

“Jinelle is an experienced lending attorney who is well-known to our team members and financial institution clients,” said Merrick Benn, leader of Womble Bond Dickinson’s Capital Markets Practice Group. “We are looking to grow our team, and when we had the opportunity to add an attorney of Jinelle’s caliber, I knew we had to act.”

She comes to Womble Bond Dickinson from Buchanan Ingersoll & Rooney PC in Charlotte, where she worked with Taber Cathcart, who recently joined Womble Bond Dickinson as a partner. Her prior experience also includes serving as Assistant Corporation Counsel in the New York City Law Department for nearly four years. Craig is a graduate of Columbia University and the University of Pennsylvania Law School and holds an M.P.A. from the University of Pennsylvania.

“Womble Bond Dickinson has a reputation as an outstanding Capital Markets firm, with strong client relationships,” Craig said. “I’m excited to begin the next chapter of my career as a member of the Womble Bond Dickinson team.”



Jinelle Craig,
Associate

Attorney Brittany Teague Joins Womble Bond Dickinson Commercial Real Estate Team



[Brittany Teague](#),
Associate

WINSTON-SALEM, NC — Commercial real estate attorney [Brittany Teague](#) has joined Womble Bond Dickinson's Winston-Salem office.

Teague guides clients through acquiring, disposing of, and financing a range of commercial properties, including hotels, apartment complexes, major retailers, medical practices, and manufacturing facilities. She also represents clients in commercial lease negotiations and various other commercial and corporate contracts.

Teague is active in a number of professional organizations, including Piedmont Triad Commercial Real Estate Women (PT-CREW), the American Bar Association's Real Property, Probate, and Trust Section, and the North Carolina Bar Association's Real Property Section. A graduate of the University of North Carolina and Elon University School of Law, she previously practiced at Tuggle Duggins PA in Greensboro, N.C.

Womble Bond Dickinson Adds N.C. Trusts and Estates Attorney Elie Foy



[Elie Foy](#),
Of Counsel

RALEIGH, NC — Experienced trusts and estates attorney [Elie Foy](#) has joined Womble Bond Dickinson and will practice in the firm's Raleigh office.

Foy has more than a decade of experience guiding clients in a range of trusts and estate planning, wealth transfer and administration matters, including counseling clients on the tax implications of trusts and estate transactions. She also counsels charities and foundations on obtaining and maintaining tax-exempt status.

A certified Specialist in Estate Planning and Probate Law by the North Carolina State Bar Board of Legal Specialization, Foy has been ranked as one of the state's top estate planning lawyers by both North Carolina Super Lawyers and Business North Carolina's Legal Elite on multiple occasions. She also is a frequent speaker and author on trusts and estate topics, and recently completed a term as President of the Wake County Estate Planning Council.

"Elie is one of the most respected trusts and estate lawyers in North Carolina, and we are happy to have her join our team," said Kim Stogner, a leader of Womble Bond Dickinson's Wealth Management Sector Team. "Womble Bond Dickinson has long been noted for its outstanding trusts and estates practice, and Elie will help us ensure that high standard of client service continues for many years to come."

With Foy's addition, Womble Bond Dickinson now has four attorneys devoted to trusts and estates law in the Triangle.

Foy comes to Womble Bond Dickinson from Wyrick Robbins' Raleigh office. She is a graduate of the University of North Carolina and the Wake Forest University School of Law, and holds an LL.M. in Taxation from the Georgetown University Law Center.

Jennifer Cory Presented on Immigration Issues at ACC Compliance & Ethics Webinar

CHARLOTTE, NC — Womble Bond Dickinson attorney Jennifer Cory discussed recent developments for employers to US immigration policy for members of the Association of Corporate Counsel's Compliance & Ethics Network.

On August 21, Cory and Flame Spray North America General Counsel Stefania Bondurant led a discussion titled "The Heat is On – How to Keep Your Cool Over US Immigration Policy". How is the "Buy American, Hire American" mandate impacting U.S. employer abilities to hire and retain critical foreign talent and maintain worksite compliance? Cory and Bondurant provided practical tips

and potential solutions for employers feeling the heat.

Womble Bond Dickinson is the long-time sponsor of the ACC's Compliance & Ethics Committee.



[Jennifer Cory](#)

leads the Womble Immigration Solutions team. She navigates the complexities of U.S. immigration law

to design efficient, effective visa routes for her clients, who include educators, entrepreneurs, executives, innovators, and investors in key industry sectors such as academia, automotive, financial, manufacturing, pharmaceutical, and technology.

Womble Bond Dickinson Announces New Triangle Managing Partner

RESEARCH TRIANGLE PARK, NC — Womble Bond Dickinson (US) LLP announced that [Beth Tyner Jones](#) has been appointed as managing partner of the firm's Research Triangle Park office. Jones succeeds Christopher Bolen, who served as managing partner of the RTP office for the past nine years. She is now at the helm of the firm's two Triangle offices.



[Beth Tyner Jones](#),
Partner

"As one of the only firms in the Triangle with a physical presence in both Raleigh and Research Triangle Park, we are well positioned to serve the needs of our clients throughout the growing Triangle region," said Jones. "I look forward to building upon our firm's deep commitment to this community and expanding our offerings in this market."

An experienced education and employment lawyer, Jones leads the firm's U.S.-based Labor and Employment team and Education Law team, and serves on the Firm Management Committee.

Womble Bond Dickinson opened its RTP office in 1997 to serve the region's booming tech industry. Today, Womble Bond Dickinson spans from Aberdeen to Atlanta, Boston to Bristol. Earlier this year, the firm expanded into Southern California with offices in Los Angeles and Orange County.

Sonny Haynes Discusses Third Party Subpoenas at Conference of N.C. County/DSS Attorneys

ASHEVILLE, NC—Womble Bond Dickinson attorney Sonny Haynes was a speaker at the 2018 Annual Summer Conference of North Carolina County Attorneys and Department of Social Services Attorneys. The conference was presented by the North Carolina Association of County Commissioners (NCACC) in partnership with affiliate organizations, the North Carolina Association of County Attorneys and the North Carolina Association of DSS Attorneys.

Haynes spoke on “Third Party Subpoenas: Defensive and Offensive Strategies.” Approximately 200 people attended her presentation, which took place July 27.

Womble Bond Dickinson was a platinum sponsor of the conference.



[Sonny Haynes](#) has a broad range of litigation experience from complaint to verdict and on appeal.

She regularly defends lawsuits involving product liability, civil rights, governmental torts, and employment discrimination.

Corporate & Securities Attorney Susan Kim Joins Womble Bond Dickinson in Northern Virginia

TYSONS, VA—Womble Bond Dickinson has further strengthened its corporate and securities practice in Northern Virginia with the addition of attorney [Susan Kim](#).

Kim’s practice includes guiding clients in mergers, acquisitions, reorganizations and other corporate transactions. She also has experience in the investment management industry, counseling registered investment companies and investment advisers on regulatory and compliance issues.



[Susan Kim](#),
Associate

“Corporate and Securities is a core practice of Womble Bond Dickinson and its Northern Virginia office and we are excited to add Susan to our team. She is a talented lawyer and has a broad range of corporate and transactional experience, that will further enhance our ability to provide exceptional service to our clients,” said Womble Bond Dickinson Northern Virginia Office Managing Partner Gary Nunes.

Kim comes to Womble Bond Dickinson from Thompson Hine LLP in Columbus, Ohio.

Womble Bond Dickinson M&A Team Beats the Clock to Deliver \$45 Million Acquisition for Client Germane Systems



Alex Park,
Partner



Dean Rutley,
Partner

TYSONS, VA—A Womble Bond Dickinson team led by [Alex Park](#) and [Dean Rutley](#) successfully guided firm client [Germane Systems](#) through several complex issues to close its \$45 million acquisition by publicly traded Mercury Systems.

Germane Systems designs and manufactures custom rugged computing solutions for mission-critical military, aerospace and industrial applications. Germane leverages commercial off the shelf components for customers who require special form factors, harsh environment mitigation, high performance and/or long life cycles.

Womble Bond Dickinson attorneys Park, Rutley, Raj Singh, and Siaw Ching Lee formed the core M&A team. Attorneys Patrick Allen, Todd Harris, Jim Kearney, Julia Kreyskop, Jeff Lawyer, John Pueschel, and Joshua Rodman also worked on this multi-disciplinary transaction, which included lawyers from the firm’s Employee Benefits, Government Contracts and Cross-Border Trade, Intellectual Property, Labor & Employment, Real Estate and Tax service teams.

“I wanted to express my thanks for your tremendous effort to make this transaction happen,” said Germane Systems CFO Bill Ellis. “I want to especially compliment the professionalism and hard work your

entire group put forth to make this transaction happen as well as your patience with tying up all the loose ends.”

In addition, CEO and majority Seller Kerry O’Brien sent her words of praise to the Womble team.

“It has been an absolute pleasure to work with you over the last few years,” said O’Brien. “You have deftly advised me on several key business matters up to and including the sale of my company. Your tremendous skill in the various disciplines needed to support my business represents Womble Bond Dickinson extremely well. You have an in-depth knowledge of my industry so solutions were right on target; a clear understanding of the business owners’ perspective; you managed the transaction with a tight time frame, lots of moving parts and a tremendous volume of data, seemingly effortlessly; and have referred me some of the best business and industry experts in the DC region.”

She continued, “The very best part for me was to work with such a high integrity, skilled and collaborative team - to a person - at WBD. Thank you Alex, Dean, Raj, Siaw Ching and Jim - and the team that supports them so well - the honor has been all mine and I hope to stay in touch for a lifetime.”

“The very best part for me was to work with such a high integrity, skilled and collaborative team - to a person - at WBD.”

#MeToo – What’s Next? Womble Bond Dickinson, ACC NCR Chapter Present Update on Fighting Workplace Sexual Harassment

While sexual harassment in the workplace is nothing new, the current focus by celebrities and the media presents a unique opportunity to effect change.

WASHINGTON, DC— On July 19, Womble Bond Dickinson and the Association of Corporate Counsel’s National Capital Region chapter joined together to discuss the latest developments in workplace sexual harassment law.

While sexual harassment in the workplace is nothing new, the current focus by celebrities and the media presents a unique opportunity to effect change. The July 19th program featured a presentation by Emily Martin, VP for Education & Workplace Justice at the National Women’s Law Center. In that role, Martin oversees its Legal Network for Gender Equity and the administration of the TIME’S UP Legal Defense Fund, which connects those who experience sexual misconduct in the workplace with legal and public relations assistance.

“#MeToo - What’s Next? An Update from the Front Line Fighting Workplace Sexual Harassment” was the ACC NCR’s Annual Women’s Initiative Event with Womble Bond Dickinson.

Following a rooftop reception, Womble Bond Dickinson Chair/CEO [Betty Temple](#) welcomed attendees and discussed the firm’s commitment to supporting women and its involvement with ACC NCR. Womble Bond Dickinson D.C. Office Managing Partner [Elizabeth Lee](#) then led the conversation with Martin. Tamara Jack, Senior Vice President, Chief Legal Officer & Corporate Secretary at LMI, closed the event.

The Women of Womble Bond Dickinson (WOW) initiative supported this event, which took place at the firm’s Washington, D.C. office. WOW is led by firm partner [Cathy Hinger](#).

Beth Tyner Jones Writes on Gender Inclusivity Issues for Diversity & The Bar Magazine



[Betty Temple](#),
Chair



[Ellen Gregg](#),
Vice-Chair



[Beth Tyner Jones](#),
Partner

RALEIGH, NC— Womble Bond Dickinson has made significant strides in gender equity. The firm’s top two US leaders – Chair and CEO [Betty Temple](#) and Vice-Chair [Ellen Gregg](#) – are women, as are all four members of Womble Bond Dickinson’s Executive Committee. The firm has been named a Women in Law Empowerment Forum (WILEF) Gold Standard firm in 2015, 2017 and 2018 for having women attorneys in equity partner and firm leadership positions.

One of these top leaders is [Beth Tyner Jones](#), the Managing Partner of Womble Bond Dickinson’s Raleigh and RTP offices. In an article for the Minority Corporate

Counsel Association’s Diversity & The Bar magazine, Jones wrote about Womble Bond Dickinson’s efforts to promote opportunities for women lawyers. These efforts include the creation of the Women of Womble Bond Dickinson (WOW) initiative, which provides mentoring, networking and professional development opportunities for the firm’s women attorneys.

“These professional development efforts are bearing fruit,” Jones wrote. “While we still have work to do in increasing the overall number of women equity partners, 50 percent of our new equity partners joining or promoted in the past 12 months are women.”

[Click here](#) to read “Building Gender Inclusivity from the Top” by Beth Tyner Jones.

Beth Tyner Jones has nearly three decades of experience counseling employers on all facets of employment law matters. She leads the firm’s US-based Labor &

Employment team, which represents employers in labor and employment litigation as well as counsels employers proactively to manage risk and to help prevent such disputes. She also is a leader of the firm’s Education and School Law team and serves on Womble Bond Dickinson’s Firm Management Committee.

Womble Bond Dickinson Adds Trio of Prominent Bankruptcy Partners

RALEIGH, NC — Womble Bond Dickinson is bolstering its banking, restructuring and insolvency team with the arrival of partners James “Charlie” Livermon, Richard Prosser and Jill Walters. Based in Raleigh, the three have decades of experience representing financial institutions and lenders across all aspects of bankruptcy proceedings.

foreclosures and other pre- and post-judgment remedies. He has defended lenders and creditors in lender liability actions, contract disputes, fraud, misrepresentation and unfair and deceptive trade practices in state and federal courts. He is a member of Business North Carolina magazine’s Legal Elite Hall of Fame.

“This team brings a highly regarded and well-respected practice to our capital markets practice group...”

“We are pleased and excited to have Charlie, Richard and Jill join Womble Bond Dickinson,” said Beth Tyner Jones, Managing Partner of the firm’s Triangle offices in Raleigh and Research Triangle Park. “This team brings a highly regarded and well-respected practice to our capital markets practice group, and we look forward to enhancing our offerings to clients with interests in distressed situations.”



[Richard Prosser](#) has focused his practice in the areas of commercial litigation and creditors’ rights.

Richard is known for his versatility and ability to handle all aspects of problem loan representation, ranging from complex workouts and restructures to contested litigation and lender liability defense. He regularly represents clients in commercial collections actions, workouts, restructurings, receiverships, bankruptcies and all aspects of collateral recovery. He also has experience litigating a variety of business disputes, including matters involving fraud, misrepresentation and unfair and deceptive trade practices.



[Charlie Livermon](#) is a Chambers-ranked attorney who practices in all areas of creditors’ rights and

bankruptcy and represents banks and other lenders throughout the state. A board-certified specialist in business and consumer bankruptcy, he has represented secured and unsecured creditors in Chapter 7, 11, 12 and 13 bankruptcy cases in all bankruptcy districts in North Carolina. He has significant experience in commercial loan workouts, restructurings, receiverships,



[Jill Walters](#) has focused her practice on representing business and individual creditors

in the areas of bankruptcy and general creditors’ rights and regularly

represents secured and unsecured creditors in bankruptcy cases filed under all chapters of the United States Bankruptcy Code in all three bankruptcy districts in North Carolina. Jill also has experience representing banks and other lenders in collection, foreclosure, and claim and delivery actions across the state and in receiverships, commercial workouts, restructures, and note sales.

“Charlie, Richard, and Jill are a tremendous addition to our roster of transatlantic finance attorneys,” said Merrick Benn, leader of the firm’s Capital Markets Practice Group. “Their deep knowledge of bankruptcy and creditors’ rights further strengthen our offerings for current and prospective clients.”

Womble Bond Dickinson Acquires Treanor Pope & Hughes; Litigation Veterans Ginny Barnhart & Russ Pope Join Womble Bond Dickinson’s Baltimore Office

BALTIMORE, MD — Womble Bond Dickinson has acquired Maryland boutique litigation firm Treanor Pope & Hughes. As a result of the acquisition, well-known Baltimore business litigators Ginny Barnhart and Russ Pope are joining Womble Bond Dickinson as partners.

Barnhart and Pope each bring more than 35 years of litigation experience to the firm, with a focus on complex consumer financial services cases, particularly class actions.

“It isn’t every day that you can add two attorneys with the experience and track records of Ginny and Russ. But when we had that opportunity, bringing them to Womble Bond Dickinson was an easy decision,” said Chris Jones, leader of the firm’s US-based Business Litigation team. “They will significantly expand the Firm’s ability to service financial services clients in Maryland and Washington, D.C.”



[Barnhart](#) is the former County Attorney for Baltimore County. She has extensive experience guiding national banks, lenders and servicers in consumer financial litigation, including defending RESPA, TILA, HOEPA, FDCPA, FCRA and consumer protection claims. She also litigates construction and government contract disputes, and employment and civil rights cases on behalf of individuals and businesses before administrative agencies and in state and federal courts.



[Pope](#) represents clients in class action, banking, commercial/corporate and environmental litigation. Before joining Treanor Pope & Hughes in 1992, he helped form the in-house litigation group at Maryland National Bank, where he represented the bank in a range of state and federal cases.

Barnhart and Pope each bring more than 35 years of litigation experience to the firm, with a focus on complex consumer financial services cases...

In the community, Pope serves on the Board of Directors for Justice Ventures International, Inc., a non-profit organization that secures freedom and restoration for victims of human trafficking in India and China.

“Ginny and Russ are highly respected in Baltimore’s legal community, and commercial litigation is a long-time focus of Womble Bond Dickinson,” said Womble Bond Dickinson Baltimore Office Managing Partner

David Hamilton. “They are a natural fit for the firm, and we feel they will greatly benefit our litigation clients.”

Pope said, “We made the decision to join Womble Bond Dickinson with our clients in mind. The firm has a strong reputation for client service, and we believe our clients will benefit from Womble Bond Dickinson’s range of services and deep litigation bench. We are pleased to join this outstanding team.”

Womble Bond Dickinson Adds Noted Financial Transactions Attorney Taber Cathcart to Charlotte Office



Taber Cathcart,
Partner

CHARLOTTE, NC—Experienced capital markets and financial transactions attorney and community leader [Taber Cathcart](#) has joined Womble Bond Dickinson’s Charlotte office.

Cathcart represents financial institutions, investment firms and institutional investors in senior and subordinated debt transactions, including acquisition finance and working capital credit facilities. She also has extensive experience in secured and unsecured syndicated credit facilities, single-lender transactions, and loan workouts and restructurings. In addition, she regularly handles real estate and construction finance matters.

“Taber is well-known as a leading financial transactions attorney. Adding her will strengthen our already robust team and help our financial institution clients achieve their business goals,” said Merrick Benn, Practice Group Leader-Capital Markets and member of the Firm Management Committee.

“Banking is a critically important sector in Charlotte, and banks and other financial institutions trust Taber to guide them through their most important transactions,” said Jeff Hay, Managing Partner of Womble Bond Dickinson’s Charlotte office. “We are excited to have her on our team, and we are sure our clients will agree.”

In the community, Cathcart is a Charlotte Ballet Board Member, drawing on her 10 years of experience as a professional ballet dancer prior to law school. She also serves as Chair of the Child Care Resources, Inc. Board and as a Board Member of Leadership Charlotte.

She is a graduate of the University of South Carolina and the University of South Carolina School of Law. She comes to Womble Bond Dickinson from Buchanan Ingersoll & Rooney PC in Charlotte.

Mass Torts Lawyer Kerra Killingsworth Hicks Joins Womble Bond Dickinson in Atlanta

ATLANTA, GA — Experienced mass torts and product liability litigation attorney [Kerra Killingsworth Hicks](#) has joined Womble Bond Dickinson's Atlanta office.



Hicks has particular experience representing owners, contractors, and subcontractors in construction-related litigation. For example, she counseled one of the nation's top utility companies in a multi-billion dollar dispute regarding its construction of the first new nuclear power plant in the United States in over 30 years.

In addition, Hicks guides construction industry clients in negotiating and drafting agreements, contract

administration, and project execution. She frequently represents electric utility companies in property damage and personal injury claims, including pre-suit investigations.

Hicks also has extensive experience in large-scale e-discovery and discovery process management.

"The construction and energy industries are two critical sectors that we serve, and adding someone with Kerra's proven experience will benefit our clients in those sectors," said Michael Sullivan, Mass Torts partner in Womble Bond Dickinson's Atlanta office. "We are happy to have her on the Womble Bond Dickinson team."

Hicks comes to Womble Bond Dickinson from Balch & Bingham in Birmingham, Alabama.

Womble Bond Dickinson's Betty Temple Named a Liberty Fellowship Mentor for Class of 2019

GREENVILLE, SC — Womble Bond Dickinson US Chair and CEO [Betty Temple](#) has been chosen as a mentor for the Fellows in Liberty Fellowship's class of 2019. Temple is one of 21 South Carolina leaders selected as a mentor.

Luanne Runge, Liberty Fellowship President & CEO, said in a statement, "These established leaders have invested in South Carolina, moving the state forward across sectors and in various capacities. As advisors, the mentors will share their experiences, helping the Fellows navigate moving from success to significance and learning how to work collectively for the good of South Carolina."

The Liberty Fellowship is an incubator for exemplary leadership in South Carolina. Members of the Aspen Global Leadership Network, Fellows make a lifelong commitment to use their creativity, network, and energy to move South Carolina forward.

[Click here](#) to read the full press release on "Mentors Chosen for Liberty Fellowship's 14th Class."

Betty Temple's 25 years of experience in advising public company boards on their highest strategic priorities gives her perspective on how to meet the needs of clients in a fast-changing world. Clients describe Betty as a champion for their interests—a leader,

Womble Bond Dickinson US Chair and CEO Betty Temple has been chosen as a mentor for the Fellows in Liberty Fellowship's class of 2019.

(Contact Us)

Diversity News welcomes your comments and suggestions, as well as ideas for future topics and written materials for publication. Please send your items to Debbie Johnson at debbie.johnson@wbd-us.com.

an innovator, and a trusted strategic counselor. In her role as Chair and Chief Executive Officer of Womble Bond Dickinson in the United States, Temple's highest leadership priority is to ensure that the firm's clients receive extraordinary service and legal work from dedicated lawyers. As Co-Chair of the Board of the

transatlantic Womble Bond Dickinson, she has expanded the firm's ability to reach further in serving clients through the additional mind power, bench strength, industry insight, practice areas and geographic coverage that the combined firms can bring to bear.

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