

10,000

VISION 2020

TALENT RISING



TENTH ANNUAL LCLD MEMBERSHIP MEETING

What's Working

Collaborating for Change

Mitch Zuklie | Orrick Herrington & Sutcliffe LLP

Laura Stein | The Clorox Company

Overview of Our Advisory Board Experience

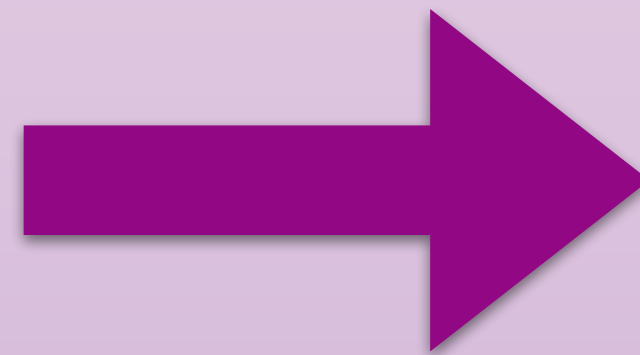
- For Context: Our Strategy & Diversity Goals
- Our Boards & Why We Created them
- The Conversation
- Results & Learning

Our Vision of What Defines a Truly Great Law Firm

1. Market-leading in multiple sectors
2. Best global clients
- 3. Best lawyers and staff**
4. Best global brand
5. Meaningful social impact
- 6. Disruptive and forward-looking**
7. Effectively managed
8. Profitable enough to reinvest

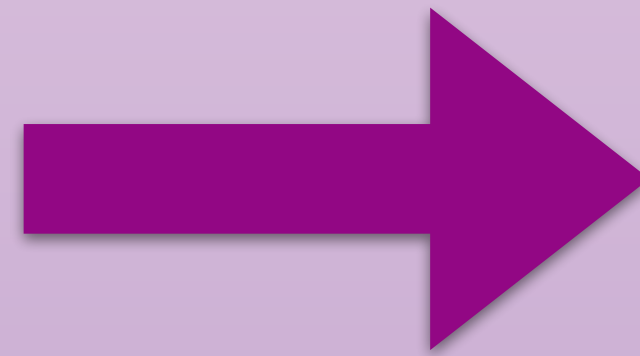
Our Strategy

Because we understand the value our clients place on knowing their business and commercially practical advice...



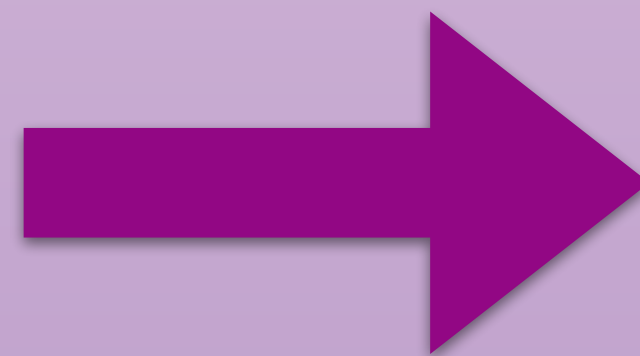
We focus on three sectors globally: Technology & Life Sciences, Energy & Infrastructure, and Finance

Because we understand our clients' need for top-quality, consistent, diverse teams...



We focus on being the best law firm to work for

Because we understand our clients' need for ever-increasing levels of quality and value...



We focus on innovating in both the practice of law and delivery of legal services

Our Diversity Goals

1. To be the most diverse and inclusive firm among our Tech, E&I, and Finance law firm peers
2. To have a partnership and leadership team that reflect that diversity
3. To have summer associate classes that continue to be more diverse than the rest of the firm
4. To have client teams that reflect that diversity

Through our participation in the Move the Needle Fund, we also recently announced a goal of growing and strengthening a set of valued client relationships in a way that matches the diversity of our firm.

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In 2015, to engage more deeply with clients on these issues, we launched our Women's Advisory Board.



Kim Azzarelli
Founding Partner
Seneca Women



Michelle Banks
Senior Advisor and
Executive Coach
BarkerGilmore LLC



Dorian Daley
EVP, General Counsel
and Secretary
Oracle Corporation



Pat Gillette
Keynote Speaker,
Author, Mediator
JAMS



Paul Grewal
VP and Deputy
General Counsel
Facebook



Randy Komisar
Advisor
*Kleiner Perkins
Caulfield Byers*



Elizabeth Matthews
Deputy Country Chair, EVP,
and General Counsel
Total American Services, Inc.



Wanji Walcott
SVP and
General Counsel
Discover



Mallun Yen
Co-Founder, COO, and
Operating Partner
SaaStr

Why Form Women's and Diversity & Inclusion Advisory Boards?

What we hope to deliver for our clients:

- Valuable networking and benchmarking
- Sharing best practices and ideas
- Insight into diversity-related legal and regulatory issues and/or introductions to Orrick's diverse talent

What we hope Orrick gets out of it:

- Learning from our clients, including their experience with other law firms and service providers
- The ability to direct our diversity & inclusion efforts around client needs
- The opportunity to partner with clients to improve diversity & inclusion in the profession and at Orrick
- Transparency, feedback, and accountability

In 2019, we launched the Diversity & Inclusion Advisory Board.



Brian Ellis
SVP and General
Counsel
Danaher Corporation



Julie Gruber
EVP, Global General Counsel,
Corporate Secretary,
Chief Compliance Officer
Gap Inc.



Duane Hughes
Managing Director and
Senior Finance &
Business Manager
JPMorgan



Jean Lee
President and CEO
MCCA



Kristi McCarthy
General Counsel, VP Land
*Chevron North America
Exploration and Production
Company*



Christopher Reynolds
Chief Administrative
Officer
*Toyota Motor
Corporation*



Jack Sena
Deputy General Counsel
and Head of the
Regulatory Inquiries
Group
Bank of America



Dawn Smith
President and Chief
Operating Officer
Cologix, Inc.



Caren Stacy
Founder and CEO
*Diversity Lab and
OnRamp Fellowship*



Laura Stein
EVP and General
Counsel
The Clorox Company



David Wilkins
Lester Kissel Professor of Law,
Director, Center on the Legal
Profession, and Vice Dean for
Global Initiatives on the Legal
Profession
Harvard Law School

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The Conversation: Everything is on the Table

What We're Examining

Efforts to Date

Client Collaboration
and BD Opportunities

LCLD and MCCA
Move the Needle Fund
Client Conversations

Unconscious Bias

Mansfield Rule
Equity Testing

Sponsorship

Sponsor Training
Active Coaching

Recruiting

Law School Outreach
Fellowships with Clients
Retained Searches

Wellness

Mental Health Programs
Agile Working

Discussion Agendas

April 2019

- **Why Form a Diversity & Inclusion Advisory Board?**
 - What we hope to deliver for you
 - What we hope Orrick gets out of it
 - What additional goals should we have?
- **Group Discussion**
 - How are you measuring your organization's progress on diversity?
 - How are you measuring your law firms' progress on diversity?
 - What initiatives are driving change? What can we all learn from these efforts?
- **Wrap-Up: Setting Our Agenda**
 - Valuable Conversations
 - Legal issues in the diversity space
 - Meeting our diverse talent

August 2019

- **A Discussion of Race, Work and Leadership: New Perspectives on the Black Experience**
 - David Wilkins
- **Orrick Representation Statistics**
 - Follow-up from launch meeting
- **Partnering with Clients to Move the Needle**
 - Orrick's Move the Needle Goal
 - DAB Input — partnering effectively
- **Learning from Best Practices in Corporate D&I Programs**

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Feedback from Board Members



Duane Hughes

Managing Director and Senior
Finance & Business Manager
JPMorgan

“Clients very much want to collaborate with their outside counsel to achieve more effective and efficient processes in the provision of legal advice. I view Orrick’s Diversity & Inclusion Advisory Board as an innovative way to exemplify that collaboration. By bringing together thought leaders with deep experience, passion and focus on how to best employ diverse talent, Orrick is setting itself up to discover and implement breakthrough ideas for itself, its clients and, by example, the law firm industry as a whole. I am honored that the firm invited me to participate.”



Michelle Banks

Senior Advisor and
Executive Coach
BarkerGilmore LLC

“Orrick’s Women’s Leadership Advisory Board is an excellent example of a law firm and its clients and community leaders collaborating to share best practices and lessons learned, and broaden perspectives, in the interest of making positive progress on diversity, inclusion and belonging. We all benefit from brainstorming solutions together and challenging our traditional ways of thinking. We support and push each other.”

Responding to Advisory Board Conversations: The Job Board

Sparked by a Women's Advisory Board conversation about how corporate legal departments recruit

A Win-Win

- Supporting our people in pursuing career paths
- Helping our clients source great talent
 - 600 jobs posted to date

THE PORTAL Chart Your Own Course: Career Planning

Home
Jobs (By Client Post Date)
Jobs (By Country)
Jobs (By State)
How to Look for Opportunities
How to Post a Job
FAQs
Helpful Tips and Articles

THE JOB BOARD

Looking outside Orrick for the next step in your career? We're here to help. The Job Board lists opportunities that have come to us (directly or indirectly) through our network of Orrick lawyers, clients, alums, and friends of the firm. Check out the links below to get started.

Questions? Call or email Pat Zeigler (132-8448)

Click on tile to view all details

United States Europe/Middle East/Africa Asia Pacific

Apple Legal Counsel, Internet Services - App Store Cupertino, CA 4/19/2019	Apple Production Counsel (Kids & Family), Original Content - Legal & Studio Affairs Culver City, CA 6/7/2019	Apple Legal Counsel - Content Product & Transactions (music, digital content) Cupertino, CA 6/24/2019	Applied Materials Director, Ethics & Compliance Santa Clara, CA 8/19/2019	Applied Materials Senior Director, Ethics & Compliance Santa Clara, CA 8/19/2019
Applied Materials Senior Commercial Counsel Santa Clara, CA or Austin, TX 8/12/2019	Bank of America Attorney New York, NY 8/14/2019	BlackRock Vice President, Trust Company Legal Counsel San Francisco, CA 7/25/2019	BlackRock Private Equity and Infrastructure Attorney New York, NY 7/2/2019	Cantor Fitzgerald (CCRE) Regulatory Inquiry Compliance Officer New York, NY 8/19/2019

What We've Learned About Making Advisory Boards Mutually Valuable

- Invite a mix of close relationships and those who know you less well
- In-house members value the opportunity to benchmark and network
- Shape the agenda together
- Take the learning back to the firm (Senior Management, “The Good, The Bad, & The Ugly,” Internal Podcasts, Partners Meeting Video)
- Involve your professional staff
- Set a tone of candor

Want to know more?

Visit LCLD's What's Working Portal at:
lclldnet.org/whats-working

