

DIVERSITY AT COVINGTON

Lawyers of diverse backgrounds have succeeded and prospered at Covington & Burling LLP for decades. We were leaders among larger law firms in electing our first woman partner (1974), first African American partner (1975), first Hispanic partner (1985), and first openly gay partner (1989). In 2008, *The National Law Journal* recognized Tom Williamson and our then-partner and current Attorney General of the United States, Eric Holder, as two of “the 50 Most Influential Minority Lawyers in America.”

Covington has continued this tradition through the years, recruiting and promoting lawyers of all backgrounds. We are committed to cultivating a diverse partnership from within our own ranks. Indeed, the overwhelming majority of our women and minority partners began their legal careers at Covington. The practice areas where our minority partners specialize are also representative of the broad spectrum of the firm’s practice. These areas include corporate, employment, litigation, white collar defense, communications, intellectual property, international arbitration, information technology, and bankruptcy.

Our firm governance also reflects our commitment to diversity. One of our African American partners recently completed his four-year term on the Management Committee, and two women partners currently serve as members. The Management Committee consists of seven members elected by the full partnership. The Management Committee is responsible for guiding the strategic direction of the firm and overseeing the firm’s major business and policy decisions. In addition, our women, minority, and openly gay lawyers:

- Play senior roles on firm committees, including our Evaluation, Diversity, Public Service, Legal Personnel (hiring), Business, and Budget Committees. The responsibilities of the Legal Personnel and Evaluation Committees include recruiting and recommending diverse candidates for partnership.
- Lead four of our five umbrella practice groups: Corporate, Tax & Benefits; Industries, Regulatory & Legislative; Litigation; and Technology & Media.
- Lead 17 individual practice groups within the firm.



STANDING:

KEIR GUMBS
LISA PEETS
LORETTA SHAW-LORELLO
TOM WILLIAMSON
HAYWOOD GILLIAM

SEATED:

MICHAEL BAXTER
JENNIFER JOHNSON
CATHERINE DARGAN

While we are proud of the steps we already have taken, we understand that the job of promoting diversity is never complete. We strive not just to keep pace with our peers, but rather to lead by example and continue raising the bar for our entire profession. As such, we are constantly examining our progress, improving our efforts, and searching for new and challenging ways to create a more diverse work environment.

MEET SOME OF OUR DIVERSE PARTNERS

MICHAEL ST. PATRICK BAXTER has expertise in corporate restructuring, bankruptcy reorganization, and corporate law. His practice includes advising debtors, creditors, and official committees in bankruptcy cases, advising on the structuring of transactions involving financially troubled companies, counseling companies in workouts, corporate restructurings and bankruptcy reorganizations, and acting as a Chapter 11 bankruptcy trustee. mbaxter@cov.com | 202.662.5164

CATHERINE J. DARGAN has broad experience in mergers and acquisitions, public and private securities offerings, finance and advisory work, new venture formations, and strategic partnering arrangements. In addition to structuring and negotiating transactions, she assists clients with corporate governance issues, securities law and indenture compliance, credit agreements, employment and consulting arrangements, and other matters. Ms. Dargan also regularly advises clients on a variety of commercial agreements relating to manufacturing, supply, and distribution of core products. cdargan@cov.com | 202.662.5567

HAYWOOD S. GILLIAM, JR. is a member of the White Collar Defense and Investigations practice group. Mr. Gilliam counsels clients in criminal matters and internal investigations, including securities, antitrust, environmental and other white collar matters, as well as in complex commercial cases. Mr. Gilliam served as a federal prosecutor for nearly eight years and prosecuted a wide range of securities, accounting, and corporate fraud matters. Mr. Gilliam successfully tried a number of white collar and other criminal cases, and argued several appeals before the U.S. Court of Appeals for the Ninth Circuit. From 2004 to 2006, he served as Chief of the Securities Fraud Section of the U.S. Attorney's Office for the Northern District of California. In that capacity, he supervised a team of lawyers dedicated to prosecuting securities violations and corporate crimes. As a founding member of the Northern District's Stock Options Backdating Task Force, Mr. Gilliam investigated and prosecuted suspected abuses in the timing of option grants. hgilliam@cov.com | 415.591.7030

KEIR D. GUMBS is a member of the Corporate and Securities practice groups. He advises public and private companies, non-profit organizations, institutional investors and other clients in corporate, corporate governance, securities regulation and transactional matters. He is a frequent author and speaker on a variety of issues affecting public companies, including with respect to corporate governance, SEC regulatory developments, Sarbanes-Oxley and Dodd-Frank compliance and related matters. Mr. Gumbs' career includes six years of service with the SEC, where, immediately prior to joining Covington in 2005, he served as Counsel to SEC Commissioner Roel C. Campos. kgumbs@cov.com | 202.662.5500

JENNIFER A. JOHNSON is co-chair of the firm's technology and media group. She represents and advises broadcast licensees, trade associations, and other media entities on a wide range of issues. Ms. Johnson assists clients in developing and pursuing strategic business and policy objectives before the Federal Communications Commission and Congress and through transactions and other business arrangements. Her broadcast clients draw particular benefit from her deep experience and knowledge with respect to network/affiliate issues, retransmission consent arrangements, and other policy and business issues facing the industry. Ms. Johnson also assists investment clients in structuring, evaluating and pursuing potential media investments. In its 2008 edition, *Chambers USA* named Ms. Johnson one of the leading lawyers in Telecom, Broadcast & Satellite/Regulatory. Ms. Johnson's pro bono activities are focused on the development of the arts and human rights issues. jjohnson@cov.com | 202.662.5552

LISA PEETS leads the technology and media group in the firm's London office. Her practice focuses on intellectual property and information technology, and embraces both legislative advocacy and IP enforcement. In this context, she has worked closely with leading technology industry clients, including many of the world's best-known software and hardware companies. Ms. Peets also coordinates a team of lawyers and Internet investigators who direct civil and criminal enforcement actions in countries throughout Europe and who conduct global notice and takedown programs to combat Internet piracy. lpeets@cov.com | 44.(0)20.7067.2031

LORETTA SHAW-LORELLO focuses on advising sponsors of private equity funds globally in matters related to fund formation and operations. She regularly advises clients on organizing and operating a wide range of private equity funds, including buyout funds, venture capital funds, real estate funds, distressed funds and credit opportunity funds. She also advises fund sponsors on structuring carried interest plans and on the formation of vehicles to facilitate employee co-investments. Ms. Shaw-Lorello also has significant experience advising institutional clients on structuring fund investments on behalf of private banking and high net worth investors. In addition, she reviews private equity investments on behalf of institutional investors. lshawlorello@cov.com | 212.841.1073

THOMAS S. WILLIAMSON, JR. chairs the firm's employment practice group, and he recently completed his four-year term as a member of the firm's Management Committee. His litigation practice mainly focuses on employment law, including the full range of discrimination issues (e.g., race, gender, age, national origin, and disability) as well as overtime and minimum wage compliance disputes that arise from the Fair Labor Standards Act. Because of his broad expertise and his experience as the former Solicitor of Labor, Mr. Williamson is often called upon to play a special-master role overseeing the implementation of consent decree settlements of actual or threatened class actions. Another specialty area for Mr. Williamson is supervising and conducting highly sensitive, confidential internal investigations for corporate clients. In addition, Mr. Williamson has experience handling complex civil litigation and representing state governments engaged in compliance disputes relating to federally funded health and welfare programs. twilliamson@cov.com | 202.662.5438