



Diversity Update

Diversity Committee Message

Recognizing that diversity is a core value of Covington, the Diversity Committee has continued to support and develop initiatives aimed at strengthening our own diversity as well as diversity in the broader community. As set forth more fully in this update, many diverse lawyers recently have joined our senior lawyer ranks, and our diverse lawyers continue to be recognized for their many important contributions to the profession.

Last year, the Diversity Committee formed sub-committees based on affinity groups, and these sub-committees have led to increased activity by and among our diverse lawyers. Whether it is through the firm's support of the various charitable and legal services events discussed later in this update, informal happy hours and get togethers, or the informal mentoring that has always taken place at Covington, we are glad to see our lawyers looking for ways to make the legal profession more reflective of the communities that it serves. It's been particularly nice to see the early successes that we've had as our affinity group-based sub-committees have created their own programming.

While we continue to be recognized for our achievements in diversity, we know that it is important to continually evaluate whether we can do more, including whether there are underrepresented communities in the legal profession who could be aided more by the Diversity Committee. In light of this obligation, in addition to our efforts with

respect to women, ethnically diverse and LGBT lawyers, the Diversity Committee recently has been examining issues relating to veterans and lawyers with disabilities. Our efforts with respect to these groups are discussed below.

Covington Joins The ABA Pledge for Disability Diversity in the Legal Profession

The Diversity Committee is considering how to best support and include lawyers with disabilities. We are a proud signatory of the American Bar Association Commission's "Disability Diversity in the Legal Profession: A Pledge for Change." By signing the Pledge, we publicly show our commitment to diversity and encourage others in the legal profession to sign the Pledge. As part of the Pledge, Covington, along with 170 other legal employers, affirmed its commitment to diversity regarding individuals with mental, physical and sensory disabilities.

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Diversity Committee Message

We have signed this pledge in recognition of the need to enhance opportunities for lawyers with disabilities in the legal profession and our recognition that “the legal and business interests of our clients and the populations we serve require legal representation that reflects the diversity of our employees, customers and the communities where we operate.” In connection with Covington’s execution of the pledge for disability diversity, the Diversity Committee is seeking to form a working group to explore ways that the firm can best fulfill its commitment under the pledge.

Expansion of the Diversity Committee to Focus on Veterans

The Diversity Committee also is considering how to best support and include lawyers who are veterans. In recent years, an increasing number of veterans are enrolling in law schools and entering the legal workforce. Many of these veterans have years of experience and leadership from their time in the military, strong technical backgrounds, effective decision-making skills, high levels of resiliency and unique cross-cultural experiences that could lend themselves well to a law firm environment. Covington has long valued military experience—a number of current and former Covington lawyers have served honorably in the military, a tradition that fits well in the firm’s overall commitment to public service. Consequently, the firm is looking for ways to identify, develop and promote more veterans among its ranks. In connection with these efforts, the Diversity Committee is seeking to form a sub-committee of the Diversity Committee that will focus on the needs and opportunities for veterans at the firm.

In addition to the firm’s focus on hiring, retaining and promoting veterans, the firm is expanding its

pro bono commitment to veterans. For example, lawyers in Covington’s San Francisco office recently have volunteered for Swords to Plowshares, a San Francisco-based Veterans’ rights organization. Among other activities, Covington lawyers will work with veterans on Veterans Administration benefits claims and military discharge upgrades. In addition, lawyers at the firm have long assisted veterans with a variety of matters, including through the National Veterans Legal Services Program (the “NVLSP”). In connection with the NVLSP’s Combat Related Special Compensation project, Covington lawyers have represented 29 veterans in their efforts to obtain additional compensation as provided by law in connection with their combat service. Covington also has provided pro bono representation in connection with seven appeals to the U.S. Court of Appeals for Veterans Claims for veterans who had their disability claims denied. Furthermore, Covington is representing NVLSP in a legislative advocacy effort, including advocating for the expansion of jurisdiction of the Court of Appeals for Veterans Claims to include class action suits.



**Tammy Albarrán, Keir Gumbs, Loretta Shaw-Lorello,
and Lee Tiedrich Co-Chairs of Covington’s
Diversity Committee.**

Message from the Management Committee

When *The American Lawyer* published its annual associates survey last fall, there were some surprising results. Midlevel associates at the country's biggest law firms, for example, gave their employers the highest composite scores that *AmLaw* had seen in almost 10 years. According to an analysis of the data, scores ticked up from last year in all 12 of the areas used to measure job satisfaction, including the interest level of the work, compensation, training, partner/associate relations and billable hours. "All terrific news, boding well for the profession," except one thing, the editors wrote—the numbers also indicated a clear gender divide in how midlevels viewed their firms and futures.

Male midlevels gave higher scores in virtually every category of the survey, suggesting that they are more satisfied with the direction of their firms and their careers than their female counterparts. Men also expressed a greater desire to become a partner, while women often voiced uncertainty about staying on. Women associates were "leaning out," in the parlance of Sheryl Sandberg. The report was a reminder to law firms: we need to continue asking young lawyers what they need to succeed.

At Covington, we believe that meaningful diversity within the firm requires that every lawyer be afforded a genuine opportunity for personal and professional growth. To this end, we are committed to providing all of our lawyers with the resources, experience and support necessary to succeed. We are proud of the major initiatives we have already implemented, including the Diversity Committee, the Women's Forum and the Associate Advisory Committee. And we continue to improve the resources dedicated to fulfilling the evolving needs of our lawyers.

In January 2013, Covington partner Elaine Stone assumed the newly created position of Managing Partner for Associate Life and Development. Selected by the Management Committee, Elaine has a responsibility and authority no partner has

ever had before—overseeing the diversity and inclusion programs across the firm and across all practice areas. Her previous service on the firm's Management Committee equips Elaine to steer these efforts at a very high level.

To work with Elaine, the firm hired Timm Whitney to serve as Chief Legal Personnel Officer. Timm has years of experience in professional development; he was most recently a director of lawyer development at another *AmLaw* 100 firm for eight years. Before that, he served as the mobility director and recruiting manager for a management consulting firm and held professional development and recruitment roles at two other *AmLaw* 100 firms.



Timothy Hester

Timm is responsible for crafting and implementing strategies to coordinate and enhance the various programs across the firm that most directly affect associate recruitment, integration, assignments, evaluations, professional development programs, mentoring, gender and diversity programs and social programs.

Together, Elaine and Timm have been exploring ways to implement new firm initiatives and improve those already in place in order to strengthen associates' development and career paths. Elaine and Timm have already made direct progress on this front through one-on-one and group meetings to better understand associate needs and concerns, develop new business skills programming and collaborate with firm committees focused on diversity to develop a more cohesive approach to the firm's mentoring program and to identify new initiatives.

We realize our lawyers' needs continue to evolve, and we look forward to reporting on new initiatives developed from Elaine and Timm's work.

Diversity Around Covington

Covington Hosts Forum On Improving the Success of Women in Law Firms, Earns Gold Standard Certification from WILEF

In October, Covington and the Women in Law Empowerment Forum (“WILEF”) hosted a forum on what the legal industry’s leaders can do to improve the path to success for female lawyers. The event featured a panel discussion on ways to develop mentoring and sponsoring relationships across gender lines; foster opportunities for women to build business; and champion women to become leaders in their firms.

The panel discussion was moderated by Jane Sullivan Roberts, Partner of Major, Lindsey & Africa, and speakers included Tim Hester, chair of Covington’s Management Committee; Claudette M. Christian, former co-chair of Global Board, Hogan Lovells; Mike McNamara, U.S. Managing Partner of Dentons; and Thomas H. Milch, chair of Arnold & Porter LLP.

“Diversity is important to us. We see the differences among us as an asset and a source of strength for our clients,” Tim said. “We believe that excellence in the practice of law knows no gender boundary or any other kind of boundary.”

Litigation Partners Sarah Wilson and Tammy Albarrán serve as the firm’s representatives on the national advisory board of WILEF, a forum dedicated to the advancement of women attorneys in the private sector.



Andrea Reister, Catherine Dargan, Sarah Franklin, Marialuisa Gallozzi, Brianne Bharkhda, Jennifer Johnson, Elaine Stone.

In 2013, for the third consecutive year, Covington received the organization’s Gold Standard Certification, which is given to firms where women represent 20 percent or more of a firm’s equity partners, 25 percent of practice group or other leaders, and at least 10 percent of the top half of the most highly compensated partners.

Covington Joins *Out in Law*

Covington recently joined *Out in Law*, the “first annual LGBT leadership organization for the legal industry, by the legal industry. Created and developed by Coda Leadership as the most recent expansion of Out Leadership, *Out in Law* engages senior leaders on vital issues including cultural change, recruitment, client development, business relationships and ways to maximize business impact in the law.” In conjunction with the membership, Jean Veta and Heather Finstuen attended the *Out in Law* Leadership Summit hosted by NYU School of Law.

Covington Sponsors 60th Anniversary of First Women Graduates of Harvard Law School

In September, Covington was a sponsor of Harvard Law School (“HLS”) “Celebration 60,” which included a world-wide women’s leadership summit titled *Leaders for Change – Women Transforming our Communities and the World*. Covington partners and HLS alumnae Catherine Dargan, Jennifer Johnson and Weishi Li were among those attending.

Covington Sponsors Lambda Legal’s 2014 San Francisco Soirée

In April, Covington sponsored Lambda Legal’s 2014 San Francisco Soirée. Lambda Legal is the nation’s oldest and largest legal organization working for the civil rights of lesbians, gay men and people with HIV/AIDS. The evening honored Julia Frost, a California teacher, who helped students attending the high school where she taught expose the administration’s mistreatment and harassment of gay students. As a result she was subjected to

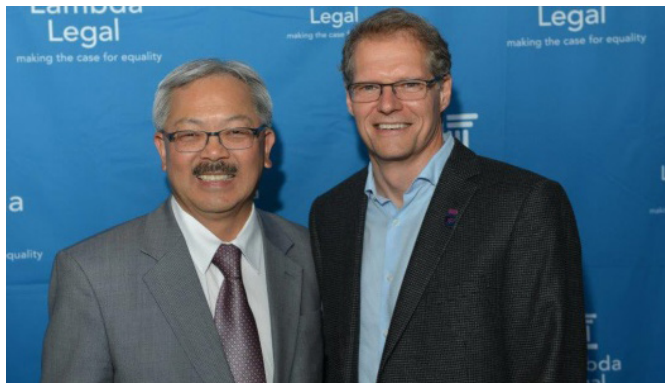
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Diversity Around Covington (cont.)

retaliation by the administration and her teaching contract was not renewed. The evening also included live entertainment provided by Velocity Circus. Covington partner Bruce Deming has served on Lambda Legal’s Board for the past six years and was co-chair of the Board from 2011 through 2013. Covington associate Cortlin Lannin served as a member of this year’s Host Committee.



Back row: Ashley Simonsen, Chris Warner (Cort Lannin’s fiancé), Cort Lannin, Chris Miller, Brad Chernin, Andrew Hall (former associate), Jay Wu (Andrew Hall partner), Neel Rane
Front row: Bruce Deming, Lindsey Barnhart



San Francisco Mayor Ed Lee and Bruce Deming

Covington Sponsors Inaugural “Women Influence & Power in Law” Conference

In October, Covington sponsored InsideCounsel’s first “Women Influence & Power in Law” conference in Washington. The event was billed as “the only current-issues legal conference led by women

corporate counsel—encouraging an exclusive exchange between women in-house counsel and women outside counsel on the day’s most pressing legal challenges.”

Four Covington partners had speaking roles at the three-day event – Nancy Kestenbaum moderated a panel entitled “SEC, DOJ and Corporate Finance & Government Regulatory Update;” Jean Veta moderated a panel entitled “CFPB Regulatory Influence;” Holly Fechner spoke on a panel entitled “Becoming Strategic Partners with Regulators;” and Deb Garza spoke on the panel “What GC’s Need to Know about Government Merger Enforcement Trends.” Covington partners Sonya Winner, Carey Roberts, Kim Strosnider, Catherine Dargan and Kerry Burke also attended.

Covington Participates in AIDS Walk Washington

Covington participated in the 2013 AIDS Walk Washington event, a fundraising walk and 5K timed run benefiting Whitman-Walker Health, a nonprofit community-based health organization which provides comprehensive and accessible health care to those infected with or affected by HIV/AIDS.



Marcy Webster, Daniel Harawa, Nicole Lark, Annette Wigton and Eric Sonnenschein.

(Continued on page 6)

Diversity Around Covington (*cont.*)

Hispanic National Bar Association/Microsoft Intellectual Property Law Institute Fellowship

Covington is proud to be a part of an exciting initiative sponsored by the Hispanic National Bar Association (“HNBA”) and long-time client Microsoft. The HNBA/Microsoft Intellectual Property Law Institute (“IPLI”), now in its second year, is designed to facilitate and increase Hispanic representation in the field of IP law. As part of the IPLI, Rick Longton and Tony Lopez, Covington IP lawyers, each will participate in a one-week IP immersion program with 25 hand-selected Hispanic law students, and each will serve as mentors to one of the students for a year. Rick and Tony will also help facilitate on-going training and development opportunities.

The London Office hosts an InterLaw Diversity Forum

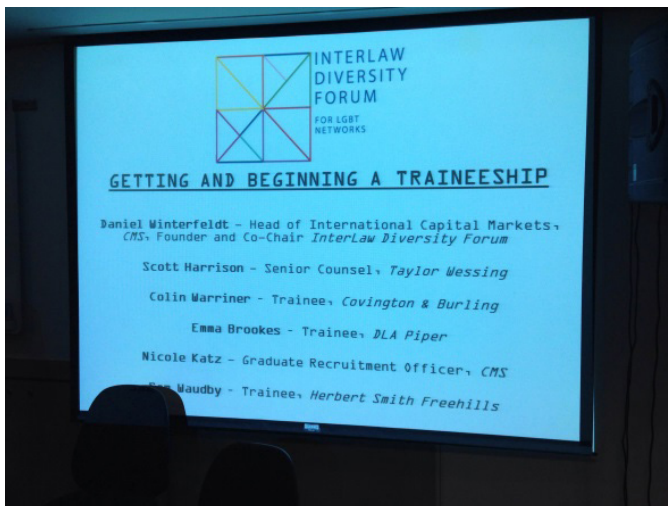
Colin Warriner, a trainee solicitor in the London office recently helped to organize a meeting of the InterLaw Diversity Forum for Lesbian, Gay, Bisexual and Transgender Networks (the “InterLaw Diversity Forum”) aimed at LGBT law students planning to enter the legal profession. The meeting, held on January 22, 2014, gave students practical advice on applying for training contracts with firms in the UK,

and what they might expect as LGBT applicants and, later, trainees. Approximately 50 law students and lawyers attended the event.

Founded in 2008, the InterLaw Diversity Forum is a London-based forum for LGBT lawyers and other legal personnel at companies and law firms, and has over 1,000 members and supporters from more than 70 law firms and 40 corporates and financial institutions. The InterLaw Diversity Forum’s overall objective is to encourage LGBT diversity and inclusion in the legal sector.

Colin addressed the attendees as a member of a discussion panel. Alongside senior lawyers, recruitment staff and trainees from other international firms, Colin spoke about applying for training contracts and his experience at Covington from the perspective of an LGBT trainee.

In particular he addressed the question of being open about sexual orientation in applications, and the importance of feeling able to be fully honest. He used Covington as an illustrative example of a workplace where LGBT trainees and lawyers felt comfortable and supported, and noted the increasing activity of the firm’s Diversity Committee in the London office. The chair of the event and founder of the InterLaw Diversity Forum, Daniel Winterfeldt of CMS Cameron McKenna, agreed, citing Covington as a firm showing a real interest in engaging with issues of LGBT diversity, with the support of colleagues from, within and outside of the LGBT community.



Five Questions with Casey Cooper

Hon. Casey Cooper, a former Covington partner, recently left the firm to serve as a judge in the U.S. District Court for the District of Columbia. On March 26, 2013, the U.S. Senate unanimously confirmed Judge Cooper to the U.S. District Court for the District of Columbia, making him President Obama's seventh appointee to the 15-member federal trial court. Prior to Covington, Judge Cooper clerked for Judge Abner Mikva on the D.C. Circuit, who remains a great influence in Judge Cooper's career. He also served in the Department of Justice as special assistant to the Deputy Attorney General. During his time as a private attorney, Judge Cooper handled investigations in over 20 countries.

Q: It is a big honor to be confirmed as a federal judge. Please describe what your new position will be like, what sort of cases you expect to oversee and what you look forward to most.

A: The District Court hears a variety of cases: criminal cases, commercial cases and quite a few cases brought against federal agencies—either in their capacities as regulators or as employers. The District Court hears cases of national importance but also, as our local federal court, it is where DC residents can take their disputes, at least those that fall under federal jurisdiction.

In private practice, attorneys increasingly practice only in one or two areas in which they specialize. As a Judge, I will need to learn areas of law that I'm not necessarily familiar with now, which is exciting.

Q: Describe what drew you to Covington.

A: In 1992, I interviewed at Covington for a summer associate position. I was offered the position but ended up working at a small boutique law firm, which I later joined as an associate. I have always admired the work that Covington does, the quality of the lawyering, its reputation for integrity, its commitment to pro bono and strong presence in the DC community, and the fact that it is a true partnership. In 2012, when



the chance to join Covington presented itself again while I was in London, I jumped at the opportunity.

Q: Talk about your career path. What are some of the milestones?

A: After law school, I clerked for Judge Abner Mikva on the D.C. Circuit. He was, and remains today, a great influence on my career. I learned a great deal from him. He is one of the only people that I know who has served in the legislative branch, the judicial branch and the executive branch.

Another milestone is my time serving in the Department of Justice as special assistant to the Deputy Attorney General. I was lucky to have the opportunity to learn how the DOJ operates at the highest level. This has served me well throughout my career.

After the DOJ, I joined a white collar criminal defense boutique firm in Washington that had only about 25 attorneys. As a young lawyer, I had the opportunity

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Five Questions with Casey Cooper (cont.)

to work directly with senior lawyers of the firm on important, high profile cases. The experience exposed me to great lawyering in a small setting and I built friendships with colleagues that still exist today, even after 20 years.

A highlight in my career that has continued at Covington is being able to handle internal and government investigations around the world. I counted the other day and realized that I have handled investigations in over 20 countries. That has given me the opportunity to travel and learn how business is conducted throughout the world. One of the things that I valued most about my time practicing in London was continuing to develop that international experience.

Q: It's no secret that law firms are trying to bring more diversity into the legal profession. Are they doing enough? Are the goals being met? What more needs to be done to ensure that there is more diversity in the work place?

A: Some law firms are and some aren't. I think there are many firms—and Covington certainly is among them—that place diversity as a real priority, starting at the top. The challenge, however, is not only to emphasize diversity in the recruiting process but also to retain diverse lawyers and invest in their professional development by ensuring that they get support and meaningful opportunities to succeed.

I have also seen firms come to recognize that diversity is good for business. Clients are increasingly demanding that their law firms have diverse case teams, particularly companies in industries like retail and consumer products whose customers come from all backgrounds and walks of life.

Q: What strategies for success would you share with a young associate just starting out?

A: Most importantly, work hard and strive for excellence in everything that you do. And we work way too hard to not like what we do. So find

a practice, an area of the law or a professional situation that you enjoy because if you don't enjoy your work and have fun doing it, it's very difficult to succeed professionally and to find balance in the other aspects of your life.

It's also very important to find senior lawyers who are willing to invest in your professional development and your career, both at the firm and beyond. No matter what firms' name is on the front door, your professional development depends much more on who you are working with and the relationships that you build than which firm you are at.

Accolades

Covington Awarded Top HRC Rating for Sixth Year

For the sixth consecutive year, the Human Rights Campaign Foundation awarded Covington the top rating of 100 percent in the 2014 Corporate Equality Index.



Covington's 100 percent rating reflects its written non-discrimination policy, sexual orientation and gender identity training, and support for same-sex partners of employees with health insurance, bereavement and family leave policies, as well as its contribution to LGBT community organizations.

"Covington is extremely proud to be recognized with another 100 percent rating from HRC," said Lee Tiedrich, co-chair of the firm's Diversity Committee. "This honor reflects our dedication to diversity and inclusion, a fundamentally important component of the firm's strategy and culture, and our ongoing commitment to LGBT equality."

HRC's annual report provides an in-depth analysis and rating of large US employers and their policies and practices pertinent to lesbian, gay, bisexual and transgender employees. Covington joins the ranks of 303 businesses which also earned top marks this year.

Euromoney Names Catherine Dargan "Best in Mergers and Acquisitions"

Catherine Dargan, co-chair of Covington & Burling's mergers and acquisitions practice, was named as "Best in Mergers & Acquisitions" by Euromoney Legal Media Group at its Americas Women in Business Law Awards ceremony in New York on June 5. The awards honor firms that set "the standard in terms of female-friendly work practices" and individual "women leading the field in the legal sector across the Americas."

Ms. Dargan focuses on mergers and acquisitions, both public and private, and strategic partnering arrangements. In addition to structuring and

negotiating transactions, she assists clients with corporate governance, compliance and other matters. In recent years, she has handled key transactions for major pharmaceutical and biotechnology firms such as AstraZeneca, Boehringer Ingelheim, Eisai, Eli Lilly, Salix, and Takeda, as well as consumer businesses such as Hanesbrands and Procter & Gamble.

Five other Covington partners were shortlisted by Euromoney for Best Lawyer awards in other categories. Deborah Garza, co-chair of the firm's antitrust practice, and Anita Stork, vice chair of the antitrust practice, were shortlisted for Best in Antitrust. Jean Veta, widely recognized for defending financial institutions in enforcement matters, was shortlisted for Best in Financial Regulation. Dianne Coffino, a partner in Covington's corporate restructuring and bankruptcy practice group, was shortlisted for Best in Insolvency and Restructuring. Jennifer Johnson, co-chair of the firm's communications and media practice, was shortlisted for Best in Media & Entertainment.

Additionally, nine partners were named to Europe Women in Business Law Awards. The Europe Women in Business Law shortlist for "Best" lawyer includes: Miranda Cole for Best in Competition and Antitrust, Lisa Peets for Best in Copyright, Charlotte Hill for Best in Financial Regulation, Lucinda Osborne for Best in Life Sciences, Louise Nash for best in M&A, Morag Peberdy for Best in Patent, Hilary Prescott for Best in Real Estate, Jetty Tielemans for Best in Technology, Media and Telecommunications, and Carmen Martinez as a Rising Star in the litigation field.

The firm was also shortlisted in four categories: Best Firm in the U.S. Northeast Region, Best Firm in the U.S. West Region, Best International Law Firm Latin America Practice and Best International Firm for Talent Management.

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Accolades (cont.)

Young Wins California Lawyer Attorney of the Year

Covington's Stanley Young received a California Lawyer Attorney of the Year Award at the 18th annual CLAY Awards ceremony in San Francisco on February 18. Mr. Young, a partner and intellectual property litigator in the firm's Silicon Valley office, was honored in the Civil Rights category for his work representing a group of Latino plaintiffs in a class action against Sheriff Joe Arpaio and the Maricopa County Sheriff's Office. The plaintiffs are represented by Covington, the ACLU Immigrants' Rights Project, the ACLU Arizona and the Mexican American Legal Defense and Education Fund.



Rosette Named to List of the "World's Leading Trademark Professionals"

Kristina Rosette has been named one of the "World's Leading Trademark Professionals" in the 2014 *World Trademark Review 1000*. Kristina, Of Counsel in Washington, was recognized as one of five leading generic top-level domain (gTLD) experts in the nation, and was the only woman so recognized. Noting her expertise, *World Trademark Review* wrote that she is "one of the most celebrated names in the emerging gTLD space," and that "very few can hold a candle to her ability and knowledge." The publication also listed her as a top trademark prosecution and strategy expert in Washington. Covington also received recognition in the law firm categories of enforcement and litigation, as well as prosecution and strategy. The publication cites the firm's growth and reputation in the trademark space as reasons for its success.



Kristina Rosette



Covington's Doebler Receives Klepper Prize for Volunteer Excellence

The Legal Aid Society of the District of Columbia has awarded Stefanie Doebler its Klepper Prize for Volunteer Excellence, which recognizes lawyers early in their careers who have made a significant volunteer contribution to the Society.

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Ms. Doebler, Special Counsel in Covington's health care and food and drug practice groups, was recognized for her ongoing pro bono work in connection with the Society's annual Medicare Part D Initiative. For more than seven years, Ms. Doebler has helped senior and disabled clients navigate the complex Medicare Part D system to ensure that they continue to receive their prescription medications without interruption.



Gabriel Mesa

Gabriel Mesa Named to "Latin America's Top 100 Lawyers" List

In January, Gabriel Mesa, Of Counsel in the firm's New York office and a member of the Corporate Practice Group, was named to *Latinvex's* list of "Latin America's Top 100 Lawyers." Gabriel counsels corporations in joint ventures and private mergers and acquisitions in Latin America and other emerging markets, as well as in the United States. Over the past year, he has represented clients in significant Latin American transactions including Grupo Financiero Banorte's acquisition of Afore Bancomer in Mexico, which was recognized with *LatinFinance's* 2013 "Domestic M&A Deal of the Year" award, and Sura Asset Management's joint acquisition with Scotiabank of AFP Horizonte in Peru, which won two M&A Atlas Awards.

"We are delighted that Gabriel has received this distinction," said Rubén Kraiem, head of the firm's

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Accolades (cont.)

corporate practice in Latin America. “It is very well deserved and reflects the growth and enhanced profile of our practice in the region.”



Stuart Eizenstat

Eizenstat Receives Leo Baeck Medal

Stuart Eizenstat, co-chair of Covington’s international trade and finance practice, was honored by the Leo Baeck Institute with its prestigious Leo Baeck Medal at the Center for Jewish History in New York City

in January. The medal was presented by Michael Blumenthal, former Secretary of the Treasury and now the director of the Jewish Museum of Berlin, in recognition of Ambassador Eizenstat’s advocacy for Holocaust victims and their heirs.

As the Clinton Administration’s special representative on Holocaust-era issues, Ambassador Eizenstat negotiated landmark agreements with Switzerland, Germany, Austria, France and other countries, covering the restitution of property, compensation payments to slave and forced laborers, recovery of looted art and bank accounts and payment of insurance policies. In December, Secretary of State John Kerry appointed him as his special adviser on Holocaust Issues.

The Leo Baeck Institute is a research institute dedicated to the preservation of German-Jewish culture from pre-World War II to present day. Past recipients of the award include James Wolfensohn, former president of the World Bank; Ambassador Wolfgang Ischinger, former German ambassador to the United States and United Kingdom; Joschka Fischer, former foreign minister of Germany; Angela Merkel, chancellor of the Federal Republic of Germany; and Maestro Kurt Masur, music director emeritus of the New York Philharmonic.

Plotkin Receives BBYO’s Phil Berg Alumni Award

BBYO, the world’s oldest and largest Jewish youth organization, honored Covington & Burling Partner Mark Plotkin, chair of the national security



Mark Plotkin

and defense practice, with its Phil Berg Distinguished Alumni Award in December, during its ninth annual celebration held in Potomac, Maryland. Mark was recognized for his exceptional leadership, professional accomplishments and service to BBYO and the Jewish community over nearly four decades.

“Much of the emphasis in AZA and BBYO more generally was on social justice, community service and the virtues of cultural and religious pluralism,” Mark said. “We learned as teenagers to take action on behalf of people who were oppressed or treated unfairly. We also came to understand the power of individuals in formulating public policy and the need to stand up for our principles. I use the lessons I learned in BBYO every day in my work on behalf of persons of all different backgrounds.” As the leader of AZA, Mark met with then-President Carter and traveled to meet with political leaders in Israel, the United Kingdom and Canada. He was involved in youth programs advocating on behalf of Israel and in support of the Camp David Accords. At Covington, he has worked with Israel on sensitive security and defense matters. And in keeping with BBYO’s tradition of bridging cultural divides, he likewise, has developed close relationships with companies and governments in the Arab world.



Emilie Jones

Jones Named “Associate Solicitor of the Year”

London associate Emilie Jones was named “Associate Solicitor of the Year” in December, as part of Legal Week’s The British Legal Awards. Emilie was recognized for her innovative work for

Covington’s brands practice, which focuses on the strategic challenges that brands face, from creating new brands, to diversifying into new markets, and protecting vital assets. Her work has included setting up and managing the CovBrands blog and leading the reorganization of an Italian fashion house’s operations in India.

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Accolades (cont.)



Bruce Deming

Deming Named to List of “Top 100 Lawyers” in California

Bruce Deming was named to the *Daily Journal’s* list of “Top 100 Lawyers” in California in September. The list recognizes “the tremendous legal talent” in the state, according to the publication’s editors. Bruce was

recognized for his work representing Microsoft Corp. in major patent transactions. He has a broad-based corporate and finance transactional and advisory practice, with significant experience handling domestic and cross-border mergers and acquisitions, patent acquisitions, venture capital transactions, project finance and capital markets activities.

Dargan Named “DC Deal Maker of the Year”

Catherine Dargan, co-chair of the mergers and acquisitions practice group and a member of the firm’s Management Committee, was named one of *The National Law Journal’s* “DC Deal Makers of the Year,” and presented with the award at a reception in Washington, in September. The award recognizes Washington lawyers who tackled some of the most notable transactions in the country last year in an array of industries, navigating complex mergers and acquisitions, real estate deals and project financing.



Catherine Dargan

Strosnider Named Co-Chair of ABA Industry Committee

Kimberly Strosnider, vice-chair of the firm’s international practice group, has been named co-chair of the Aerospace and Defense Industries Committee of the American Bar Association’s Section of International Law for the 2013-14 term.



Kimberly Strosnider

“It is exciting and a great honor to become co-chair,” said Kim, who has served as a vice chair of the committee for the past two years. “I look forward to

contributing to the development of policy, publications and programming of relevance to the aerospace and defense industries, and to contributing more generally to the role those industries play in shaping the legal and regulatory landscape in which they operate.”

With more than 20,000 members in 90 countries, the ABA is a leader in the development of policy in the international arena, the promotion of the rule of law and the education of international law practitioners.

Hill on Shortlist for “Best Regulatory Lawyer”

Charlotte Hill was shortlisted in the “Best Regulatory Lawyer” category at the inaugural Women in Compliance Awards 2014. The awards set out to recognize the outstanding contributions that women make every day in the world of compliance. The awards are judged by prominent compliance and regulatory professionals from across the spectrum of the legal, corporate and professional services world, including Covington partner Robert Amaee.



Charlotte Hill

Shaw-Lorello Named a Fordham Law “Trailblazing Alumnus”



Shaw-Lorello

Loretta Shaw-Lorello, co-chair of the firm’s Diversity Committee, has been selected to receive the Ruth Whitehead Whaley “Trailblazing Alumnus” Award by the Fordham University School of Law Black Law Students Association.

The award pays homage to Ruth Whitehead Whaley, the first African-American woman to enroll at Fordham Law School, where she graduated at the top of her class in 1924. Recipients of the “Trailblazing Alumnus” award are said to “embody Ms. Ruth Whitehead Whaley’s bold spirit and commitment to excellence.”

New Diverse and Women Senior Lawyers



Lindsay Burke

In August 2013, [Lindsay Burke](#) returned to Covington and is now Of Counsel in Washington. Lindsay advises clients on a wide range of employment matters, including discrimination, leave, whistleblower and wage and hour issues arising under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Equal Pay Act, the Family and Medical Leave Act, the Fair Labor Standards Act and the False Claims Act. She also advises on matters relating to state workplace law such as restrictive covenants, employment agreements, common law business torts and protection of trade secrets.



Nicole Duclos

In September 2013, [Nicole Duclos](#) joined Covington as Of Counsel in the New York office. Nicole focuses her practice on international commercial and investment arbitration, with emphasis in Latin America. She has acted as counsel and advisor in international commercial arbitrations under the ICC, ICDR and AAA rules, as well as in investment treaty disputes under the ICSID and UNCITRAL rules. Her experience spans energy, construction, infrastructure, finance and mining, among other industries.



Charlotte Hill

In September 2013, [Charlotte Hill](#) joined Covington as a Partner in London, advising financial institutions on regulatory and commercial matters. Charlotte has experience in advising clients on supervisory visits by the regulator, the regulator's Client Money and Assets regime, Significant Influence Function applications, as well as issues relating to the Retail Distribution Review and issues of corporate governance. She has considerable industry experience, having worked at the regulator, IMRO (a predecessor regulator of the FCA) in the enforcement division and, subsequently, was Director of Legal at Threadneedle Investments.



Phyllis Jones

In October 2013, [Phyllis Jones](#) was promoted to Partner in Washington. Phyllis focuses on matters involving the complex legal issues facing the firm's pharmaceutical and healthcare clients. She has a wide-ranging civil litigation practice with a particular emphasis on the representation of pharmaceutical clients in high-stakes mass tort proceedings at all stages, including at trial. She has represented clients in state and federal courts and before arbitral panels and regulatory bodies.

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New Diverse and Women Senior Lawyers (cont.)



Lee Kelley

In December 2013, [Lee Kelley](#) joined Covington as a Partner in Washington. Lee focuses her practice on corporate tax matters, including structural and transactional planning. She recently served as Deputy Tax Legislative Counsel at the U.S. Department of the Treasury. While at the Treasury, she participated in the development of legislation, regulations and administrative guidance concerning corporations and their shareholders, partnerships, exempt organizations and tax credits for low income housing and historic rehabilitations. She also previously served as the Deputy Associate Chief Counsel for Corporate Taxation at the Internal Revenue Service where she oversaw the issuance of taxpayer specific guidance and participated in the development of the government's positions in matters of tax controversy.



Carmen Martinez
Lopez

In October 2013, [Carmen Martinez Lopez](#) was promoted to Partner in London. Carmen focuses her practice on international arbitration and litigation. She has acted as counsel in numerous investment treaty and commercial arbitrations, both under the rules of the major arbitral institutions and ad hoc. Carmen's engagements have involved a variety of jurisdictions, with a particular focus on cases involving Latin America and Spain, and a wide range of industries that includes most prominently oil & gas, energy, infrastructure and concessions. She also has substantial experience undertaking internal investigations involving bribery and accounting irregularities.



Jennifer Plitsch

In October 2013, [Jennifer Plitsch](#) was promoted to Partner in Washington. Jen practices a wide range of contracting issues for large and small businesses in both defense and civilian contracting. Her practice involves advising clients on contract proposal, performance and compliance questions, as well as transactional and legislative issues. Her practice also includes bid protest and contract claims and appeals litigation before GAO, agency boards and the federal courts. She has particular expertise in advising clients in the vaccine industry, as well as advising a range of pharmaceutical and biologics manufacturers on Federal Supply Schedule contracts, including the complex pricing requirements imposed on products under the Veterans Health Care Act. She is recognized as a Charles F.C. Ruff Pro Bono Lawyer of the Year.



Jennifer Zachary

In October 2013, [Jennifer Zachary](#) was promoted to Partner in Washington. She advises companies and industry associations on complying with FDA requirements for the manufacture and sale of drugs, biologics, medical devices, foods and dietary supplements and assists clients in responding to FDA enforcement actions, warning letters, inspections, recalls and import detentions. Jennifer has considerable industry experience, having worked in the FDA's Office of Chief Counsel. While at the FDA, she brought numerous enforcement actions in conjunction with Department of Justice co-counsel against adulterated and misbranded drugs, medical devices, foods and dietary supplements. During her government tenure, she also served for six months as a Special Assistant U.S. Attorney in the Civil Division of the U.S. Attorney's Office for the District of Columbia.

Additional Accolades

Law360

Named Covington to its list of “Pro Bono Firms of 2013,” recognizing the firm’s success in securing high-profile victories and devoting more than 117 pro bono hours per lawyer.

National Law Journal

For the second consecutive year, *The National Law Journal* has named Covington & Burling to its “Pro Bono Hot List.” This year’s list recognizes nine firms and one corporate law department for their strong commitment to public service.

Law360

Phyllis Jones was named a recipient of its “Rising Star” award in the product liability category. The award honors attorneys under the age of 40 whose “legal accomplishments belie their age.”

Sponsorships & Events

Recent

- 3/20 Asian Pacific American Bar Association Education Fund Benefit Dinner
- 3/22 University of Michigan Law School’s Black Law Student Alliance 36th Annual Alden J. “Butch” Carpenter Scholarship Banquet
- 3/24 Georgetown University Law Center WLA Women in Firms Networking Reception
- 3/26 40th Anniversary Asian American Legal Defense & Education Fund Justice in Action Award Gala
- 3/26 George Washington University Law School Career Development Office & Lambda Legal Law Networking Reception
- 3/28 NYU School of Law BLAPA Annual Spring Dinner
- 4/8 Columbia University School of Law WLA Myra Bradwell Dinner
- 4/11 Columbia University School of Law Outlaws Out in the Workplace Event
- 4/25 Fordham University School of Law BLSA Annual Ruth Whitehead Whaley Dinner
- 6/2 Microsoft/HNBA IP Law Panel Discussion at Covington
- 6/2 Asian Americans Advancing Justice AAJC Summer Reception

Upcoming

- 6/10 Asian Pacific American Legal Resource Center’s 16th Anniversary Gala
- 6/12 Covington’s Summer Diversity Reception in Washington
- 6/18 Covington’s Women’s Forum Summer Reception in Washington
- 6/23 WALRAA’s Summer in the Capital: A Fall Recruitment Preview for Students & Employers
- 6/26 HBA-DC Summer Reception at Covington in Washington
- 6/26 ACLU & NYCLU Annual Reception in New York
- 6/28 WBA of DC/Ms. JD “Hit the Ground Running” Diversity Bootcamp, hosted by Covington in Washington
- 8/21-23 National LGBT Bar Association Lavender Law Conference & Career Fair in New York

Contributing to Our Diversity Efforts

If you would like to become more involved with diversity efforts at Covington or contribute information to upcoming issues of the *Diversity Update*, please contact Tammy Albarrán at talbarran@cov.com, Keir Gumbs at kgumbs@cov.com, Loretta Shaw-Lorello at ishawlorello@cov.com or Lee Tiedrich at ltiedrich@cov.com.