DIVERSITY & INCLUSION

STRAIGHT TALK ABOUT DIVERSITY AND INCLUSION IS GOOD BUSINESS

COLLABORATE • ALIGN • PERFORM

ANDREWS KURTH
STRAIGHT TALK IS GOOD BUSINESS.*

andrewskurth.com
Andrews Kurth will be a nationally prominent law Firm with market leading practices and international reach. We will:

• Deliver value to our clients every day and every time, earning their respect and full confidence

• Build on the excellence of our people, the strength of our partnership and the depth of our expertise

• Promote our culture of collaboration, diversity and inclusion, personal commitment and professionalism

AT ANDREWS KURTH, DIVERSITY & INCLUSION ARE CORE VALUES.
The essence of teamwork is collaboration.

At Andrews Kurth, we know that it takes a strong and diverse team of professionals to deliver high quality client services. We also realize that we must collaborate internally and with our clients to meet our high service standards. We create a workplace environment that fosters our culture of collaboration by having the communication tools and technical resources available to our diverse pool of talented professionals.

Collaboration also characterizes our approach to addressing our clients’ issues. We collaborate to bring a diverse range of ideas, perspectives and experiences to bear on problem-solving and issue resolution. We welcome the input from a diverse group of individuals for we believe that through our collaborative approach we are better positioned to offer quality legal services to our clients.

We also collaborate with our client teams to ensure that we fully understand our clients’ perspectives. We strive to create internal and external working environments that are open and inclusive of different ideas and approaches to solutions.

Through our inclusive recruitment strategy, we bring together top talent to work on our client matters. Utilizing the Firm’s fully-integrated support services, we are able to collaborate across practice areas and across offices to the benefit of our clients.

Finally, we believe that collaboration enhances the content of our work product. We collaborate among and between our attorneys and staff to create a productive environment in which to perform our legal services.
“Adopting the client’s perspective”—a hallmark of our approach to alignment.

Delivery of quality legal services requires us to ascertain, understand and ultimately align with our clients’ perspectives in solving legal problems. The advantage of having a strong and diverse workforce is that we are able to draw upon our diverse talent pool to relate to our clients and to maximize our ability to address our clients’ needs.

Alignment around policies. We have learned from client requests for information that it is important to our clients that our workforce and workplace strategies are aligned with those of our clients. For example, we are proud of our inclusive workplace policies and benefits. We have offered health and other benefits to the domestic partners of our employees since 2001. Our Equal Employment Opportunity and Anti-Harassment policies are broad and include protection on the basis of sexual orientation and gender identity or expression. We have had solid favorable ratings by the Human Rights Campaign and we will continue to benchmark ourselves against top performers in this regard.

While our diversity and inclusion strategy encompasses more than workforce representation, we have broad-based recruitment strategies for vertical and lateral hiring to ensure that our representation of women and people of color remains competitive.
Alignment around leadership. We know that our clients are concerned not just with “diversity numbers,” but also with our demonstrated ability to advance and promote top talent. At Andrews Kurth, our commitment to diversity and inclusion is evident in our leadership. Four of our offices, including our headquarters and largest office in Houston, are managed by women partners. Moreover, women and people of color lead practice areas and chair or co-chair key committees within our Firm.

Alignment around community and strategic alliances. Accomplishing our work in the diversity and inclusion arena creates opportunities to partner with other organizations. Our comprehensive strategic approach includes our efforts to increase our supplier diversity spend as well as our work with many community organizations. From a talent pipeline development standpoint, we work with many of the ethnic law student and bar associations at the local, regional and national levels.

An overview of our other awards and recognitions appears later in this brochure.

Alignment regarding leadership translates into recognition. We know that our clients respect leaders in their fields and we meet the mark. Most recently, Andrews Kurth received the Jackie Robinson Day “Most Valuable Diverse Business Partner” Award in April 2014 from Major League Baseball in recognition of our exceptional diversity and inclusion leadership. Our Firm has also been designated as a “Community of Respect” by the Anti-Defamation League.
In any professional services relationship, the ultimate measure of success is performance. At Andrews Kurth, we strive to leverage our diversity and inclusion strategy to deliver top legal services to our clients.

Just as our clients represent a diverse range of companies and industries, our diverse complement of lawyers and other professionals represents a strong team to deliver value to our clients. Consistent with our Firm’s strategic plan, we recognize the strength that diversity brings to our team of professionals and the opportunities to leverage that diversity for the benefit of our clients.

In order to deliver top performance to our clients, we provide our employees with the tools and resources that they require to be successful. We pride ourselves on the professional and career development resources that we have for our attorneys and the broad-scale training resources that we have for all of our personnel.

We also have accountability measures for all attorneys through the annual performance review process. Attorneys can report their efforts to advance the Firm’s diversity and inclusion strategy and can record all time spent on such matters, which is monitored by our Partner and Chief Diversity Officer.
From a diversity and inclusion perspective, we have developed customized training that is delivered to all employees as part of the orientation process. The next phase of the training focuses on “teamwork,” that key element of delivering top performance. Through our Partner and Chief Diversity Officer, we will continue to develop cutting-edge training designed specifically to help Andrews Kurth provide the full-range of services that our clients require.

Finally, our competency and leadership in the diversity and inclusion arena equips us to perform unique services for our clients, including: (1) labor and employment assessments, counseling and CLE presentations that incorporate diversity and inclusion strategies; (2) customized diversity and inclusion leadership presentations; (3) customized diversity and inclusion strategic plans; (4) development and assessment of diverse litigation teams that enhance effectiveness with courtroom dynamics; and (5) developing and utilizing diversity and inclusion strategies proactively in the defense of affirmative action plan audits and equal employment opportunity complaints.
Jonathan Day honored at the 2012 Jurisprudence Luncheon sponsored by the Anti-Defamation League in Houston.

Bob Jewell received two CEO diversity leadership awards (by Diversity Best Practices and by the Texas Diversity Council).

Presented Clarence Jones, former counsel and speech-writer to Dr. Martin Luther King, Jr. to our clients, community leaders, and summer associates.

Recognized as Community of Respect by the Anti-Defamation League.

Partner and Chief Diversity Officer’s leadership in the field recognized through awards, articles, Website visibility and invitations to speak.

Maintained Human Rights Campaign rating of 90% on the Corporate Equality Index. The HRC is the nation’s leading civil rights organization with respect to the lesbian, gay, bi-sexual and transgender (LGBT) community.

Leadership in the formation and operation of the Houston Urban Debate League and working with the Dallas Urban Debate Alliance.

To learn more about our Firm’s accomplishments, please visit andrewskurth.com.
About Andrews Kurth

For more than a century, Andrews Kurth has built its practice on the belief that “Straight Talk is Good Business.” This statement resonates with our Firm because it describes the way we advise our clients and also the way we manage and develop our team.

We are proud of the culture we have developed. We believe it sets us apart from other nationally recognized law Firms. With low partner/associate ratios, our associates are able to work immediately with partners and clients. We do not overstaff our representations, so associates have the opportunity to develop more quickly than at other Firms. Unique opportunities to grow exist through day-to-day guidance from partners as well as through efforts like our Women’s Initiative Team, Diversity and Inclusion strategy and Flex Path Program. Andrews Kurth also fosters a close working relationship between associates and partners, creating a working atmosphere that is informal and friendly.
Rankings, awards and recognitions

- One of the most recommended Law Firms for M&A: Middle-Market (sub-$500 million), Real Estate, Technology Transactions, Project Finance (advice to sponsors), Capital Markets (Debt and Equity Offerings), Corporate Restructuring, Energy (Regulatory, Litigation, Renewables/Alternative and Transactions), Securities Litigation and Domestic Tax, Legal 500 USA, June 2015

- Leading Law Firm in the United States in the following practices; Renewables & Alternative Energy Projects, Oil & Gas (Transactional, Regulatory & Litigation and Projects) and Electricity (Regulatory & Litigation), Chambers and Partners USA, May 2015

- #2 in M&A Securities Offerings in Texas, based on deal count (30), Q1 2015, The Texas Lawbook, April 2015

- #5 Energy Legal Advisor, based on deal count (3) Q1 2015, SNL Financial, April 2015

- #5 Underwriter’s Counsel, based on volume ($2.6165 billion, 57 deals) Q1 2015, Thomson Reuters U.S. Municipals Review, April 2015

- #2 Bond Counsel in the Southwest, based on volume, Full year 2014 ($6.084 billion), Bond Buyer, February 2015

- Selected as a Top U.S. Law Firm, Forbes Legal Black Book, June 2014

- Recognized as a “Highly Recommended” Litigation Firm in Texas, 2015 Benchmark Litigation, November 2014

Elizabeth is an attorney and diversity practitioner with a successful record of working with business leaders, executives and teams to accomplish organizational goals. In her role as Partner and Chief Diversity Officer, she is responsible for the development and implementation of the diversity and inclusion components of the Firm’s strategic plan. She collaborates with the Firm’s Labor and Employment attorneys on HR-related matters and works with clients on their diversity and inclusion strategies. She is a frequent speaker, training facilitator and author on diversity and inclusion and related employment law topics.

Elizabeth works closely with the chairs of the Firm’s Diversity Committee and the Women’s Initiative Team, and is a member of the Hiring, Professional Development and Associates Committees. She also collaborates: with the Firm’s marketing professionals to drive new business, marketing, client relations, community relations, and branding strategies; with human resources professionals to develop human capital strategies for all employees; and with accounting professionals on the Firm’s supplier/vendor diversity pursuits. During her career, Elizabeth has worked in the areas of administrative and employment law both in law firm and in-house counsel settings, and has led administration, human resources, employment relations and diversity strategies at large corporations.

Elizabeth received her J.D. from the University of Michigan in Ann Arbor, Michigan, and her B.A. from the American University in Washington, DC. Elizabeth is active on several non-profit boards, including: Houston Urban Debate League; United Negro College Fund (Houston Leadership Council); Texas PTA; and National Diversity Council.
For more information about diversity and inclusion at Andrews Kurth please visit andrewskurth.com, or contact:

Elizabeth A. Campbell  
*Partner and Chief Diversity Officer*  
+1.713.220.4646  
elizabethcampbell@andrewskurth.com
“At Andrews Kurth, Diversity and Inclusion are core values. We believe that valuing Diversity and Inclusion enhances our ability to compete for clients and talent.”

—Managing Partner, Bob Jewell

Robert V. Jewell  
Managing Partner  
+1.713.220.4358  
bjewell@andrewskurth.com

With this declaration, we make it clear that Andrews Kurth has moved beyond having diversity as a “priority” to a more diversity-mature state, to use a reference of one of the nation’s preeminent diversity thought leaders, Dr. R. Roosevelt Thomas, Jr.

We define the dimensions of “diversity” broadly to respect such personal characteristics as race/ethnicity, gender, age, sexual orientation, gender identity or expression, religion and disability as well as our individual qualities, talents, perspectives, backgrounds and experiences.

Just as importantly, we define “inclusion.” In so doing we recognize the importance and value of bringing together individuals and their different perspectives in our various workplace processes.

Having diversity and inclusion as core values means that we share a commitment to diversity and inclusion with our clients and are mindful of incorporating these considerations into our approach to delivering quality legal services.
OUR FIRM VISION
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Austin
111 Congress Avenue
Suite 1700
Austin, TX 78701
Phone: +1.512.320.9200
Fax: +1.512.320.9292

Beijing
Room 2007, Capital Mansion
No. 6 Xin Yuan Nan Lu, Chao Yang District
Beijing, China 100004
Phone: +86.10.8486.2699
Fax: +86.10.8486.8565

Dallas
1717 Main Street
Suite 3700
Dallas, TX 75201
Phone: +1.214.659.4400
Fax: +1.214.659.4401

Dubai
Andrews Kurth (Middle East) DMCC
45th Floor
Mazaya Business Avenue, BB2
Jumeirah Lakes Towers
P.O. Box 118273
Dubai, UAE
Phone: +971.4.567.0767
Fax: +971.4.567.0768

Houston
600 Travis Street
Suite 4200
Houston, TX 77002
Phone: +1.713.220.4200
Fax: +1.713.220.4285

London
Andrews Kurth (UK) LLP
16 Old Bailey
London EC4M 7EG
United Kingdom
Phone: +44.20.3053.8300
Fax: +44.20.3053.8299

New York
450 Lexington Avenue
New York, NY 10017
Phone: +1.212.850.2800
Fax: +1.212.850.2929

Research Triangle Park
4505 Emperor Boulevard
Suite 330
Durham, NC 27703
Phone: +1.919.864.7200

The Woodlands
Waterway Plaza Two
10001 Woodloch Forest Dr.
Suite 200
The Woodlands, TX 77380
Phone: +1.713.220.4800
Fax: +1.713.220.4815

Washington, DC
1350 I Street, NW
Suite 1100
Washington, DC 20005
Phone: +1.202.662.2700
Fax: +1.202.662.2739

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