

**A LETTER FROM THE
BALCH DIVERSITY CHAIR**

As we begin the new year, we reflect on our past and future initiatives as a firm to encourage diversity and inclusion in the workplace and across the legal profession.

Over the coming months, we look forward to joining the nation in the celebration of Black History Month and the 50th anniversary of the Selma to Montgomery March, which marks the voting equality victory for all.

In this issue of Highlighting Diversity, we reflect on our involvement in several events and activities over the past few months and commend members of our firm who continuously strive to improve the legal community with their leadership.

Please join me in celebrating Balch's continued success and support for diversity and inclusion. As always, we welcome your feedback. Please email me at dkauffman@balch.com.

Warmest regards,



Doug Kauffman
CHAIR OF DIVERSITY

DIVERSITY COMMITTEE MISSION

Balch is committed to maintaining a diverse and inclusive workplace for all. We understand that achieving greater diversity is essential to delivering excellent service to our clients. We are dedicated to providing a work environment where people of all backgrounds, ages, colors, genders, races, national origins, religions, sexual orientations or disabilities, are valued for their perspectives, skills and talent.

Committee members include: Doug Kauffmann, Leslie Allen, Matthew Ames, Michael Edwards, Amelia Steindorff, Tyrell Jordan, Peter LeJeune, Kelly Pate, Riley Roby, Mary Samuels, Lisa Arrington, Barrie Wilson, David Miceli and Jennifer Nicaud.



» Left to Right: Doug Kauffman, partner and chair of Balch's Diversity Committee, and O. Tameka Wren, human resources partner at BBVA Compass and president of the Magic City Bar Association.

**BALCH JOINS THE MAGIC
CITY BAR ASSOCIATION IN
CELEBRATING 30 YEARS
OF EXISTENCE**

Balch proudly joined the Magic City Bar Association's (MCBA) Annual Scholarship & Fundraising Banquet in celebrating 30 years of existence. The theme of the banquet was "Social Engineering 2014: In Recognition of Thirty Years of Giving Back," in honor of the MCBA's 30th anniversary and in recognition of its predecessor organization, the Charles Hamilton Houston Legal Study Club.

MCBA was established in 1984 in Birmingham, Ala., in response to a need to promote the professional advancement of African American attorneys, to foster improvement of the economic condition, to protect the civil and political rights of all citizens and to uphold the honor and integrity of the legal profession.

Speakers at the banquet included U.W. Clemon, retired federal judge for the northern district of Alabama; Benjamin Crump, partner at Parks and Crump; Eric Guster, legal contributor for FOX News, MSNBC News and Headline News; and Donald Watkins, Sr., attorney.

UPCOMING EVENTS

JANUARY 21 – 25

Balch is proudly sponsoring the National Black Law Students Association 2015 Regional Convention in Columbia, S.C. Three of our attorneys will attend the convention, including: NATALIE MAJEED, associate in the firm's Atlanta office and member of the Healthcare Practice Group, JEREMY L. RETHERFORD, partner and chair of the Recruiting Committee and chair of the Creditors Rights and Bankruptcy Practice Group in the firm's Birmingham office, and DOUG KAUFFMAN, partner and chair of Balch's Diversity Committee. Ms. Majeed, Mr. Retherford and Mr. Kauffman will serve as commentators for a "What Not to Wear" fashion show and will offer tips in a professionalism workshop.

TUESDAY, FEBRUARY 17, 11:30 A.M.

Balch is celebrating Black History Month in February with a luncheon featuring guest speaker Keith Dunnivant. Mr. Dunnivant is the author, director and producer of *Three Days at Foster*, a film about the civil rights pioneers who shattered the athletic color barrier at the University of Alabama.



Photo credit Birmingham Bar Association.

» Left to Right: Jefferson County Circuit Judge Caryl Privett and Teresa G. Minor, partner in the firm's Birmingham office and member of the Product Liability & Casualty Litigation Practice Group.

No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers.

BALCH PARTNERS PROUDLY SERVE IN LEADERSHIP ROLES TO HELP SUPPORT ALABAMA CLASSIC FOUNDATION

Two Balch partners are actively engaged with the Alabama Classic Foundation, helping encourage Alabama students to pursue a higher education after high school. CONRAD ANDERSON IV, partner in the firm's Birmingham office and member of the Litigation Section, and CHAD A. PILCHER, partner in the firm's Birmingham office and member of the Government Relations and Energy Sections, currently serve in leadership roles and actively help the Foundation serve as a catalyst for students seeking a higher education in Birmingham and throughout Alabama, particularly for students who are interested in Alabama's historically black colleges and universities. The Foundation makes annual donations to the endowment funds at Alabama State University and Alabama A&M University. These endowments are used to provide scholarship opportunities for students.

During his time working with the Foundation, Mr. Anderson served as the former president and as a member of the board of directors. This year, Mr. Anderson's term has ended, and he looks forward to passing the torch to fellow Balch colleague Mr. Pilcher, who will now serve as the president of the Alabama Classic Foundation's board of directors.

SUSAN B. LIVINGSTON HONORED POSTHUMOUSLY BY THE BIRMINGHAM BAR ASSOCIATION WITH THE NINA MIGLIONICO "PAVING THE WAY" LEADERSHIP AWARD

Recently the Birmingham Bar Association (BBA) honored Balch's late Partner SUSAN B. LIVINGSTON with the Nina Miglionico "Paving the Way" leadership award for her success and advancement as a female attorney. This noteworthy award was established in 2005 by the Women Lawyers Section of the BBA to recognize and honor individuals who have actively paved the way for success and advancement for women attorneys.

Robin Burrell, BBA president, and O. Tameka Wren, chair of the BBA's Women Lawyers Section, presented the award. ALAN T. ROGERS, managing partner at Balch, introduced the ceremony, and TERESA G. MINOR, partner in the firm's Birmingham office and member of the Product Liability & Casualty Litigation Practice Group, BRANDON N. ROBINSON, partner in the firm's Birmingham office and member of the Energy Section, and Marie Craig of Southern Company shared remarks. Members of Ms. Livingston's family were also in attendance.

"Susan was a beloved partner, mentor and friend who is greatly missed by Balch and the legal community," said Mr. Rogers. "We are honored to accept this award on behalf of Susan for her tireless dedication to the legal community, her clients and fellow attorneys and staff."

Other Balch attorneys who are actively involved in the BBA's Women Lawyers Section include TERESA G. MINOR and SUSAN NETTLES HAN, senior associate in the firm's Birmingham office and member of the Labor and Employment and Business Litigation Practice Groups. Ms. Minor served as a past chair of the Section and is a member of the board along with Ms. Han.