



Ius Laboris USA Global HR Lawyers

FordHarrison

DIVERSITY

moving forward



Letter from the Diversity and Inclusion Partner

We continued our focus on cultural competence in 2015. FH-C3 (FordHarrison Cross Cultural Competence) programming is in full swing. We have worked through the Intercultural Development Inventory, observed where we stand on the Cultural Competence Continuum, and are charting our course toward our goal of cultural competence. Following our initial cultural competence training and focus groups, we brought together our Executive and Management Committees, as well as key firm leaders, in a full day intensive training session. Consultant Vernā Myers facilitated the group through several awareness exercises, including the “Opportunity Walk.”¹ She engaged the group in a discussion around Jane Elliott’s ground breaking “Blue Eyes/ Brown Eyes” Exercise.² The group left the training with a new perspective on the firm’s culture and work to be done to continue moving the firm forward. FordHarrison is preparing to continue our focus through a webinar series discussion of Myers’ ABA publication, What if I Say the Wrong Thing?: 25 Habits for Culturally Effective People. I encourage you to join us on this amazing journey towards cultural competence. Enjoy this edition of Diversity Moving Forward and learn more about our firm and our lawyers through this snapshot of activities and achievements.



Dawn Siler-Nixon

¹ http://www.albany.edu/ssw/efc/pdf/Module%205_1_Privilege%20Walk%20Activity.pdf

² <http://www.janeelliott.com/>

Republic Airways “Pulling for Wishes” Airplane Pull

On April 25, 2015 FordHarrison took part in Republic Airways’ fifth annual “Pulling for Wishes” Airplane Pull at the Indianapolis International Airport Republic Airways hangar. The event benefitted the Indiana Children’s Wish Fund.

Combining individual staff and attorney donations and Ford-Harrison’s contribution, we exceeded our goal and raised over \$12,000! In the past five years, Republic Airways has raised more than \$1 million through plane pulls.



L-R: Geetha Adinata, Katie O'Shea, Vivien Peadar and Scott Wagner from FordHarrison's Atlanta office.

Georgia Asian Pacific American Bar Association Annual Gala May 14, 2015

The GAPABA 2015 Annual Gala celebrated GAPABA’s “Year of Service” and featured several high-profile speakers and attendees. A portion of the funds raised went to benefit the GAPABA Law Foundation, a non-profit organization that provides charitable and educational services for Georgia’s Asian Pacific American legal community.

“The GAPABA event presented a great opportunity to talk to GC’s and other attorneys alike. It was well executed and the speakers were outstanding. Thanks for supporting this important effort.” - Geetha Adinata

Inclusion Summit: Developing Cultural Competence February 6, 2015

Tracey Jaensch, Luis Santos and Lavern Wilson, from FordHarrison’s Tampa office, participated in Stetson University’s Inclusion Summit: Developing Cultural Competence. The summit was a premier one-day event featuring national and regional thought leaders sharing best practices in inclusion and cultural competence for individuals and organizations. Tracey, Luis and Lavern, all Stetson Law alumni, participated in the panel discussion on “The Firm Journey.”

“I believe that with diversity, regardless of whether or not people want to believe it, it starts with the numbers. I think that’s the baseline. You also have to look at not only who are you recruiting, but the bigger question is who are you retaining?”
Lavern Wilson



Left: Tracey Jaensch addresses attendees of the summit. Above: Kathryn Christian, Duke Energy; Luis Santos, FordHarrison; Lavern Wilson, FordHarrison; and the Honorable Julie O’Kane sit on “The Firm Journey” panel.

FordHarrison: Diversity in the News

FordHarrison Law360 | 2015

Law360 listed FordHarrison as one of the:

- Best Law Firms for Female Attorneys in the Nation
- Top 25 Best Law Firms for Female Partners
- Top 100 Best Law Firms for Minority Attorneys

Lash Harrison Georgia Bar Journal | April 2015

Lash Harrison was appointed as a member of the Atlanta Legal Aid Society Capital Campaign Committee. Atlanta Legal Aid has a FordHarrison conference room at their new headquarters, the recently renovated 54 Ellis Building.

Dawn Siler-Nixon Savoy Magazine's 2015 Most Influential Black Lawyers | March 9, 2015

Dawn Siler-Nixon was featured on Savoy Magazine's 2015 Most Influential Black Lawyers list. "This list is comprised of the 'best of the best' of black lawyers that are partners within leading national law firms and also corporate counsel from Fortune 1000 corporations."

A Double Take - Same Sex Marriage Before the Supreme Court Again? HCBA Lawyer Magazine | May-June 2015

Dawn Siler-Nixon wrote an article on the topic of same-sex marriage for the Hillsborough County Bar Association Lawyer Magazine. To read the article, visit: <http://www.fordharrison.com/a-double-take-same-sex-marriage-before-the-supreme-court-again>.

NAAHR Member in Spotlight | June 2015

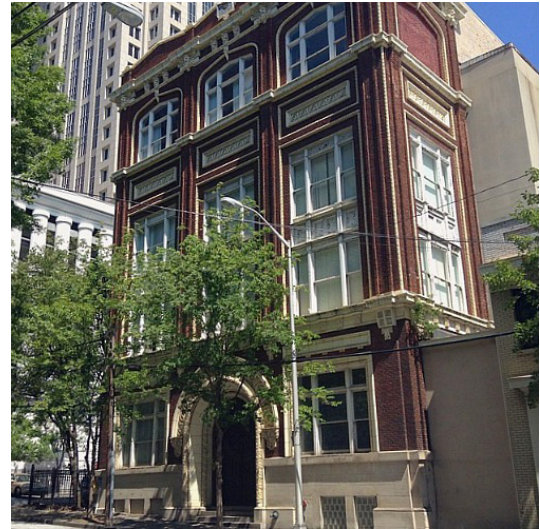
Dawn Siler-Nixon was named NAAHR Member in Spotlight for June 2015, and was interviewed for the organization's online publication.

Why did you join NAAHR - Tampa Bay?

"I learned about NAAHR - Tampa Bay from one of its local chapter founders and past president. I joined because I have a passion for helping people help others and I really think this is one of the founding principles of NAAHR. It is an association where everyone is focused on helping each other succeed. I believe that my knowledge and expertise can provide a key that may open a door for someone else. Everything that NAAHR stands for exemplifies this goal."

Jennifer Jones National Black Lawyers | March 2015

Jennifer Jones was named as a 2015 "Top 40 Under 40" by National Black Lawyers.



Atlanta Legal Aid Society Headquarters, 54 Ellis Building

Kate Winslow Washington Examiner | April 28, 2015

Kate Winslow, associate in FordHarrison's Atlanta office, was quoted in the Washington Examiner article, "Next front on gay rights: Employer benefits." The article focuses on employee benefits surrounding the same-sex marriage issue. "Once a same-sex marriage law comes into your state, if your document makes a distinction, you should probably change it immediately because you're opening up yourself to a discrimination lawsuit," Kate said. To read the article, visit: <http://www.fordharrison.com/next-front-on-gay-rights-employer-benefits>.



Kate Winslow

Christine Hanley Profiles in Diversity Journal's Women Worth Watching | August 2015

Christine Hanley, Partner in FordHarrison's West Palm Beach office, was featured in the 2015 Women Worth Watching issue of *Profiles in Diversity Journal*.

Words I live by:

Do it because you can. Do it because it needs doing. Do it because it is the right thing to do.

I knew my present career was what I wanted to do when:
I realized that I was not working - work is not a burden and serious business can be fun.

To see Christine's Women Worth Watching profile, visit <http://www.fordharrison.com/christine-hanley-selected-to-profiles-in-diversity-journals-2015-women-worth-watching-list>.

Community Involvement

Leadership Training Program with Vernā Myers

Atlanta | February 10, 2015

Vernā Myers, dynamic diversity consultant, provided a leadership training program for the Executive Committee and a select group of Ius Laboris Committee members.

Hillsborough County Bar Association (HCBA) Pro Bono 5K Race Team

Tampa | March 21, 2015

Four FordHarrison attorneys participated in the 2015 HCBA 5K Pro Bono River Run to support pro bono legal services in Hillsborough County, Florida. Todd Aidman finished first in his age category. Ed Carlstedt, Ashwin Trehan and Dawn Siler-Nixon all finished strong. Ed's son, Will, and Dawn's girls Cameron and Connor also ran. Todd's family, Dawn's family, Ed's family, Nicole Dunlap's family and Brad Hall were all there in support as well.

Leadership Institute for Women of Color Attorneys Inc. (LIWOCA) Leadership Conference

Atlanta | March 25-26 2015

Kate Winslow of the Atlanta office and Jennifer Jones of the Dallas office attended the LIWOCA Leadership Conference. This two-day program is designed to help women of color who are attorneys develop critical skills necessary to become leaders in their field and to provide networking and mentoring opportunities with other successful professionals.

Women's Lawyers Association of Los Angeles (WLALA) 2015 Litigator's Forum

Los Angeles | April 14, 2015

Michelle Abidoye and Sarah Sepasi attended the 20th annual WLALA 20th Annual Litigators Forum: Topics in Privacy and Data Protection. The forum offered perspectives from private industry, government, non-profit and forensics in the rapidly evolving privacy and data protection landscape and discussed topics such as Big Data, privacy legislation, data breaches, and best practices for retention and destruction of data.

Corporate Counsel Women of Color One Day Career Strategies Conference for Law Firm Associates

New York City | April 22, 2015

Jennifer Jones from FordHarrison's Dallas office and Roshni Chaudhari and Saima Zuberi from FordHarrison's New York City office attended.

Minority Corporate Counsel Association (MCCA) General Counsel Summit

Palm Beach Gardens, FL | May 6-9 2015

Dawn Siler-Nixon, Eric Su, Lavern Wilson and Rey Velazquez attended the MCCA 2015 General Counsel Summit in Palm Beach Gardens, FL. The General Counsel Summit is a four-day FordHarrison sponsored event that provides in-house counsel with innovative educational and networking opportunities focusing on leadership and diversity.

Legal Food Frenzy

FordHarrison took part in Atlanta's Legal Food Frenzy, a food and fund drive, with participants from all across the legal community. FordHarrison's total contribution was \$4,895.25. The firm held an internal fundraising competition between offices. The DC office took home the prize.

Leadership Council on Legal Diversity (LCLD)

Lavern Wilson was appointed as a Fellow with the LCLD. "The Leadership Council on Legal Diversity is an innovative and highly respected organization, and it is a privilege to be chosen as a 2015 LCLD Fellow. I am looking forward to being a part of the positive change in my community and the legal field, alongside some of my most esteemed peers," said Lavern.



Lavern Wilson

Ramya Challappa - Minority Clerk

In 2015, FordHarrison participated in the Atlanta Bar Association's Minority Clerkship Program. We met a number of very qualified 1Ls from all of the Georgia law schools, and invited Ramya Challappa to spend the first six weeks of summer with FordHarrison's Atlanta office. Ramya is a current Emory Law student and a former Emory undergraduate. She speaks and writes Tamil, Hindi and Kannada and has an interest in immigration law. On weekday evenings, she tutors high school students in A.P. Calculus and A.P. Biology.

Tri-State Diversity & Leadership Conference

Linda Cavanna-Wilk, an attorney in the firm's New York City office, sits on the board of the Tri-State Diversity Council. Linda was a panelist at the fifth annual Tri-State Diversity & Leadership Conference on August 27, 2015, in New York City at the New Yorker Hotel.



Linda Cavanna-Wilk

Community Involvement Continued

National Foster Youth Initiative Job Shadowing Program

Los Angeles

The LA office participated in a job shadowing program with a young woman named Azalea from the National Foster Youth Initiative (NYFI). Azalea is 20 years old and is transitioning out of foster care. She is interested in pursuing a career in the legal field. Over the course of two days, she shadowed our attorneys, legal assistants, paralegals and docketing clerk. This was Azalea's first experience working in an office environment and she received a lot of valuable advice about how to start her education and career. On any given day in the United States, there are approximately 400,000 children in foster care. NYFI is a non-profit organization that gives foster youth access to a brighter future through job skills training and internships. Everyone in our LA office was happy to participate in this important and meaningful experience. We wish Azalea all the best with her future career endeavors!



Sponsorships



Dawn Siler-Nixon at the HCBA Diversity Networking Event

- Korean American Family Service Center Annual Gala - *May 15, 2015*
- Atlanta Bar Association "A Courthouse Line XI" - *May 1-2, 2015*
- Health First Foundation Benefit Ball - *April 18, 2015*
- JASMYN Annual Strides for Pride 5k Run/Walk - *April 18, 2015*
- Moffitt Cancer Center 2015 Magnolia Ball - *April 18, 2015*
- Annual Ronald McDonald Care Mobile Golf Classic - *April 9, 2015*
- Anti-Defamation League 2015 Jurisprudence Luncheon - *March 23, 2015*
- Zonta's Slave Free Chocolate Festival - *March 1, 2015*
- Hanley Center Foundation's 16th Annual Golf Classic - *March 2015*
- Asian American Bar Association of New York (AABANY) Annual Dinner - *February 25, 2015*
- HCBA Diversity Networking Event - *February 2015*
- PACE Center for Girls Annual Benefit Breakfast - *February 12, 2015*
- YMCA of Central Florida Annual Arthur "Pappy" Kennedy Breakfast - *January 19, 2015*
- National Kidney Foundation Charity Golf Tournament - *January 15-18, 2015*
- Family Support Services of North Florida Foster Children's Annual Christmas Party - *December 13, 2014*
- 2014 Minority Enterprise Development Dinner - *December 2, 2014*

Diversity Legal Alerts & Resource Updates

- Mental Health Issues in the Workplace: A Global Perspective, *July 1, 2015* <http://www.fordharrison.com/resource-update-mental-health-issues-in-the-workplace-a-global-perspective>
- Supreme Court Finds Employer's Lack of "Actual Knowledge" of Need for Accommodation No Defense to Religious Discrimination Claim, *June 5, 2015* <http://www.fordharrison.com/supreme-court-finds-employers-lack-of-actual-knowledge-of-need-for-accommodation-no-defense-to-religious-discrimination-claim>
- New Precedent Decisions Revoking an Approved H-1B Work Visa Petition Poses Dire Consequences for the Consulting Industry, *April 15, 2015* <http://www.fordharrison.com/new-precedent-decision-revoking-an-approved-h-1b-work-visa-petition-poses-dire-consequences-for-the-consulting-industry>
- Resource Update: Religion, Holidays and Days off in the Global Workplace, Corporate Counsel Magazine, *April 10, 2015* <http://www.fordharrison.com/resource-update-religion-holidays-and-days-off-in-the-global-workplace>
- DOL Defines a Married, Same-Sex Partner as a "Spouse" Under the FMLA, *April 1, 2015* <http://www.fordharrison.com/dol-defines-a-married-same-sex-partner-as-a-spouse-under-the-fmla>
- Supreme Court Delivers New Life to Pregnancy Discrimination Claim, *March 26, 2015* <http://www.fordharrison.com/supreme-court-delivers-new-life-to-pregnancy-discrimination-claim>
- OFCCP's Final Rule Prohibiting LGBT Discrimination by Federal Contractors Takes Effect April 8, 2015, *March 4, 2015* <http://www.fordharrison.com/ofccps-final-rule-prohibiting-lgbt-discrimination-by-federal-contractors-takes-effect-april-8-2015>
- New DHS Rule Extends Eligibility for Work Authorization to H-4 Dependent Spouses of Certain H-1B Workers Starting May 26, 2015, *March 3, 2015* <http://www.fordharrison.com/new-dhs-rule-extends-eligibility-for-work-authorization-to-h-4-dependent-spouses-of-certain-h-1b-workers-starting-may-26-2015>
- OCAHO Finds PEO Liable for Near Maximum I-9 Fines for False Employer Attestation Violations: Is Your Business Similarly Exposed?, *February 17, 2015* <http://www.fordharrison.com/ocaho-finds-peo-liable-for-near-maximum-i-9-fines-for-false-employer-attestation-violations-is-your-business-similarly-exposed>
- Employers Should Prepare Now for Filing H-1B Visa Applications, *January 21, 2015* <http://www.fordharrison.com/employers-should-prepare-now-for-filing-h-1b-visa-applications>
- Supreme Court Will Hear Same-Sex Marriage Issue, *January 20, 2015* <http://www.fordharrison.com/supreme-court-will-hear-same-sex-marriage-issue>

Diversity Legal Alerts & Resource Updates Continued

- Resource Update: Parental Leave Laws in the U.S. and Abroad: Evolving International Standards (Part 2), Inside Counsel, *January 12, 2015* <http://www.fordharrison.com/parental-leave-laws-in-the-us-and-abroad-evolving-international-standards-part-2>
- Resource Update: Parental Leave Laws in the U.S. and Abroad: Evolving International Standards (Part 1), Inside Counsel, *December 15, 2014* <http://www.fordharrison.com/parental-leave-laws-in-the-us-and-abroad-evolving-international-standards-part-1>
- DOJ Says Title VII's Sex Discrimination Prohibition Includes Gender Identity, *December 19, 2015* <http://www.fordharrison.com/doj-says-title-vii-sex-discrimination-prohibition-includes-gender-identity>
- Resource Update: HR Strategies for International Same-Sex Secondments (Part 2), Inside Counsel, *December 11, 2014* <http://www.fordharrison.com/resource-update-hr-strategies-for-international-same-sex-secondments>

Catching up with Cambodia

Over two and a half years ago FordHarrison opened the doors of The FordHarrison School, located in the Prey Veng Province of southeastern Cambodia. The firm provides ongoing funds for the school and recently also funded painting and drawing lessons. To encourage creativity, we held an art contest among the students and plan for the winning masterpiece to be featured in our 2015 holiday card.



Diversity Scorecard

FordHarrison is excited to present our newly updated Diversity Scorecard which provides a snapshot of the firm's progress in diversity and inclusion and highlights the recognition our firm has received in this area. To view the Scorecard online, visit: <http://www.fordharrison.com/diversity.aspx>

DIVERSITY SCORECARD

We at FordHarrison are committed to diversity, both as a core value and as a means to other desirable ends. Our commitment begins in our own workplace. Within the firm we aim for a working environment that mirrors the increasing diversity of the firm's clients and the communities we serve and that also enables the firm to attract and retain top talent. All this allows us to provide superior client service. To these ends we have focused our inclusivity efforts on three strategic objectives:

RECRUIT, RETAIN, ADVANCE

We strive to recruit and hire persons of diverse backgrounds and to keep the talented people we attract. Our Diversity Pipeline Initiative provides the framework for these efforts. This program includes (1) a firm structure in which the Diversity Committee and a designated Diversity Partner share in leadership; (2) a scholarship program for minority law students; (3) a bonus for firm lawyers who assist in the hiring of minority attorneys; and (4) an extensive mentoring network for associates.

CREATE A BETTER WORKPLACE

Based on feedback gathered from focus groups and internal surveys, the firm has implemented changes to foster an affirming and inclusive environment. In the surveys, an overwhelming majority of the firm's lawyers and staff stated that the firm was more committed to the values of diversity and inclusion than anywhere else they had ever worked.

CREATE AN ENGAGED AND ACTIVE WORKFORCE

In addition to the programs described above, the firm has focused more on Cross Cultural Competence ("FH-C3"), particularly to bridge cultural differences that often lead to divisiveness and stereotyping. The firm's FH-C3 goal is to redefine our thought process as a law firm, individual lawyers and community citizens. FH-C3 will help us identify "best practices" to ensure that FordHarrison offers an optimum work environment and opportunities for our lawyers to grow, develop and move along the cultural competence continuum to Cultural Proficiency.



In concert with its membership in the global HR law firm alliance, Ius Laboris, FordHarrison has embarked on a journey to better understand and appreciate cultural differences. Studying the impact of cultural differences on cross-border interactions, communications and compliance allows us to better serve the diverse needs of our clients. For more information, contact FordHarrison's Diversity & Inclusion Partner, Dawn Siler-Nixon at 813-261-7834 or dsiler-nixon@fordharrison.com.

DIVERSITY SCORECARD

Recognition of FordHarrison's Diversity Initiatives

Regionally and nationally, our firm has received numerous honors and awards in recognition of our sustained diversity initiatives. The following are a few recent examples.



In 2014 the Women in Law Empowerment Forum (WILEF) awarded the firm its fourth consecutive **Gold Standard Certification for its Commitment to the Advancement of Women**. The rigorous certification process that led to this award examined scores of firms around the country, looking beyond merely the percentage of women that the eligible law firms employed and focusing on whether women were represented in positions of power and among top earning attorneys. FordHarrison was one of only seven firms in 2014 to meet all six leadership role scoring criteria.

FordHarrison is a member of the Leadership Council on Legal Diversity (LCLD), a growing organization of over 220 corporate chief legal officers and law firm managing partners personally committed to creating a truly diverse legal profession.



In 2015, Law360 listed FordHarrison as one of the:

- Top 100 Best Law Firms for Minority Attorneys based on the firm's minority representation at the partner and nonpartner levels and its total number of minority attorneys.
- Law360 Celling Smashers, one of 25 law firms that have made significant strides toward gender equity at their highest ranks.
- 100 Best U.S. Law Firms for Women, placing in the top 10 of the list.



FordHarrison is recognized as a Diversity Partner by the **Litigation Counsel of America (LCA)**. To qualify for this designation, a law firm must have a minimum of four attorneys recognized as Fellows by the Litigation Counsel of America.

The firm ranked as one of the nation's top law firms on **The American Lawyer's 2013 Diversity Scorecard**. This is the publication's annual ranking of firms according to the proportion of minority representation within their respective partnerships and overall lawyer populations.

FordHarrison School in Cambodia:

The FordHarrison School, in the Prey Veng Province of southeastern Cambodia, was formally opened on January 3, 2013 with a dedication ceremony after months of fundraising and planning. The firm's attorneys and staff raised more than \$80,000 to build and equip the school and to provide long-term funding.



FordHarrison is a labor & employment law firm with 29 offices, including six affiliate firms. As a member of the global employment law firm alliance, Ius Laboris, FordHarrison adheres to the FH Promise which guides how the firm services clients' employment law issues throughout the world. For more, visit fordharrison.com or iuslaboris.com

Spartanburg Office

SPIRIT OF INCLUSION AWARD



Front Row - Left to Right: Kristin Gray, Wade Ballard, Jane Clanton, Missey Hammond, Karen Tyner and Grant Close
Back Row - Left to Right : Matt Gilley, Tom Wiggs, Jeffrey Lehrer, Tom Keim and Kelly Ayers. Not pictured: Clay Keim and Theresa Douglass

This award is given to a FordHarrison office, group or individual who has distinguished themselves through their outstanding commitment to promoting diversity, understanding, inclusion and awareness. The recipient has actively worked to reduce obstacles that prevent an open dialogue regarding diversity and inclusion, through their personal involvement, activities and actions, both within the firm and in their surrounding community. Through this award recipient's actions, bridges have been built that will advance the infrastructure of diversity and inclusion throughout FordHarrison.

Congratulations to the Spartanburg office of FordHarrison for winning the eighth FH Spirit of Inclusion Award! The attorneys and staff in the Spartanburg office demonstrate the firm's ongoing commitment to diversity and inclusion. A few of the many diversity activities our office members are involved in are discussed below:

- Legal assistant **Kelly Ayers** has donated her paintings to Glenn Springs Academy, which operates as a family care program delivering treatment, classes and services to mothers struggling with substance abuse. She also sponsors children from the Hope Center for Children for Christmas and, through her church, volunteers with the Samaritan's Purse, a ministry to assist impoverished people worldwide. Kelly and fellow legal assistant Missey Hammond also participate in the Hub City Empty Bowls project, a fundraising initiative to feed needy Spartanburg citizens.
- Office managing partner **Wade Ballard** is a current Board Member of the Spartanburg Area Chamber of Commerce and for the National Kidney Foundation Serving South Carolina and is the current president of the Spartanburg County Bar Association.
- Attorney **Grant Close** serves on Board of Directors and is Chair of Governance Committee for Mobile Meals of Spartanburg. Grant also volunteers with Winter Warmth, providing coats to children in need. He is a board member for the First Presbyterian Church Weekday School and has held numerous leadership positions at his church. As an Immediate Past Representative of the South Carolina Young Lawyers Division, Grant participated in Cocky's Reading Express Program for Spartanburg County elementary school students.
- Partner **Matt Gilley** is a Fellow of the Riley Institute at Furman's Diversity Leaders Initiative. Matt is the current Vice Chair and former Chair of the Board of Directors for Spartanburg Preparatory School, a public charter school, and is the immediate past chair of the Board of Directors for Leadership Spartanburg Board of Regents. Matt also serves on the Board of Directors for Westgate Family Therapy Institute, a non-profit committed to offering affordable, quality counseling services to people of all ages in the Spartanburg community.
- Attorney **Kristin Gray's** community involvement includes serving on the Board of Directors, Governance Committee and Neighborhood Support Committee for Habitat for Humanity of Spartanburg. She also serves as a member of the Board of Directors and Governance Committee and is a Running Buddy Volunteer for Girls on the Run – Spartanburg. She is a member of the German American Chamber of Commerce and serves on the International Advisory Board for the University of South Carolina Upstate. Kristin is on the Paralegal Advisory Board for Spartanburg Methodist College and is a member of the South Carolina Women Lawyers Association.
- Legal assistant **Missey Hammond**, with fellow legal assistant Kelly Ayers, participates in fundraising and volunteer efforts for the Hub City Empty Bowls project. Missey also participates in Backpack Food Ministries, providing take-home food for area public school children on free and reduced lunch. Through Reidville Garden Club, Kelly participates in yard work days to help two elderly club members each year.
- Partner **Clay Keim** is a Board Liaison for the Boys and Girls Club of the Upstate, assisting with the organization's Annual Fund Drive. Clay is the Director of Spartanburg Thunder, which provides opportunities for kids to participate in travel basketball. As an advisor for Oakbrook Preparatory School, Clay works with the school administration to expand student diversity and educational opportunities for all students. He is also a Trustee at First Baptist Church of Spartanburg, which allows him to address legal issues for the church when they arise.
- Partner **Jeffrey Lehrer** serves on the Board of Directors and Executive Committee for the Arts Partnership of Greater Spartanburg, which provides cultural leadership for greater Spartanburg by developing, strengthening and promoting the scope, excellence and educational role of the arts, humanities and sciences, and to further their significance in the life of the community and all of its citizens. Jeffrey is also on the Board of Directors of Glenn Springs Academy family care program.
- Partner **Karen Tyner** is involved in Uptown Sertoma Club of Spartanburg. The club's primary fundraisers – Auction for a Cause and Rummage for a Reason – benefit many local organizations including The Bethlehem Center, The Hope Center for Children, Safe Homes-Rape Crisis, The Haven, Reach Upstate, Upstate Family Resource Center and Camp Sertoma. For the past year, Karen has served as liaison between the local club and Sertoma International which focuses its efforts on helping persons with hearing impairments.

FH Diversity Champion: Spartanburg Regional Healthcare System



FH Diversity Champion organizations are FordHarrison's client leaders of diversity and inclusion. They have been highlighted as leaders in this important area and have been chosen and recognized by their employees, peers, industry groups and organizations as being leaders of change and innovation in not only recognizing the need for diversity and inclusion, but also taking significant steps towards its advancement in their industry and beyond. We are proud at FordHarrison to have partnered with these diversity elite who have made a long-lasting impact on our professions and the world as a whole.

Company Information

Located in Spartanburg, South Carolina, Spartanburg Regional Healthcare System (SRHS) is an integrated healthcare delivery system that provides care from birth to hospice. Founded in 1921, SRHS provides care to patients in Spartanburg, Cherokee and Union counties in South Carolina, and Polk and Rutherford counties in North Carolina. SRHS includes the Medical Group of the Carolinas, Regional HealthPlus, Spartanburg Regional Foundation, Spartanburg County Emergency Medical Services, Union Medical Center and Pelham Medical Center. They provide programs in cancer, heart, home health, imaging services, pediatrics, occupational health, sports medicine, rehabilitation and outpatient surgery. With Spartanburg Medical Center's 540-bed teaching and research hospital they serve more than 100,000 patients each year.

Project SEARCH

Spartanburg Regional leads the Project SEARCH Program, a unique business-led transition program designed to provide education and job training to young adults with intellectual and developmental disabilities. Project SEARCH is an international program first developed in 1996 at Cincinnati Children's Hospital. There are currently over 300 programs across 46 states in the U.S. and five other countries.

Through collaboration with Spartanburg School District 6, the South Carolina Vocational Rehabilitation Department and the Upstate Workforce Investment Board, the SRHS program became the first Project SEARCH established in South Carolina.

Along with job skills, the Project SEARCH Program gives students with disabilities self-confidence, opportunities and hope for a future they can thrive in. Student interns attend the program for a full school year, they receive classroom instruction on employability and independent living skills, participate in internship rotations, work with a job coach and host mentor to learn how to perform internship tasks independently and engage in job development activities. Upon the completion of the program, they have the skills needed to obtain a community job that aligns with their vocational goals.



Project SEARCH Class 2015

Large Employer of the Year

The South Carolina Governor's Committee on Employment of People with Disabilities recently honored SRHS as the Large Employer of the Year. This is the second time SRHS has been recognized by the committee; the first time was in 2006. This award recognizes organizations that have exemplary practices in hiring people with disabilities, making worksite accommodations and actively promote disability awareness and workforce opportunities in the business community. The awards result from nominations throughout the state from the Mayor's Committee on Employment of People with Disabilities, the South Carolina Vocational Rehabilitation Department and the South Carolina Commission for the Blind.

Learn more about Spartanburg Regional at <http://www.spartanburgregional.com>.