



Parker Poe

Attorneys & Counselors at Law

**DIVERSITY
& INCLUSION**

2019 Annual Report

Dear Clients and Friends,

Welcome to Parker Poe's Diversity & Inclusion Annual Report. In 2019, we as a firm renewed our commitment to advance four strategic objectives to create and support a diverse work environment by (i) enhancing our overall recruitment strategies to attract diverse attorneys and staff at every level; (ii) creating opportunities, support networks, and mentorship programs to empower our diverse employees to thrive at Parker Poe; (iii) intentionally fostering and promoting a culture in which all Parker Poe employees feel welcome and respected; and (iv) increasing awareness, dialogue, and expertise on diversity related issues at Parker Poe and in the community.

This past year was a great year of reflection and new initiatives. We hosted our first women's retreat, joined each other for an outside the box, firmwide diversity and inclusion training, and welcomed many new additions into the Parker Poe family. In 2019, we combined forces with Leftwich LLC to open a full-service office in the nation's capital. With that addition, we gained more than a talented group of attorneys and consultants, we gained a rich legacy of diverse leadership, as the Leftwich firm was one of the oldest minority-led firms in Washington, D.C.

We are continuing to be creative and build on current initiatives to (i) improve the diversity and inclusion of our employees, (ii) develop an expanded pipeline for minority students interested in the legal profession, and (iii) collaborate with clients and local organizations who share our commitment to giving everyone a voice at the table. We remain energized by the involvement and dedication of everyone at our law firm, including our law firm's leaders.

Thank you for your continued support of our journey to advance diversity and inclusion in the legal profession. We are proud of what we accomplished this year, and we are looking forward to finding new and innovative ways to further advance our commitment to diversity, inclusion, and equity in our law firm, the legal profession, and each of the communities we serve.



A handwritten signature in black ink that reads "Tom Griffin".

Tom Griffin
Managing Partner



A handwritten signature in black ink that reads "Chara M. O'Neale".

Chara M. O'Neale
Director of Talent Management
and Diversity & Inclusion

**DIFFERENT BACKGROUNDS.
CREATIVE IDEAS.
BETTER LAW.**

Mission Statement

Our mission is focused on the recruitment, retention, and professional development of our diverse lawyers and staff. Parker Poe recognizes that promoting diversity is not only the right thing to do – it is essential to the success of the firm, our lawyers, staff, and clients. When people from various backgrounds feel welcome and respected, it leads to creative ideas and new perspectives, thus enriching the practice of law. To that end, Parker Poe is building on initiatives to improve the diversity and inclusion of our employees, developing a pipeline for minority students interested in the legal profession, and collaborating with clients and local organizations who share our commitment to giving everyone a voice at the table.

“If you really want to benefit from diversity and inclusion as an organization, you have to go all the way. It’s really great to be at a firm that invests not only the resources, but also the time and effort to ensure that we are attacking the issues on all fronts – recruiting, mentoring, development. It permeates everything we do.”



Josh Morales

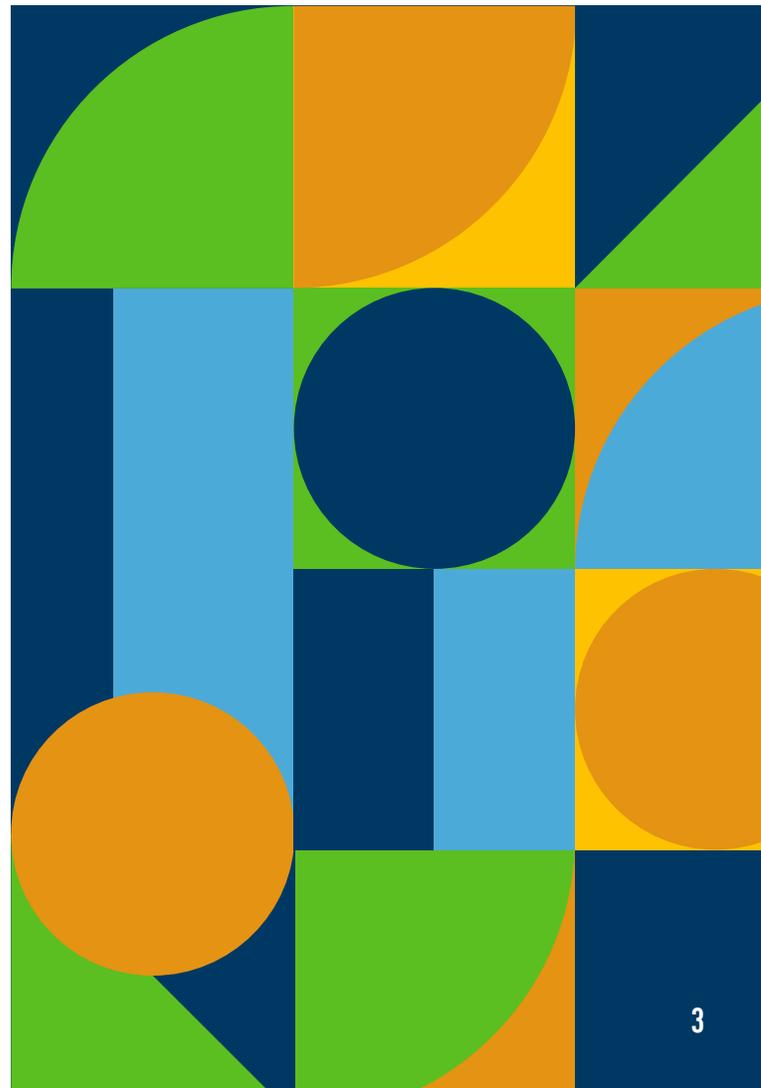
Associate (Raleigh, N.C.)

“We’ve done a much better job in recruiting and building on our diversity and inclusion initiatives. And I’m excited about our increased focus on retention, which is critically important, through our mentoring program and other initiatives. As a profession, we have to find new ways to keep diverse candidates in the fold. The law firm environment must continue to evolve to provide a wider range of engaging opportunities and options.”



Stacy Wood

Partner & Member of Firm’s Board of Directors
(Charlotte, NC)



CARRYING FORWARD A LEGACY OF DIVERSE LEADERSHIP IN WASHINGTON, D.C.

In 2019, Parker Poe opened a full-service office in Washington, D.C., our first office outside the Southeast. By partnering with Leftwich LLC on the move, we gained more than a talented group of attorneys and consultants — we gained a rich legacy of diverse leadership, as the Leftwich firm was one of the oldest minority-led firms in the nation’s capital.

The Leftwich name comes from Willie Leftwich, who in the 1960s worked on high-profile aerospace projects as a NASA engineer before entering the practice of law. He became a patent attorney for the Federal Aviation Administration, general counsel of Technical Media Systems, and co-founded his own firm in 1985.

“Leftwich’s legacy is important here in Washington, and I think what we’re doing at Parker Poe can help expand that legacy throughout the footprint of the firm. True diversity and inclusion means that we look like our clients, look like their customers, and provide the highest quality service by bringing together different voices, experiences, and perspectives. By embracing diversity and inclusion Parker Poe honors the Leftwich history.”



Sherry Bellamy
Special Counsel (Washington, D.C.)



Top Row: Tom Bridenbaugh, Marie Johns, Scott Burrell & Roderic Woodson

Bottom Row: Sherry Bellamy, Nicholas Penn & Dwanda Glenn-Woodward

When Willie Leftwich retired in 1996, Natalie Ludaway provided the next generation of diverse leadership, and then Marie Johns became managing member when Natalie left to become the District’s chief deputy attorney general. In fact, that’s another legacy of Leftwich LLC: a commitment to public service. It’s also one of the key values that made Leftwich and Parker Poe a natural fit.

When our firms combined this year, we also created a new consulting subsidiary called PPC-Leftwich, which operates as a minority/women-led management consulting firm with Marie as CEO. It is an integral part of our new, full-service D.C. office.

EMPOWERING THE NEXT GENERATION

We hosted **THRIVE: Succeeding in Law School & Beyond** in our Raleigh office in February 2019. This program is designed to help minority law students navigate law school, make a successful transition into the practice of law after graduation, and thrive as they pursue the different paths a legal career may take.

“I feel like this is a program that not only helped us to succeed in law school but outside of law school as well,” said Alisha Harris, a first-year law student at Elon University.

“This profession is already kind of a small population, so to me it can feel very alienating at times,” said Ashley Simon, another first-year student at Elon Law. “It’s important to be able to connect and identify with people who have similar experiences as you. I was really glad that this program exists and I would like to come again next year.”

Approximately 700 students have now attended THRIVE since the program’s inception in 2007, when it was called Life in a Law Firm. Several of the 2019 attendees said it can otherwise be hard to find these types of opportunities tailored for minority students.

Le’Ron Byrd, a third-year student at Wake Forest Law, said it means a lot that Parker Poe is helping to fill that gap.

“It speaks directly toward their mission and it says that they are actually invested in what they say,” Le’Ron said. “They’re not just trying to put something on paper that they want people to be attracted to. They’re actually putting their money where their mouth is and putting it into action.”

“You have a commitment from us to make sure everyone who walks in the doors of our firm has what they need to thrive at Parker Poe,” Shalanna Pirtle said in welcoming the students. “You also have a commitment from us to make sure the folks in your chairs are set up to succeed no matter what firm you join or career aspirations you may have.”

Shalanna Pirtle

Partner & Chair of Diversity & Inclusion Committee
(Charlotte, NC)

thrive

Succeeding in Law School & Beyond

“Sometimes a law firm or a company may give lip service to diversity because it’s the thing to do. However, when diversity is truly embraced, there is a commitment that makes it actionable. The fact that Parker Poe has committed resources toward developing this type of diversity program is really, really tremendous. I did not realize that the THRIVE program has been held annually for twelve years! Moreover, the THRIVE program evidences Parker Poe’s commitment to exposing diverse law students to the variety of career opportunities that they can pursue in the future.”



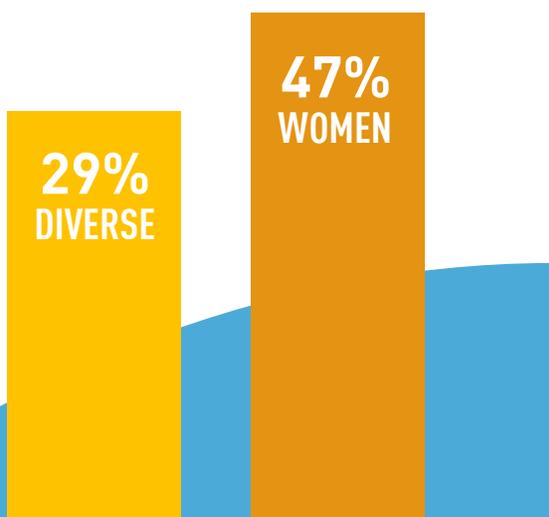
Phyllis Golden Morey

2019 THRIVE Keynote Speaker & Deputy
General Counsel, Ingersoll Rand

RECRUITING A DIVERSE TEAM

We continue to actively and intentionally recruit women, lawyers of color, and LGBTQ lawyers as potential candidates to join the Parker Poe team. In Atlanta, we partnered with a woman-led firm to add five of its attorneys, including its managing partner, Christian Torgrimson. In Washington, D.C., we joined forces with one of the District's oldest minority-led firms to open a full-service office, as noted earlier in this report.

Across our footprint in 2019, 47 percent of our hires were women and 29 percent were diverse, including our new consulting CEO in Washington, D.C. We also continue to expand the diversity of our summer associate class through participation in the Mecklenburg County Bar's Charlotte Legal Diversity Clerkship program and the Southeastern Minority Job Fair in Atlanta, Georgia.



PERCENTAGE OF OUR 2019 HIRES WHO WERE **DIVERSE** AND **WOMEN**

“It’s important for me to be a part of an organization that is diverse, excellent, and committed to civic engagement and outstanding customer service. That’s part of the reason why the Parker Poe opportunity felt right for us here at Leftwich because we felt that we shared fundamental values and fundamental approaches. That was so important for us and we know that it’s important for Parker Poe too.”



Marie Johns

PPC-Leftwich CEO (Washington, D.C.)

“Not only do we have a diverse team at Parker Poe, which in and of itself is nice to see, but the firm does an exemplary job of putting the individuals into positions where they have a voice, from the most junior levels of the associate ranks all the way up through the partner levels. When you know that you have the support of somebody who has been with the organization for 20 years, I think it empowers the individual to speak up, to feel included. That has been extremely valuable to me.”



Anil Makhija

Associate (Raleigh, N.C.)

GUIDING ASSOCIATES THROUGH THE START OF THEIR CAREERS

In 2019, we concluded the first full year of our formal Mentoring Program. We launched this program based on the principle that behind every successful person is a caring mentor. The yearlong program supported diverse and entry level associates with their transition into and growth within the firm, tapping into the skills and experiences of partners. Two of the main goals of the mentoring program were to (i) help identify, understand, and disrupt patterns that hinder career advancement for diverse and entry level attorneys and (ii) advance and empower the careers of individual participants.

Mentors and mentees attended a joint orientation to learn about the program's structure and overall expectations of all participants and then met monthly throughout the year. They spent time getting to know each other personally and established a formal mentorship agreement to hold each other accountable. Mentees received formal training on developing their business plan and built strong relationships with mentors outside of their practice groups.

In addition to the formal mentoring program, we also rolled out Phase One of the Parker Poe Institute (PPI) in 2019, a formal professional development training series designed to meet each of our associates where they are in their careers. The goal of Phase One of PPI was to help associates establish a strong foundation that will support their continued professional development and growth in all aspects of their careers. Our entry level and junior associates completed Phase One of PPI, a three-month intensive orientation, in December.



"The mentoring program has been a wonderful addition to the firm's professional development initiative. It has provided me an avenue of communication, that I might not have had otherwise, with a successful partner who is willing to share tips and encouragement on navigating my career and finding balance."



Bahati Mutisya
Associate (Raleigh, N.C.)

CONNECTING, SUPPORTING AND ELEVATING OUR WOMEN ATTORNEYS

In 2019, Parker Poe hosted its inaugural Women's Retreat entitled: Connection! Direction! Empowerment! The Women's Retreat offered a unique opportunity for each of our women attorneys and leaders to come together for one day of workshops centered around sharpening their professional and business development skills while connecting with one another in a stress-free setting. The goal of the Women's Retreat was to foster a strong and supportive network for the women attorneys and leaders across the firm while also informing, empowering, and inspiring each of them in the advancement of their careers at Parker Poe.

Professional development and internal networking for Parker Poe's women attorneys and leaders is and must remain a priority. Therefore, three workshops were offered during the course of the day centered around (i) Conveying Your Value, (ii) Building Your Career Scaffolding, and (iii) Finding Your Voice.

Parker Poe continues to foster collaboration with our women attorneys, leaders, clients, prospective clients, and friends of the firm by hosting women's events.



Connection! Direction! Empowerment! The Women's Retreat



ACC Speak and Bespoke Women's Event

DIVERSE ATTORNEY SPOTLIGHT

Micheal Binns was 8 years old when a hurricane forced him to emigrate to the United States.

“Hurricane Hugo was bearing down, and we lived in a small home in Jamaica not too far from the shore,” he says. “It effectively took the roof off of my childhood home. My dad said, ‘Well, you can’t live in a house with no roof,’ so my little sister and I were sent to New York to live with my aunt.”

Micheal’s mother and grandmother eventually joined, forming what he calls “a typical sandwich generation living in a one-bedroom apartment in New York.” As a teenager, he worked in construction and other jobs to help his family, did well in school, and dreamed of becoming a doctor. But there was one problem.

“My visa expired,” Micheal says. “I didn’t know - I was a kid. There was a point where I said to myself, ‘I’m not going to be able to go to college even though I had done really well in school.’”

His school guidance counselor helped him find a solution. He told Micheal he likely qualified for another way into college – a scholarship for exceptional foreign students. With his counselor’s help, he received several scholarship offers, including one from Morgan State University. He eventually received a green card, graduated with a major in biology and a minor in chemistry, and thereafter, taught high school math and science while preparing to go to medical school.

Micheal says around that time, “a buddy of mine asked, ‘Hey, can you tutor me to take the LSAT?’ And I was like, ‘I know nothing about the LSAT.’ But he said, ‘You can teach anything to anybody.’ So I ordered some books off of eBay, and after a few months of studying together, my friend said, ‘Dude, you’re way better at this than I am.’ So I took my only credit card, paid for the LSAT entrance exam, did very

well, and maxed the rest of the card out applying to law schools.”

Micheal received a scholarship to Fordham Law, became the president of its black law student association, and found the perfect niche with his passion for medicine and technology: life sciences and intellectual property law. As he worked for different firms, he built that niche into a career. In January 2016, he helped Parker Poe open its Atlanta office. Today, he is Parker Poe’s Atlanta Office Development Partner, one of the leading patent attorneys in the firm’s Intellectual Property Practice Group and Life Sciences Industry Team, and a passionate member of the Diversity & Inclusion Committee. He says diversity and inclusion efforts have been critical to his success.

“From a young summer associate on, I had mentors who were invested in who I was going to be as an attorney. They recognized my potential, but sensed I had no background navigating the legal field,” he says. “So they took it upon themselves to help me. They understood that the group was best if we analyzed things from different perspectives and had a diversity of understanding - that’s what makes such a good team.”

Micheal cares deeply about paying it forward, including mentoring minority students at Fordham Law and serving as board chair of Page Turners Make Great Learners, a nonprofit dedicated to improving literacy in inner-city Atlanta.

“The whole point is that we have to give back and build up the next generation,” he says. “If people hadn’t done that for me - if my guidance counselor hadn’t come in and said, ‘Why aren’t you going to college?’ - I wouldn’t be here. I appreciate being part of a firm that cares about making a difference and helping the next generation build for the future.”



COMMUNITY ENGAGEMENT

PARTNERING WITH ADVOCATES

Leadership expert John C. Maxwell once said, “Nothing of significance was ever achieved by an individual acting alone. Look below the surface and you will find that all seemingly solo acts are really team efforts.” The advancement of diversity and inclusion in the legal profession and in each of our communities is a cause that demands we strategize together. We have continued to expand our external networks to include individual leadership of community initiatives and partnerships with organizations and advocacy groups. We are proud to partner with the Minority Corporate Counsel Association, Corporate Counsel Women of Color, the Hispanic National Bar Association, Susan G. Komen Charlotte, Equality NC, and others who share our commitment. Each of these organizations offered great opportunities in 2019 to provide career building and professional development opportunities for our attorneys.

“Our experience at the Minority Corporate Counsel conference was incredible. We participated at the great suggestion of a treasured client and came away with innovative ideas for how we can be more inclusive, as well as tips to help our diverse lawyers succeed. In particular, the practical pitch exercise sessions were invaluable. It was empowering to be part of a national group of firms and companies working together to raise the bar on diversity and inclusion.”



Brian Cromwell
Partner (Charlotte, NC)

“When I think of Parker Poe and the relationship last year, it is all about meaningful engagement. The employees of Parker Poe are genuinely committed to making an impact on the Komen mission as we focus on health disparities, equity, education, and serving the community. Over the year our relationship with Parker Poe has grown on many levels, including board involvement, professional development expertise, volunteer work, and sponsorship. If I could replicate our Parker Poe relationship with other companies, it would make a tremendous impact on Komen and the greater Charlotte area community.”



Stamie Despo
Executive Director, Susan G. Komen Charlotte

PARTNERING WITH CLIENTS AND NONPROFITS TO SERVE OUR COMMUNITIES

In March 2019, approximately 225 Parker Poe attorneys, staff, and clients spread out across the Carolinas and Georgia to volunteer more than 560 hours - in a single day. We teamed up to read to elementary school students, organize school supplies, pack care kits, garden, build a house, prepare meals, clean furniture, and much more. It was a day to give back, as Parker Poe hosted its second annual firmwide Community Service Day. We partnered with 12 nonprofits that serve diverse populations across the Southeast as we continue to strive to ensure that diversity and inclusion permeates all aspects of how we operate internally and externally.

“I think it’s great that Parker Poe organized this,” said one of our clients who helped unload donated doors and windows at Habitat for Humanity ReStore in Charlotte. “If more organizations got their hands dirty and did this kind of volunteer work, it would make a big difference.”

PROGRAMMING TO DRIVE DIVERSITY & INCLUSION

CELEBRATING DIVERSITY WITH LEGAL LEADERS OF COLOR

Parker Poe partnered with the North Carolina Symphony to host a musical tribute to Whitney Houston in February 2019. The event was part of an outreach effort by both organizations to promote diversity, inclusion, and cultural experiences within the Triangle area. The group that attended included leaders from the North Carolina Bar Association's Minorities in the Profession Committee, the North Carolina Supreme Court, the Executive Office of the Governor, the Hispanic National Bar Association, and the North Carolina Black Lawyers Association.



A Musical Tribute to Whitney Houston
Hosted by the N.C. Symphony

JCSU SCHOLARSHIP REVAMP

Parker Poe has a deep-rooted relationship with Johnson C. Smith University (JCSU), a historically black university located in Charlotte, North Carolina. Parker Poe honored that relationship by creating a mentorship and scholarship program in 1993 that has continued to benefit JCSU, its students, and the legal profession. In 2019, Parker Poe was excited to finalize the revamp of the JCSU Scholarship Endowment, which will cover tuition, fees, and room and board for one student per academic year going forward. The scholarship recipient will also be mentored by select Parker Poe attorneys during the academic year in hopes of encouraging talented minority students to pursue legal careers and to ultimately fulfill their career goals in the geographic areas that we serve.



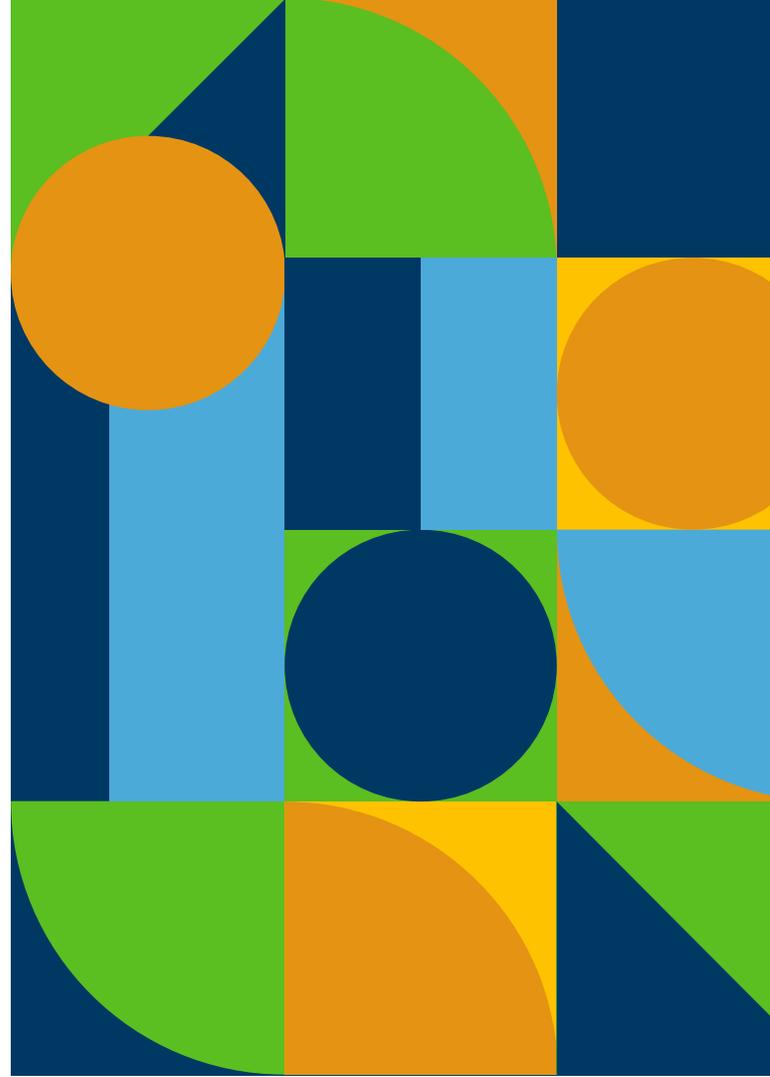
A Musical Tribute to Whitney Houston
Hosted by the N.C. Symphony

BOOK CLUB

The goal of the quarterly Diversity & Inclusion Book Club is to have deeper discussions relating to diversity topics relevant to law firm life in smaller group settings. The Parker Poe book club is open to all Parker Poe employees and aims to create a community of readers that is inclusive and is interested in learning more about a variety of topics and backgrounds. We select fictional and nonfictional books to drive conversations and promote thoughts and differing perspectives around diversity and inclusion topics. In 2019 we read *Small Great Things* by Jodi Picoult; *The Hate U Give* by Angie Thomas, *The Sun is Also a Star* by Nicola Yoon, and *Money Rock: A Family's Story of Cocaine, Race and Ambition in the New South* by Pam Kelley. Parker Poe kicked off the 2020 Book Club Season with *The Whisper Network* by Chandler Baker.

IN-HOUSE PARTNERSHIP WITH ACC

Parker Poe partnered with the Association of Corporate Counsel to host a panel discussion on *Embracing Diversity & Inclusion from the Inside Out*. Today, corporate legal departments are charged with more responsibilities across their organizations but legal budgets are not necessarily increasing at the same pace. As general counsels are demanding more diversity in their law firms and their own legal departments, measuring diversity and inclusion efforts is becoming an even higher priority. In-house legal leaders joined members of the Association of Corporate Counsel, Parker Poe attorneys, clients, and friends of the firm to share how they are prioritizing, approaching, and measuring diversity and inclusion efforts in their respective organizations.



Panelists from Embracing Diversity & Inclusion from the Inside Out Program

L to R: Jyotirmoy Banerjee, Noelle Sproul, Miranda Zolot, and Darryl Gibbs

EDUCATION AS A GATEWAY TO GROWTH

It is often said that growth requires you to be comfortable with being uncomfortable: being uncomfortable in the sense of discussing new perspectives and engaging with others about points of view different from your own. This year we hosted a mandatory firm-wide experiential diversity training entitled Leveraging Our Diverse Resources To Build A Better Law Firm, conducted by ReelTime Creative Learning Experiences. After completing the 2019 diversity training, our attorneys and staff were better equipped to: (i) understand and navigate work relationships with colleagues who have had different life experiences, (ii) think strategically about how to continually foster a commitment to diversity and inclusion that results in growth and positive change, (iii) leverage the value of differences in delivering excellent service to a wider range of clients and in creating a welcoming and productive work environment, and (iv) understand the difference between the concepts of “equality” and “equity,” and how that difference matters in various aspects of the firm’s operation and culture.

Firm-wide educational opportunities are a key part of our diversity & inclusion program. Designed for all of our employees, we periodically come together to increase our awareness around particular topics. In January, historian, author, and activist Pamela Grundy joined us to discuss her book *Color & Character: West Charlotte High and the American Struggle over Educational Equality* at our annual Dr. Martin Luther King, Jr. Holiday Lunch and Learn Event. *Color & Character* draws on nearly two decades of interviews with students, educators, and

“I’m proud of the efforts we’re taking on diversity and inclusion, both within the firm and in Charleston more broadly. Within the firm, the incorporation of training, more targeted recruiting, and a thoughtful and deliberate hiring process are all things we’re working on to make our firm more reflective of the communities that we serve. It’s also been a privilege to help with the legal work for the International African American Museum, which has been 20 years in the making and I believe could have a transformative effect on Charleston.”



Paul VanWagenen
Partner (Charleston, S.C.)

alumni. Pamela documented and shared with us the history of a beloved school, West Charlotte High, to tell a broader American story of education, community, democracy, and race - all while raising questions about present-day strategies for school reform.

We continually offer opportunities to learn more about diversity and inclusion outside of the office. The Diversity & Inclusion Committee also continues to encourage and stimulate curiosity through monthly cultural awareness alerts on a variety of diverse topics in hopes of not only educating readers, but generating candid conversations on diversity related topics.

HONORS AND AWARDS



The National Law Journal ranked Parker Poe in the top 65 of its Women's Scorecard each of the past two years. The scorecard measures gender diversity among the 350 largest firms in the country. Parker Poe ranked ahead of many of its competitors, including much larger regional and national law firms. Many of the firm's female attorneys were also recognized as leaders in their communities in 2019.



Director of Talent Management and Diversity & Inclusion Chara O'Neale received two major awards in 2019. North Carolina and South Carolina Lawyers Weekly named Chara as one of the inaugural recipients of their Diversity and Inclusion Awards. She was recognized for significantly advancing diversity, inclusion, and the dignity of all people in the Carolinas' legal profession. In addition, The Mecklenburg Times named Chara to its list of "50 Most Influential Women" in 2019 because of her efforts to increase diversity and inclusion within the Charlotte community.



Charlotte partner Sarah Hutchins was honored with the North Carolina Bar Association's Citizen Lawyer Award. Sarah is among a group of attorneys and judges from across the state who "exemplify the ideals of a citizen lawyer by volunteering their time for worthy community or civic causes to improve the quality of life of those in their local or statewide communities," according to the N.C. Bar Association.



Raleigh associate Nana Asante-Smith was appointed to the North Carolina State Judicial Council. Nana and other council members are charged with helping to set funding priorities, advising on matters concerning the operations of the courts, and monitoring the administration of justice and effectiveness of the state's judicial branch in serving the public.



Atlanta partner Ellen Smith was elected to the board of directors for The Atlanta Women's Foundation. Ellen joined other leaders in their companies and communities on the board, which represents a wide range of industries across Atlanta. The AWF helps move women and girls from poverty to economic self-sufficiency and provides leadership training to a diverse group of professional women.



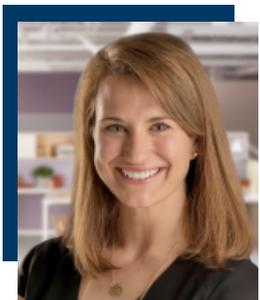
Raleigh associate Bahati Mutisya was appointed to the board of commissioners for the Raleigh Housing Authority. In that role, Bahati provides oversight in the planning, construction, and operation of housing for people with low incomes within Raleigh and Wake County.



Charleston partner Elizabeth Gibbes was appointed honorary consul of Germany for South Carolina and Georgia. In this role, she helps represent the interests of German businesses and citizens in designated counties in eastern South Carolina and eastern Georgia.



Atlanta partner Micheal Binns was elected as chair of the board of directors for Page Turners Make Great Learners. Micheal has served on the nonprofit's board since 2018 and has been deeply involved with it since 2012, helping the organization to improve literacy in inner-city Atlanta.



Charlotte partner Ashley Edwards was selected as one of the American Bankruptcy Institute's 40 Under 40 winners. ABI's 40 Under 40 program recognizes insolvency professionals across the country who are committed to the highest standards of achievement at work and in their communities.



Charlotte associate Andrew Lopez was elected to the board of advisors for the University of North Carolina School of Law's Center for Banking and Finance. In that role, Andrew provides guidance on how the center serves the legal and banking community.

MEET THE DIVERSITY & INCLUSION COMMITTEE



Chara O'Neale

Director of Talent Management and Diversity & Inclusion

CHARLOTTE, NC



Shalanna Pirtle

Partner / Chair of Diversity & Inclusion Committee

CHARLOTTE, NC



Micheal Binns

Partner

ATLANTA, GA



Sidney Evering

Counsel

COLUMBIA, SC



Morgan Fey

Director of Talent Acquisition

CHARLOTTE, NC



Anthony Fox

Partner

CHARLOTTE, NC



Rick Glaser

Partner

CHARLOTTE, NC



Crystal Jones

Legal Professional Assistant

CHARLOTTE, NC



Rebecca Joyner

Partner

RALEIGH, NC



Tiffany Burba

Associate

RALEIGH, NC



Erika Byrd

Special Counsel

GREENVILLE, SC



Craig Lynch

Partner / Board Liaison

CHARLOTTE, NC



Ed Modzelewski

Chief Human Resources Officer

CHARLOTTE, NC



Joshua Morales

Associate

RALEIGH, NC



Bahati Mutisya

Associate

RALEIGH, NC



Angela Nelson

Business Development Manager

RALEIGH, NC



Brian Parker

Partner

CHARLOTTE, NC



Michael Tomsic

Marketing Communications Manager

CHARLOTTE, NC



Madison Felder

Associate

GREENVILLE, SC



Paul VanWagenen

Partner

CHARLESTON, SC



Emily Zackon

Associate

COLUMBIA, SC

For more information on Parker Poe's diversity and inclusion efforts, please contact Chara M. O'Neale at charaoneale@parkerpoe.com or (704) 335-9527.



For more than a century, Parker Poe has represented many of the Southeast's largest companies and local governments in transactions, regulatory issues, and complex litigation. Our attorneys have extensive experience representing clients in the education, energy, financial services, government, health care, life sciences, manufacturing, and real estate industries. Parker Poe has more than 225 attorneys serving clients from eight offices in Charlotte and Raleigh, North Carolina; Charleston, Columbia, Greenville, and Spartanburg, South Carolina; Atlanta, Georgia; and Washington, D.C.