



Diversity & Inclusion Annual Report

Dear Clients and Friends of the Firm,

Welcome to Parker Poe's Diversity & Inclusion Annual Report. We believe it is especially important to reflect on our efforts in 2020 because it was such an incredibly hard year for many of us. It was also a year to come together to tackle challenges head on, be candid about the continuing impact of systemic racism, and work for the change that we want to see.

Our work as a firm continues. Our attorneys provided pro bono representation to people who were arrested during peaceful protests against racial injustice. We counseled Black-owned businesses in financial distress due to the COVID-19 pandemic. We revamped our annual, day-long Community Service Day to be centered on organizations that are committed to furthering racial equality. And we are working with other law firm managing partners in our communities to harness our resources to address racial disparities.

We also remain intensely focused on our own Parker Poe family. We renewed our commitment to the recruitment, retention, development, and advancement of diverse attorneys, as well as the training of our leadership on implicit bias, systemic racism, and managing across differences. These efforts in 2020 included the creation of a Social Justice & Racial Equity Task Force, whose work included a thorough review of our internal policies and the creation of an overarching Anti-Racism Policy.

Our efforts also included facilitating a mandatory, in-house training to help the entire Parker Poe family understand implicit bias and the role it plays within the firm and our communities. This work was enhanced by a Lawyers of Color Roundtable, followed by small group discussions between our lawyers of color and members of our board of directors. These discussions focused on individual experiences at Parker Poe and what the firm can do to ensure each lawyer of color is supported personally and professionally in their careers.

This is all just a start, and we look forward to partnering with you to advance diversity, inclusion, and equity in the legal profession and in our communities. Thank you for your support on this journey – we are grateful to our clients, colleagues, and especially those in our Parker Poe family who have helped to shine a light on injustice.



A handwritten signature in black ink, appearing to read 'Tom Griffin'.

Tom Griffin
Managing Partner



A handwritten signature in black ink, appearing to read '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.

“I’m a mom, I’m Muslim, I’m Hispanic, and I really feel like I am being groomed and supported. The partners I work with have been incredible as far as being accommodating with what I’m juggling at home during the pandemic. They’ve also done a great job getting me involved with clients and making sure that I’m on calls and doing the work. I’ve been really happy here.”



Kate Abdullah
Associate
(Columbia, S.C.)

“As a board member, a partner, and a practitioner, I view diversity and inclusion as vitally important. It is a monthly focus of our board meetings. We are also requiring an enhanced, executive training on diversity, inclusion, and equity for all of the firm’s leaders. We need to be a firm that is a conscientious supporter of diversity within our own ranks, and beyond that, we need to be advocates in our communities.”



Charles Raynal
Partner & Member of Firm’s Board of Directors
(Raleigh, N.C.)



WORKING FOR SOCIAL JUSTICE AND RACIAL EQUITY

As our country increased its focus on racial injustice last year, we as a firm wanted to hold ourselves accountable for taking action. In August 2020, we created a Social Justice & Racial Equity Task Force to help drive this work forward.

The task force is composed of a passionate group of attorneys and staff, who partnered with the firm's board of directors to create an action plan. The action plan details specific goals and benchmarks for the recruitment, retention, and empowerment of our diverse attorneys, the education and training of all members of the firm, and the advancement of pro bono and community initiatives within the Black community.

"Diversity and inclusion have been a critical part of who we are, and we as a board are intentional about integrating it into the firm's strategy as we move forward for the next 10 years. The work of our Social Justice & Racial Equity Task Force is a good example – we are putting more focus and resources into diversity in order to make a bigger difference in our firm, in our communities, with our personnel, and their families."



Russell Killen

Partner & Member of Firm's Board of Directors
(Raleigh, N.C.)

Here are four of the areas we are focused on:

- 1. Pro Bono and Community Involvement.** The goal is to expand Parker Poe's pro bono and community efforts to advance social justice and combat racial inequality in our communities. For example, we helped attorneys pursue pro bono cases representing individuals who were arrested during peaceful protests.
- 2. Recruitment.** The goal is to review the current recruitment policies and procedures to enhance our overall strategies to attract diverse attorneys and staff at every level. We began implementing a structured interview process to standardize the way we evaluate candidates with a goal of creating a consistent evaluation and candidate experience.
- 3. Internal Policies and Procedures.** The goal is to review and update our Equal Employment Opportunities Policies, our full Employee Handbook, and create a new Anti-Racism Policy. We completed updates to the EEO Policies and created an Anti-Racism Policy, while the handbook review is ongoing.
- 4. Education and Training.** The goal is to create a deeper understanding within the firm of the impacts of implicit bias and systemic racism. We helped bring several training and educational opportunities to the firm last year.

IMPORTANT UPDATES TO OUR EMPLOYMENT POLICIES

As our firm worked through what we could do to address racial injustice and systemic racism, one of our first steps was to review our internal policies to ensure that our values are clearly articulated and reinforced with all members of the Parker Poe family. Under the leadership of the Social Justice & Racial Equity Task Force, we made significant updates to our Equal Employment Opportunity Policies and adopted a new Anti-Racism Policy. This policy begins:

Parker Poe recognizes that unique barriers to success exist for people of color, and the firm is committed to acting as a catalyst in removing these barriers, endeavoring to create a workplace free from racist expressions, behaviors, and policies. While the firm's anti-discrimination policy includes critical protections against racially discriminatory action, being anti-racist means going beyond that. The firm also seeks to address subtler forms of racism, including racism that may be indirect or implicit.

Our Anti-Racism Policy reinforces our efforts to build an equitable workplace, while at the same time serving as both an important reminder of what we want to achieve and as a commitment and framework to hold each other accountable. It demonstrates the firm's commitment to develop cross-cultural competence through mentoring and training, as well as to revisit key policies in the future to assess if they are having an inequitable impact.

It also sets clear expectations for all personnel, including the responsibility to identify and bring attention to acts of racism.

In addition, we have been partnering with clients and other organizations in our communities undergoing their own internal policy reviews. We also joined the Law Firm Anti-Racism Alliance, a national effort to eliminate policies that may perpetuate racial inequities and use the law as a vehicle for change that benefits communities of color.

“The Anti-Racism Policy represents a meaningful, progressive step for the firm and is broader than our long-standing efforts to prevent discrimination. It also sets us on a path to continue growing by maintaining a focus on whether our hiring, promotion, or certain other practices are resulting in equitable outcomes. I'm proud of what we've come up with and where we're heading.”



Shalanna Pirtle

Partner & Chair of Diversity & Inclusion
Committee (Charlotte, N.C.)

EDUCATION. UNDERSTANDING. COMMUNICATION.

Firmwide educational opportunities have consistently been a key part of our diversity and inclusion program. In 2020, we hosted a mandatory firmwide in-house diversity training entitled *Understanding Implicit Bias to Build a Stronger Team*, conducted by Shalanna Pirtle, a partner in our Employment Group and the chair of the Diversity & Inclusion Committee. The training helped attendees better understand the concept of implicit bias and how it impacts their relationships inside the workplace as well as their interactions with clients.

After completion of this training, attendees were better equipped to: (1) understand and navigate work relationships with colleagues who have had different life experiences, (2) think strategically about how to continually foster a commitment to diversity and inclusion that results in growth and positive change, and (3) leverage the value of differences in delivering excellent service to a wider range of clients and in creating a welcoming and productive work environment. This training was one of many concrete expressions of our continued commitment to fostering a culture of education, understanding, and communication.

In light of the painful issues involving systemic racism that 2020 brought to the surface, the Diversity & Inclusion Committee also received numerous questions about tools and educational materials, as well as questions about how individuals can help advance equity. The committee used internal emails and the firm's intranet to offer a variety of videos, podcasts, articles, books, and other resources to help people go deeper and keep the conversation going.

"I really appreciate the firm giving people a safe space both to be educated and to be heard. The training on implicit bias, for example, was not people talking at us – it was really putting us in a platform to have well-rounded conversations with people across different backgrounds."



Katie Clarke
Associate
(Charlotte, N.C.)

We also finalized plans to bring our executive leaders together in 2021 for an interactive workshop entitled *Leading in the New Reality: An Executive Workshop*. The goal of this workshop is to engage our leaders in a dialogue about the current state of diversity, equity, and inclusion in America – a dialogue that is candid and authentic while also being safe and productive. This workshop will introduce strategic frameworks and tools that will help guide our firm as we understand, address, and make progress on diversity, inclusion, and equity.

"Diversity and inclusion are such dialogue-driven topics – if you're ever going to bridge those gaps between differences in understanding and experience, you can't have that without dialogue. I have definitely enjoyed the opportunities Parker Poe has created for that and am excited to be at a place that's really working to cement that into its culture."



Kendall Gilbert
IT Support Specialist
(Raleigh, N.C.)

EMPOWERING THE NEXT GENERATION

thrive

Succeeding in Law School & Beyond

THRIVE
Raleigh, N.C.

Two months before the coronavirus pandemic shut down large gatherings, North Carolina's chief justice addressed more than 50 minority students in Parker Poe's Raleigh office.

"I can't say I was sitting where you are because when I was in law school there weren't these kinds of programs – once upon a time, I would have loved to have heard from a chief justice who looks like me," said then-Chief Justice Cheri Beasley, the first Black woman to serve as North Carolina's chief justice.

"The people here today care about you and will give you some really important tips on how to start thinking about what your career will look like," she continued. "The only thing that will limit you is the way that you limit yourself."

With that, another edition of **THRIVE: Succeeding in Law School & Beyond** began. Parker Poe designed the program 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. More than 750 students have now attended the daylong program since its inception in 2007, when it was called Life in a Law Firm.

Toni-Ann Hines was in her first year of law school at Wake Forest University and received a hug from the chief justice.

"You don't see a lot of Black women or minorities in power," Toni-Ann said, "so being able to walk up to the chief justice of the North Carolina Supreme Court and give her a hug is kind of like – it's phenomenal, it's amazing, it's unbelievable."

She said that the entire THRIVE program meant a lot to her.

"To have a firm take such steps towards being an inclusive and diverse community means that firm has an environment I would want to be a part of," Toni-Ann said.



Then-Chief Justice Cheri Beasley & Toni-Ann Hines

EMPOWERING THE NEXT GENERATION



First-year UNC School of Law student Dreshawn McFadden added, “Making sure that students of color have an opportunity to see what it’s like at a private law firm, learn more about gaining practical experience and finding opportunities for advancement – it is definitely much appreciated and shows Parker Poe has a passion for diversity and inclusion.”

“These opportunities are priceless,” said Christopher Rhodes, another first-year UNC School of Law student.

“I’m the first in my family to aspire to be a lawyer, and to just see someone who looks like you has been profound in helping me conceptualize how possible it is for me,” Christopher continued. “In an implicit way, who you see in positions of power definitely affects what you think the possibilities are. It really is affirming to see Chief Justice Beasley and other lawyers in the Parker Poe firm commanding the room and inspiring all of us.”

Additional Law School Outreach

As an extension of THRIVE, the Diversity & Inclusion Committee implemented a Law School Outreach Program to reach additional law students. The program was largely virtual because of the pandemic and included trainings and meetings with law schools in the Southeast and their affinity groups.



Shalanna Pirtle, Then-Chief Justice Cheri Beasley & Chara O’Neale

REVAMPING OUR UNDERGRADUATE SCHOLARSHIP



Heading into her senior year at Johnson C. Smith University, Ahnazha Muhammad had an interest in law but wasn't certain if that was the right career path.

"But after listening to everyone's experiences and taking part in different trainings through Parker Poe's scholarship, I'm like OK, this is where I'm supposed to be – this is what I want to do," she says.

Ahnazha is the first recipient of Parker Poe's revamped scholarship at JCSU, a historically Black university in Charlotte, North Carolina. Parker Poe created the scholarship in 1993 and recently expanded its scope. It now covers tuition, fees, and room and board for one student per academic year. It also includes mentoring by Parker Poe attorneys in hopes of encouraging talented minority students to pursue legal careers.

"I understand now that some of the attorneys were once in my shoes," Ahnazha says, including Black attorneys who had their own doubts about the legal profession. "That makes me feel better because at one point I was wondering, am I the only one that's feeling this? Feeding off of their experiences and their journey to working with the firm, that has definitely given me a lot of courage."

She became interested in law because "I want to be part of change," she says. "I want to also give people who are within my community the opportunity to say, 'Hey, if she can do it, I can too.'"

The scholarship prevented her from needing to take out another loan to pay for the rest of her education. "But I would say the most important thing is this has given me confirmation about my interest in law," she says.

As she finishes her senior year, Ahnazha says she is excited to continue learning from Parker Poe attorneys and "to have people who give me that confidence – that I was once missing – that I can do it."



Johnson C. Smith University

- **JCSU was founded in 1867. Today, the university has around 1,600 students.**
- **JCSU's mission is "to provide an outstanding education for a diverse group of talented and highly motivated students from various ethnic, socioeconomic, and geographic backgrounds."**

RECRUITING A DIVERSE TEAM

Over the past five years, more than half of the attorneys Parker Poe hired were minorities or women.

In 2020, we continued building on our efforts to recruit female, minority, LGBTQ, and other diverse attorneys and staff. Our Social Justice & Racial Equity Task Force played an important role. A subset of the task force focused entirely on our recruiting policies and processes to make sure that diversity and inclusion are built into every step. We also leveraged technology to grow the pool of diverse candidates in our pipeline with a focus towards future needs.

“Part of the reason I joined the firm is the family feel of Parker Poe that you hear about. It has felt very warm and welcoming, and it still feels that way. It’s nice to work with a group of folks who really are genuine and want to share their time and build a community.”



Michael Chen
Counsel
(Charlotte, N.C.)

Attracting diverse talent has long been a core focus of our recruiting efforts. Many of the firm’s initiatives this past year contributed to a renewed emphasis on the importance of this, both in terms of who we are interviewing and who we are hiring. The firm is intentional about how those efforts build off each other.

Internal diversity training and programming are important examples of those efforts. They nurture the culture of inclusion that makes Parker Poe a great place to practice, arm everyone involved in recruiting with a deeper understanding of how to talk across differences, and can help attract candidates who want to be part of a firm with an intentional approach to these issues.

“Here in Atlanta, diversity and inclusion are very important. Before joining Parker Poe, I had conversations with a number of folks within the firm and did my diligence and was happy to learn about the robustness of its diversity program. This is clearly the kind of firm that is working to be representative of its cities and its clients.”



Alonzo Llorens
Counsel
(Atlanta, Ga.)

DIVERSITY SPOTLIGHT: NANA ASANTE-SMITH



Nana Asante-Smith moved from Ghana to Wisconsin when she was 7 years old.

“As not just a Black girl but an immigrant growing up in Wisconsin, I was hyperaware of the challenges that many of my aunts, uncles, and others in the African community faced in terms of bureaucratic issues connected to getting jobs, how folks were treated within the educational system, and things of that nature,” she says.

That experience drove Nana into advocacy. “I have been an advocate for as long as I can remember,” she says. A legal career was a natural next step.

“The legal field presented an opportunity for me to advocate in ways that I knew could really impact people’s lives,” she says. “I also have a keen appreciation for how important it is to change the system that affects people’s lives and how those underlying policies and structures are really crucial to defining so many aspects of our society. That’s definitely been a long-term goal of mine to address.”

She started her career as an assistant district attorney in Wake County. “The DA’s office was a perfect marriage between my passion for advocacy, synthesizing and presenting information, and connecting with folks personally,” she says.

Parker Poe partner Melanie Dubis was impressed with Nana in court and took her under her wing. As Nana learned more about the firm, she was drawn to what she describes as its “genuine commitment to improving ourselves – not just as professionals

but as a law firm – as it pertains to diversity and inclusion.” She joined Parker Poe in 2018.

“It was definitely an adjustment but I really would describe it as being enlightening because I’ve learned so much,” she says. “I’ve been forced to step out of my comfort zone, and I’ve really been able to redefine my life’s journey both personally and professionally.”

“I largely used to believe that advocacy only looked like what I would see on TV, right?” she continues. “But I found advocacy can also mean helping clients behind the scenes, instilling confidence in them and their business strategy, and just being there for people and being a champion for people.”

Nana has been a champion for survivors of domestic violence, partnering with Legal Aid of North Carolina to represent them pro bono. She has also been a champion for racial justice, including by providing pro bono representation to peaceful protesters charged with crimes in the aftermath of George Floyd’s killing.

“Their noble activism has been in response to the continued and prevalent occurrences of racial injustice right here in North Carolina and across the country,” she says. “It brings me great pride to represent clients who are committed to justice and accountability in their true sense.”

DIVERSITY SPOTLIGHT: NANA ASANTE-SMITH



Nana's advocacy extends to a variety of leadership roles as well. She serves on the North Carolina Judicial Council, which is charged in part with monitoring the effectiveness of the state's judicial branch in serving the public. She chairs the Durham Mayor's Council for Women. And she has served as president of the North Carolina Association of Black Lawyers since 2017.



It is important that Black girls and Black boys are able to see that such a group of attorneys exists in this world. It's also important that Black attorneys in North Carolina have a place in which we can connect, learn from each other, grow with each other, and support each other.

**I believe that we are only as
strong as our community.**

NANA ASANTE-SMITH
Associate
Raleigh, N.C.



SERVING OUR COMMUNITIES



In 2018, the Diversity & Inclusion Committee and Community Service Committee launched our inaugural Firmwide Community Service Day. The goal of this program is to raise awareness about the mission of an array of organizations that serve diverse populations and to support the programs of each of these partnering organizations. Since 2018, more than 300 Parker Poe attorneys, staff, and clients have taken part in this annual day of service.

Due to the impact of COVID-19 and the national focus on racial injustice, we revamped the 2020 Community Service Day to extend beyond one day and focus on opportunities for all members of the firm to support nonprofits and initiatives that are committed to advancing racial equality and serving communities of color.

Much of our work went virtual because of the pandemic, and the organizations we supported included:



CAMPAIGN ZERO



SERVING OUR COMMUNITIES



Three Parker Poe attorneys across South Carolina took part in community initiatives last year designed to improve leadership and heighten awareness around diversity and inclusion issues.

Partner Amy Allen Hinson in Greenville and special counsel Amy Flanary-Smith in Columbia were selected to participate in the Riley Institute at Furman University's Diversity Leaders Initiative. They were identified through a rigorous process that included nominations from existing Riley Fellows, applications, and interviews.

Over the course of five months, both took part in a highly interactive curriculum consisting of case studies and other experiential learning tools. They came away with new decision-making skills and a deeper knowledge of how to effectively lead diverse teams and impact their communities.

They also worked on capstone projects responding to community needs – in both cases, focusing on the unprecedented separation from loved ones the COVID-19 pandemic caused. Amy Allen Hinson's team in the Upstate empowered seniors at adult daycare centers to bridge communication gaps with middle schoolers and high schoolers. Amy Flanary-Smith's team in the Midlands connected seniors in nursing homes with elementary school students who recorded storybooks for them.

"I was honored to take part in DLI and work with other South Carolina leaders to make an impact in our state. I was especially excited about this program because of its focus on bringing together diverse voices, a focus we share at Parker Poe. By collaborating with people who have differing views and experiences, we can more effectively represent our clients and our communities."



Amy Flanary-Smith
Special Counsel
(Columbia, S.C.)

"You wouldn't pick a football team with only wide receivers. Rather, a football team also needs players who can throw and block and tackle. The same can be said for an organization. The sky is the limit for organizations that openly embrace diversity in people, thoughts, and leadership. DLI taught me that diverse teams constantly bring new ideas to the table because they are able to draw from their different backgrounds and life experiences."



Amy Allen Hinson
Partner
(Greenville, S.C.)

SERVING OUR COMMUNITIES

REI racialequityinstitute, llc

In the Lowcountry, Charleston partner Jenni Dunlap took part in the Racial Equity Institute. REI is an intensive two-day program that educates business leaders and grassroots organizers on the origins of racism and how it shapes the outcomes of all institutions in the United States.

Jenni has been a major advocate for REI in her role on the board of directors for the YWCA of Greater Charleston, which first brought the nationally recognized program to the Lowcountry in 2017.

“Before attending REI I naively thought I had a good understanding of racism. After participating in the two-day REI program, I realized there is so much more below the surface. REI forced me to get uncomfortable and to take a hard look at the systematic nature of racism. To create real change, it is imperative to learn about perspectives on racism that are different from what many history textbooks tell us.”



Jenni Dunlap
Partner
(Charleston, S.C.)



HONORS & AWARDS



NORTH CAROLINA
BAR ASSOCIATION

Charlotte partner Anthony Fox was honored by the North Carolina Bar Association as a Legal Legend of Color in 2020. Anthony was recognized for the significant impact of his legal career in North Carolina, as well as for demonstrating a high level of service to his community.



Atlanta Office Development Partner Micheal Binns won two awards in 2020 before joining Facebook's in-house legal team in 2021. The Minority Corporate Counsel Association (MCCA) honored Micheal as a Rising Star, recognizing his "love of law, ambition, and pursuit of excellence, while possessing a compassion for those in need and a strong desire to give back to others." In addition, Micheal was honored as On the Rise in 2020 by the *Daily Report*, the leading legal publication in metro Atlanta and the state of Georgia.



PPC-Leftwich CEO Marie Johns was named the lead independent director of the merged City First Bank and Broadway Financial, which agreed to combine to form the largest Black-led bank in the country. PPC-Leftwich is a consulting subsidiary of Parker Poe in Washington, D.C.



Director of Talent Management and Diversity & Inclusion Chara O'Neale received two awards in 2020. The *Charlotte Business Journal* named Chara among the 40 top business leaders under the age of 40 in the Charlotte region. A panel of judges selected Chara based on her impact on diversity and inclusion in the legal profession, her community involvement, and her overall impact on the region. Additionally, Chara received the *Career Mastered* National Diversity Leadership Award in 2020.



NORTH CAROLINA
BAR ASSOCIATION

Catharine Arrowood, retired of counsel in the firm's Raleigh office, won The Advocate's Award from the Litigation Section of the North Carolina Bar Association. The NCBA established the award "to recognize members of the Litigation Section who are the 'superstars' of our profession."

HONORS & AWARDS



Atlanta partner Ellen Smith was elected to the Executive Committee of the State Bar of Georgia's Real Property Law Section, which is the top resource for commercial and residential real estate lawyers in Georgia.



Raleigh counsel Maureen McDonald Zyglis was appointed chair of the Employment Law Group within the North Carolina Association of Defense Attorneys, which monitors developments in employment law and seeks to improve its practice.



Atlanta partner Elizabeth Story was elected president of the Georgia Association for Women Lawyers (GAWL) Foundation, which helps link women lawyers with community service opportunities and provides grants to 501(c)(3) organizations serving women and children.



Raleigh associate Bahati Mutisya was elected to the board of directors for Meals on Wheels Wake County, which serves 1,300 meals every weekday to homebound older adults and persons with disabilities in Wake County.



Raleigh associate Stacy Little was appointed chair of the Women Litigators Committee of the North Carolina Association of Defense Attorneys, which offers professional development and networking opportunities to help female lawyers advance in their careers.



Raleigh associate Tiffany Burba won the North Carolina Bar Association's Younger Lawyer Pro Bono Service Award. The NCBA noted that Tiffany "has consistently demonstrated a passion for and commitment to pro bono legal service."

MEET THE 2020 DIVERSITY & INCLUSION COMMITTEE



Erika Byrd
Special Counsel
(Greenville, S.C.)



Madison Felder
Associate
(Greenville, S.C.)



Anthony Fox
Partner
(Charlotte, N.C.)



Rick Glaser
Partner
(Charlotte, N.C.)



Crystal Jones
Legal Professional
Assistant
(Charlotte, N.C.)



Rebecca Joyner
Partner
(Raleigh, N.C.)



Craig Lynch
Partner, Board of Directors
of the Firm
(Charlotte, N.C.)



Ed Modzelewski
Chief Human Resources
Officer
(Charlotte, N.C.)



Bahati Mutisya
Associate
(Raleigh, N.C.)



Angela Nelson
Business Development
Manager
(Raleigh, N.C.)



Chara O'Neale
Director of Talent
Management and
Diversity & Inclusion
(Charlotte, N.C.)



Brian Parker
Partner
(Charlotte, N.C.)



Shalanna Pirtle
Partner, Diversity &
Inclusion Committee Chair
(Charlotte, N.C.)



Michael Tomsic
Marketing Communications
Manager
(Charlotte, N.C.)



Emily Zackon
Associate
(Columbia, S.C.)

For more information on Parker Poe's diversity and inclusion efforts, please contact
Shalanna Pirtle at shalannapirtle@parkerpoe.com or (704) 335-6628
or
Crystal Jones at crystaljones@parkerpoe.com or (704) 371-6165



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.