

Tuesday, May 27, 2008

ALSTON  
+ BIRD LLP

# TOP ECHELON TIMES

Celebrating Asian/Pacific American Heritage Month—Recognizing Our Own

## Monday

## Tuesday

Asian Pacific Americans in the US include a diverse population encompassing the Far East, Southeast Asia, the Indian subcontinent and the Pacific Islands. (The National Asian Pacific American Bar Association (NAPABA)).

## Wednesday

According to a 2006 National Association for Law Placement (NALP) Report, Asian Pacific American attorneys comprised the largest number of attorneys of color in law firms.

## Thursday

An inclusive workplace continually strives to leverage the value of diversity throughout the organization.

## Friday

The term Asian American was used informally by activists in the 1960s who sought an alternative to the term Oriental, arguing that the term was derogatory and colonialist.

## Group Discussion

Discuss how the characteristics of leadership, diversity and harmony contribute to the success of your team or department.

## TOP ECHELON Value—Leadership

### We are all leaders.

Act as strong performers who are visionary, inspiring, enabling and motivating. Contribute both inside the Firm and in our communities through pro bono and volunteer efforts.

May is Asian/Pacific American Heritage month. As is the case with most commemorative months, Asian/Pacific Heritage Month originated in a congressional bill, and after passing in the House and the Senate, on October 5, 1978, President Jimmy Carter signed a Joint Resolution designating a week-long annual celebration in May.

In 1990, President George H.W. Bush signed an extension making it into a month-long celebration. Two years later, the official designation of May as Asian/Pacific American Heritage Month was signed into law. According to the Library of Congress, "The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants."

Each year, a theme is selected for Asian/Pacific American Heritage month by the Federal Asian Pacific American Council. This year's theme is "Leadership, Diversity and Harmony—Gateway to Success." According to

the Library of Congress, the theme "acknowledges the many nations and ethnicities that Asian/Pacific Americans represent and their roles in society that have helped strengthen American fellowship, encourage prosperity and enliven spirit."

## Quote of the Day

"When you learn something from people, or from a culture, you accept it as a gift, and it is your lifelong commitment to preserve it and build on it."

Yo Yo Ma, Musician

Asian/Pacific Americans represent many nations and ethnic cultures, and the diversity of the firm includes many individuals, attorneys and staff, from a variety of countries.

In celebration of Asian-Pacific American Heritage month, this week we focus on three Asian/Pacific American leaders at Alston & Bird, and take a look at their contributions to the firm and community. We highlight the careers of Kazu Shimizu, Kevin Lyn and Trinh Huynh who have been and continue to be leaders in various areas of our organization, and serve as mentors and role models to our employees as well as the communities in which they live. ■

## Prioritize Today's Activities

Join in today's firmwide Lunch n'Learn program in celebration of Asian/Pacific American Heritage month. Trinh Huynh will share about her experience coming to the U.S. at age four as a refugee from Vietnam, as well as some information about the Vietnamese Culture.

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## Group Discussion

Share your thoughts on the importance of the firm's ability to provide legal services globally.

## Signature Service Pledge

**We are good stewards.**

Be passionate about your profession and practice it with enthusiasm and commitment.

Today we recognize some of our own Asian/Pacific American leaders and highlight the career of Kazu Shimizu, Counsel in the Energy Infrastructure, Climate and Technology Group. Kazu practices broadly in the corporate transactional area, and spends more than half of his time serving as outside general counsel for Japanese companies. Within the firm, he is an active member of the Global Services and Strategies Committee and has responsibilities with respect to the Committee's efforts in Japan. Outside the firm, Kazu is a Board member of both the Japanese Chamber of Commerce of Georgia and the Japan America Society of Georgia.

Prior to joining A+B in December 2004, Kazu practiced law at Kilpatrick Stockton. "My professional goal in life is to help Japanese companies engaged in business in the United States overcome any disadvantages they may face due to differences in culture, language and the law. After 8 years of practice at Kilpatrick, during which I felt I had developed a good foundation of transactional legal skills, I wanted to begin building a practice focused on representing Japanese companies. In

Atlanta, A&B seemed to offer the best platform for such a practice."

When asked about the Firm's current diversity initiative and where he sees the firm 10 years from now in the global economy, Kazu replied, "One of the results of the U.S. becoming more immersed in the global economy will be that there will be more talented U.S. lawyers with foreign backgrounds. If, through our diversity initiatives, we are able to create at A&B an environment in which such lawyers can thrive and be successful, then we will have a competitive advantage by being able to tap into that talent pool more effectively. The success of such lawyers with foreign language and cultural skills will also help the firm advance its international agenda, which will become much more important in the global economy. I think some of our current diversity goals, such as creating a diversity profile that is appealing to our corporate clients, will soon become irrelevant." ■

## Quote of the Day

"In business (as well as in life), there is still heavy reliance on personal relationships, respect and moral obligation (and relatively little care for legal rights and liabilities), which often presents the greatest challenges when advising a Japanese client doing business in the United States." -Kazu Shimizu



Thursday, May 29, 2008

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## TOP ECHELON Value—Openness

**We value diversity and integrity.**

Support differences in backgrounds, thoughts and interests. Embrace new challenges, new ideas and new solutions. Strive for honest open communication and candor.

Today we introduce Kevin Lyn, a partner practicing in the firm's Intellectual Property - Mechanical Patents Group in Raleigh. While his practice includes patentability studies, patent preparation and prosecution, infringement/validity studies and client counseling, he also directs his technology-related abilities to more transactional aspects of intellectual property by collaborating with the firm's corporate attorneys to facilitate complex mergers, acquisitions, and divestitures.

Kevin joined the firm directly from law school 10 years ago. "Even before law school, I knew I wanted to practice patent law and I knew I wanted to stay in Raleigh. Bell Seltzer Park & Gibson (A+B's predecessor firm in Raleigh) was the place to be to practice IP law in Raleigh. Bell Seltzer's merger with A+B happened in 1997, and I was a member of the first Fall Associate class at A+B's Raleigh office in 1998."

Within the firm, Kevin is a member of the North Carolina Diversity Committee, and he is responsible for the Asian American attorney networking group. Outside A+B, Kevin is co-president of the North Carolina Asian Pacific Ameri-

can Bar Association, as well as the alternate Regional Governor for the Southeast Region of NAPABA. He is a member of the Duke University Engineering Alumni Council, and frequently presents seminars on intellectual property law and patent practice for the Pratt School of Engineering, as well as for the Master of Engineering Management program, the Master of Health Sciences in Clinical Leadership program, and the Health Sector Management program, all at Duke University.

When asked what the future holds for Alston & Bird, and its diversity initiative, Kevin shares, "I see the Firm being successful in attracting and retaining Asian Associates and nurturing them to Partner. In conjunction with attracting and retaining such talent, I envision an Asian/Far East Practice Team incorporating Asian attorneys from different practice areas and different offices across the firm." ■

## Quote of the Day

"Make your life count – and the world will be a better place because you tried." Ellison Onizuka, Astronaut



## Group Discussion

How does consistency build credibility with customers in your department?

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## Group Discussion

Discuss why it is important to learn more about other cultures and how greater understanding can contribute to a nurturing environment.

## Signature Service Pledge

**We are good stewards.**

Nurture our work environment by displaying a positive attitude and sharing your energy and enthusiasm.

Today we look at the career of Trinh Huynh, an associate in the Firm's Construction and Government Contracts Group. Trinh advises clients in compliance, negotiation and protests of government contracts at the local, state and federal level. In addition, she also represents owners in drafting and negotiating design and construction contracts, and in litigation matters through mediation, arbitration and judicial proceedings.

Trinh joined the firm in May of 2006, and prior to working at A&B, she practiced law at Powell Goldstein. "When I interviewed with A+B as a lateral associate, I was initially drawn to the wonderful people I met in the Construction & Government Contracts practice group. After two years, I am continually impressed by the warmth, collegiality, and openness of the people here and the support I have received from them. It has been a pleasure working here."

Trinh is a member of the American Bar Association, Forum on the Construction Industry and Section on Public Contract Law, a member of the National Asian Pacific American Bar As-

sociation and also serves on the Board of the Georgia Asian Pacific American Bar Association. Trinh also finds time to involve herself in the community.

She coaches the Grady High School Mock Trial Team, she is on the Dinner Committee for the Human Rights Campaign, she is President of the Princeton Club of Georgia and she serves on the Board of the Asian American Heritage Foundation.

Earlier this week, Trinh was the featured speaker at a firmwide Lunch n' Learn celebrating Asian/Pacific American Heritage month. Trinh shared about her experience coming to the United States as a refugee from Vietnam at age four. At the event she also highlighted the Vietnamese culture, food, and traditional clothing. ■

## Quote of the Day

"I look forward to seeing the firm continue its active and visible role in the global economy by utilizing the diverse backgrounds and skills of our lawyers to service our global clients."  
—Trinh Huynh

