

H|B|S

HALL BOOTH SMITH, P.C.  
ATTORNEYS AT LAW

Inclusion and Diversity  
Committee

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# I.

## OUR COMMITMENT

Ever since Hall Booth Smith's earliest days in the 1980s, we have taken great pride in creating and nurturing an inclusive culture for all of our people.

The richness of the ethnicities, viewpoints, backgrounds, experiences and affinities that each of us brings to HBS collectively makes us a stronger firm that is better equipped to serve our clients and achieve excellence.

Our firm was built on a deep commitment to communicating, understanding and respecting each other's differences, and embracing the opportunity to allow the vantage points of others to enrich our own.

To ensure that we continue to seek and welcome people from all backgrounds and ethnicities, HBS has an Inclusion and Diversity Committee that consults on hiring and recruiting initiatives, mentoring and retention, career development, community outreach and other efforts.

We strive to have partnerships and do business with companies, vendors and clients that are also committed to being inclusive and diverse.

We are thankful that professionals from so many diverse backgrounds have chosen to bring their life experiences to the HBS family as they grow their careers, and we will continue to seek diverse perspectives as we add practice areas and expand our footprint.



**Alex H. Booth**

*Partner*

HBS Atlanta Office

# II.

## INCLUSION AND DIVERSITY COMMITTEE

### HBS's Inclusion and Diversity Goals

The legal profession should reflect society at large, and to that end, HBS is committed to creating a diverse workplace where every single employee and client feels included and represented. We value and welcome professionals with a wide variety of experience, backgrounds and life situations and believe that different viewpoints make us stronger and empower us to provide better service to clients and our communities.

Inclusion and diversity are the bedrock of our culture, and we strive every day to put it into action as we celebrate and support the different viewpoints, thoughts, ideas, and values that make each of us unique.

HBS's specific goals for creating a more inclusive and diverse firm are to:

- Enhance recruiting efforts to increase the hiring of individuals from diverse backgrounds.
- Promote firm-wide initiatives to enhance awareness of and participation in programs such as Mentoring, the Women's Forum, the Hiring Committee, Attorney Development, Staff Development, Community Outreach, etc.
- Provide opportunities for our diverse lawyers and professional staff in:
  - Assisting with the retention of talent
  - Creating mentoring opportunities
  - Developing business opportunities
  - Gaining awareness and fresh perspectives
  - Fostering personal and professional growth discussions

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The firm's Inclusion and Diversity Committee (IDC) is led by a chairman and two co-chairs who facilitate the efforts and goals of the committee and communicate progress and opportunities for development with firm leadership and human resources.

The committee works with internal liaisons who lead specific initiatives such as the Hiring Committee, Mentoring Program, Marketing, Client Development, Attorney Development, Staff Development, Diversity Awareness and Community Outreach. Each of these groups is working on specific initiatives to enhance inclusion, such as the Hiring Committee's efforts to refine a process for considering lateral hires and outreach to clients and Fortune 500 companies who also have a diversity counsel program to explore other avenues for enhancing HBS's own efforts.



### **Ashik R. Jahan**

Chairman

Ashik Jahan is a partner specializing in business and family immigration matters ranging from visas to permanent residency and citizenship; and he has an active workers' compensation practice. Fluent in Bengali, Jahan is the son of immigrants and was born and raised in Tennessee. He is an active member of organizations that support Asians and Muslims.



### **Felicia LeRay**

Co-Chair

J. Felicia LeRay is an Associate in our Atlanta office who co-chairs the firm's Diversity and Inclusion Committee. She is actively involved in Atlanta Legal Aid and the Atlanta Volunteer Lawyers Foundation, and she is a member of the Georgia Association of Women Lawyers, Georgia Association of Black Women Attorneys and American Civil Liberties Union. Earlier in her career, she was an Assistant Attorney General for the State of Georgia and a trauma nurse at Atlanta's Grady Hospital.

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Hall Booth Smith has a structured Inclusion and Diversity Committee that identifies and establishes the firm's long-term diversity goals, programs and initiatives.

There are also several subcommittees that focus on specific pillars of our overall program, including:

- Hiring Committee Liaison - Kawania B. James and Jacquelyn Smith Clarke
- Mentoring Program
- Business Development - J. Felicia LeRay
- Mentoring - Roger Martin
- LGBT Outreach - Jacob Raehn
- Community Outreach - Nina Tickaradze

# III.

## WOMEN'S FORUM



### **Denise Weiner**, Women's Forum Leadership

Denise Weiner is a Partner in Atlanta, and a leader of the firm's Women's Forum. Her legal practice focuses on construction, general liability, insurance coverage, property/special investigation unit and transportation matters. She has been with HBS for 17 years.

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**Q: What prompted you and the others to start the Women's Forum?**

**A:** The Women's Forum started to provide the women attorneys at HBS an opportunity to discuss issues in the legal profession that impact women only. We wanted a chance to gather once a month to learn from each other on how to handle specific hurdles to becoming a successful attorney, working mom, and staying healthy all while fulfilling our goal of providing excellence to our clients.

**Q: What sorts of thing does the Women's Forum do?**

**A:** The Women's Forum meets once a month to discuss any issue that is brought to the table that may impact women. We also have 1-3 events throughout the year, where we can meet with our women clients to discuss women's issues that may be impacting them. We also like to give back to the community and participate in fundraising events.

**Q: How are things different/better for women who are just starting their legal careers compared with the challenges you faced when you were starting out?**

**A:** By simply having the Women's Forum it is better. This allows newer attorneys the opportunity to speak to seasoned women attorneys about things they are experiencing and how to handle them. This by itself may help relieve stress for young women embarking on their legal career.



### **Beth Boone, Women's Forum Leadership**

Beth Boone is a Partner in the firm's office in Brunswick, Georgia, and she is a leader of the Women's Forum. She specializes in professional negligence and medical malpractice defense, as well as premises liability, probate, estate planning and administration, fiduciary law and general civil litigation.

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**Q: Why should women belong to affinity groups like the Women's Forum?**

**A:** Networking and educational opportunities through affinity groups like the HBS Women's Forum are one of the easiest and most fun ways a female attorney can connect with colleagues. It is a safe and supportive avenue to learn the ropes and support each other by sharing internal or external contacts, professional knowledge and fresh perspectives.

**Q: Can you share an example of how another member helped you with a professional or personal challenge?**

**A:** Practicing in a small town in a fairly rural area can sometimes be challenging for business development, marketing and referrals. Another female partner recently sent me a fantastic new client that would have been difficult for me to ever reach by myself, and our relationship was key to making that happen. I often speak with other members at the HBS Women's Forum about specific challenges they are facing with cases or their career path and lending an ear to someone also gives you insights and perspective on your own issues.

**Q: If you could go back and give your younger self advice at the beginning of your career about the power of networks and support groups, what would it be?**

**A:** When I first started practicing law in the late 1990s, I was at an all-male firm. Several female attorneys, professors and judges were very supportive in referring me cases, helping me grow my own book of business, sending handwritten notes celebrating my achievements and consoling me during perceived losses. Those acts of compassion took very little time but had an enormous impact on me and I try to "pay it forward" as much as I can.

# III. WOMEN'S FORUM



Hall Booth Smith's workforce has nearly doubled in the past five years and the firm's senior leadership ranks include more women than ever before.



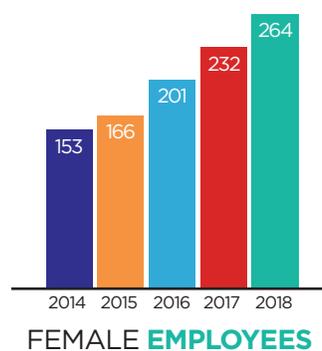
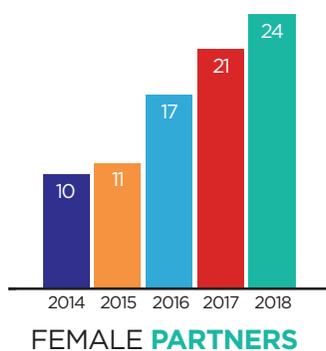
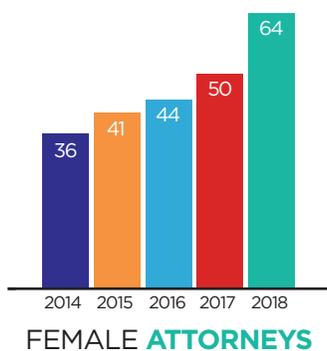
Women hold key positions as partners, associates and paralegals as well as executive management and support roles in finance, marketing, hiring and other operational functions.



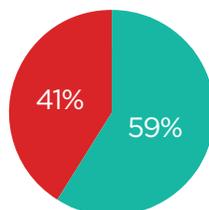
Almost one-quarter of all partners are women, a figure that has risen steadily and is five percentage points higher than five years ago.



More than 29% of all attorneys are women, and that figure has also grown over the years. Across the firm, 58% of HBS employees are women.



FEMALE EMPLOYEES ■  
MALE EMPLOYEES ■



HBS women attorneys and support staff encourage and support each other through both formal and informal mentoring, professional development and continuing education efforts.

The HBS Women's Forum hosts seminars and organizes social gatherings to facilitate interaction and a spirit of cooperation among peers.

HBS attorneys and support staff are also involved in associations and affinity groups that support women and the advancement of women's careers including:

- Lawyers Association for Women
- Association of Women Attorneys
- Girls, Inc.
- Georgia Association for Women Lawyers
- Georgia Association of Black Women Lawyers
- Albany Association of Women Attorneys
- National Association of Women Lawyers
- Atlanta Association of Insurance Women

# IV.

## SPECIAL PARTNERSHIP - CHILDREN'S RIGHTS ORGANIZATION

HBS gives pro bono legal work, staff support and office space to Children's Rights, Inc., a nonprofit organization that has helped protect the legal rights of more than 100,000 children who have been abused or neglected.

Children's Rights pursues legal measures to ensure children who are under state supervision such as foster care or juvenile justice programs have a safe and healthy childhood. That includes taking legal steps to keep siblings together in foster care, expand access to health care and mental health therapies, minimize disruptive moves while in foster care, reduce institutional placements and ensure access to education - all of which can increase the likelihood of adoption or long-term foster placement.

In Georgia, Children's Rights has helped create access to attorneys for more than 10,000 foster care children when neglect or abuse allegations arise. The organization also advocated for a dramatic reduction in the number of caseloads per caseworker in Georgia's Division of Family and Children Services (DFCS).

Numerous HBS attorneys do pro bono work for the nonprofit, and their contributions of time and legal knowledge exemplify the servant leadership culture that has been a guiding principle at Hall Booth Smith since the firm's earliest days.



## IV. CHILDREN'S RIGHTS ORGANIZATION



**Christina Remlin** is lead counsel for Children's Rights, a nonprofit that protects the legal rights of minor children who are under state care. The organization is opening a new office in Atlanta that will be housed at Hall Booth Smith's Atlanta headquarters at 191 Peachtree Street.

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**Q: Why is Children's Rights opening an Atlanta office?**

**A:** The South has the highest child poverty rate in the nation at 24%, and it has the most children in state custody, with 137,000 in foster care, another 20,000 in juvenile detention or supervision and a significant number of unaccompanied minor immigrant children. This new office will dramatically strengthen our efforts to protect these children.

**Q: What does it mean to have the administrative and pro bono support of Hall Booth Smith?**

**A:** It is a godsend. Hall Booth Smith opening its doors to Children's Rights and supporting our mission opens a whole new realm of possibilities. Now that we have a home base in the South, we have a real opportunity to strategically expand our work protecting children here.

**Q: What are the biggest needs of Children's Rights in the Southeast now?**

**A:** Our number one priority is people power so that we can broaden the scope of protections for youth across the South. We are appreciative of the space and support of Hall Booth Smith that gives us the opportunity to grow and expand our team, enabling us to reach more children

**Q: How do you measure or define progress?**

**A:** We analyze a tremendous amount of data, but it boils down to keeping children safe and cared for. In Georgia, emergency shelters have been shut down, children are being moved fewer times, and children now have the right to counsel. Yet caseworkers continue to be overburdened, and abuse and neglect allegations still take too long to be investigated. Our mindset has to change. These are not someone else's children. These are our children, and we need to protect them.

**Q: Are there any emerging issues that have you concerned?**

**A:** All children deserve our help and protection, but the policy of separating children from their families at the border is very serious. Children's Rights took a lead role in supporting the ACLU in a federal lawsuit seeking to end the policy. We filed an amicus brief arguing that the policy is inhumane, unconstitutional, and violates national and international child welfare laws. When represented by counsel, 72% of these young people are found to have valid claims to stay in our country legally. However, when representing themselves, only 15% do. There aren't enough pro bono attorneys engaged to help these children. Together with Hall Booth Smith, we are poised to change that.



## SHARE WISDOM



### **R. David Ware, Partner**

R. David Ware is a Partner in our Atlanta office, and his legal career spans four decades. After working as an Associate right out of the University of Georgia School of Law, he co-founded his own boutique complex litigation firm representing NFL players and later owned a sports agency firm. In 2004, he became the first African American man to be named County Attorney for Fulton County, and later served as interim CEO for Fulton County, where he successfully balanced a \$1 billion budget and saved \$24 million. He joined Hall Booth Smith shortly thereafter.

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**Q: Tell us about where you're from, and what your upbringing was like.**

**A:** I am the proud son of sharecroppers who grew up in rural Georgia and attended segregated school until high school. We never owned a car, but my parents insisted on getting a good education.

**Q: Tell us about your early career, getting recruited and what sort of work you did when you were a brand-new associate.**

**A:** I began my practice at what is now Kilpatrick Townsend & Stockton in the litigation group. It was an awesome experience and the people there continue to be my friends. I jumped right in and tried a case that first year because I volunteered at Atlanta Legal Aid and had experience. The training from that first job was phenomenal.

**Q: In the four decades since you started practicing law, how has the legal profession changed, especially when it comes to diversity and inclusion?**

**A:** The change has been glacier like. The bench is still not reflective of the bar. Management at law firms is not reflective of the bar. Law school faculties are not reflective of the bar. There have been significant changes, granted, but when you start 100 yards behind in a 100-yard race, getting to the 30-yard line is still a long way from the goal. We have got to do better. I am not talking about diversity as a motto but as a real, genuine commitment to open doors that were previously shut. It takes effort and resolve.

**Q: If you could go back and share some wisdom with yourself 40 years ago when you were starting your career, what would you say?**

**A:** Enjoy every day that you get the privilege to practice law. Despite its vagaries, it is a noble profession and the litigators among us are the last gladiators. Allow your mind to think in complete thoughts. Don't settle for quick results. Stay focused on the fact that this is a service business. Our highest calling is to represent well those who entrust their matters to us.

# VI.

## INTERNATIONAL INVOLVEMENT

Hall Booth Smith has a vibrant and growing international practice group, and attorneys at the firm have invested much time and energy to build cross-border relationships with international companies who do business in the U.S.

Our attorneys have professional, familial or personal ties to organizations that focus on cross-border business, immigration and political policy. We support associations and professional groups in Germany, Turkey, Georgia, Italy, the Netherlands and other organizations that more broadly advance Asian, Hispanic and Muslim causes.



### **John E. Hall Jr., Partner**

John E. Hall Jr., one of the founding partners of the firm, is an Honorary Consul to the Country of Georgia, where HBS was the first major U.S. law firm to open an office in the capital of Tbilisi in 2010. He is also Chairman of the Atlanta-Tbilisi Sister City Committee, which advocates for stronger economic, legal, educational and humanitarian ties between the two cities.

*“We are actively creating a culture of inclusivity for every employee and future employee who wants to join the HBS family and build a career at our firm,” Hall said. “Each person here contributes valuable life experiences, thoughts and ideas that enrich our collective wisdom so we can provide the finest service to our clients.”*



### **John E. Parkerson, Jr., Of Counsel**

John E. Parkerson, Jr., an attorney in our international practice group, is Honorary Consul and Foreign Economic Counselor to Hungary for the southeast U.S.. He also holds senior leadership roles at the World Trade Center Atlanta, the Georgia Council for International Visitors,

the Metro Atlanta Chamber’s Global Partners Council, the Atlanta Council for International Relations, and the Carter Center’s Board of Advisors. He is a member of the Georgia Committee of the U.S. Global Leadership Coalition. John thrives in the multicultural international environment.

*“I have engaged in transactions around the world, and I understand that success in international legal practice requires practitioners who appreciate fully that global diversity enriches our clients’ business interactions.”*



## International Practice

### **Carsten Alting, Partner**

Carsten Alting is a Partner and a leader in the firm's international business practice, and he specializes in business law, corporate law, international transactions between the U.S. and European countries, investments, immigration and civil matters.

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## China Practice

### **Mina Zhan, Attorney at Law**

Mina Zhan is an Associate in Atlanta, and she focuses her work on the firm's China Practice, which handles business formation, partnerships and joint ventures, intellectual property, employment matters and other business needs of companies with operations in both the U.S. and China. Fluent in Mandarin, Cantonese and English, Mina previously practiced in China and is admitted to practice law in Georgia and the People's Republic of China.

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HBS attorneys and support staff are members of internationally-focused groups and organizations including:

- German American Chamber of Commerce
- Georgia to Georgia Foundation
- Atlanta - Tbilisi Sister City Committee
- American Immigration Lawyers Association
- Georgia Association of Muslim Lawyers
- South Asian Bar Association
- Georgia Indo-American Chamber of Commerce
- Turkish-American Chamber of Commerce
- Georgia Italian American Bar Association
- Hispanic Bar Association
- International Bar Association
- Netherlands-American Chamber of Commerce of the Southeastern United States

# VII.

## RECRUITING AND MENTORING

HBS has enhanced its recruitment efforts by seeking diverse candidates for its summer associate program by encouraging applicants from diverse law student groups such as Diversity Coalition, Black Law Student Association, Women Law Students Association, Lesbian & Gay Law Students Association and the Jewish Law Students Association.

The firm is also stepping up recruitment efforts at minority student job fairs such as the Southeastern Minority Job Fair, the Sunbelt Minority Recruitment Program and the LGBT Bar's Lavender Law Conference and Career Fair.

HBS is also interviewing and recruiting second- and third-year law students and recent graduates from more than 50 ABA-approved law schools.

A robust mentoring program is another pillar of our firm's inclusion and diversity initiatives. New associates receive meaningful formal and informal guidance from senior attorneys to strengthen their legal acumen, prepare them for trial, develop tighter relationships with clients and improve their business development skills with prospective clients.

Professional development and continuing education is offered to all attorneys, and the firm encourages them to attend important conferences and association gatherings that will enhance their knowledge and allow them to interact with clients.

In 2017, a contingent of attorneys from HBS attended the Georgia Health Care Association and Georgia Center for Assisted Living convention and spent several days learning about emerging issues in the industry, and interacting with clients and thought leaders in the industry.

HBS attorneys frequently give presentations or participate in panel discussions at industry conferences or association meetings, and they serve as thought leaders by writing blog posts about legal matters in their practice areas or sharing expert opinions with news media.



### **Jacquelyn Smith Clarke**, Attorney at Law

Jacquelyn Smith Clarke is an Associate in our Atlanta office, and she serves on the firm's hiring committee. She earned a Juris Doctorate from the Walter F. George School of Law, where she graduated in the top 10% of her class, and a Bachelor of Science in government and philosophy, magna cum laude, from Berry College.

**Q: What does an inclusive hiring and recruiting program look like?**

**A:** An inclusive hiring and recruiting program focuses on the plethora of strengths that students and candidates with diverse backgrounds bring to the table. It also implements diverse interviewers and encourages open questions and transparent answers during the interview process.

**Q: How can HBS's hiring committee further strengthen its efforts in the future?**

**A:** By continuing to attend events like the Southeastern Minority Job Fair and supporting on-campus and legal community initiatives that promote diversity in law schools and the profession.

**Q: Can active mentoring programs help in recruiting efforts?**

**A:** Absolutely. Active mentoring is one of the best ways for diverse candidates to experience support and guidance as a student and in their careers, especially in the early years when introductions and networking are especially important in building your reputation and client relationships.



### **Kawania B. James**, Partner

Kawania B. James is a Partner in our Atlanta office who also serves on the firm's hiring committee. She earned a Juris Doctorate, cum laude, from the University of Georgia School of Law, and she holds a Bachelor of Science degree in criminal justice, cum laude, from the University of Georgia.

**Q: What is HBS's hiring committee doing to ensure that a diverse group of candidates are being pursued?**

**A:** We participate in the Southeastern Minority Job Fair to meet candidates throughout the Southeast. Life Experience and Academic Achievement are the top considerations for all candidates.

**Q: What sorts of things do candidates care about the most as they are considering offers?**

**A:** In addition to pay and compensation, candidates are looking for professional development and work-life balance. They want an environment where they can grow their career and develop skills, with active mentoring and training opportunities.

**Q: How are things different for woman who want to make a career in law nowadays than a generation ago?**

**A:** So many amazing women worked hard to make a legal career a viable option, but there is still a long way to go. Women only represent 35% of the legal profession, and that's not reflective of the broader workforce. There are more organizations that help women attorneys connect and support each other, such as the HBS Women's Forum. Technology like smart phones and cloud-based files also help women juggle work life and home life in ways that didn't exist for earlier generations.

# VII.

## RECRUITING AND MENTORING

### MENTORING SUBGROUP COMMITTEE



**Roger Martin, Partner**

Roger is a Partner in our Atlanta office, and he is a leader in the firm's mentoring program that connects newer members of the firm with senior partners. In the program, partners work with their mentees to make introductions and provide networking opportunities throughout the firm, assist them on taking advantage of firm resources and provide hands-

on support on client matters. Mentors also serve as advocates to support career development and provide other informal coaching to strengthen the younger person's professional and interpersonal skills.

The mentoring program serves as a conduit for communication with senior leadership so younger employees can express any concerns or challenges to their mentor in a safe environment. This also lets HBS leadership stay apprised of how younger employees are getting acclimated, and how they can better support the development and training of new employees. At its core, the mentoring program is platform for learning for all members of the HBS family so we can provide excellent service to our clients.

# VIII.

## COMMUNITY SUPPORT AND OUTREACH

Hall Booth Smith believes that no effort is too small when it comes to improving the lives of others, and strengthening the communities we live and work in.

Every gesture matters and can have an exponential and permanent effect. For example, HBS is working with the Atlanta Volunteer Lawyers Foundation's Domestic Violence Project to represent victims in temporary restraining order hearings.

For more than 20 years, HBS has also been a major support of the Atlanta Community Food Bank and its annual Hunger Walk fundraiser that helps provide millions of meals for families and individuals in need.

Our attorneys and staff have also participated in Girls on the Run for several years, which empowers girls to have healthy and confident lives so they can boldly pursue their dreams.

# VIII. COMMUNITY SUPPORT AND OUTREACH

## Proud to Support



### Jennifer D. Herzog, Partner

Jennifer D. Herzog is a Partner in our office in Tifton, Georgia, and she led HBS's Women's Forum in sponsoring events including "Women for Hope" that benefits the Christian Women's Job Corp and local women's shelter House of Hope, and "Seeds for Kindness," which gathers donated diapers and wipes for Lifehouse Ministries.

She is coordinating HBS's support of a 2019 event called "Called To Care," which benefits foster children and their families. Jennifer and fellow HBS Partner Virginia Hall are founding members of the Tifton Chapter of the Georgia Association for Women Lawyers, and they are recognized leaders and mentors to other women at HBS and women in their communities.

*"It is my absolute honor and privilege to support organizations who are doing the noble yet difficult hands-on work of serving women and children in our community every day. Public service should be at the heart of our profession, and I am proud that HBS encourages and supports its attorneys in service to their communities."*

## Atlanta Community Food Bank

For more than 15 years, Hall Booth Smith has been a passionate donor and sponsor of the Atlanta Community Food Bank. Each year, Georgia's largest food bank provides enough food for 56.4 million meals to individuals and families who are food insecure. More than 30,000 people volunteer with the food bank each year to support its mission, and their donated time is equivalent to having more than four dozen additional full-time staff to feed the hungry in metro Atlanta. HBS employees often volunteer by participating in the annual Hunger Walk, organizing and sorting food donations, and they provide financial support and hold fundraising events that benefit the food bank.



## Special Olympics

### Denise Weiner, Partner

HBS has participated in the Special Olympics for the past three years. This participation has brought smiles to the faces of everyone who has volunteered. The Special Olympics is an opportunity for everyone to shine, and HBS hopes to continue volunteering in the future.



## Service Juris

HBS is proud to support Service Juris, Inc., a project of Hands on Atlanta that brings attorneys, summer associates, paralegals and other legal professionals together for a day of service work to improve their communities. Projects include major renovations, refurbishment or upgrades at community centers, parks, schools and other facilities. Each year, HBS employees join more than 300 of their colleagues at 30 other law firms and legal services providers across Atlanta to give their time energy to Service Juris projects. The firm's participation is coordinated by Associate Jacquelyn Smith Clarke, who is Co-Chair of Service Juris and Associate Jacob Raehn is a board member.



## Songs For Kids Foundation

Songs For Kids Foundation is an Atlanta-based non-profit that gives children who are battling serious illness a chance to express themselves through music.

The organization engages musicians for live interactive concerts, hospital bedside performances, and songwriting and recording sessions. A new Songs For Kids Center is opening this year in downtown Atlanta to serve children when they are away from the hospital.

Hall Booth Smith has sponsored the annual Songs For Kids Food and Music Fest since 2016, and HBS Partner Justin Kerenyi is a founding board member who also serves as Secretary of the Board of Directors and General Counsel for the organization.

# VIII. COMMUNITY SUPPORT AND OUTREACH

*We encourage everyone in the HBS family to give their time and energy to organizations and philanthropic causes they feel passionate about. Our giving deepens our ties to our communities, helps us learn about other cultures and develops leadership skills that benefit clients while also strengthening our relationships with each other.*

## HBS attorneys and staff volunteer their time, energy and money to causes including:

- American Cancer Society
- American Heart Association
- American Red Cross
- Atlanta Community Food Bank
- Atlanta Legal Aid
- Atlanta Volunteer Lawyers Foundation
- Boys & Girls Club
- Brunswick - Golden Isles Chamber of Commerce
- Dress for Success Atlanta
- Cerebral Palsy Foundation
- Coalition to End Human Trafficking
- Coastal Alliance for Protection of Elders
- Georgia Association for Women Lawyers, Columbus Chapter
- Georgia Commission on Access and Fairness to the Courts
- Georgia Legal Services Program
- Georgia to Georgia Foundation
- Greater Columbus Chamber of Commerce
- Habitat for Humanity
- Hands on Atlanta's Annual Service Juris Day
- Health Care Compliance Association
- House of TIME, Inc.
- Junior Achievement
- Juvenile Diabetes Research Foundation
- Kiwanis Club
- Meals on Wheels
- Morehouse College Alumni Association
- Nashville Legal Aid Society
- National Kidney Foundation
- National LGBT Bar Association
- National Multiple Sclerosis Society

- National Black MBA Association
- Pro Bono Partnership of Atlanta
- Rotary Club (numerous chapters)
- Rural Health Association of Tennessee
- Salvation Army
- Samaritan Counseling Center of Atlanta
- SE GA Health Systems Bridge Run
- Sheltering Arms
- Super Dolphin Day Race
- The Coastal Symphony of Georgia
- The House of Mercy - Annual Black History Observance Breakfast
- The Muscogee Educational Excellence Foundation (MEEF)
- The National Association of Hospital Hospitality Houses, Inc.
- United Negro College Fund (UNCF)
- United Way
- Veterans of Foreign Wars (VFW)
- YMCA



# IX.

## HBS SCHOLARSHIP PROGRAM

The Hall Booth Smith Scholarship Program was started several years ago to advance the firm's mission of giving back to the professionals who have built the firm into what it is today by helping employees and their families achieve their academic dreams. Ten scholarships have been granted since the program's inception, and the funds must be used for higher education.

"The entire Hall Booth Smith family is proud to support the academic pursuits of both employees and their children as we show the next generation the value of a quality education and help them achieve their dreams," Firm Administrator Cathey Turner said.

Applicants submit essays about how the scholarship would benefit them financially and academically. They must have a high school or college grade point average of 3.0 or better, a history of community involvement, examples of leadership and a letter of recommendation demonstrating outstanding character from a teacher, mentor, counselor or supervisor.

Recipients are chosen by a panel of four Partners and two Associates. This year's panel included Partner Roger Martin of Atlanta; Partner Lauren Dimitri of Columbus, Georgia; Partner Andrea Jolliffe of Athens, Georgia; Partner Franklin "Duke" Regan of Jacksonville, Florida; and Associate Abigail Castleberry of Atlanta.

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HALL BOOTH SMITH, PC  
ATTORNEYS AT LAW

Inclusion and Diversity  
Committee

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A decorative graphic at the bottom of the page consisting of multiple overlapping, wavy lines in various colors including red, orange, yellow, green, blue, and purple, creating a sense of motion and diversity.