

ASSOCIATE INITIATIVES AND RESOURCES

We take great pride in providing clients with a global perspective on a wide range of legal matters. But we also believe that personal success and satisfaction depend on more than legal work and include the things that make your day-to-day life meaningful. To that end we offer a variety of initiatives and resources to help guide our associates to success.

DIVERSITY AND INCLUSION

A top priority at the firm, our firmwide **Diversity and Inclusion and Women in the Profession committees** have fueled many initiatives both inside and outside the firm. Their efforts have benefited those of different age groups, genders, identities, races, and cultural backgrounds.

[Learn more about our commitment to diversity and inclusion ►](#)

Among our many initiatives is the firm's global diversity hours policy in which lawyers may receive non-billable, credited hours for their time spent toward diversity and inclusion. The policy encourages our lawyers to have meaningful participation in diversity and inclusion efforts both within and outside the firm for the benefit of K&L Gates, its clients, and all of its constituents.

[Learn more about our Diversity Hours Policy ►](#)

PRO BONO

We know that being a responsible lawyer includes contributing toward the public good. With assistance from local pro bono coordinators and oversight from the firmwide committee, we deliver pro bono services in cooperation with many different organizations and legal services programs. Among our many initiatives includes the **Anti-Human Trafficking Initiative**, a partnership between our Pittsburgh office and the FBI Pittsburgh Field Office.

[Learn more about our pro bono efforts ►](#)



DEVELOP AND THRIVE

HIGH-IMPACT EXPERIENTIAL PROGRAMMING AND WHOLE PERSON DEVELOPMENT

We believe in developing the whole person and training beyond substantive legal skills. **Our global professional development team** delivers workshops on subjects including presentation skills and developing your executive presence, business development, advanced legal writing, trial skills and advocacy, managing your practice and lawyering skills, and so much more.

LATERAL INTEGRATION PROGRAM

Our lateral associates are assigned to a Lateral Integration Team, which includes a partner advisor, peer advisor, and an HR advisor. This team will help design and implement a structured onboarding and orientation, facilitate regular interaction with practice group members and office leadership, and provide guidance on navigating the myriad of firm resources available.

GLOBAL ASSOCIATE LIAISON COMMITTEE

Even as a junior associate, your opinion matters. That's why we created the Global Associate Liaison Committee (GALC). The GALC is composed of 13 associates from across the firm who serve as a global resource for associates to raise issues for discussion with the firm's Management Committee. The GALC promotes cross-office associate communication and networking, and cultivates a common associate culture.

GLOBAL ASSOCIATE SYMPOSIUM

The annual Global Associate Symposium is another way for our associates to play an active role in the future of the firm. Members of the GALC and select high-performing associates from across the globe meet to discuss associate concerns and to develop innovative and creative solutions. Participants join in leadership development programming designed to help them think imaginatively and work collaboratively. We truly believe that by investing in our associates, we are investing in the firm.

Our commitment to diversity and inclusion, pro bono, and community outreach is woven into our DNA.

FOR THE
GOOD OF ALL

CORPORATE SOCIAL RESPONSIBILITY DURING A GLOBAL PANDEMIC
HIGHLIGHTS 2020-2021

K&L GATES

[READ OUR CSR REPORT ►](#)

LEADERSHIP COLLEGE

This is a program developed for newly elected and recent lateral income partners and of counsel to gain a better understanding of how to be successful in their role as a partner at K&L Gates. We normally hold this program in conjunction with K&L Gates' annual partner retreat.

PATH TO EQUITY PARTNERSHIP PROGRAM

The transition from associate to partner can be intimidating. That's why K&L Gates launched the **Path to Equity Partnership Program (PEPP)** to provide greater clarity around the process. PEPP is a comprehensive program for our junior partners designed to assimilate them into partnership and instill in them a sense of ownership in the firm.

HEALTH MATTERS

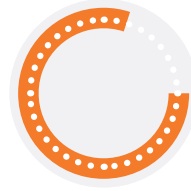
We created the Health Matters initiative to center on the mental health and wellness of all K&L Gates personnel and is an expression by the firm that it is behind its lawyers, business teams, and staff members if and when they may need support. The key objectives of Health Matters are to foster a culture of awareness, acceptance, support, and well-being; strive to eliminate the stigma associated with seeking help with dependency and mental health-related challenges and suicide; and seek to provide tools to help improve the physical and emotional lives of our personnel.



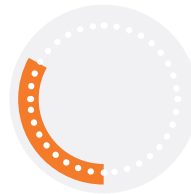
Learn more about our resources to help you develop and thrive ►

A CULTURE OF COLLABORATION ACROSS OFFICES AND PRACTICES

Cross-office collaboration:

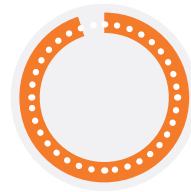


15 out of 20 of the firm's largest clients used lawyers in **10 or more of our offices.**

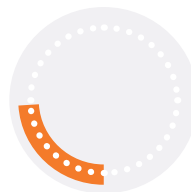


For the firm's **100 largest clients**, which generated **32% of revenue**, the average number of offices engaged was **15.**

Cross-practice collaboration:



12 of the firm's 20 largest clients used lawyers from **20 or more firm practice groups.**



For the firm's **50 largest clients**, which generated **24% of revenue**, the average number of practice groups engaged was **18.**

Based on 2021 data



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Talent Acquisition Manager