

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 our associates discover new opportunities, develop personal and professional skills, and thrive in our dynamic legal environment.

INITIATIVES TO DISCOVER

Diversity and Inclusion

We have built a workplace that is intrinsically diverse in experiences, perspectives, and ideas. We believe we build better teams, forge better client relationships, and provide better service because of our diverse, collaborative team of professionals. We pledge to listen, be educated, take action, and work together to help in the fight to end inequality and foster a more inclusive society.

Learn more about our commitment to diversity and inclusion at klgates.com/diversity.

ProBono

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. Our many initiatives include the global Anti-Human Trafficking Initiative founded in partnership with the FBI.

Learn more about our pro bono efforts at klgates.com/pro-bono.



GLOBAL DIVERSITY HOURS

Among our many initiatives is the firm's global diversity hours policy in which lawyers may receive nonbillable, 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.

RESOURCES TO 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 is why we created the Global Associate Liaison Committee (GALC). The GALC is composed of 19 associates from across the firm who serve as a global resource for associates to raise issues for discussion with the firm's Management Committee. GALC

promotes cross-office associate communication and networking, and cultivates a common associate culture.

Leadership College

The Leadership College is designed for newly elected and recent lateral partners and of counsel to gain a better understanding of how to be successful in their role as a partner at K&L Gates. This event features topics particularly relevant to new partners, including firm finance and economics, legal project management, delegation and feedback skills for partners, and client development. This program is held in conjunction with K&L Gates' annual partner retreat.

Health Matters

We created the Health Matters initiative to center on the mental health and wellness of all K&L Gates personnel. It is an expression that the firm 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 wellbeing; to strive to eliminate the stigma associated with seeking help with dependency and mental health-related challenges and suicide; and to 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 at klgates.com/initiatives-and-resources.

GLOBAL ASSOCIATE SYMPOSIUM

The annual Global Associate Symposium provides our associates the opportunity to play an active role in the future of the firm. Members of the GALC and select high-performing associates from across the globe join in leadership development programming designed to help them think imaginatively and work collaboratively on a variety of topics, including growth mindset, design thinking, diversity and inclusion, well-being, and client growth. The symposium also provides an opportunity to interact with the firm's Management Committee and other senior leaders. We truly believe that by investing in our associates, we are investing in the firm.



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