



2024

# CULTURE REPORT



**Buchanan**

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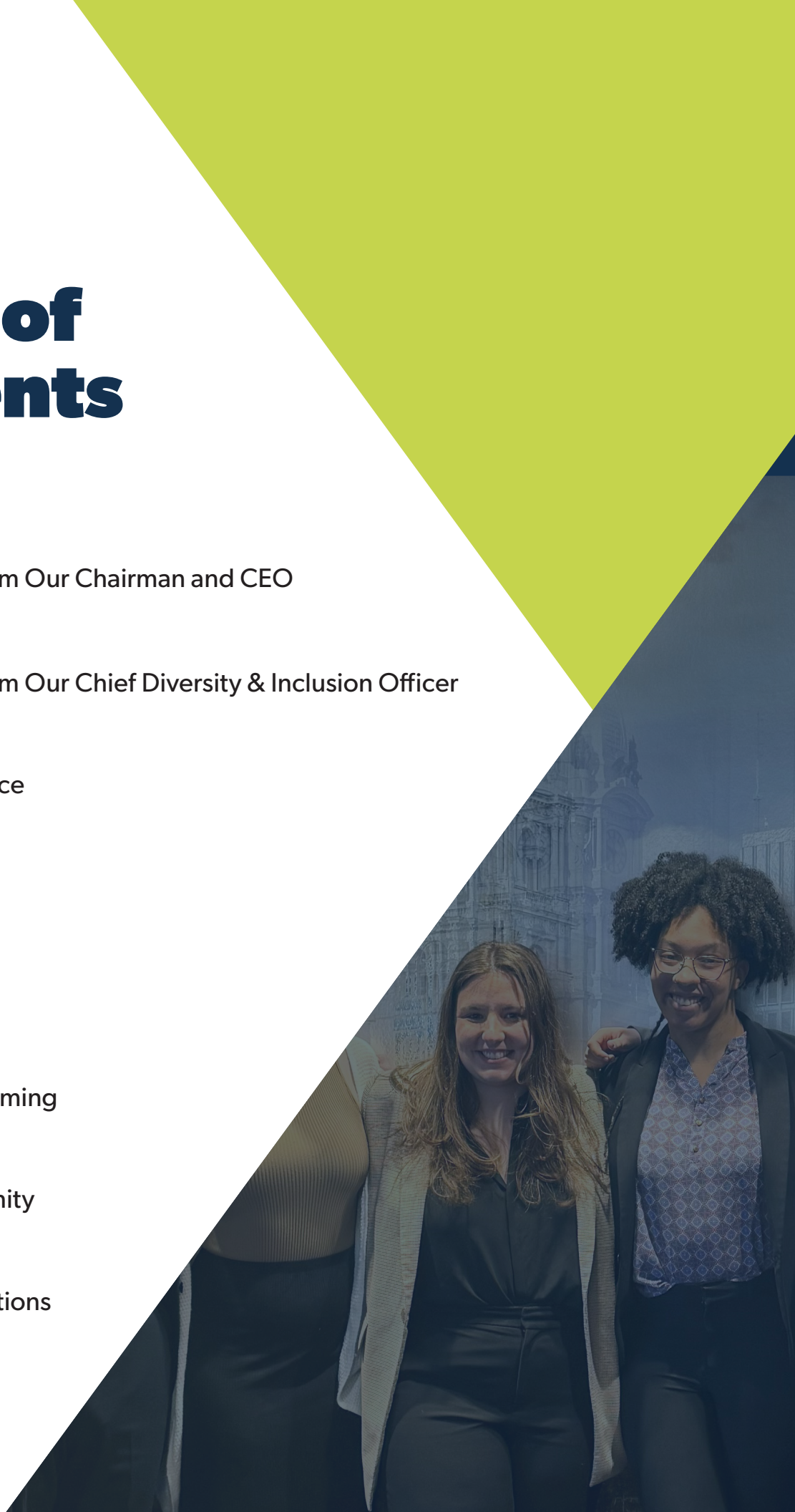
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By definition, an organization’s culture encompasses a shared system of beliefs and values. Buchanan’s culture is one that prioritizes community, respect and inclusion. With these values deeply rooted in our infrastructure, we can ensure a sustainable, long-lasting commitment to our employees: **Buchanan will continue to be a workplace where everyone is supported and encouraged to succeed.**

2024 was a year of significant growth for our firm. As we carry that momentum into a new year, our culture and sense of community remain at the forefront of our strategy. Our success — as a law firm and on behalf of our clients — is interconnected to our ability to create an environment that uplifts employees and celebrates what makes them unique. By encouraging a workplace that welcomes diversity of all kinds, we lean into our creativity and perform at our best.

We are grateful to our clients and partners for their support and shared commitment to advancing diversity & inclusion across the profession. Through ongoing collaboration, we will create meaningful progress and make a legal career rewarding to future generations.

I especially want to thank my Buchanan colleagues. Your dedication to embodying our firm values brings our culture to life. Together, we will continue to make our workplace one that each of us is proud to call our own.



**James Newell**  
CHAIRMAN AND CEO

A handwritten signature in black ink that reads "James D. Newell".



As we unveil our annual Culture Report, I want to take a moment to reflect on the vital role that diversity & inclusion play in shaping our firm's identity and success. At Buchanan, we firmly believe that diversity & inclusion is not just a policy or a set of initiatives; it is a fundamental aspect of our culture that influences everything we do.

Diversity & inclusion is essential not only for attracting top talent and fostering innovation but also for creating an environment where every individual feels valued and empowered. Our commitment to an inclusive workplace is a shared responsibility, and it is vital that each one of us recognizes our role in advancing these principles. We strive to create a high-performing culture where our employees feel seen, safe and comfortable – only then will we be able to work together to better serve our clients and offer unique solutions.

Continuing our commitment to diversity & inclusion in an evolving landscape is not a challenge at all. When you truly embed these principles into your values, it is easy to manifest them in your culture. The testimonials of our employees, clients, vendors and community partners tell an impactful story that best sums up our commitment. Upon reading their accounts, I hope you will find that our human-centric approach to diversity & inclusion has transformed our workplace and our communities.

In this report, you will also find a detailed overview of our initiatives, progress and achievements. We celebrate our progress while acknowledging that the journey toward true inclusivity is ongoing. I encourage each of you to engage with the content of this report, reflect on our shared responsibilities to advance diversity, and consider how you can contribute to our mission of fostering inclusive workspaces.

**Together, we can create a culture where every voice is heard, every perspective is valued and everyone has the opportunity to thrive.**



**Lloyd Freeman**  
CHIEF DIVERSITY & INCLUSION OFFICER



OUR

**Workplace**



“ Many people are intrigued by the fact that I started and have remained at Buchanan for the vast majority of my career. From a summer associate to a first-year through the counsel and shareholder ranks, now to leading the Miami Office and being elected to the firm’s Board of Directors – I have grown up professionally (and quite literally) at Buchanan.

I am often asked to describe what has kept me at the firm for so long. My answer to that question is always the same – the people. The culture we nurture at Buchanan is unique, especially for a national firm. It starts at the top and our leadership sets the tone and genuinely cares about the firm’s employees. I can sincerely say that people throughout this firm – at all levels and spread throughout our entire geographic footprint – are not just colleagues, they are dear friends. Buchanan believes, supports, nurtures, encourages and genuinely cares about its people. It is truly a special place to work, and I am honored to be part of, and now help to lead, this thriving organization.”

**Jennifer Olmedo-Rodriguez**  
Shareholder

Head of the Miami Office and Board Member



**39%**

of section leaders are women/  
underrepresented individuals

**45%**

of board members are women/  
underrepresented individuals

**41%**

of office heads are women



**2x**

increase in the number of employees who  
identify as having a disability since 2020



**51%**

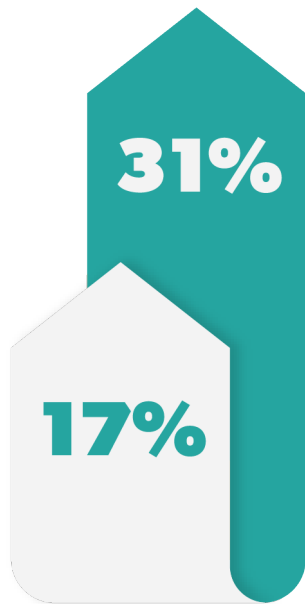
of attorney new hires were  
from internal referrals



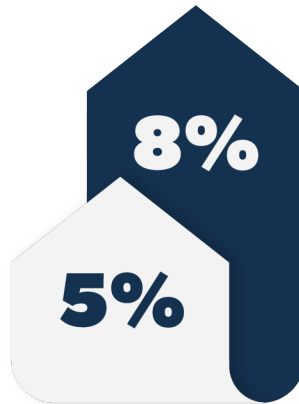
**2.5x**

increase in employees who identify  
as LGBTQ+ since 2020

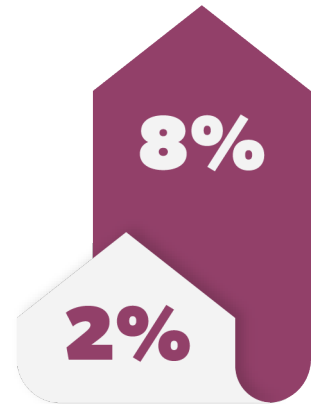
# Since 2020, we have seen remarkable growth in the diversity of our associate ranks.



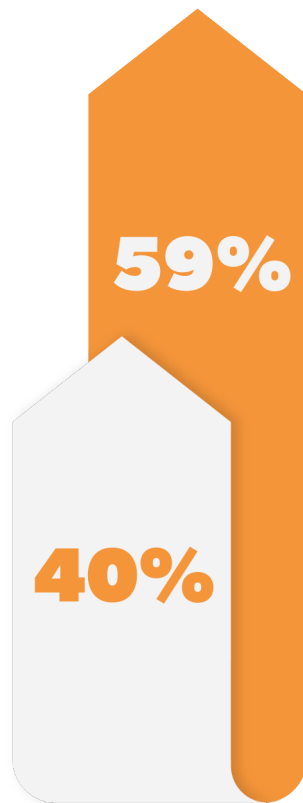
**associates of color**



**associates who identify as LGBTQ+**



**associates who identify as having a disability**



**women associates**



**total number of underrepresented associates**





Philadelphia colleagues come together for a happy hour celebrating Pride Month.

As I considered joining Buchanan in early 2024, I was impressed by the firm’s attorneys and management. As I spoke to practice leaders, I was drawn to their intelligence, community involvement and commitment to technical development. Similarly, the firm’s managers and administrators wowed me with their professionalism, respectfulness and organization. One element that stood out to me was the empowerment of the firm’s professionals and leadership not engaged in the practice of law – these individuals seemed to (and do) have meaningful authority and significant resources to support the firm’s attorneys as they develop personally and professionally in an inclusive, respectful and pleasant environment.”

**Andrew Parsons**  
Associate

**600+**

total affinity  
group members

**30+**

affinity group meetings,  
programs and initiatives

**30%**

average membership growth  
of all groups since last year

## Affinity Groups

This past year marked an exceptional time of growth and activity for Buchanan's Affinity Groups. From generating ideas on programming and recommending policy changes to providing professional development opportunities, our Affinity Groups actively drive change across the firm and enhance our culture – ensuring community and equity remain at the forefront.

Notably in 2024, we launched two new Affinity Groups, one for first-generation employees and allies and one for employees with disabilities and allies.



As a firm, we continue to prioritize an inclusive work environment where each of our employees feels seen and heard. As part of that commitment, we regularly identify new areas of opportunity where we can further support colleagues and create spaces for employees to come together around common interests and identities. We are proud to offer two new Affinity Groups, open to all of our employees and look forward to empowering their membership to develop meaningful programming and policy suggestions.”

**Lloyd Freeman**

Chief Diversity & Inclusion Officer

# Building Community and Nurturing Connections

Over the next few pages, we will discuss our Affinity Group activities held over the past year. Each was designed to foster professional development and strengthen bonds across the firm.

## Buchanan A.S.C.E.N.D.

Buchanan A.S.C.E.N.D. supports employees who are first-generation college graduates, first-generation professionals, those from working-class backgrounds and allies.

Business and professional development is a key pillar for A.S.C.E.N.D. One of our most well-attended programs this year was our “Boardroom Breakthroughs” panel where we welcomed Jim Newell and Gina Polo, who shared how they secured their first board seat and how to align your leadership positions with business development efforts and professional goals.

Tune in to Dimensions of Diversity to hear Jordan Yeagley, Jayme Bronson and Michael Valenti, the leaders of Buchanan A.S.C.E.N.D., sit down with Lloyd Freeman to discuss the group’s mission and why they were passionate to lead the charge.

## Buchanan B.O.L.D.

Buchanan B.O.L.D. supports our employees of color and allies.

B.O.L.D.’s Cultural Subcommittee is charged with developing innovative programming topics for our heritage month series. In May, the group organized an in-person presentation in recognition of Asian American and Native Hawaiian/Pacific Islander Heritage Month. The program featured Buchanan’s Minji Kim alongside Yaqi Wo, Global Product Manager at PPG, who explored the significance of correctly pronouncing names and its role in fostering inclusivity and respect in both personal and professional spheres.



◀ From left to right: Jim Newell, Minji Kim, Yaqi Wo (PPG), Victoria Bechtold Kush and Lloyd Freeman at Buchanan’s AANHPI Heritage Month Program.

## Buchanan B.R.A.V.E.

Buchanan B.R.A.V.E. supports our employees who are veterans, currently serving in the armed forces and allies.

Each year for Veterans Day, B.R.A.V.E. provides opportunities for colleagues to come together to honor our nation's heroes. In addition to the group's annual Veterans Day photo album, where we highlight Buchanan veterans and our loved ones who have served, this year we found a new way to extend our gratitude. B.R.A.V.E. invited children of the firm to author letters of appreciation for veterans in the care of Chapters Health System, the largest not-for-profit, end-of-life care organization in the United States.

## Buchanan C.A.R.E.

Buchanan C.A.R.E. supports our employees who are caregivers, working parents and allies.

Recognizing that the caregiving journey can look different at various points of one's life, this year we marked National Family Caregivers Month by exploring the unique challenges of caring for a loved one with dementia. We welcomed Megan Carnarius, Owner, Memory Care Consulting; Susan Shifrin, PhD, Founder and Executive Director, ARTZ Philadelphia; and Laura Smith, Senior Director of Health Services, Barclay Friends, who provided insight into the memory care journey and the support available to families during these transitions.

## Buchanan E.N.A.B.L.E.

Buchanan E.N.A.B.L.E. supports employees with visible and invisible disabilities and allies.

E.N.A.B.L.E. is dedicated to transforming attitudes about disabilities and enhancing community connections. The group aims to highlight the resources available to employees and their families, both through the firm and community organizations. In November, E.N.A.B.L.E. welcomed Mary Hartley President, The Arc of Greater Pittsburgh, representing Achieva, an organization committed to advocating for, empowering and supporting individuals with disabilities throughout their lives. Attendees learned about the services Achieva offers, which range from housing and employment support to helping to identify charitable funds.

## Buchanan N.O.W.

Buchanan N.O.W. supports employees who identify as women and allies.

The end of the year can often pose unique stressors. To alleviate some of that stress and help equip members with tools for when they are feeling overwhelmed, N.O.W. hosted a special panel featuring Jason Bologna, Danielle Rosetti and Miranda Soto. By sharing personal accounts of how they navigated difficult times throughout their lives, our panelists gave attendees tangible takeaways for how to tackle personal and professional stress.

## Buchanan P.R.I.D.E.

Buchanan P.R.I.D.E. supports employees who identify as LGBTQ+ and allies.

Throughout November, P.R.I.D.E. brought colleagues together in-person to celebrate “Friendsgiving.” These gatherings highlighted the importance of chosen families and the familial conflicts some members of the LGBTQ+ community face when they are excluded from their own families’ celebrations because of who they love. By providing welcoming spaces for colleagues to gather, we were able to demonstrate allyship while enjoying holiday treats and camaraderie.



▲ Philadelphia colleagues come together to celebrate Friendsgiving.



## Diversity & Inclusion Retreat

This year marked the firm's second biennial Diversity & Inclusion Retreat, bringing together firm leadership, attorneys, government relations professionals and business professionals. With sessions focused on effective communication, strategic decision making and relationship-building, attendees deepened their connections while learning how to utilize their networks to generate and sustain client relationships.

During the second night of the retreat, we welcomed clients and friends from outside the firm to join us for an intimate discussion and networking opportunity with Stevie Lewis, General Counsel, Corporate Secretary and Chief Diversity Officer, IKEA North America. Stevie discussed her rise to leadership and how the legal profession intersects with diversity & inclusion.

At the retreat, we introduced our inaugural Outstanding Contributions to Diversity & Inclusion Award, which recognizes Buchanan colleagues for their unwavering commitment to advancing diversity & inclusion across our firm and profession. We were proud to honor Joseph Dougherty, our Immediate Past Chairman & CEO, and Craig Mills, Shareholder, with the 2024 award.



◀ Lloyd Freeman (center) presents award to Craig Mills (left) and Joseph Dougherty (right).





# Enhancing Inclusivity

## Name Pronunciation Tool

Correct name pronunciation is key to creating a culture of inclusion and respect, and this year, our diversity & inclusion and IT teams collaborated to launch a name pronunciation tool. Housed in the employee directory on our firm's intranet, each employee is able to set the correct pronunciation of their name.



AMERICAN BAR ASSOCIATION

### Commission on Disability Rights

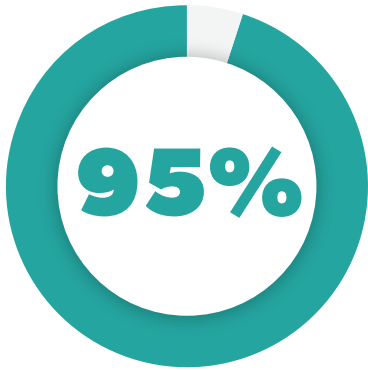
Buchanan partnered with the American Bar Association Commission on Disability Rights, authoring a **Pledge for Change**. By becoming a signatory, we join fellow law firms, bar associations, corporations and judiciaries in reaffirming our commitment to the recruitment, hiring, retention and advancement of individuals with disabilities.



**“At Buchanan, I have witnessed a genuine and action-oriented dedication to advancing diversity, equity and inclusion. Throughout my life, I’ve often faced challenges with my name, feeling overlooked in various spaces. When I mentioned this issue to our leadership, they immediately provided me the opportunity to openly discuss my experiences on our Dimensions of Diversity podcast and during an external presentation for Asian American and Native Hawaiian/Pacific Islander Heritage Month. Most importantly, this dialogue led to the implementation of our Name Pronunciation Tool, a significant step toward fostering an inclusive environment for current and future diverse attorneys.”**

**Minji Kim**  
Associate

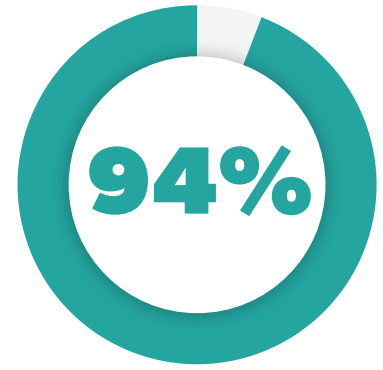
# What Our Employees Are Saying



of employees are satisfied with their job



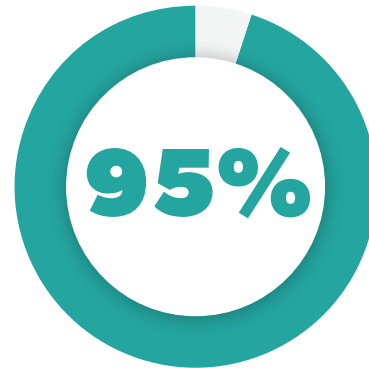
of employees feel they can bring their whole selves to work



of employees feel that the people they work with treat them with respect



of employees feel that Buchanan's culture fosters a comfortable, supportive work environment



of employees would recommend Buchanan as an employer to their friends

This data was pulled from Buchanan's 2024 firm-wide engagement survey, which sought input from attorneys, government relations professionals and business professionals.



# OUR People

Our firm is the sum of many individuals whose unique experiences and perspectives form our whole. Many of these individuals use their voices and influence to help further advance diversity & inclusion, extending our impact and reach as an organization. We are proud to celebrate our colleagues' leadership and applaud their dedication to creating more inclusive and equitable communities.

# Leading the Charge

Many of our professionals dedicate their time to industry groups committed to promoting diversity & inclusion within the legal profession.



**Sarina Aghazadeh-Alavi**  
Director  
South Asian Bar Association  
of Philadelphia



**David Eapen**  
Vice President of Gala  
South Asian Bar Association  
of Philadelphia



**Rhonda Fulginiti**  
Civil and Equal Rights  
Committee –  
DEI Ambassador  
Pennsylvania Bar Association



**Charlene Barker Gedeus**  
Board Member  
Philadelphia Diversity  
Law Group



**FayezeH Haji Hassan**  
Women in the Law  
Division Chair-Elect  
Allegheny County Bar  
Association



**David Idokogi**  
Executive Board  
The Barristers' Association  
of Philadelphia



**Tina Hu-Rodgers**  
Alumni Executive Council  
Leadership Council on  
Legal Diversity



**Peter Russ**  
Treasurer  
Pittsburgh Legal Diversity &  
Inclusion Coalition

# Celebrating Excellence

A fundamental aspect of our firm culture is how we come together to support and celebrate each other's successes. Whether it's attending bar events or award ceremonies, we are always there to cheer on one another.



## Joseph Centeno

DANIEL K. INOUYA TRAILBLAZER AWARD  
National Asian Pacific American Bar Association

◀ From left to right: David Kramer, Tina Hu-Rodgers and Joseph Centeno attend the 2024 NAPABA Convention.



## Michelle Garvey Brennfleck

WOMEN & BUSINESS AWARD  
Pittsburgh Magazine

◀ Michelle Garvey Brennfleck attends the Pittsburgh Magazine Women & Business Awards.



## Leslie Wager Hudock

BUSINESSWOMAN OF THE YEAR  
Tampa Bay Business Journal

◀ From left to right: Leslie Hudock Wager and Hala Sandridge at the TBBJ BusinessWoman of the Year Awards ceremony.

## Carly Barnes

30 UNDER 30  
Pittsburgh Business Times

## Jorge De La Hoz

40 UNDER 40  
Miami Dade Bar Young Lawyers  
Section

## Leigh Whitaker

WOMEN OF INFLUENCE  
HONOREE  
Philadelphia Business Journal

## Jennifer Minter

WOMEN, INFLUENCE & POWER  
IN LAW – COLLABORATIVE  
LEADERSHIP  
Corporate Counsel

## Craig Mills

VETERANS IN BUSINESS  
Philadelphia Business Journal

## Chris Warren

NEW LEADERS OF  
THE BAR  
New Jersey Law Journal



## Leadership Council on Legal Diversity

We take pride in empowering our attorneys’ professional development through our partnership with the Leadership Council on Legal Diversity (LCLD). By nominating employees for the prestigious Pathfinder and Fellow Programs, and through active participation in the organization’s program offerings, we work closely with LCLD to ensure that Buchanan and our employees play a substantial role in advancing diversity & inclusion.

### Introducing Buchanan’s 2024 LCLD Fellow and Pathfinders



**Dan Lazaro**  
Fellow



**David Eapen**  
Pathfinder



**Nyasha Al Pendleton**  
Pathfinder

# Special Features:

## LCLD RISING STAR AWARD

In June, Tina Hu-Rodgers (2021 Fellow) was awarded the LCLD 2024 Rising Star award which honors a recent alum who exemplifies the organization's mission of leadership, action and results.

“The Leadership Council on Legal Diversity has had an incredible impact on my life – both personally and professionally. As part of the Fellows program, I not only learned invaluable lessons on networking, brand building and leadership, but also formed lasting friendships and connections that have led to business opportunities that have helped to advance my career.”

**Tina Hu-Rodgers**

Shareholder  
Life Sciences Industry Group Co-Leader



## CREATING AND SUSTAINING A DIVERSE LEGAL PROFESSION WITH ROBERT GREY


Robert Grey, President of LCLD, was a guest on Dimensions of Diversity to shed light on his career and the evolution and future of LCLD. Listen wherever you get your podcasts.





# OUR Pipeline

A core part of our diversity & inclusion strategy is to engage and support the talent pipeline. As law schools see a drop in the number of underrepresented candidates, it's essential that we empower students – at the earliest stages of their education – to explore a career in law and ensure they have the tools and resources necessary to do so.







◀ Buchanan team presents a scholarship to Arielle Jackson at The Barristers' Association of Philadelphia's Annual Awards and Scholarship Gala.

## Scholarships



Arielle Jackson

### THE BARRISTERS' ASSOCIATION OF PHILADELPHIA SCHOLARSHIP RECIPIENT

J.D. Candidate at Villanova University Charles Widger School of Law and Incoming Summer Associate

**“Receiving a scholarship from Barristers’ will not only alleviate the financial burden of law school expenses but also allow me to be fully engaged in my studies and pursue my dreams. I am thankful to Barristers’ and Buchanan for the opportunity to represent them and am driven to continue to resemble the dedication they both embody.”**



Nalani Wilson

### MIAMI-DADE FAWL FOUNDATION SCHOLARSHIP RECIPIENT

J.D. Candidate at University of Miami School of Law

**“I am incredibly thankful to Buchanan for providing me with this scholarship. I applied for the scholarship because preparing for the bar exam can be a financially stressful endeavor. Through this scholarship, Buchanan alleviated some of that financial stress, allowing me to focus more on the bar exam itself.”**



▲ Lloyd Freeman presents Jai'Noah Martin with a scholarship at his graduation party.

Jai'Noah Martin spent two years with Buchanan as an intern through our partnership with Nazareth Prep High School in Pittsburgh. Ahead of Jai's graduation in June, our team organized a surprise graduation party attended by those who worked closely with him, along with his family. During the celebration, our diversity & inclusion team proudly presented Jai with a scholarship.



## Corporate Share Program

Each year we partner with corporations across our national footprint to provide law school students with the opportunity to gain experience both at our firm and in an in-house legal department through our Corporate Share Program. Now in its fourth year, the program allows students to develop relationships with in-house practitioners, including general counsel, and provides them with a deeper understanding of what companies look for in their law firm partners.

We were proud to welcome new partners Booz Allen Hamilton and Quality Carriers to the program in 2024, in addition to our returning partners ADP, Aura, Capital One, Hershey, PNC Bank, South Jersey Industries, Temple Health and UPMC. To make a substantial impact on the legal pipeline, we believe we have a responsibility to work collaboratively with corporations to provide unique opportunities to students. Our Corporate Share Program is just one example of this.

Buchanan's 2024 Summer Associate class enjoyed countless social events throughout their time with the firm, strengthening their connections with one another and Buchanan colleagues.



# What Our Corporate Partners Are Saying

## Temple Health

“We are proud to partner with Buchanan Ingersoll & Rooney for the third year as part of the firm’s Corporate Share Program... Pipeline programs such as this are critical to helping to develop the next generation of legal leaders here in Philadelphia and beyond. We look forward to partnering with Buchanan on this initiative for years to come as we continue to reinforce our commitment to talent development.”

**JOHN RYAN**  
EVP & GENERAL COUNSEL

## Booz Allen

“Booz Allen is thrilled to join Buchanan’s 2024 Corporate Share Program and welcome our first intellectual property legal intern to the team. As the #1 provider of AI to the federal government, we hope to encourage and inspire the next generation of legal leaders to skillfully operate with integrity and inclusion at the forefront of client mission and technology.”

**BOOZ ALLEN HAMILTON**  
INTELLECTUAL PROPERTY LEGAL

## **HERSHEY** THE HERSHEY COMPANY

“The Hershey Company Legal Department is proud to partner with Buchanan again in our collective inclusion efforts to ensure we invest in legal talent with diverse backgrounds and from underrepresented populations in the legal industry. Our partnership provides valuable in-house immersion and law firm experience to ensure our interns develop legal and business acumen, as well as soft skills that are critical to business development.”

**LAUREN LACEY**  
VP, DEPUTY GENERAL COUNSEL, ASSISTANT  
SECRETARY & CHIEF COMPLIANCE OFFICER

## Quality Carriers

“Quality Carriers is honored and excited to be part of Buchanan’s Corporate Share Program this year. We look forward to providing one of Buchanan’s talented summer associates with day-to-day visibility to and experience with our in-house legal team.”

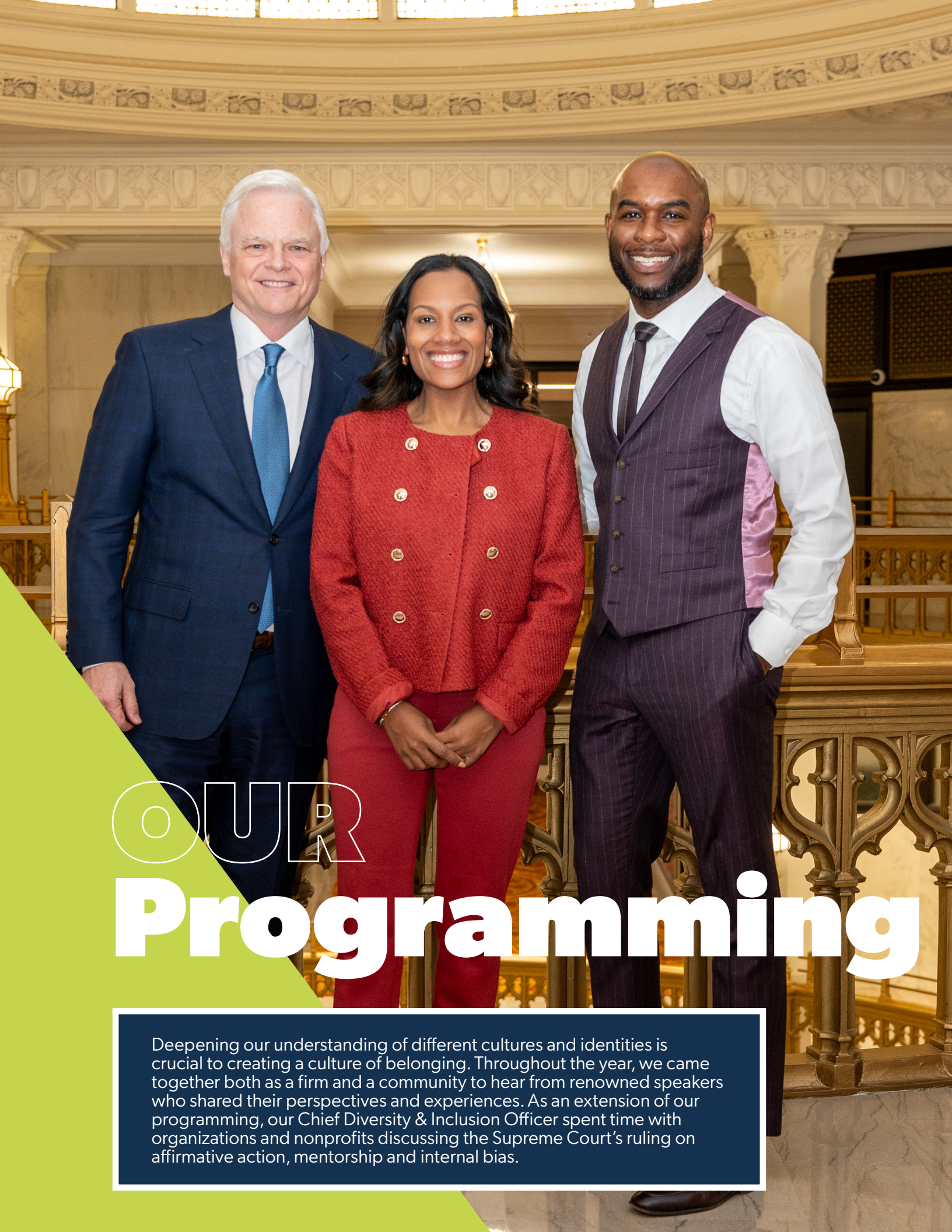
**ANNE LAUGHLIN**  
GENERAL COUNSEL AND CORPORATE SECRETARY



Students from Carrollton School of the Sacred Heart take part in our 2024 Externship Class.

## Miami Externship Program

This year, we celebrated our third annual Miami Externship Program, an initiative developed by Buchanan attorneys Jennifer Olmedo-Rodriguez and Jorge De La Hoz. During this two-day interactive program, students from four predominantly Hispanic high schools get to learn about careers within the legal profession. This year's program included a visit to the Miami-Dade County Courthouse, where students observed an evidentiary hearing, followed by an interactive panel discussion with Buchanan's leadership team and a presentation from S. Marshall Martin, Esq., Chief Legal Officer, Amerant Bank, N.A.



OUR

# Programming

Deepening our understanding of different cultures and identities is crucial to creating a culture of belonging. Throughout the year, we came together both as a firm and a community to hear from renowned speakers who shared their perspectives and experiences. As an extension of our programming, our Chief Diversity & Inclusion Officer spent time with organizations and nonprofits discussing the Supreme Court's ruling on affirmative action, mentorship and internal bias.

# We hosted eight webinars with more than 2,000 attendees.

## Shades of Identity: Exploring Colorism in the Black Community

In honor of Black History Month, we hosted a panel discussion featuring Michael R. Fisher Jr., Ph.D., Assistant Professor, The Ohio State University and Stephanie James Harris, Ph.D., Director of Africana Studies, Seton Hall University exploring the impact of skin tone bias and discrimination.



## Beyond Pride: Fostering Year-Round Inclusivity for LGBTQ+ Colleagues

In January, we assembled an all-star panel including Buchanan's Nick Bell; Maria Running Fisher Jones, Senior Legal Counsel, Manager, Google; Brad Bidwell, Senior Strategic Digital, Trademark, and Copyright Counsel, DOW Chemical Company; and Russell King, Senior Counsel, Commercial Litigation, McDonalds. The speakers provided valuable insights and actionable recommendations for establishing an inclusive and welcoming environment for LGBTQ+ employees year-round.



◀ Buchanan attorneys provide thoughtful advice on optimizing your time when attending industry conferences and events at Buchanan's Diversity & Inclusion Retreat.

**34**  
Episodes  
published  
in 2024



◀ Scan the QR code to listen to Dimensions of Diversity

## Dimensions of Diversity

Hosted by Lloyd Freeman, our Dimensions of Diversity podcast serves as a valuable platform for delving into various topics and enhancing our understanding of the experiences of others.

- Exploring the Mission of the Hispanic National Bar Association with Daniel Mateo
- What Gets Measured, Gets Done with Molly Huie
- The Fight for Non-Binary and Transgender Rights with Sasha Buchert
- Understanding the History and Mission of the National Bar Association with Dominique Calhoun
- Closing the Gap: Jordan Fields on Tackling the Racial Wealth Divide
- Championing LGBTQ+ Rights in Law: Insights from the LGBTQ+ Bar Association
- Disability Inclusion in the Legal Profession with Courtney Munnings
- Addressing Attrition: Insights on Retaining Legal Talent from the NALP Foundation





# OUR Community

At Buchanan our approach to community is two-fold. It encompasses our internal networks and relationships, and our ties to our local communities across our 17 offices. By leveraging our legal knowledge to provide pro bono counsel, supporting diverse businesses and community organizations – we are able to make an impact on the cities we call home.



▲ The Barristers' Association of Philadelphia presents Buchanan with plaque of appreciation for serving as the 2023-2024 Corporate Host Sponsor.

“The Barristers’ Association of Philadelphia, Incorporated was proud to have Buchanan Ingersoll & Rooney serve as our 2023-2024 Corporate Sponsor. Buchanan’s hospitality helped create an environment of learning, networking and empowerment for all attendees. Further, Buchanan also partnered in our community events, such as the Amber Racine Turkey Drive, and played a major role in the success of our Annual Awards & Scholarship Gala. In prioritizing diversity, Buchanan has helped to create a more equitable legal profession. We’re excited to continue working together and look forward to ways we can partner to further these important efforts.”

**Kristin J. Johnson**

Immediate Past President

The Barristers’ Association of Philadelphia, Inc.

## Pro Bono

Civic engagement is at the core of who we are as a firm. Formalized through Buchanan’s Pro Bono Committee, our attorneys are strongly encouraged to follow the American Bar Association Model Rule 6.1, which urges all lawyers to donate at least 50 hours of legal services each year.

**\$2.9M+**

in pro bono services donated

**5,333**

pro bono hours donated

**129**

pro bono clients supported

# Annual Pro Bono Award

Each year, the firm honors one colleague for their pro bono work over the past year. In 2024, the firm was proud to recognize Christine Alden for her dedication to giving back.



▲ Miami office celebrates colleague, Christine Alden after receiving the Annual Pro Bono Award.

“I have had the honor of a lifetime to work on some very special and unique pro bono matters at Buchanan where I have helped change and save the lives of several individuals. It is an experience and an outcome I am forever grateful for. If any of my pro bono cases were forced to return to their country of origin, they would certainly be killed, so we have, in effect, with our work and support of the firm, saved their lives and put them on the path to security and the American Dream. The support and resources made available to me without question at Buchanan to handle these matters, has been the epitome of immeasurable generosity, caring and compassion.”

**Christine Alden**  
Shareholder

# Supplier Diversity

Through our supplier diversity program, we support businesses owned by women and individuals from several underrepresented backgrounds across our local communities. As a way to continue our support for diverse businesses in our local communities, our Affinity Groups also circulate a list of restaurants during the respective heritage and identity awareness months.

“We are grateful to Buchanan for choosing Sallicious as the exclusive caterer for the Barristers’ monthly meetings throughout the year. Their partnership provided a reliable and consistent source of income and strengthened our reputation within the corporate market. Through the connections established with Buchanan, we gained exposure to key decision-makers and were able to open doors to additional business and opportunities. This collaboration elevates our brand image as a trusted caterer for large-scale corporate events. We look forward to a continued partnership with Buchanan and the Barristers’ for years to come.”

**Sharmarro Leak**  
CEO, Sallicious Catering

# 329

women/underrepresented  
owned businesses supported  
since 2020

# \$11.3M+

spent with women/  
underrepresented owned  
businesses since 2020



▲ Buchanan’s Miami office is honored with the Legal Services of Greater Miami Equal Justice Pro Bono Champion Award.

## Pro Bono Partner Spotlight



**Project Expedite Justice** is a 501(c)(3) non-profit organization that assists victims of mass atrocities and human rights abuses. The organization employs all available legal mechanisms to seek justice for individuals who are inadequately protected under the law, lack access to legal resources or are exploited by governments, corporations or other entities. Over the past year, Dan Pickard has provided specialized counsel to Project Expedite Justice, offering legal guidance on economic sanctions laws and regulations administered by the Office of Foreign Assets Control (OFAC), as well as compliance advice regarding various national security laws and regulations.



From left to right: Jim Newell, Bob Nutting (Pittsburgh Pirates) and Darrell Smalley (EY).

In addition to his role on the United Way of Southwestern Pennsylvania Board of Directors, Jim Newell is the 2025 Co-Chair of the Tocqueville Society Committee, working with business and civic leaders across the community who are committed to philanthropy.

## United Way

Buchanan has long supported the United Way, collaborating on various initiatives that reflect our commitment to uplifting the local community. From participating in the Build a Bike event to mentoring students and serving in leadership roles within the organization, our team is dedicated to making a difference. Through the firm’s annual United Way Campaign, colleagues pledge contributions that benefit families, children and veterans across our national footprint. The impact of these contributions is amplified through the firm’s matching program, enhancing our collective efforts to create positive change in the communities we serve.

**\$2M+**

donated to the United Way over the past five years through Buchanan’s annual United Way Campaign

**1.35M**

people received assistance from the United Way of Southwestern Pennsylvania in 2024



Pittsburgh colleagues partnered with representatives from the United Way and Macedonia FACE to assemble holiday gift bags to be delivered to seniors.

“United Way’s relationship with Buchanan is a story of generosity stretching back for decades. Relationships like this make it possible for us to invest in meeting basic needs, moving people to financial stability and building for success in school and life. In addition to generous financial contributions, Buchanan colleagues have been deeply engaged as board members, co-chairs of leadership donor and fundraising committees and helped to launch initiatives that are now at the bedrock of our work in education, workforce and out-of-school time programs.”

**Bobbi Watt Geer, Ph.D.**  
President and CEO

United Way of Southwestern Pennsylvania



# OUR Recognitions

Throughout the year, we came together as a firm to celebrate several of the firm's achievements which recognized our continued commitment to advancing diversity & inclusion.

Buchanan & Buchana  
DIVERSITY

# Certifications

## Mansfield Rule Certified *Plus* 2017–2024

Powered by  
**DIVERSITYLAB**



**53%**  
of shareholder promotions  
were women in 2024

A large teal-colored section containing a circular logo on the left and a large percentage on the right. The logo is a ribbon-style seal with the text "TIPPING THE SCALES" at the top, "DIVERSITY & FLEXIBILITY ALLIANCE" in the center, and "2024 RECOGNITION" at the bottom. The percentage "53%" is in large white font, with the text "of shareholder promotions were women in 2024" below it.

# Awards



**The American Lawyer  
Industry Awards:  
Best Diversity Initiative Finalist**

**Pennsylvania Legal Awards:  
Best Diversity Initiative Finalist**





To learn more about Buchanan's  
commitment to diversity & inclusion, visit  
[bipc.com/our-commitment](https://bipc.com/our-commitment).