

100% Club Spotlight: Larkin Hoffman

By Tamara O'Neill Moreland.

Tamara O'Neill Moreland is a Shareholder at Larkin Hoffman concentrating her practice on litigation involving real estate, land use and construction. She serves on Larkin Hoffman's Board and as the firm's Ethics Counsel.

Larkin Hoffman is a proud member of the 100% Club and a Silver Sponsor of Minnesota Women Lawyers. Larkin Hoffman is one of the largest full-service law firms in Minnesota with more than 20 practice areas. We provide counsel to a wide variety of organizations, from small businesses and nonprofits to Fortune 500 companies, in practice areas including corporate and governance matters, litigation, real estate, government relations, labor and employment, intellectual property, information technology, franchising, and taxation. The firm also serves the needs of individuals in many areas including trusts and estates and family law.

Embedded in Larkin Hoffman's values is a strong commitment to diversity and promoting women in the legal profession. It is critical to our firm that we create an environment which attracts and embraces professionals as diverse as the world in which we live and the clients we serve. A diverse workforce provides insight and understanding of our clients' needs, allowing us to serve them better. It also generates creativity and infuses us with new ideas and approaches. Differences in opinions, backgrounds, and beliefs make us more dynamic and better equipped to work with all types of clients and all types of businesses.

The firm's commitment to diversity runs deep. We put our vision into action at the highest level, with women representing the firm on the Board of Directors and as the Chairs of the firm's two most prominent committees, the Professional Development Committee and the Diversity Committee. The women attorneys at Larkin Hoffman also serve as practice group leaders and firm committee members. In addition, the firm recently restructured its management and created an Operations Team led by four directors, with two senior women serving as the Director of Administration and the Director of Finance.

Women attorneys at Larkin Hoffman have been named to the Top 50 Women Lawyers, the Super Lawyer® and Rising Star® lists by Super Lawyer magazine, recognized as "North Star Lawyers" by the Minnesota State Bar Association, earned the designations of Minnesota State Bar Association Board Certified Labor

and Employment Law Specialists and Minnesota State Bar Association Board Certified Real Property Specialists, and Shareholder Phyllis Karasov received the distinguished Twin Cities Cardozo Society, Sidney Barrows Lifetime Commitment Award.

Larkin Hoffman also puts its commitment to diversity to work through its internal policies. We provide diversity training for our attorneys to learn more about themselves, their colleagues, and the clients we serve. We have a generous paid parental leave policy, a flex-time policy, a progressive part-time policy, and offer domestic partner benefits. We ensure we are making progress toward our long-term objectives by continually assessing the organization's efforts and progress toward reaching and maintaining our standards. Meeting this challenge is a top priority for the firm.

Larkin Hoffman's commitment to the advancement of women is further reflected by the fact that our firm was the first law firm in our market to launch a professional women's networking event hosted by our women attorneys. Almost two decades ago, the women attorneys at Larkin Hoffman initiated a new event to create an opportunity for professional women in business and law to meet, establish new connections and deepen existing relationships in a fun and enthusiastic environment. The event has been so successful that it has become the model for many firms in our market. Creating a standard which promotes the success of women

in business and law throughout our community is an enormously humbling achievement for our firm.

Larkin Hoffman's founding principles, dating back to 1958, include a strong commitment to giving back to the community. We have used every professional woman's networking event to bring attention to a worthy cause by partnering with a local charitable organization. We have also united our commitment to the community with our commitment to a collaborative work environment, annually participating as a team in the American Cancer Society's Relay for Life, the Salvation Army's Rock the Red Kettle, Bedrace for Bridging, and in the firm's Martin Luther King, Jr. Day of Service. In addition, we encourage all legal personnel to provide pro bono services and consider these services to be part of our practice. In fact, Larkin Hoffman was one of the first 14 firms to sign on to the voluntary Minnesota State Bar Association Pro Bono Standard. As a leader in our profession, we commit to spend 2% of the firm's billable hours providing legal services to individuals and organizations whose work is dedicated to addressing the needs of persons with limited means.

Larkin Hoffman is dedicated to a long-term vision of providing the best environment and opportunities for all professionals in a modern, efficient, diverse, and inclusive firm. For more information about Larkin Hoffman, please visit our website at www.larkinhoffman.com. ■



The women attorneys at Larkin Hoffman, an MWL 100% Club Member.