

Kenyon & Kenyon LLP

One Broadway
New York, NY 10004
Phone: 212-425-7200
Fax: 212-425-5288
www.kenyon.com

Locations

New York: One Broadway, New York, NY 10004-1007; Washington, DC: 1500 K Street, NW, Washington, DC 20005-1257; Silicon Valley:
333 W. San Carlos Street, Suite 600, San Jose, CA 95110-2731

Diversity Leadership

Head(s) of Firm: Richard S. Gresalfi, Managing Partner

Diversity team leader(s): Elizabeth Holland, Partner & Diversity Committee Chair

Number of Attorneys as of July 2009

Firmwide: 171

U.S. offices only: 171

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2008)

	Men	Women
White/Caucasian	66	17
African-American/Black	2	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	16	13
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	2
Attorneys with disabilities	0	0
Total	84	32

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	11	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	15	5

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	37	6
African-American/Black	0	0
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	39	8

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	4	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	5	4

OF COUNSEL (2008)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

NEW HIRES (2008)

	Men	Women
White/Caucasian	15	0
African-American/Black	1	4
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	21	6

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Our commitment to diversity is an integral part of our internal and external communications, including recruiting and marketing materials. We are members of and sponsor various diverse organizations and events. The firm web site also contains information on our diversity initiatives, and related topics are highlighted in firm newsletters.

Who has primary responsibility for leading diversity initiatives at your firm?

Elizabeth Holland, Partner

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2008, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 13

Total hours spent on diversity: 150

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Informal

How often does the firm's management review the firm's diversity progress/results?

Annually

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Diversity Committee reports to the Management and Executive Committees, both of which are responsible for the firm's day-to-day operation and strategic direction. The Managing Partner and the Diversity Committee members also work closely together on important diversity initiatives.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
	X		Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide diversity training for all attorneys and staff
	X		Focus on strengthening firm's mentoring program
		X	Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
X			Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- *Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law:* No
- *Fund scholarships for minority high school or college students:* No
- *Mentor high school or college students:* Yes
- *Participate in or host mock trial programs or career events:* Yes
- *Provide internships or employment to minority high school or college students:* Yes
- *Outreach to middle school students:* No

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

We have participated in the New York City Mentor Program for many years, which entails coaching a team of high school students from the city's public schools through the rigors of a moot court competition. We also support events and programs with organizations such as Ballet Tech, Bais Yaalov High School of St. Louis Scholarship Fund, Horizons for Homeless Children, Manhattan Youth Recreation and Renovation House.

Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: Columbia University, Cornell University, Harvard University, University of Pennsylvania, Yale University

Other private schools: Boston College, Boston University, Duke University, Emory University, Fordham University, George Washington University, Georgetown University, New York University, Northwestern University, Santa Clara University, Stanford University, University of Chicago, University of Notre Dame, University of Texas, Vanderbilt University

Public state schools: Temple University, University of California-Berkeley, University of California-Hastings, University of Michigan, University of North Carolina, University of Minnesota, University of Wisconsin

Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: NEBSA

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- *Hold a reception for minority students:* No
- *Advertise in minority law student association publications:* No
- *Participate in or host minority law student job fairs:* Yes
- *Sponsor minority law student association events:* No
- *Firm lawyers participate on career panels at schools:* No
- *Outreach to leadership of minority student organizations:* No
- *Scholarships or intern/fellowships for minority students:* No

Do you have any programs specifically targeted at first-year students?

No

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	11	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	15	5

OFFERS MADE* (2008)

*Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	13	4
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	16	5

OFFERS ACCEPTED* (2008)

*Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	12	4
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	3	1
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	15	5

NEITHER ACCEPTED NOR DECLINED* (2008)

*Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	10	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	12	4

LATERAL OF COUNSEL HIRES (2008)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

LATERAL PARTNER HIRES (2008)

*Both equity and non-equity

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

NEW PARTNERS PROMOTED (2008)

*Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	1

NEW EQUITY PARTNERS* (2008)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations: Yes
- Attend events at diversity legal organizations: Yes
- Participate at diversity job fairs: Yes
- Seek referrals from other attorneys: No
- Utilize online job services (e.g., MCCA Job Bank): No
- Hire recruiting professional who specializes in identifying diverse candidates: No

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Unknown

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

N/A

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- *Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or attorneys with disabilities or physical challenges):* Yes
- *Increase/review compensation relative to competition:* No
- *Increase/improve current work/life programs:* Yes
- *Adopt dispute resolution process:* No
- *Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership:* No
- *Work with diverse attorneys to develop career advancement plans:* No
- *Introduce diverse attorneys to key clients, including to lead engagements:* Yes
- *Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:* No
- *Strengthen mentoring program for all attorneys:* Yes
- *Professional skills development program for all attorneys:* Yes
- *Provide a gender-neutral parental leave policy that covers adoptions:* Yes

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

To be determined

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

[No response]

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	n/a	n/a	n/a
Of counsel	n/a	n/a	n/a	n/a
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	n/a	n/a	n/a	n/a

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	7	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	7	1

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	9	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	9	1

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	7	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	7	1

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	9	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	9	1

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	3
African-American/Black	0	0
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	4	8

Management Demographic Profile

OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	2	1
Number of such positions held by:			
Minorities	n/a	1	n/a
Women	n/a	1	1
GLBT attorneys	n/a	n/a	n/a
Attorneys with disabilities	n/a	n/a	n/a

Management Demographic Profile

Please provide information regarding all diverse attorneys who currently (as of July 2009) head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 3

Minorities heading offices: [No response]

Women heading offices: [No response]

GLBT attorneys heading offices: [No response]

Attorneys with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: John Flock, Asian Practice Group (25 attorneys)

Women heading practices: Marcia Sundeen, International Trade Commission (ITC) (15 attorneys)

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Elizabeth Holland, Diversity Committee (13 attorneys)

GLBT attorneys heading committees: [No response]

Attorneys with disabilities heading committees: [No response]

The Firm Says

Commitment To Diversity: With clients in virtually every major industrial country, Kenyon & Kenyon knows the value, power and importance of recruiting and retaining professional men and women from social, economic, and cultural backgrounds which reflect a population as diverse as the clients whom we serve, and the communities in which we work and live. The firm is strongly committed to recruiting, mentoring, training, retaining and promoting a diverse pool of highly talented attorneys and staff.

Kenyon & Kenyon ranks as one of the most diverse firms in the nation according to the *Minority Law Journal*. The firm ranked in the top 10 percent of over 200 participating US law firms in the Diversity Scorecard, published in the *Minority Law Journal's* 2009 Summer issue. The firm is also named as one of the top 500 Mid-Size Businesses in the US by DiversityBusiness.com.

Our firm has always recognized and continues to benefit from the melding of different backgrounds and experiences. We believe that fostering and supporting a bias-free workplace and a culture of inclusion for all is only the beginning when it comes to diversity. We believe that by creating an environment in which everyone within our organization can feel comfortable to develop themselves to their fullest potential, and thus contribute fully to all areas of our practice and profession, our clients benefit directly.

Diversity Committee: The firm has a Diversity Committee, which is made up of attorneys, including women, minority and LGBT partners, and other professionals at various levels throughout the firm to ensure that its efforts receive the requisite support, and translate into creating and maintaining a barrier-free workplace and a culture of inclusiveness. The Diversity Committee works closely with the recruitment staff, the Associates Committee and a dedicated Director of Professional Development to identify, recruit, train, mentor and promote a diverse body of professionals at every level. One or more Diversity Committee members sit on each of the firm's major committees.

Representative Initiatives in Diversity: The firm has Affinity Groups, such as the Women's Initiative, that sponsor social and educational events of interest to Group members. We also have a mentoring program within our Practice Group structure, wherein mentors (all partners trained in our diversity goals and mission) act as a sounding board for associates and staff regarding their diversity-related concerns and issues. Diversity training programs are made available for all employees, including incorporating diversity training into existing in-house legal training programs relating to a wider range of initiatives, such as effective communications skills, negotiation, team leadership and mentoring. The firm also sponsors participation in conferences and symposia of particular interest to women, minority and LGBT attorneys.

The firm participates in various minority scholarships such as the Thurgood Marshall Scholarship Fund. We sponsor job fairs such as the NEBSA Annual Job Fair. The firm participates and/or sponsors training and mentoring programs such as the NYC Mentor Program and mock trial program for NYC high school juniors and seniors. The firm also participates in various community outreach events.

The firm is actively involved in various bar associations and affinity organizations such as the Asian American Bar Association of New York, Asian American Law Fund of New York, Hispanic National Bar Association, LeGal (the premier association of LGBT attorneys in New York), Minority Corporate Counsel Association, National Action Counsel for Minorities in Engineering, National Asian Pacific American Bar Association, Women's Bar Association of New York and Washington DC, Women in Licensing and Women in Technology International.