

# Kelley Drye & Warren LLP

---

101 Park Avenue  
New York, NY 10178  
Phone: 212-808-7800  
Fax: 212-808-7897  
www.kelleydrye.com

## Locations

New York, NY (HQ); Chicago, IL; Parsippany, NJ; Stamford, CT; Washington, DC; Brussels; Mumbai (Affiliate Office)

## Diversity Leadership

**Head(s) of Firm:** John M. Callagy, Chairman

**Diversity team leader(s):** Sarah L. Reid, Chair, Diversity & Inclusion Committee; Kathleen Cannon, Diversity & Inclusion Committee

## Number of Attorneys as of July 2009

**Firmwide:** 320

**U.S. offices only:** 318

## Law Firm Demographic Profile

### Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2008)

	Men	Women
White/Caucasian	89	68
African-American/Black	1	7
Hispanic/Latino	4	5
Alaska Native/American Indian	0	0
Asian	12	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly GLBT	7	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>108</b>	<b>95</b>

#### SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	7	13
African-American/Black	0	3
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>18</b>

#### EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	55	7
African-American/Black	0	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>58</b>	<b>7</b>

#### NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	50	12
African-American/Black	0	0
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>51</b>	<b>15</b>

#### OF COUNSEL (2008)

	Men	Women
White/Caucasian	3	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	n/a	n/a
<b>Total</b>	<b>3</b>	<b>1</b>

#### NEW HIRES (2008)

	Men	Women
White/Caucasian	20	16
African-American/Black	0	3
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	2	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>26</b>	<b>21</b>

## Strategic Plan and Diversity Leadership

---

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

The Diversity & Inclusion Committee is appointed by the firm's Executive Committee and is chaired by a senior partner of the firm. A full time Diversity Administrator assists in the design and implementation of diversity initiatives. The Diversity & Inclusion Committee makes periodic reports to the partnership. Annual goals are set by the firm's managing partner and the committee chair. Progress towards those goals is monitored and, in the case of statistically measurable goals, is compared with appropriate benchmarks. At Kelley Drye, committee chairs provide active leadership. The diversity chair meets frequently with the firm's managing partner, Diversity Administrator, and the chairs of the Recruiting Committee and Associate Training & Development Committee, on issues of diversity. The committee meets formally and reports its findings to associates and partners. Diversity Highlights are also included in each issue of Kelley Vision, the firm's internal newsletter.

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

Sarah L. Reid, Litigation partner and chair of the Diversity & Inclusion Committee, James J. Kirk, Managing Partner, and Kathleen Cannon, International Trade partner and member of the Diversity & Inclusion Committee.

### 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:* 17

*Total hours spent on diversity:* 1000

*Comments:* This does not include the hours spent by a full-time Diversity Administrator who devotes 100% of her time to diversity issues, nor does it include the hours of various other administrative personnel whose daily responsibilities include attention to diversity-related tasks.

### 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?

A formal program is in place that outlines the priorities of the firm.

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

Ongoing reports to management.

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

Annual goals are set by the firm's managing partner and the committee chair.

### 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	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	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	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	X		Coordinate or work with clients on diversity issues
X	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	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	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
X	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	
			Increase the number of attorneys with disabilities at the associate level
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
			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:* Yes
- *Fund scholarships for minority high school or college students:* Yes
- *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.**

Cristo Rey Corporate Work Study Program, Thurgood Marshall Law Internship Program, Inner-City Scholarship Fund Job Opportunities Program.

## Recruitment - New Associates

---

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

*Ivy League schools:* Cornell Law School, Columbia University School of Law, Harvard Law School, University of Pennsylvania Law School. While we continue to recruit from these schools during the fall 2009 season, we have adjusted our on-campus schedules. As a result, candidates may be selected from resume collections instead of on-campus interviews.

*Other private schools:* Boston College Law School, Boston University School of Law, Brooklyn Law School, Benjamin N. Cardozo School of Law, Duke University School of Law, Fordham University School of Law, George Washington University Law School, Georgetown University Law Center, New York Law School, New York University School of Law, Northwestern University School of Law, Seton Hall University School of Law, Syracuse University School of Law, University of Notre Dame Law School. While we continue to recruit from these schools during the fall 2009 season, we have adjusted our on-campus schedules. As a result, candidates may be selected from resume collections instead of on-campus interviews.

*Public state schools:* Rutgers School of Law, University of Michigan Law School, University of Virginia School of Law. While we continue to recruit from these schools during the fall 2009 season, we have adjusted our on-campus schedules. As a result, candidates may be selected from resume collections instead of on-campus interviews.

*Historically Black Colleges and Universities (HBCUs):* Howard University School of Law.

*Diversity job fairs:* Mid-Atlantic BLSA Job Fair, Northeast BLSA Job Fair. While we continue to sponsor and recruit from diverse career fairs, during the fall 2009 season, we selected those fairs which best correlate to the needs of our varied geographic locations.

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

- Hold a reception for minority students: Yes
- Advertise in minority law student association publications: Yes
- Participate in or host minority law student job fairs: Yes
- Sponsor minority law student association events: Yes
- Firm lawyers participate on career panels at schools: Yes
- Outreach to leadership of minority student organizations: Yes
- Scholarships or intern/fellowships for minority students: Yes
- Other (please specify):

New York City Bar Association Diversity Fellowship Program

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

New York City Bar Association Diversity Fellowship Program

## Recruitment - New Associates

### ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	7	13
African-American/Black	0	2
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>17</b>

### OFFERS ACCEPTED\* (2008)

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

	Men	Women
White/Caucasian	7	10
African-American/Black	0	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>14</b>

### OFFERS MADE\* (2008)

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

	Men	Women
White/Caucasian	7	11
African-American/Black	0	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>15</b>

### 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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

### LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	9	5
African-American/Black	0	1
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	n/a	n/a
<b>Total</b>	<b>12</b>	<b>7</b>

### LATERAL OF COUNSEL HIRES (2008)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	1
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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>1</b>

### LATERAL PARTNER HIRES (2008)

\*Both equity and non-equity

	Men	Women
White/Caucasian	1	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	n/a	n/a
<b>Total</b>	<b>1</b>	<b>1</b>

### NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	1
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	n/a	n/a
<b>Total</b>	<b>2</b>	<b>2</b>

### NEW EQUITY PARTNERS\* (2008)

\*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	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	1
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>1</b>

## 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: Yes
- Utilize online job services (e.g., MCCA Job Bank): Yes
- 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)?

Yes

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

Yes

### 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:

Mestel & Company, Corrao, Miller, Rush & Wiesenthal

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 1ST-YEAR ASSOCIATES

	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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

#### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	1	0
Openly GLBT	1	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>0</b>

#### 3RD-YEAR ASSOCIATES

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

#### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	2
African-American/Black	0	2
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	n/a	n/a
<b>Total</b>	<b>3</b>	<b>4</b>

#### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	4
African-American/Black	0	0
Hispanic/Latino	0	2
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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>6</b>

#### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	2
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	n/a	n/a
<b>Total</b>	<b>1</b>	<b>2</b>

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 7TH-YEAR ASSOCIATES

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

#### 8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	8	4
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>5</b>

#### OF COUNSEL

	Men	Women
White/Caucasian	0	0
African-American/Black	0	1
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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>1</b>

#### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	8	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	n/a	n/a
<b>Total</b>	<b>8</b>	<b>0</b>

#### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	n/a	n/a
<b>Total</b>	<b>2</b>	<b>1</b>

## 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:* No
- *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:* Yes
- *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:* No

**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?**

Working a reduced schedule may impact timing of partnership consideration.

**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	3	17	20	202
Of counsel	0	0	0	4
Non-equity partner	0	2	2	66
Equity partner	0	0	0	65

# Management Demographic Profile

## FIRMWIDE COMMITTEES 2008

### EXECUTIVE/MANAGEMENT COMMITTEE\*

\*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	8	0
African-American/Black	0	0
Hispanic/Latino	1	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	n/a	n/a
<b>Total</b>	<b>9</b>	<b>0</b>

### HIRING COMMITTEE\*

\*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>4</b>

### PARTNER REVIEW COMMITTEE\*

\*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	3	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	n/a	n/a
<b>Total</b>	<b>3</b>	<b>1</b>

### ASSOCIATE REVIEW COMMITTEE\*

\*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	2
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	n/a	n/a
<b>Total</b>	<b>7</b>	<b>2</b>

### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	7
African-American/Black	0	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>10</b>

## Management Demographic Profile

### OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	37	15
Number of such positions held by:			
Minorities	0	4	0
Women	0	5	3
GLBT attorneys	0	1	0
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? 5

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: James S. Carr, Bankruptcy & Executive Committee Member; William A. Escobar, Litigation; Susan J. Onuma, Immigration; Talat M. Ansari, India

Women heading practices: Barbara E. Hoey, Labor; Jane E. Jablons, Mergers & Acquisitions; Susan J. Onuma, Immigration; Sarah Roller, Food & Drug Law; Donna L. Wilson, Consumer Financial Services

GLBT attorneys heading practices: Donna L. Wilson, Consumer Financial Services

Attorneys with disabilities heading practices: [No response]

### COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Sarah L. Reid, Diversity & Inclusion Committee, 17 members; Karyn E. Fulton, Recruiting Committee, 11 members; Jane E. Jablons, Firm Opinions Committee, 11 members.

GLBT attorneys heading committees: [No response]

Attorneys with disabilities heading committees: [No response]

## The Firm Says

---

Kelley Drye & Warren's commitment to diversity and equal opportunity in the practice of law encourages us to devote significant time and resources to the recruitment and retention of the most qualified attorneys regardless of race, gender, gender expression and gender identity, religious affiliation, age, sexual orientation, national origin, marital status, veteran status or physical capability. This commitment is essential to the creation of a workplace that welcomes differences amongst our employees and allows us to cultivate an environment that values inclusion: one that celebrates the uniqueness of our employees and empowers them to succeed. This approach contributes to our collective growth and success as a firm. The firm's Diversity & Inclusion Committee works to ensure that Kelley Drye continues to attract, develop, retain and promote talented attorneys of all backgrounds. One of the committee's top priorities is to develop internal awareness so that everyone at the Firm understands the value of diversity and what each individual can do to support and promote it. Kelley Drye was an initial signatory to the Association of the Bar of the City of New York's 1991 Statement of Goals for Increasing Minority Retention and Promotion, the 1998 Restatement and Reaffirmation of these goals, the 2003 Statement of Diversity Principles, and the Statement of Goals for the Retention and Promotion of Women. The firm participates in the Association of the Bar of the City of New York's Diversity Fellowship Program, which allows one first-year law student an opportunity to work as a summer associate with the firm. The firm is also a member and/or proud sponsor of various organizations including:

Cristo Rey Corporate Work Study Program, Equal Justice American Law Student Fellowship, Flex Time Lawyers LLC, Hispanic National Bar Association, Inner City Scholarship Fund Job Opportunities Program, Lavender Law Conference, Mid-Atlantic Black Law Students Association, Minority Corporate Counsel Association (MCCA), National Council for Research on Women, Northeast Black Law Students Association, Practicing Attorneys for Law Students (PALS), Services & Advocacy for GLBT Seniors (SAGE), Women in Law Leadership Academy, Women of Color Leadership Institute, GLAAD.