



**DEDICATED TO THE LAW.  
DEVOTED TO DIVERSITY.**

The firm's commitment to diversity as a core value leads us to pursue initiatives that make every aspect of our work environment more open and fulfilling for everyone. We have adopted as our guiding principle the following statement about what diversity means to us, which we refer to as the Kilpatrick Stockton diversity principle:

*"At Kilpatrick Stockton, all persons, without regard to differences among them that do not matter in the workplace, shall be respected and valued fully, so that each person may maximize his or her potential to contribute to the common good of our firm and to benefit fairly from doing so."*

To learn more, visit [www.KilpatrickStockton.com](http://www.KilpatrickStockton.com).



Attorneys at Law

[www.KilpatrickStockton.com](http://www.KilpatrickStockton.com)

ATLANTA AUGUSTA CHARLOTTE NEW YORK DUBAI RALEIGH STOCKHOLM WASHINGTON WINSTON-SALEM

# Kilpatrick Stockton LLP

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## Locations

Atlanta, Georgia; Augusta, Georgia; Raleigh, North Carolina; Charlotte, North Carolina; Winston-Salem, North Carolina; Washington, DC; New York, New York; Dubai; Stockholm

## Diversity Leadership

**Head(s) of Firm:** Diane Prucino, Co-Managing Partner; Bill Dorris, Co-Managing Partner

**Diversity team leader(s):** Lynda Murray-Blair, Manager Diversity & Inclusion; Kali Wilson Beyah, Diversity Partner; Danny Marti, Diversity Partner

## Number of Attorneys as of July 2009

**Firmwide:** 422

**U.S. offices only:** 409

## Law Firm Demographic Profile

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

Yes

#### ASSOCIATES (2008)

	Men	Women
White/Caucasian	114	74
African-American/Black	7	21
Hispanic/Latino	3	4
Alaska Native/American Indian	2	1
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>130</b>	<b>106</b>

#### SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	22	20
African-American/Black	4	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	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>30</b>	<b>23</b>

NOTE: 1 Unspecified Man, 1 Unspecified Woman

#### EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	98	19
African-American/Black	2	0
Hispanic/Latino	0	0
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>102</b>	<b>19</b>

#### NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	77	21
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>83</b>	<b>24</b>

NOTE: 2 Unspecified Men

#### OF COUNSEL (2008)

	Men	Women
White/Caucasian	23	7
African-American/Black	1	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>24</b>	<b>9</b>

#### NEW HIRES (2008)

	Men	Women
White/Caucasian	53	24
African-American/Black	2	4
Hispanic/Latino	2	1
Alaska Native/American Indian	1	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
<b>Total</b>	<b>60</b>	<b>32</b>

NOTE: 1 Unspecified Man, 1 Unspecified Woman

## Strategic Plan and Diversity Leadership

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

We communicate the importance of diversity via our Internal Diversity Policy, Firm Values Statement, a dedicated portion of our website, periodic updates to attorneys and at Partner, Associate and Staff meetings.

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

Lynda Murray-Blair, Diversity Manager; Kali Wilson Beyah, Diversity Partner; Danny Marti, Diversity 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: 7*

*Total hours spent on diversity: 335*

### 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?

Formal

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

Twice a year

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

Contributions to the firm's diversity efforts and success are a part of all partner evaluations. Annually, partners complete a questionnaire which is a central component of the firm's compensation process for partners. The questionnaire asks each partner to share and discuss their contributions to helping the firm achieve its diversity goals and creating a more inclusive work environment. Responses by partners who are members of the Executive Committee or the Diversity Council are given greater weight commensurate with their respective authority and ability to more personally influence achievement of the firm's diversity goals.

### 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

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### 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:* Yes

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

The firm is in the fourth year of its inspirational, nationally recognized Booker T. Washington Freedom Writers program in Atlanta. Freedom Writers is a writing and mentoring program that matches minority students with attorneys and staff who have made a 4-year commitment to mentor students throughout their high school career. We have involvement by all levels of the firm including our co-managing partners, department chairs, secretaries and paralegals work side-by-side on this signature project. In our DC and Atlanta offices, attorneys and staff participate in Everybody Wins!, a reading and mentoring program targeted to low income elementary school students. For over a decade, our Winston-Salem office has awarded the annual James S. Dockery scholarship to qualifying minority students at Wake Forest University College of Law. The Dockery program includes an offer of a summer clerkship at one of the firm's offices. The Winston-Salem office also partners with Cook Elementary School and conducts our Stories of Excellence luncheon series for all 5th graders to develop social skills and expand the students' knowledge beyond the classroom. The Winston-Salem office also takes 5th graders on a field trip to UNC Chapel-Hill and UNC Law School; the office hosts essay and speech contests for the students. Additionally, in many of our offices, we have provided summer employment for a number of minority students at the high school, undergraduate and early law school levels in an effort to prepare them for law firm life and increase our pool of long-term recruits for our firm.

## Recruitment - New Associates

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

*Ivy League schools:* Harvard

*Other private schools:* Emory, Wake Forest, George Washington, Duke

*Public state schools:* Georgia, Georgia State, North Carolina, University of Virginia

*Historically Black Colleges and Universities (HBCUs):* Howard University, North Carolina Central University

*Diversity job fairs:* Lavendar Law, SE Minority Job Fair, Dupont Minority Job Fair, Harvard BLSA, NNALSA

### 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

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

Our programs are largely tailored to attract 2Ls.

## Recruitment - New Associates

### ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	24	18
African-American/Black	4	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>32</b>	<b>21</b>

### OFFERS MADE\* (2008)

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

	Men	Women
White/Caucasian	16	12
African-American/Black	1	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
<b>Total</b>	<b>17</b>	<b>12</b>

### OFFERS ACCEPTED\* (2008)

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

	Men	Women
White/Caucasian	12	11
African-American/Black	1	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
<b>Total</b>	<b>13</b>	<b>11</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	1
African-American/Black	0	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	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

## Recruitment - Lateral Associates and Partners

### LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	9	5
African-American/Black	0	4
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>11</b>	<b>10</b>

NOTE: 1 Unspecified Woman

### LATERAL OF COUNSEL HIRES (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	0	0
<b>Total</b>	<b>3</b>	<b>1</b>

### LATERAL PARTNER HIRES (2008)

\*Both equity and non-equity

	Men	Women
White/Caucasian	6	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
<b>Total</b>	<b>6</b>	<b>0</b>

NOTE: 1 Unspecified Man

### NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	9	4
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
<b>Total</b>	<b>9</b>	<b>4</b>

### 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
<b>Total</b>	<b>0</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

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### 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:

We use women and minority-owned executive recruiting firms; however in the last 12 months we have not paid a fee to any of the firms we use.

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
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	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

#### 2ND-YEAR ASSOCIATES

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

#### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	7
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
<b>Total</b>	<b>3</b>	<b>7</b>

#### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
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	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

#### 6TH-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	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 7TH-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	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### 8TH-YEAR-PLUS 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	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### OF COUNSEL

	Men	Women
White/Caucasian	1	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	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	4	3
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
<b>Total</b>	<b>4</b>	<b>3</b>

#### EQUITY PARTNERS

	Men	Women
White/Caucasian	4	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	0	0
<b>Total</b>	<b>4</b>	<b>2</b>

## Retention and Professional Development

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**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:* Yes
- *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:* Yes
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *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:* 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?**

None, with respect to Partner eligibility criteria. A Partner may weigh many factors in his/her deliberations about whether or not to remain a Partner with the firm, including the ability to retain his/her part-time status once he/she has been elected as a partner.

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

Six

## Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	12	14	236
Of counsel	0	6	6	34
Non-equity partner	4	10	14	107
Equity partner	2	6	8	121

## Management Demographic Profile

### FIRMWIDE COMMITTEES 2008

#### EXECUTIVE/MANAGEMENT COMMITTEE\*

\*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	10	4
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
<b>Total</b>	<b>10</b>	<b>4</b>

#### HIRING COMMITTEE\*

\*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	15	2
African-American/Black	1	0
Hispanic/Latino	1	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
<b>Total</b>	<b>15</b>	<b>3</b>

#### PARTNER REVIEW COMMITTEE\*

\*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	4
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
<b>Total</b>	<b>6</b>	<b>4</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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>7</b>	<b>3</b>

#### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	2
African-American/Black	2	1
Hispanic/Latino	0	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	0	0
<b>Total</b>	<b>6</b>	<b>4</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	7	3	13
Number of such positions held by:			
Minorities	0	0	0
Women	2	0	6
GLBT attorneys	0	0	0
Attorneys with disabilities	0	0	0

*Comments:* In some cases a woman is serving as co-chair of a committee.

## 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? 7

Minorities heading offices: None

Women heading offices: Diane Prucino, Co-Managing Partner, 409; Lois Colbert, Charlotte, 13

GLBT attorneys heading offices: N/A

Attorneys with disabilities heading offices: N/A

### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None

Women heading practices: Jaime Greene, Health & Life Sciences; Susan Cahoon, Health & Life Sciences; Candace Fowler, Real Estate Investment and Development; Caroline Spangenberg, Insurance Coverage

GLBT attorneys heading practices: N/A

Attorneys with disabilities heading practices: N/A

### COMMITTEE LEADERS

Minorities heading committees: Kali Beyah, Diversity Co-Chair, 7; Danny Marti, Diversity Co-Chair, 7; Wab Kadaba, Hiring Committee, 18

Women heading committees: Diane Prucino, Executive Committee, Co-Chair, 14; Diane Prucino, Operating Committee, Co-Chair, 6; Alicia Jones, Associate Communication Committee, 10; Kali Beyah, Diversity Committee, Co-Chair, 7; Cindy Hanson, Partnership Committee, 10; Debbie Segal, Pro Bono Committee, Co-Chair, 20; Camilla Williams, Reduced Hours Arrangements, 1; Chris Gattuso, Associate Coaching, 1; Susan Cahoon, Professional Responsibility Committee, Chair, 5; Audra Dial, Women's Initiative, Co-Chair; Danielle Williams, Women's Initiative Co-Chair

GLBT attorneys heading committees: N/A

Attorneys with disabilities heading committees: N/A

## The Firm Says

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The legal community is comprised of people from unique backgrounds, cultures, customs and beliefs. It is those differences that contribute to the richness and strength of our profession. Like our Nation, the workforce has become increasingly diverse. As a result, in order to recruit, hire and retain the best people from every background and community, we must foster diversity in our workforce, manage it effectively and value what it has to offer.

An important legacy of Kilpatrick Stockton is inclusiveness and the recognition that all persons - without regard to differences among them that do not matter in performing the work for which we associate and that we undertake to perform - should be provided an equal opportunity to participate in the mission of our firm and to share in the rewards and benefits that our collective efforts produce.

Fulfillment of our mission involves creating and maintaining an inclusive work environment that (1) attracts the widest possible pool of top talent; (2) provides opportunities for all employees to maximize their potential and fully contribute to accomplishing our firm's mission, and (3) ensures that everyone is treated with dignity and respect. Commitment is the foundation of a successful effort to build and maintain a diverse and inclusive environment.

Kilpatrick Stockton has worked proactively to create and maintain a diverse and inclusive environment. The firm has made significant progress in achievement of its goals.