

The values behind our actions

Chadbourne is committed to:

- ⊙ building a workplace of diverse individuals for a respectful work environment
- ⊙ pursuing equity, inclusion and pluralism in policies, practices and business relationships
- ⊙ recruiting the best from a diverse candidate pool

Chadbourne's Diversity Committee



Oliver Armas
Partner



Marian E. Baldwin Fuerst
Partner



Vincent Dunn
Partner



Charles K. O'Neill
Partner



George Bundy Smith
Partner



Mary T. Yelenick
Partner

“Diversity works. It enhances Chadbourne’s ability to innovate and enriches the quality of our services, which ultimately benefits our clients.”

— Charles K. O’Neill, Managing Partner

Diversity works.

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CHADBOURNE
& PARKE LLP

Chadbourne & Parke LLP

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Locations

New York; Washington, DC; Los Angeles; Houston; Mexico City; London; Moscow; St. Petersburg; Warsaw; Kylv; Almaty; Dubai; Beijing

Diversity Leadership

Head(s) of Firm: Charles K. O'Neill, Managing Partner

Diversity team leader(s): Marian Baldwin Fuerst, Co-Chair, Diversity Initiative Committee; Vincent Dunn, Co-Chair, Diversity Initiative Committee

Number of Attorneys as of 12/31/07

Firmwide: 481

U.S. offices only: 307

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2007)

	Men	Women
White/Caucasian	67	39
African-American/Black	4	3
Hispanic/Latino	2	4
Alaska Native/American Indian	0	0
Asian	6	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	79	51

SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	11	10
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	15	13

EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	62	7
African-American/Black	1	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	0	0
Total	68	8

NON-EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	20	5
African-American/Black	1	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	0	0
Total	22	5

OF COUNSEL (2007)

	Men	Women
White/Caucasian	36	9
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	37	9

NEW HIRES (2007)

	Men	Women
White/Caucasian	37	16
African-American/Black	2	0
Hispanic/Latino	0	3
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	43	23

Strategic Plan and Diversity Leadership

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

The firm's leadership communicates the importance of our diversity initiative to everyone at the firm using all forms of internal communication, including the managing partner's annual state of the firm address, the firm's newsletter, the firm's web site and intranet, regular updates from the co-chairs and partner members of the Diversity Initiative Committee to all attorneys and summer associates.

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

Marian Baldwin Fuerst, Partner, Co-Chair, Diversity Initiative Committee and Vincent Dunn, Partner, Co-Chair, Diversity Initiative 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 2007, 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: 15

Total hours spent on diversity: 200

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?

Yes. Formal.

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

Monthly

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

The firm's managing partner is an active member of the firm's diversity initiative committee and reviews the firm's diversity progress/results on a regular basis.

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	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		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	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.

[No response]

Recruitment - New Associates

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

Ivy League schools: Columbia University School of Law, Cornell Law School, Harvard Law School, University of Pennsylvania School of Law.

Other private schools: American University Washington College of Law, Brooklyn Law School, Case Western Reserve School of Law, Duke University School of Law, Emory University School of Law, Fordham University School of Law, Georgetown Law Center, Northwestern School of Law, NYU School of Law, Pace.

Public state schools: University of California Los Angeles, University of California School of Law (Boalt Hall), University of Chicago Law School, University of Michigan Law School, University of Southern California, University of Virginia Law School.

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

Diversity job fairs: Northeast Black Law Students' Association (NEBLSA) Job Fair, The Association of the Bar of the City of New York's Minority Lateral Job Fair, Harvard's BLSA Job Fair, the Lavender Law Career Fair, the LeGal Job Fair and the Vault/MCCA Legal Diversity Job Fair.

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):*

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

Chadbourne & Parke LLP is an annual sponsor of the NYC Bar's Minority Fellowship Program. Sponsored by the Committee on Recruitment and Retention of Lawyers, the Fellowship Program places first-year law students from historically under-represented populations in the field of law (including minorities and those of disadvantaged economic status) from the 11 New York City law schools with law firms and corporate departments. Chadbourne participates in 1L on-campus interviews at several targeted law schools and aims to staff 5-10% of its summer class with 1L students. In addition, Chadbourne hosts several 1L receptions and intimate meals with a small groups of attorneys for interested 1L candidates. We participate in several school sponsored mock interview programs, panels, job fairs and networking receptions. We also host our own mock interview program for select law schools.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	11	10
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	15	13

OFFERS MADE* (2007)

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

	Men	Women
White/Caucasian	11	10
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	15	13

OFFERS ACCEPTED* (2007)

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

	Men	Women
White/Caucasian	9	9
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	13	12

NEITHER ACCEPTED NOR DECLINED* (2007)

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

	Men	Women
White/Caucasian	1	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	1	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2007)

	Men	Women
White/Caucasian	15	8
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	20	11

LATERAL OF COUNSEL HIRES (2007)

	Men	Women
White/Caucasian	8	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	8	1

LATERAL PARTNER HIRES (2007)

*Both equity and non-equity

	Men	Women
White/Caucasian	5	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	5	0

NEW PARTNERS PROMOTED (2007)

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

	Men	Women
White/Caucasian	2	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	0	0
Total	3	0

NEW EQUITY PARTNERS* (2007)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	7	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	1	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	8	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: No
- Participate at diversity job fairs: Yes
- Attend events at diversity legal organizations: 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
- Other (please specify):

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:

Audrey Golden & Associates; Greene Levin Snyder; J.Smith & Associates.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	2
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	0	0
Attorneys with disabilities	0	0
Total	1	3

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	3
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
Total	3	4

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	4
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	0	0
Total	2	5

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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
Total	2	3

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
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
Total	2	0

6TH-YEAR ASSOCIATES

	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	0	0
Total	2	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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
Total	3	2

8TH-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
Total	0	0

OF COUNSEL

	Men	Women
White/Caucasian	1	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
Total	1	2

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	1	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	1	0

EQUITY PARTNERS

	Men	Women
White/Caucasian	3	1
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	0	0
Total	4	1

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:* 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:* No
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *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:* 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
- *Other (please specify):*

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 if other factors support promotion to partnership.

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

Three.

Retention and Professional Development

PART-TIME ATTORNEYS (2007)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	8	8	163
Of counsel	4	5	9	45
Non-equity partner	0	0	0	27
Equity partner	2	1	0	72

Management Demographic Profile

FIRMWIDE COMMITTEES 2007

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	5	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	5	0

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	6
African-American/Black	2	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	8	6

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	5	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	5	0

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	10	5
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
Total	12	5

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	0
African-American/Black	3	2
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	0
Attorneys with disabilities	0	0
Total	8	6

Management Demographic Profile

Please provide information regarding all diverse attorneys who, as of 12/31/07, headed offices, practice groups and committees other than those included in the charts above. 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: Talbert Navia, Private Equity (21)

Women heading practices: Marjorie M. Glover, Employment (3); Cindy Wenig, Real Estate (18); Ayse Yuksel, Middle East (5); Laura Friedrich, Private Equity (21)

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Sey-Hyo Lee, Technology Advisory Committee (11)

Women heading committees: Lauren D. Kelly, Charitable Contribution Advisory Committee (6); Phoebe Wilkinson, Pro Bono Committee (17)

GLBT attorneys heading committees: Anthony Roncalli, Diversity Initiative Committee (14)

Attorneys with disabilities heading committees: [No response]

The Firm Says

We at Chadbourne & Parke LLP take great pride in the Firm's commitment to building and nurturing a workplace of diverse individuals with varied backgrounds and interests. The following principles are the foundation of this commitment:

- * pursue equity, inclusion and pluralism in our policies, practices and business relationships;
- * recruit the best from a diverse candidate pool;
- * sustain a fair, inclusive, non-judgmental and respectful working environment

Chadbourne & Parke is committed to attracting and retaining the best and brightest employees who reflect the diversity of our society. To accomplish this, the Firm established a Diversity Initiative Committee and hired a full-time Diversity Initiatives Manager. The Committee considers projects that include a range of LGBT, women's and race/ethnic perspectives. We offer an open membership to our associates as we continue to encourage any interested associate to contribute to the Firm's initiative.

In keeping with the Firm's efforts to sustain a fair, inclusive, non-judgmental and respectful working environment the Firm has expanded the provisions of its non-discrimination policy to include "gender identity or expression" in the description of protected categories.

Chadbourne's steps to recruit and hire attorneys from traditionally underrepresented groups include:

- * Participating in the Association of the Bar of the City of New York's Committee on the Recruitment and Retention of Lawyers' Fellowship Program since its inception in 1991. The Fellowship Program places minority law school students in paid clerkships at participating firms. Each summer, Chadbourne has a law student from the program as a summer associate.
- * Participating in job fairs such as Northeast Black Law Students' Association (NEBSA) Job Fair, The Association of the Bar of the City of New York's Minority Lateral Job Fair, Harvard's BLSA Job Fair, the Lavender Law Career Fair, the LeGaL Job Fair and the Vault/MCCA Legal Diversity Job Fair.
- * Supporting student organizations and providing panelists for programs at Columbia, Cornell, Fordham, Harvard, Georgetown, University of Michigan, NYU and other law schools.

Women hold several key leadership positions at Chadbourne. For example, women serve as the leader of the Russia and the CIS practice, the managing partner of the Kyiv, Ukraine office, and the Chair of the Pro Bono Committee.

Chadbourne is enhancing women's experience at the Firm in several ways. The Women's Group, for example, fosters professional, social and personal development for all of the Firm's women attorneys. The group provides a forum where partners and associates can network and help build the collegial atmosphere that distinguishes Chadbourne. The group holds regular luncheons around topics of interest to its members; business development was the theme of the spring and fall 2007 meetings. The group also hosts welcome lunches for incoming associates and summer associates, as well as recruiting events for candidates. Its members are available to discuss their experience at Chadbourne.

In addition, the Group provides networking opportunities. The Firm sponsors events with the Professional Women's Alliance of New York City, Count Me In and other groups.

The Minority Attorney Group hosts events for minority summer associates and for minority students with offers, supporting the Firm's diversity recruitment and mentoring efforts.

Please refer to our web site, www.chadbourne.com, for additional information.