

McCarter & English, LLP

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Locations

Newark, NJ; New York, NY; Stamford, CT; Hartford, CT; Wilmington, DE; Philadelphia, PA; Boston, MA

Diversity Leadership

Head(s) of Firm: Eric W. Wiechmann, Esq., Managing Partner

Diversity team leader(s): Moy Ogilvie, Esq., Partner; Richard Beran, Esq., Partner

Number of Attorneys as of July 2009

Firmwide: 390

U.S. offices only: 390

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2008)

	Men	Women
White/Caucasian	87	75
African-American/Black	1	6
Hispanic/Latino	2	3
Alaska Native/American Indian	0	0
Asian	6	5
Native Hawaiian/Pacific Islander	2	0
Multiracial	2	0
Openly GLBT	2	1
Attorneys with disabilities	0	0
Total	100	89

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	3	5
African-American/Black	1	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
Total	4	7

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	78	15
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	78	15

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	71	22
African-American/Black	1	1
Hispanic/Latino	1	2
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	74	26

OF COUNSEL (2008)

	Men	Women
White/Caucasian	28	5
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	29	5

NEW HIRES (2008)

	Men	Women
White/Caucasian	23	20
African-American/Black	0	4
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	1	0
Multiracial	1	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	25	27

Strategic Plan and Diversity Leadership

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

The Executive Committee and/or Managing Partner addresses diversity issues throughout the year with the partnership. The Partner Compensation Committee has advised by e-mail and/or in person each partner that the Firm expects each partner to contribute to the Firm's diversity efforts. The Diversity Committee meets approximately monthly to address diversity-related issues. The Diversity Committee reports to the Executive Committee and to practice group leaders regarding the Firm's diversity efforts and information provided during those meetings is relayed to the partnership by e-mail distribution of minutes of those meetings. The Firm uses e-mail to share information regarding upcoming diversity initiatives and events in the applicable regions. The Firm encourages all of its attorneys to support and attend bar, law school and community initiatives and events that promote diversity.

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

Moy Ogilvie, Partner & Richard Beran, 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)?

No

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: 10

Total hours spent on diversity: [No response]

Comments: Not tracked.

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?

Quarterly

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

The Partner Compensation Committee has advised all partners that each partner is expected to contribute to the Firm's diversity efforts and that a partner's contribution to the Firm's diversity efforts is a factor that will be considered in determining partner compensation.

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.

The Firm has partnered with NJLEEP, Citizen Schools, Development School for Youth (a program of The All Stars Project of New Jersey), and other similar programs to mentor high school and junior high school students, expose them to a law firm environment, and, hopefully, encourage them to consider law as a career. Firm attorneys have coordinated peer mediation programs for middle school students in Hartford, CT public schools for many years.

Recruitment - New Associates

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

Ivy League schools: Normally, yes. However, we are not having a summer program in 2010 so are not interviewing on campus in 2009.

Other private schools: Normally, yes. However, we are not having a summer program in 2010 so are not interviewing on campus in 2009.

Public state schools: Normally, yes. However, we are not having a summer program in 2010 so are not interviewing on campus in 2009.

Historically Black Colleges and Universities (HBCUs): Normally, yes. However, we are not having a summer program in 2010 so are not interviewing on campus in 2009.

Diversity job fairs: Normally, yes. However, we are not having a summer program in 2010 so are not interviewing law students at diversity job fairs in 2009. We will attend the LGBT Career Fair, hosted by the National LGBT Bar Association.

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:* No
- *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:* 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	3	5
African-American/Black	1	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
Total	4	7

OFFERS MADE* (2008)

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

	Men	Women
White/Caucasian	2	5
African-American/Black	1	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
Total	3	7

OFFERS ACCEPTED* (2008)

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

	Men	Women
White/Caucasian	2	5
African-American/Black	1	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
Total	3	7

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	16	20
African-American/Black	0	4
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	1	0
Openly GLBT	0	1
Attorneys with disabilities	0	0
Total	18	26

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	8	0
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	8	1

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
Total	9	4

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: Yes
- Utilize online job services (e.g., MCCA Job Bank): Yes
- Hire recruiting professional who specializes in identifying diverse candidates: Yes

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?

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:

[No response]

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0	2

2ND-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	1
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	3

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

	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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-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

8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	3	10
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	1
Attorneys with disabilities	0	0
Total	4	10

OF COUNSEL

	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

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

	Men	Women
White/Caucasian	7	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	7	0

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:* 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?

The Firm evaluates its associates regularly, and, for senior associates, assesses whether they are performing at a level that makes them eligible for partnership. Factors considered include, but are not limited to, quality of work, quality of relationships with clients and colleagues, skill development, and ability to attract new business. Working a balanced hours schedule does not change the evaluation process or the factors considered, and balanced hours associates remain eligible for partnership. Working a balanced hours schedule will normally extend the time at which an attorney is considered for partnership, depending on the proportion of standard hours worked and the duration of the balanced hours schedule. For the purpose of measuring time to non-equity and equity partnership, balanced hours attorneys will be considered on the equivalent time standard of full-time associates and non-equities but pro-rated to take into account reduced work schedules.

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

0

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	10	12	n/a
Of counsel	2	1	3	n/a
Non-equity partner	0	6	6	n/a
Equity partner	0	0	0	n/a

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	10	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	10	0

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	7	6
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	6

NOTE: Hiring and Associate reviews are both covered by the Professional Personnel Committee

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	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	6	2

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	6
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	6

NOTE: Hiring and Associate reviews are both covered by the Professional Personnel Committee

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	5
African-American/Black	1	1
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	1
Attorneys with disabilities	0	0
Total	3	7

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	19	13
Number of such positions held by:			
Minorities	0	0	1
Women	0	4	2
GLBT attorneys	0	0	0
Attorneys with disabilities	0	0	0

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: none

GLBT attorneys heading offices: none

Attorneys with disabilities heading offices: none

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: none

Women heading practices: Myrna Wigod, Private Clients, 11; Sheri Pastor, Insurance Coverage, 37; Pamela Moore, Labor & Employment, 22; Maryjane Augustine, Construction, 16

GLBT attorneys heading practices: none

Attorneys with disabilities heading practices: none

COMMITTEE LEADERS

Minorities heading committees: Moy Ogilvie, Diversity Committee, 10

Women heading committees: Moy Ogilvie, Diversity Committee, 10; Katie Gummer, Professional Personnel Committee, 13

GLBT attorneys heading committees: none

Attorneys with disabilities heading committees: none

The Firm Says

At McCarter & English, we are committed to creating a firm that reflects the strengths and capabilities of our diverse community and profession. The embodiment of that commitment is our Diversity Committee and the initiatives we support. We seek to hire and retain attorneys who share the firm's conviction that a culturally diverse workplace is essential in combining quality of life and superior service in meeting client goals. To that end, M&E actively participates in many legal and business community organizations and programs focused on increasing diversity and awareness within our profession.

Our EEO Policy As an Equal Opportunity employer, McCarter & English, LLP offers all candidates equal opportunity for employment and advancement based on their ability and without regard to race, religion, color, sex, affectional or sexual orientation, civil union, domestic partnership status, gender identity and expression, learning disability, age, national origin, ancestry, marital status, familial status, genetic information, citizenship status, physical or mental disability or other classification or characteristics protected by federal, state or local law.