

Seyfarth Shaw LLP

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Locations

Atlanta, Boston, Brussels, Chicago, Houston, Los Angeles, New York, Sacramento, San Francisco, Washington DC

Diversity Leadership

Head(s) of Firm: J. Stephen Poor, Chair and Managing Partner

Diversity team leader(s): Lisa Damon, National Diversity Committee Co-Chair; Ed Karlin, National Diversity Committee Co-Chair; Gerald Pauling, National Diversity Committee Co-Chair

Number of Attorneys as of July 2009

Firmwide: 770

U.S. offices only: 769

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2008)

	Men	Women
White/Caucasian	130	119
African-American/Black	10	13
Hispanic/Latino	6	11
Alaska Native/American Indian	0	0
Asian	16	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly GLBT	2	2
Attorneys with disabilities	0	0
Total	163	156

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	11	15
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	1
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	13	21

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	190	29
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	2	2
Attorneys with disabilities	2	0
Total	191	29

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	101	32
African-American/Black	1	1
Hispanic/Latino	3	1
Alaska Native/American Indian	1	0
Asian	4	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	1	0
Total	110	39

OF COUNSEL (2008)

	Men	Women
White/Caucasian	45	41
African-American/Black	2	3
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	1	1
Total	49	47

NEW HIRES (2008)

	Men	Women
White/Caucasian	24	12
African-American/Black	1	1
Hispanic/Latino	2	2
Alaska Native/American Indian	0	0
Asian	3	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	30	22

Strategic Plan and Diversity Leadership

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

We ensure that people in our organization recognize that diversity is a top priority for our firm and that they are kept up to date on our efforts to build a greater culture of inclusion. Our communications efforts include: a new firm-wide diversity training and engagement program, a new set of web-based communications resources - blog, RSS and intranet site - focused on diversity programs and successes, publication of the Diversity Annual Report, progress reports at major partner meetings and ongoing communications through our diversity network of local action teams and affinity groups. We know our efforts are working. Employee recognition of the firm's commitment to diversity has risen by more than 17 percentage points in a 3-year span.

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

Lisa Damon, National Diversity Committee Co-Chair; Ed Karlin, National Diversity Committee Co-Chair; Gerald Pauling, National Diversity Committee Co-Chair

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: 19

Total hours spent on diversity: 1646

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?

Diversity efforts at Seyfarth are led by members of our Executive Committee. Our network of national and local Diversity Action Teams includes attorneys and staff members from all offices. Additionally we have established national affinity groups dedicated to the interests of African-American, Asian-American, Latino, LGBT and women attorneys. The national team is responsible for overall planning, progress and integration of our efforts. Each local team develops customized plans, activities and local outreach. Overall progress is reviewed each quarter by the Firm's Executive Committee. We have developed a two-year strategic plan to ensure our efforts are focused and deliver measurable results. Success of local efforts and those of our affinity groups are evaluated against strategic plan 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

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.

Atlanta Spelman College Internship program

Recruitment - New Associates

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

Ivy League schools: Harvard Law School, Stanford Law School, University of Pennsylvania Law School

Other private schools: New York University School of Law, Northwestern University Law School, University of Southern California Gould School of Law, Boston University School of Law, University of California Berkeley School of Law, Benjamin N. Cardozo School of Law, University of Chicago Law School, DePaul University College of Law, Emory University School of Law, Fordham University School of Law, Georgetown University Law Center, Loyola Law School Los Angeles, University of Notre Dame Law School

Public state schools: University of Wisconsin Law School, University of Texas School of Law, University of Georgia School of Law, University of California Hastings College of the Law, University of Illinois College of Law, Indiana University School of Law, University of Michigan Law School, Georgia State University College of Law, University of Virginia School of Law

Historically Black Colleges and Universities (HBCUs): Spelman College

Diversity job fairs: Boston Lawyers Group Job Fair, Lavender Job Fair, Cook County Bar Association Minority Job Fair, Southeastern Minority Job Fair, Vault/MCCA Job Fairs, National Bar Association Career Fair, Hispanic National Bar Association Career 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:* 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:* Yes
- *Other (please specify):*

Yes

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

Yes, Atlanta Bar Association Minority Clerkship Program

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	11	15
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	1
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	13	21

OFFERS ACCEPTED* (2008)

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

	Men	Women
White/Caucasian	6	9
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	1
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	8	12

OFFERS MADE* (2008)

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

	Men	Women
White/Caucasian	6	9
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	1
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	8	12

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	21	15
African-American/Black	1	3
Hispanic/Latino	1	4
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	26	26

LATERAL OF COUNSEL HIRES (2008)

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

LATERAL PARTNER HIRES (2008)

*Both equity and non-equity

	Men	Women
White/Caucasian	21	3
African-American/Black	0	0
Hispanic/Latino	1	1
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	1
Total	22	5

NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	10	4
African-American/Black	1	1
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	12	5

NEW EQUITY PARTNERS* (2008)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	15	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	15	2

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): No
- Hire recruiting professional who specializes in identifying diverse candidates: No

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

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:

Hughes & Sloan, Swan Legal Search, Audrey Golden Associates Ltd., The Artemis Group, Brunswick Group, Mestel & Company, Glenmont Group, Major Lindsey & Africa

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	1
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	4	1

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0	1

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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
Total	3	2

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	7
African-American/Black	1	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	1
Attorneys with disabilities	0	0
Total	3	10

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	5
African-American/Black	0	3
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	9

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	3
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	3	3

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	3
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	1	4

8TH-YEAR-PLUS ASSOCIATES

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

OF COUNSEL

	Men	Women
White/Caucasian	7	9
African-American/Black	0	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	7	11

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

	Men	Women
White/Caucasian	5	1
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	7	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:* Yes
- *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?

None. We just require that part-time attorneys meet the same equivalent standards as our full-time attorneys.

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

Our disability and leave policies do not extend to our equity partners. These situations are handled on an as needed basis.

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	3	26	29	319
Of counsel	5	9	14	59
Non-equity partner	2	6	8	157
Equity partner	n/a	n/a	n/a	n/a

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	6	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	0	0
Total	6	1

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	7	3
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	8	3

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	73	22
African-American/Black	1	0
Hispanic/Latino	2	1
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	0	0
Total	78	23

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	1
African-American/Black	4	1
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	2
Attorneys with disabilities	1	0
Total	12	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	9	35	n/a
Number of such positions held by:			
Minorities	0	0	n/a
Women	2	5	n/a
GLBT attorneys	1	0	n/a
Attorneys with disabilities	1	0	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? 9

Minorities heading offices: [No response]

Women heading offices: Lorie Almon, New York (99); Lisa Damon, Boston (74)

GLBT attorneys heading offices: Lisa Damon, Boston (74)

Attorneys with disabilities heading offices: Dave Rowland, Chicago (250)

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Lorie Almon, Wage and Hour Litigation (114); Valerie Hoffman, Affirmative Action and Business Immigration (14); Debra Levin, Trust & Estates (17); Kate Perrelli, Commercial Litigation (59); Camille Olson, Complex Discrimination Litigation (103)

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Gerald Pauling, National Diversity Action Team (19) and Chicago Hiring Committee (12)

Women heading committees: Patricia Cullison, San Francisco Leadership Development Committee (7); Lisa Damon, National Diversity Action Team (19); Brigitte Duffy, Boston Hiring Committee (26); Diane Dygert, Chicago Leadership Development Committee (31); Kari Levine, San Francisco Hiring Committee (11); Allegra Rich, Pro Bono Committee (35); Laura Shelby, Los Angeles Hiring Committee

GLBT attorneys heading committees: Lisa Damon, National Diversity Action Team (19)

Attorneys with disabilities heading committees: [No response]

The Firm Says

Diversity at Seyfarth Shaw as of July 2009: At Seyfarth Shaw, we are committed to building a more diverse workforce and a culture of inclusion. We are in the midst of a multi-year effort to become a leader on diversity in the legal profession -- and we are seeing strong signs of progress.

We have implemented a strategic plan focused on recruitment, retention and communications, and here are some of the highlights of our efforts:

* Achieved growth in numbers and percentages of female and ethnic minority attorneys, notably the percentages of ethnic minority associates (23%) and female associates (50%), which now exceed overall NALP large firm averages. While our percentage of minority partners is 6%, compared with a 7.5% NALP average for large law firms, our percentage of women partners (19%) is consistent with NALP average. * Attracted three ethnic minority partners; two men and one woman to join Seyfarth in 2009. * Recognized in a 3-year study by the Chicago Bar Association's Alliance for Women as one of the few national law firms headquartered in Chicago to meet or surpass a number of key goals on retention and advancement of women attorneys. * Established an active, firm-wide network of national and local Diversity Action Teams to increase community outreach and visibility efforts. * Launched a network of affinity groups to create a more inclusive culture and work environment, and to help identify solutions and strategies that support the Firm's diversity efforts. Attorney affinity groups have been formed for African-American, Asian- American, Hispanic, LGBT and women's interests. * Developed a 2-year strategic plan for diversity, focusing on recruitment, development, firm-wide engagement and community visibility. * Supported "Leadership in Action" efforts in which Seyfarth attorneys take on leadership roles in affinity bar associations. Had 3 attorneys named to key roles in National Asian- Pacific American Bar Association (NAPABA), National Lesbian and Gay Bar Association (NLGBA) and Hispanic National Bar Association (HNBA). * Scored 100 points on the 2009 Human Rights Campaign Corporate Equality Index, a survey of workplace practices for the LGBT community. * Recognized for excellence in the past year by the following organizations: *Corporate Sponsor Award - Charles Houston Bar Association *Outstanding Law Firm Partner - San Francisco AIDS Legal Referral Panel *Presidential Award - Cook County Bar Association * Actively participated in Boardroom Bound and Street Law programs, designed to build talent pipelines for legal careers and executive leadership. * Received an 'honorable mention' in a study conducted by the Project for Attorney Retention, which examined the percentage of women lawyers promoted to partner in 2009. Recognized for promoting a partner class made up of 44% women attorneys (8 of 18 total) and cited among 23 of 100 firms surveyed nationwide, where women made up 40% or more of new partners.

While we are pleased with our progress, we also recognize the need for continuous improvement. We will continue to focus on strengthening internal efforts and on helping diverse attorneys build their strengths through mentoring and networking opportunities.