



Diversity

Defining value.

Diversity is a core value at Drinker Biddle, reflected in our hiring and fostering the development of talented professionals with different backgrounds, lifestyles and interests. Our diverse skills, experience and perspectives bring exceptional value to the service we provide to our clients.

We also value diversity by promoting, defending and advancing the interests of a wide variety of individuals and constituencies in our local communities, and nationwide.

At Drinker Biddle, diversity enriches our workplace, our communities and the exceptional quality of the service we offer our clients.

To learn more, go to www.drinkerbiddle.com/diversity.

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Drinker Biddle
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Drinker Biddle & Reath LLP | A Delaware limited liability partnership

Drinker Biddle & Reath LLP

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Locations

Albany, NY; Berwyn, PA; Chicago, IL; Florham Park, NJ; Los Angeles, CA; Milwaukee, WI; New York, NY; Philadelphia, PA; Princeton, NJ; San Francisco, CA; Washington, DC; Wilmington, DE

Diversity Leadership

Head(s) of Firm: Alfred W. Putnam, Jr., Chairman; Andrew C. Kassner, Executive Partner

Diversity team leader(s): Neil Haimm, Co-Chair, Firmwide Diversity Committee; Jesse Ruiz, Co-Chair, Firmwide Diversity Committee

Number of Attorneys as of July 2009

Firmwide: 668

U.S. offices only: 668

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2008)

	Men	Women
White/Caucasian	146	124
African-American/Black	6	11
Hispanic/Latino	5	3
Alaska Native/American Indian	1	0
Asian	5	24
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	164	162

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	23	10
African-American/Black	2	2
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	28	17

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	162	27
African-American/Black	3	1
Hispanic/Latino	0	0
Alaska Native/American Indian	1	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	0	0
Total	166	28

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	45	30
African-American/Black	3	2
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	0	0
Total	49	32

OF COUNSEL (2008)

	Men	Women
White/Caucasian	41	31
African-American/Black	0	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	42	35

NEW HIRES (2008)

	Men	Women
White/Caucasian	46	37
African-American/Black	8	5
Hispanic/Latino	2	1
Alaska Native/American Indian	0	0
Asian	2	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	58	48

NOTE: Includes attorneys designated as "counsel."

Strategic Plan and Diversity Leadership

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

The firm's Diversity Initiative is implemented through its Firmwide Diversity Committee, the members of which include administrative personnel, associates, partners and members of firm management, including the chairman and two managing partners. The Firmwide Diversity Committee meets bi-monthly to discuss current issues and to identify targeted tasks for implementation on a firmwide basis. The Regional Diversity Committees were created to enhance the firmwide committee's ability to communicate the importance of diversity and help ensure the successful implementation of the firm's Diversity Strategic Plan. The Regional Diversity Committees meet bi-monthly, when the Firmwide Diversity Committee does not. In addition, all diverse lawyers at the firm have an opportunity annually to meet and discuss the firm's diversity initiatives. The firm continues to communicate the importance of diversity and related initiatives through the firm's internal Portal, its external website, e-mails from management, regional focus group meetings, advertising, new recruiting brochures, a new diversity brochure, pitches for new business, and other venues. In addition, the co-chairs of the Firmwide Diversity Committee have an opportunity to present an overview of the group's accomplishments and goals at the annual firmwide partners meeting, as well as periodic presentations to the firm's Managing Partners and Practice Group Leadership. The firm also shows its commitment through public support of targeted diversity initiatives and through support of minority bar associations and minority-focused legal organizations.

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

Neil Haimm and Jesse Ruiz, co-chairs of the Firmwide Diversity Committee.

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2008, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 17

Total hours spent on diversity: [No response]

Comments: We don't track non-billable time spent specifically on diversity-related initiatives. However, we believe that hundreds, if not a few thousand hours, were spent on diversity-related activities in 2008.

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?

In 2008, the firm adopted an updated, formal Diversity Strategic Plan, which consists of several components including hiring, mentoring, assignment management and education, to name a few.

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 firm recognizes the need for strong leadership, management support and accountability for a successful diversity program. For that reason, one of the members of the firmwide committee is our chairman. Additionally, the updated Diversity Strategic Plan mandates that the firmwide committee include at least two members of the Managing Partners (our version of an Executive Committee). The co-chairs of the Firmwide Diversity Committee have primary responsibility for the successful management and implementation of the Diversity Strategic Plan and all of the firm's diversity efforts. They regularly report their progress to the firm's leadership.

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
X			Other (please specify): Institute a formal flex-time policy that addresses partnership prospects.

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:* 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
- *Other (please specify):* Association for Corporate Counsel's Chicago Chapter Summer Diversity Internship Program

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

We were a charter member of and continue to participate in the Cristo Rey High School internship program in our Chicago office.

Recruitment - New Associates

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

Ivy League schools: Our recruiting efforts have included Columbia University, Cornell University, Harvard University and the University of Pennsylvania.

Other private schools: Our recruiting efforts have included Boston College, Boston University, Duke University, Emory University, Fordham University, George Washington University, Georgetown University, Illinois Institute of Technology-Chicago Kent, Loyola University Chicago, New York University, Northwestern University, Santa Clara University, Seton Hall University, Stanford University, Tulane University, University of Chicago, University of Notre Dame, University of San Francisco, University of Southern California, Villanova University, Washington University, Wake Forest University, and Washington and Lee University.

Public state schools: Our recruiting efforts have included College of William and Mary, Rutgers University-Camden, Rutgers University-Newark, Temple University, University of California-Berkeley (Boalt Hall), University of California-Hastings, University of California-Los Angeles, University of Illinois, University of Michigan, University of Virginia, and University of Wisconsin.

Historically Black Colleges and Universities (HBCUs): Our recruiting efforts have included Howard University.

Diversity job fairs: Our recruiting efforts have included the Philadelphia Area Minority Job Fair, Vault/MCCA Diversity Career Fair, Cook County Minority Job Fair, and Bay Area Diversity 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:* Yes
- *Scholarships or intern/fellowships for minority students:* Yes
- *Other (please specify):*

The firm is a member of the Philadelphia Diversity Law Group, of which the participating law firms and corporations annually hire 1Ls as summer associates. We are also a member of the Chicago Committee on Minorities in Large Law Firms and the New Jersey Law Firm Group on Minority Hiring. We also sponsor the Association of Corporate Counsel's Chicago Chapter Summer Diversity Internship Program.

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

The firm is a member of the Philadelphia Diversity Law Group, of which the participating law firms and corporations annually hire 1Ls as summer associates.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	23	10
African-American/Black	2	2
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	28	17

OFFERS MADE* (2008)

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

	Men	Women
White/Caucasian	21	7
African-American/Black	2	1
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	26	13

OFFERS ACCEPTED* (2008)

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

	Men	Women
White/Caucasian	20	7
African-American/Black	1	1
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	23	13

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	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 (2008)

	Men	Women
White/Caucasian	23	14
African-American/Black	4	2
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	30	19

LATERAL OF COUNSEL HIRES (2008)

	Men	Women
White/Caucasian	6	3
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	6	5

LATERAL PARTNER HIRES (2008)

*Both equity and non-equity

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

NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	6	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	1	0
Attorneys with disabilities	0	0
Total	6	3

NEW EQUITY PARTNERS* (2008)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	3
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	6	3

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?

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:

[No response]

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

OF COUNSEL

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	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	n/a	n/a

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

Comments:

The firm adopted a new Flex-Time policy in May 2009. We also were recognized by Working Mother magazine and Flex-Time Lawyers as one of the 50 Best Law Firms for Women.

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?

No long-term impact.

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

[No response]

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	33	33	330
Of counsel	6	17	23	77
Non-equity partner	0	4	4	81
Equity partner	0	2	2	194

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	11	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	11	2

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	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
Total	4	2

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	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	9	3

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	4
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	4

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	2
African-American/Black	2	3
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	1
Attorneys with disabilities	0	0
Total	9	8

Management Demographic Profile

OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	12	n/a	n/a
Number of such positions held by:			
Minorities	0	3	1
Women	4	8	6
GLBT attorneys	0	1	1
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? 12

Minorities heading offices: [No response]

Women heading offices: Jill Bronson, Philadelphia; Anita Cicero, Washington, DC; Stephanie Wickouski, New York; Robyn Shapiro, Milwaukee

GLBT attorneys heading offices: [No response]

Attorneys with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Alan King, Vice Chair, Labor & Employment Practice Group; Kenneth Murphy, Vice Chair, Products Liability & Mass Tort Practice Group; Anita Ponder, Leader, Government Contracts Team

Women heading practices: Bonnie Allyn Barnett, Chair, Environmental Practice Group; Cheryl D. Orr, Co-Chair, Labor & Employment Practice Group; Lisa S. Presser, Chair, Private Client Group; Stephanie Wickouski, Vice Chair, Corporate Restructuring; Sharon Klingelsmith, Vice Chair, Employee Benefits & Executive Compensation; Jennifer Dean, Vice Chair, Intellectual Property Practice Group; Jennifer Breuer, Vice Chair, Health Law Practice Group; Jill Bronson, Leader, Corporate Finance Team

GLBT attorneys heading practices: Patrick Kelleher, Leader, IP/Technology Litigation Team

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Jesse Ruiz, Co-chair, Firmwide Diversity Committee

Women heading committees: Mary Devlin Capizzi, Chair, Professional Development Committee; Stephanie Shellenbeck, Co-chair, Firmwide Hiring Committee; Kimberly Rubel, Chair, Opinions Committee; Cathy Kiselyak Austin, Chair, Technology Committee; Jennifer Breuer, Co-chair, Women's Committee; Kathryn Doyle, Co-chair, Women's Committee

GLBT attorneys heading committees: Kathryn Doyle, Co-chair, Women's Committee

Attorneys with disabilities heading committees: [No response]

The Firm Says

Our commitment to diversity at Drinker Biddle reflects our belief that by more accurately reflecting our clients and our communities, we are more effectively positioned to understand their needs and objectives, in all their many facets. Creativity, innovation, cooperation and mutual respect are the natural result of an environment in which individual contributions are valued, where biases based on race, gender and other factors are absent, and legal knowledge combines with unique world views. Drinker Biddle has always had a commitment to civility and respect for all, and this is reflected in our core values and business strategy.

Our Firmwide Diversity Committee is charged with ensuring our firm reflects the rich diversity of the communities and clients we serve. As such, one of the committee's primary objectives is to proactively recruit, retain, promote and foster the professional development of talented minority lawyers. We also have established Regional Diversity Committees that can concentrate on our diversity goals at the local level. Most have established working groups that concentrate on the areas of hiring, retention and development, marketing and client development, and staff alignment and initiatives.

RECRUITING: The firm's commitment to diversity is demonstrated by its many efforts to recruit minority law school graduates and experienced lawyers. We regularly help coordinate and participate in a number of minority attorney recruitment programs. The firm also regularly offers time, money and other resources to help support and encourage minority students as they pursue their educational and professional goals. In addition, resources are dedicated to ensure that our diversity commitment is reflected in our hiring practices. A few of our efforts include participating in minority job fairs nationally (Vault/MCCA Job Fair, Cook County Minority Job Fair, Philadelphia Area Minority Job Fair, etc.), committing to hire at least one summer associate through a minority-focused organization (Philadelphia Diversity Law Group), ensuring that our firm's core interviewer group has a diverse constituency, insisting upon diverse representation in interview schedules, financially supporting minority law student organizations nationally (Black Lawyers Student Association, Latin American Student Association, ALIANZA), placing job postings on websites targeted to a diverse lawyer audience (MCCA, Hot Jobs.com, etc.) and holding outreach activities to meet minority candidates and foster minority hiring practices in various cities in which we maintain offices.

PROFESSIONAL DEVELOPMENT: Once a lawyer has joined our firm, our work is far from complete. The firm has established varied mentoring programs: a peer integration mentor is assigned for every new associate's first year at the firm, a Diversity Committee Watch Program has been put into place (minority associates are tracked to ensure that they are given ample opportunity to work on our most significant matters and clients) and a voluntary "opt-in" mentor program has been initiated in which associates select their own mentors among partners.

WOMEN'S COMMITTEE: As part of Drinker Biddle's commitment to diversity, we have established a Women's Committee to foster and promote the hiring, professional development and retention of women in the firm. The committee has several goals: to increase the visibility of women across the firm, increase the number of women in firm leadership positions, enhance the role of women in the firm's business development efforts, involve women in meaningful ways in the development of policies that impact women, and begin initiatives to market Drinker Biddle as a great place for women to work.