

Jenner & Block LLP

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Locations

Chicago, IL (Headquarters); New York, NY; Washington, DC

Diversity Leadership

Head(s) of Firm: Anton R. Valukas, Chairman; Susan C. Levy, Managing Partner

Diversity team leader(s): Donald B. Verrilli, Jr.

Number of Attorneys as of 12/31/07

Firmwide: 493

U.S. offices only: 493

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2007)

	Men	Women
White/Caucasian	123	96
African-American/Black	4	5
Hispanic/Latino	2	4
Alaska Native/American Indian	0	0
Asian	15	11
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly GLBT	12	6
Attorneys with disabilities	n/a	n/a
Total	146	117

SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	46	31
African-American/Black	2	3
Hispanic/Latino	1	1
Alaska Native/American Indian	1	n/a
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	n/a
Attorneys with disabilities	n/a	n/a
Total	54	38

EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	127	29
African-American/Black	3	0
Hispanic/Latino	3	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	6	2
Attorneys with disabilities	n/a	n/a
Total	134	29

NON-EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	42	9
African-American/Black	0	3
Hispanic/Latino	1	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	n/a	n/a
Total	44	12

NOTE: 1 Hispanic male nonequity is also LGBT.

OF COUNSEL (2007)

	Men	Women
White/Caucasian	6	5
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	n/a	n/a
Total	6	5

NEW HIRES (2007)

	Men	Women
White/Caucasian	53	32
African-American/Black	0	1
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	7	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	6	5
Attorneys with disabilities	n/a	n/a
Total	62	37

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 diversity in a number of ways. The firm's Strategic Plan contains the following statement: "The firm is committed to maintaining and promoting diversity in hiring, development, promotion and success of all legal and non-legal personnel." The Strategic Plan is regularly communicated to partners and associates in the firm. This statement is included on our website and in the employee handbook and discussed with new associates and summer associates as part of orientation. To support our Strategic Plan, the firm in 2006 unveiled the business case for diversity, which was communicated in separate forums to the highest governing committee, partner and associates. The firm provides diversity training for all attorneys (including new attorneys and laterals) firmwide. Partners and associates hold leadership positions and are active in a wide variety of minority bar organizations/diversity organizations and the firm regularly hosts events supporting these organizations. For external and internal communications, the firm publishes a diversity newsletter several times a year, including Equal Time-Focus on Diversity, Equal Time-Women in Focus and Equal Time-LGBT Community Service. Finally, the firm has a full-time diversity program manager who supports all of these functions and works as the liaison between the Diversity Committee and other members of the firm.

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

Donald B. Verrilli Jr., Partner and Diversity Committee Chair; Courtney Jones, Diversity Program Manager (staff).

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: 12

Total hours spent on diversity: [No response]

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?

Monthly

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

The Diversity Committee meets monthly and reports monthly to the Management Committee and the managing partner. In addition, the human resources department compiles and generates monthly head count reports reflecting general hiring and attrition trends and focusing specifically on ethnicity and gender. These reports are provided to the managing partner, chair of the Diversity Committee, director of professional development and others to identify issues that may have an impact on achieving our diversity goals.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
X	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	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
X	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	X		Increase the number of GLBT attorneys at the associate level
X	X		Increase the number of GLBT attorneys at the partnership level
X	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	
			Increase the number of attorneys with disabilities at the associate level
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
			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: Yes*

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

As the number of students of color applying to law schools continues to drop, the Firm is doing its part to build the pipeline. In this regard, we are one of the "High 5 Partners" with Scholarship Chicago, an organization that provides underrepresented scholars with college scholarships in addition to college preparatory workshops, mentors, summer internships and career networking opportunities. For the past two Summers, we have hosted four Scholarship Chicago interns who work in our Marketing, Human Resources, Conflicts and Professional Development departments. The Firm continues to work with the Chicago Committee on Minorities in Large Law Firms and four other law firms on a pipeline program that will introduce grammar school children to the field of law through programming, mentorship and eventually scholarships. We support of Streetlaw. Our Washington, D.C. office attorneys work with the Thurgood Marshall Academy, the District's first law-themed public charter high school. We are exploring pipeline programs in our New York City office. Lastly, we are pleased to announce that for the 40th Anniversary of the Council on Legal Education Opportunity ("CLEO") the Firm is a "Legacy Builder" sponsor. CLEO is a non-profit project of the ABA's Fund for Justice and Education and contributes to expanding diversity in the legal profession by increasing the number of minority and economically disadvantaged students who enter and graduate from law school. Our significant participation in the 40th anniversary will allow us to help advance the variety of programs that CLEO offers to achieve these goals. As a Firm, we not only hope to increase the pipeline but also to educate and expose our clients to these programs that will have an impact on the legal profession for years to come.

Recruitment - New Associates

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

Ivy League schools: Columbia University, Harvard University, University of Pennsylvania, Yale University

Other private schools: University of Chicago, Chicago-Kent College of Law, DePaul University, Duke University, Emory University, Georgetown University, John Marshall School of Law, Loyola University-Chicago, New York University, Northwestern University, University of Notre Dame, Stanford University, Valparaiso University, Vanderbilt University, Washington University-St. Louis

Public state schools: University of California-Berkeley, University of Illinois, University of Iowa, University of Michigan, University of Minnesota, University of North Carolina, University of Texas-Austin, University of Virginia,

Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: We continue to attend and sponsor minority job fairs including the MCCA/Vault Diversity Job Fair where we were the premier sponsor in 2007 for Chicago and New York, the ABA sponsored CLEO job fair, Lavender Law, the Cook County Minority Job Fair and Hispanic National Bar Association 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?

-Scholarships or intern/fellowships for minority students, including one scholarship which will be awarded to an HBCU student. We also sponsor a scholarship fund through the American Intellectual Property Law Education Foundation, which promotes diversity in the intellectual property bar through supporting minority law students who are interested in IP law. In addition, we participate in the ABA Legal Opportunity Scholarship and sponsor the ABA Judicial Intern Opportunity Program. -Other: We support a number of organizations that are working to increase the diversity of associates in law schools and large law firms.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	43	28
African-American/Black	2	3
Hispanic/Latino	0	2
Alaska Native/American Indian	1	0
Asian	4	2
Native Hawaiian/Pacific Islander	1	1
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	51	36

OFFERS ACCEPTED* (2007)

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

	Men	Women
White/Caucasian	27	21
African-American/Black	1	2
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	31	26

OFFERS MADE* (2007)

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

	Men	Women
White/Caucasian	41	27
African-American/Black	2	3
Hispanic/Latino	0	2
Alaska Native/American Indian	1	0
Asian	4	2
Native Hawaiian/Pacific Islander	1	1
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	49	35

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	4	3
African-American/Black	1	1
Hispanic/Latino	0	0
Alaska Native/American Indian	1	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	7	6

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2007)

	Men	Women
White/Caucasian	16	8
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	19	9

LATERAL OF COUNSEL HIRES (2007)

	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	n/a	n/a
Total	1	0

LATERAL PARTNER HIRES (2007)

*Both equity and non-equity

	Men	Women
White/Caucasian	8	2
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	n/a	n/a
Total	9	2

NEW PARTNERS PROMOTED (2007)

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

	Men	Women
White/Caucasian	5	5
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	n/a	n/a
Total	5	6

NEW EQUITY PARTNERS* (2007)

*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	n/a	n/a
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
- 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: Yes
- 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:

[No response]

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	n/a	n/a
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	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	n/a	n/a
Total	4	4

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	7
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	6	10

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	1
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	n/a	n/a
Total	4	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	1
African-American/Black	0	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	n/a	n/a
Total	7	2

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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	2	2

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latino	0	0
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	n/a	n/a
Total	5	0

8TH-YEAR ASSOCIATES

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

OF COUNSEL

	Men	Women
White/Caucasian	0	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	n/a	n/a
Total	0	3

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	9	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	n/a	n/a
Total	9	2

EQUITY PARTNERS

	Men	Women
White/Caucasian	8	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	n/a	n/a
Total	8	4

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
- *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?

For promotion to partnership each associate is evaluated on the basis of his/her skill set. All partners, whether full time or part-time, are evaluated on the same basis to determine promotion to equity partner.

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

Five

Retention and Professional Development

PART-TIME ATTORNEYS (2007)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	9	9	263
Of counsel	1	5	6	11
Non-equity partner	3	1	4	56
Equity partner	0	4	4	163

Management Demographic Profile

FIRMWIDE COMMITTEES 2007

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	19	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	n/a	n/a
Total	20	4

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	5
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	n/a	n/a
Total	7	5

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	19	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	n/a	n/a
Total	20	4

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	27	8
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	1	0
Attorneys with disabilities	n/a	n/a
Total	28	8

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	4
African-American/Black	2	1
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	n/a	n/a
Total	6	5

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: [No response]

Women heading practices: Barbara S. Steiner, Business Litigation, 90; Gabrielle Sigel, Climate and Clean Technology Law, 38; Linda L. Listrom, Defense & Aerospace, 45; Carla J. Rozycki, Labor and Employment, 11; Lise T. Spacapan, 36; Gail H. Morse, Tax Practice, 10; Gail H. Morse, Tax Controversy Practice, 11; Debbie L. Berman, Trade Secrets and Unfair Competition, 32

GLBT attorneys heading practices: Howard S. Suskin, Class Action, 63; Jerry J. Burgoerfer, Securities Practice, 23; Howard S. Suskin, Securities Litigation Practice, 47; Gail H. Morse, Tax Practice, 10; Gail H. Morse, Tax Controversy Practice, 11

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Reginald J. Hill, Hiring Committee, 61; Reginald J. Hill, Hiring Executive Committee, 12

Women heading committees: Charlotte L. Wager, Associate Development and Evaluation, 36; Terri L. Mascherin, Associate Retention Subcommittee of the Diversity Committee, 15; Charlotte L. Wager, Associate Training Committee, 31; Jill R. Sheiman, Associates Committee, 15; Catherine L. Steege, Finance Committee, 21; Katherine A. Fallow, Hiring Committee, 61; Charlotte L. Wager, Hiring Committee, 61; Katherine A. Fallow, Hiring Executive Committee, 12; Charlotte L. Wager, Hiring Executive Committee, 12; E. Lynn Grayson, Ombuds Program, 5; Elizabeth A. Davidson, Opinion Letter Subcommittee, 10; Debbie Berman, Paralegal Committee, 12; Julie M. Carpenter, Positive Work Environment Committee, 21; Carla J. Rozycki, Work Environment Committee, 21; E. Lynn Grayson, Women's Forum Committee, 17; Julie M. Carpenter, Women's Forum Committee, 17; Amy L. Tenney, Women's Forum Committee, 17

GLBT attorneys heading committees: Jerry Burgdoerfer, Business Services and Transaction Committee

Attorneys with disabilities heading committees: [No response]

The Firm Says

Initiatives and Programs to Improve Diversity:

RECRUITING

Minority Scholarships: We now offer scholarships at nine law schools. We also support the Hispanic Lawyer Scholarship Fund, the ABA Judicial Intern Opportunity Program, the ABA Legal Opportunity Scholarship Fund, the American Intellectual Property Education Foundation program amongst others.

Mentoring: There is a firm-wide mentoring program for first, second and third year associates. This is a formal program that pairs first year associates with senior associates and second and third year associates with partners. All participants receive a briefing that explains their roles and expectations. Each year, the associate receives a new mentor and the opportunity to develop a new relationship with someone in the Firm.

Minority Retreat: In alternating years the Firm hosts a retreat for either our women or attorneys of color and LGBT attorneys. Participants gather offsite to network, share resources and engage in workshops designed to enhance skills. Among other things, the retreat offered participants the opportunity to network with Firm leadership and develop relationships with some of the Firm's most successful attorneys.

Affinity Groups: Our affinity groups continue to play an important role with respect to improved retention. We have six affinity groups: the African American Affinity Group, the Women's Forum, the Asian Forum, the Hispanic Lawyers, the LGBT Forum and the Work-Life Balance Affinity Group. These groups provide a forum for lawyers to share experiences and resources, provide mentoring, and give feedback to the Firm on diversity-related matters. Our LGBT Forum has been very successful in not only strengthening our benefit policies as they pertain to LGBT employees but also in marketing the firm on law school campuses and in the professional community. The Firm has been given a 100% rating by the Human Rights Campaign.

Advancement: Our senior associate ranks include a large number of women and minorities. We are working with all of them to prepare them for advancement. We look for ways to help our senior associates network and develop relationships within and outside of the Firm. We provide similar support and resources to partners who have leadership positions in bar associations and community organizations. For example, the Firm was the premier sponsor of the VAULT career fair and Minority Corporate Counsel Association CLE expo, where several of our attorneys participated on panels. In addition, one of our associates was recently named to the newly formed associates board of the Chicago Committee of Minorities in Large Law Firms. Recently, three of our associates were named to the Stakeholder 100 professional development academy where only 100 associates across the country were selected for this coveted new program. Lastly, another client has introduced a minority mentoring program where the associates invited to join the program will work with client mentors and will be trained to eventually oversee key matters for that client. Our Firm is proud that we were one of six firms invited to participate and that two of our associates are actively involved and prospering in the program.

Firm Management and Leadership: We have made significant progress in this area. Our incoming managing partner, Susan Levy, is one of the first women to lead a major law firm. Women partners make up one third of the firm's Management Committee. In addition, in January 2008, Reginald J. Hill and Philip L. Harris-- diverse partners in our Intellectual Property and Litigation Departments--joined the Management Committee. The Firm's Hiring Committee is co-chaired by three partners -- two women and an African American male. A number of women chair practice groups and firm committees are responsible for some of the Firm's most important clients.