

# Morgan & Finnegan, L.L.P.

Is strongly committed to fostering diversity in the workplace. We believe that encouraging and promoting a diverse professional work environment increases our abilities, creativity and effectiveness, while deepening our richness as an intellectual resource for our clients.

Diversity is a major part of our Firm.

As part of this commitment, we are proud to support **Vault and the Minority Corporate Counsel Association** in its publication of the *Vault/MCCA Guide to Law Firm Diversity Programs*.

**Morgan & Finnegan**  
Intellectual Property Law

New York • California • Washington, DC

[www.morganfinnegan.com](http://www.morganfinnegan.com)

# Morgan & Finnegan, L.L.P.

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## Locations

New York, NY; San Francisco, CA; Washington, DC

## Diversity Leadership

**Head(s) of Firm:** Executive Committee

**Diversity team leader(s):** Dr. Andrea L. Wayda, Diversity Committee Chair and Partner; Robert K. Goethals, Recruiting Committee Chair and Partner

## Number of Attorneys as of 12/31/07

**Firmwide:** 67

**U.S. offices only:** 67

## Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

### ASSOCIATES (2007)

	Men	Women
White/Caucasian	14	3
African-American/Black	0	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	1	0
<b>Total</b>	<b>20</b>	<b>6</b>

### SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	4	3
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>7</b>	<b>3</b>

### EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	22	2
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
<b>Total</b>	<b>24</b>	<b>2</b>

### NON-EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	3	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
<b>Total</b>	<b>3</b>	<b>0</b>

### OF COUNSEL (2007)

	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
<b>Total</b>	<b>9</b>	<b>3</b>

### NEW HIRES (2007)

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>9</b>	<b>2</b>

## Strategic Plan and Diversity Leadership

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

The firm's Executive Committee formed a dedicated Diversity Committee to communicate the importance of diversity in the workplace and oversee new and on-going diversity initiatives. Email invitations to diversity seminars, receptions and affinity group events are regularly distributed to all firm personnel, and the firm supports attorney participation in a multitude of diversity groups and events. The firm website highlights our strong commitment to fostering diversity in the workplace and outlines the actions Morgan & Finnegan has taken to uphold this commitment. Additionally, the firm's Recruiting Committee places a high priority on diversity recruiting and regularly tracks our diversity hiring and retention statistics, which are reviewed by the Executive Committee. Contributions to firm diversity programs are considered during attorney evaluations, and up to 100 accountable hours spent on Diversity Committee initiatives are counted towards an associate's year-end bonus.

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

The Diversity Committee, chaired by Dr. Andrea L. Wayda, and the Recruiting Committee, chaired by Robert K. Goethals.

### 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:* 4

*Total hours spent on diversity:* [No response]

*Comments:* The total number of hours collectively spent by the committee are not tracked. Throughout the year, members of the Diversity Committee, as well as members of the Recruiting Committee and of the firm at large, attend and host diversity seminars and receptions and play an active role in furthering the firm's diversity initiatives.

### Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

### Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

### If yes, is it formal or informal?

Yes, formal. The firm's diversity programs and initiatives are coordinated through the Diversity Committee and the Recruiting Committee.

### 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 reports on the progress of new and on-going diversity initiatives, which are regularly reviewed in meetings of the Executive Committee. The Recruiting Committee closely tracks the firm's diversity hiring and retention statistics, which are also reviewed by the Executive Committee. Contributions to firm diversity programs are considered during attorney evaluations, and up to 100 accountable hours spent on Diversity Committee initiatives are counted towards an associate's year-end bonus.

### 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
			Hire a director of diversity or other full-time professional to implement the firm's diversity program
			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	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		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
X	X		Other (please specify): Sponsor and encourage attorney attendance at diversity receptions and seminars, as well as participation in national and local affinity groups for minority attorneys.

## 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	X		Increase the number of women in leadership positions
X	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
X	X		Other (please specify): Sponsor and encourage attendance at receptions and seminars directed at women attorneys, as well as participation in national and local affinity groups for women attorneys.

## 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
X	X		Other (please specify): Sponsor and encourage attendance at GLBTQ receptions and seminars, as well as participation in national and local affinity groups for GLBTQ attorneys.

## 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
X	X		Other (please specify): Support requests for special accommodations made by attorneys with disabilities and install special equipment as needed and requested.

## Pipeline Initiatives

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**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:* No
- *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.**

Several attorneys have participated in career panels at their undergraduate schools to encourage diverse undergraduates to pursue a career in law.

## Recruitment - New Associates

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

*Ivy League schools:* Columbia University, Cornell University, Harvard University, University of Pennsylvania

*Other private schools:* Boston College, Boston University, Brooklyn Law School, Cardozo Law School, Fordham University, George Washington University, Georgetown University, Hofstra University, New York University, Northwestern University, St. John's University, Stanford University, University of Notre Dame

*Public state schools:* UC Berkeley, UC Hastings, University of Michigan, University of Texas

*Historically Black Colleges and Universities (HBCUs):* Howard University

*Diversity job fairs:* DuPont Minority Job Fair, Vault/MCCA Legal 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:* No
- *Firm lawyers participate on career panels at schools:* Yes
- *Outreach to leadership of minority student organizations:* Yes
- *Scholarships or intern/fellowships for minority students:* No
- *Other (please specify):*

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

Each Spring, Morgan & Finnegan hosts a Diversity Cocktail Reception for first-year law students. This reception provides first-year law students with an opportunity to meet the firm's attorneys and advisors and learn firsthand about the work and firm culture at Morgan & Finnegan. During this reception, the Recruiting staff collects student resumes for consideration in the Summer Associate Program.

## Recruitment - New Associates

### ALL 2L SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latino	1	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
<b>Total</b>	<b>5</b>	<b>3</b>

### OFFERS MADE\* (2007)

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

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latino	1	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
<b>Total</b>	<b>5</b>	<b>2</b>

### OFFERS ACCEPTED\* (2007)

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

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

### 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	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
<b>Total</b>	<b>0</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

### LATERAL ASSOCIATE HIRES (2007)

	Men	Women
White/Caucasian	1	0
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
<b>Total</b>	<b>2</b>	<b>0</b>

### LATERAL OF COUNSEL HIRES (2007)

	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
<b>Total</b>	<b>0</b>	<b>0</b>

### LATERAL PARTNER HIRES (2007)

\*Both equity and non-equity

	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
<b>Total</b>	<b>0</b>	<b>0</b>

### NEW PARTNERS PROMOTED (2007)

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

	Men	Women
White/Caucasian	3	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
<b>Total</b>	<b>3</b>	<b>0</b>

### NEW EQUITY PARTNERS\* (2007)

\*Whether hired laterally or promoted from within

	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
<b>Total</b>	<b>0</b>	<b>1</b>

## Recruitment - Lateral Associates and Partners

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### 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: No
- Other (please specify):

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

Yes

### If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Audrey Golden Associates, Ltd. and Oliveras & Company, Inc.

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2007

#### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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
<b>Total</b>	<b>1</b>	<b>1</b>

#### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>6</b>	<b>2</b>

#### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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
<b>Total</b>	<b>2</b>	<b>1</b>

#### 4TH-YEAR ASSOCIATES

	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
<b>Total</b>	<b>1</b>	<b>0</b>

#### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
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
<b>Total</b>	<b>1</b>	<b>0</b>

#### 6TH-YEAR ASSOCIATES

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

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2007

#### 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
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

#### 8TH-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
<b>Total</b>	<b>0</b>	<b>1</b>

#### 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
<b>Total</b>	<b>0</b>	<b>0</b>

#### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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
<b>Total</b>	<b>2</b>	<b>0</b>

#### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	0	0
<b>Total</b>	<b>3</b>	<b>2</b>

## Retention and Professional Development

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**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:* No
- *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:* No
- *Other (please specify):*

Actively recruit women and minority lateral attorneys, so younger attorneys have senior firm members with whom they may identify and seek mentoring relationships. Continue to support attorney participation in national and citywide diversity seminars, receptions and affinity groups. Continue to monitor the firm's formal mentoring program to ensure the success and value of mentoring relationships and make improvements if necessary. Continue to support alternative work policies.

**Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?**

Yes

*Comments:* Morgan & Finnegan supports flex-time arrangements that permit attorneys to work alternative schedules. Each flex-time attorney may request a schedule that suits his or her individual needs, career goals and professional development. Flex-time arrangements are periodically reviewed to ensure continued success.

**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?**

Flex-time arrangements allow us to retain and attract talented and valuable attorneys and ensure continued professional development, which positively influences an attorney's ability to become or remain partner at the firm.

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

None of our current equity partners have worked part time.

## Retention and Professional Development

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PART-TIME ATTORNEYS (2007)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	26
Of counsel	0	0	0	12
Non-equity partner	0	0	0	3
Equity partner	0	0	0	26

# Management Demographic Profile

## FIRMWIDE COMMITTEES 2007

### EXECUTIVE/MANAGEMENT COMMITTEE\*

\*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	6	0
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
<b>Total</b>	<b>7</b>	<b>0</b>

### HIRING COMMITTEE\*

\*Attorneys on the Hiring Committee or equivalent

	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
<b>Total</b>	<b>7</b>	<b>0</b>

### PARTNER REVIEW COMMITTEE\*

\*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	0
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
<b>Total</b>	<b>7</b>	<b>0</b>

### ASSOCIATE REVIEW COMMITTEE\*

\*Attorneys on the Associate Review 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	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>6</b>	<b>1</b>

### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	0	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
<b>Total</b>	<b>1</b>	<b>3</b>

## Management Demographic Profile

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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: [No response]

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

### COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Dr. Andrea L. Wayda, Diversity Committee Chair and CLE Coordination Committee Chair

GLBT attorneys heading committees: [No response]

Attorneys with disabilities heading committees: [No response]

## The Firm Says

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Morgan & Finnegan is strongly committed to fostering diversity in its workplace. We believe that encouraging and promoting a diverse professional work environment is critical to the success of the firm. This commitment and belief is demonstrated not only by these words, but through our actions.

We believe that encouraging diversity increases our abilities, creativity and effectiveness, while deepening our richness as an intellectual resource for our clients. Our clients come from different parts of the United States and across the globe, reflecting many different backgrounds. The more our firm reflects the overall business world we serve, the better we can understand our clients' needs and concerns, and the more valuable we become as a professional resource to help them achieve their goals.

Our efforts include the formation of a dedicated Diversity Committee, which is charged with implementing, overseeing and expanding the firm's diversity-related efforts. The Diversity Committee is responsible for ensuring that all individuals have access to equal training and instruction, the opportunity to do significant work for important clients, the opportunity to be mentored and, in time, to serve as a mentor, and to fully participate in all activities of the firm. The firm's Diversity Committee and Recruiting Committee work closely together to focus on the recruitment, retention and career advancement of minority candidates. We consider it both a moral obligation and a practical necessity to recruit a diverse array of candidates, and ensure that the pool of diverse candidates from which we recruit and hire grows steadily from year to year.

Our goal, as active members of the legal community, is to make the future of intellectual property law richer by introducing and attracting a broader and more diverse segment of society to this portion of the legal profession and our firm.

Our actions demonstrate our commitment. For example:

\* Morgan & Finnegan is a signatory to the Statement of Diversity Principles articulated by the Association of the Bar of the City of New York; \* Morgan & Finnegan is a supporter of the AIPLA's Education Foundation and a Gold Level Sponsor of the Foundation's efforts to increase diversity in the IP profession; \* Morgan & Finnegan actively recruits at law schools with a diverse student body; \* Morgan & Finnegan participates in minority job fairs, including the DuPont Minority Job Fair, which we have participated in since its inception in 1994; \* Morgan & Finnegan provides flex-time work arrangements to employees who may have special needs in balancing school or family with work demands; \* Morgan & Finnegan maintains an "open door" culture to ensure that everyone has the opportunity to comfortably interact with one another on an informal basis, irrespective of seniority or job title.

One of our major initiatives is significant financial support of the American Intellectual Property Law Education Foundation's scholarship program for minority students. The Foundation promotes diversity in the intellectual property bar by providing educational, mentoring and employment opportunities for minority students, recognizing accomplishments in the study and practice of IP law, and undertaking charitable and educational projects related to IP law.

Morgan & Finnegan is a Gold Level Sponsor of the Foundation's efforts to increase diversity in the practice of intellectual property law. Morgan & Finnegan was also instrumental in initiating the New York Intellectual Property Law Association's efforts in support of the Foundation. We strongly believe that by promoting this effort, we can be a leader in helping achieve greater minority representation in the IP field.