

# Together we thrive.



# Together

...we are strengthening the way  
we serve our clients worldwide.

To learn more about our diversity initiatives or career opportunities,  
please visit [www.mayerbrown.com](http://www.mayerbrown.com)

**MAYER • BROWN**

AMERICAS: CHARLOTTE, CHICAGO, HOUSTON, LOS ANGELES, NEW YORK, PALO ALTO, SÃO PAULO, WASHINGTON

ASIA: BANGKOK, BEIJING, GUANGZHOU, HANOI, HO CHI MINH CITY, HONG KONG, SHANGHAI

EUROPE: BERLIN, BRUSSELS, COLOGNE, FRANKFURT, LONDON, PARIS

Mayer Brown is a global legal services organization comprising legal practices that are separate entities ("Mayer Brown Practices"). The Mayer Brown Practices are: Mayer Brown LLP, a limited liability partnership established in the United States; Mayer Brown International LLP, a limited liability partnership incorporated in England and Wales; and JSM, a Hong Kong partnership, and its associated entities in Asia. The Mayer Brown Practices are known as Mayer Brown JSM in Asia.

# Mayer Brown LLP

---

71 S. Wacker Drive  
Chicago, IL 60606-1404  
Phone: (312) 701-8442  
Fax: (312) 706-8427  
www.mayerbrown.com

## Locations

Charlotte, Chicago, Houston, Los Angeles, New York, Palo Alto, Washington, DC, Bangkok, Beijing, Guangzhou, Hanoi, Ho Chi Minh City, Hong Kong, Shanghai, Berlin, Brussels, Cologne, Frankfurt, London, Paris, Sao Paulo

## Diversity Leadership

**Head(s) of Firm:** Herbert W. Krueger, Chairman; Managing Partner, Kenneth S. Geller

**Diversity team leader(s):** Mary B. Richardson-Lowry, Partner, Chair, Committee on Diversity and Inclusion

## Number of Attorneys as of July 2009

**Firmwide:** 1755

**U.S. offices only:** 1004

## Law Firm Demographic Profile

### Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2008)

	Men	Women
White/Caucasian	257	202
African-American/Black	13	21
Hispanic/Latino	7	14
Alaska Native/American Indian	1	0
Asian	28	37
Native Hawaiian/Pacific Islander	0	0
Multiracial	5	7
Openly GLBT	8	4
Attorneys with disabilities	2	3
<b>Total</b>	<b>311</b>	<b>281</b>

#### SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	95	72
African-American/Black	7	8
Hispanic/Latino	6	5
Alaska Native/American Indian	0	0
Asian	9	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	5
Openly GLBT	2	2
Attorneys with disabilities	0	0
<b>Total</b>	<b>120</b>	<b>94</b>

#### EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	319	52
African-American/Black	4	5
Hispanic/Latino	4	0
Alaska Native/American Indian	0	0
Asian	5	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	5	1
Attorneys with disabilities	1	0
<b>Total</b>	<b>332</b>	<b>60</b>

NOTE: The numbers above include both Equity and Non-Equity Partners. WE DO NOT DIFFERENTIATE BETWEEN EQUITY AND NON-EQUITY PARTNERS ON EXTERNAL SURVEYS

#### NON-EQUITY PARTNERS (2008)

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

NOTE: WE DO NOT DIFFERENTIATE BETWEEN EQUITY AND NON-EQUITY PARTNERS ON EXTERNAL SURVEYS

#### OF COUNSEL (2008)

	Men	Women
White/Caucasian	48	30
African-American/Black	0	0
Hispanic/Latino	2	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	2	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>51</b>	<b>32</b>

#### NEW HIRES (2008)

	Men	Women
White/Caucasian	71	48
African-American/Black	3	4
Hispanic/Latino	2	4
Alaska Native/American Indian	1	0
Asian	6	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	2
Openly GLBT	5	1
Attorneys with disabilities	1	3
<b>Total</b>	<b>86</b>	<b>70</b>

## Strategic Plan and Diversity Leadership

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

We use a variety of communication vehicles to convey the importance of diversity at our Firm. Our aim is to continually expand the way we weave diversity into the discussions at our Firm. We incorporate diversity training and presentations into new lawyer orientation programs and periodic professional development workshops that are offered throughout an attorney's career. We have initiated a diversity sensitivity training program for all lawyers. We maintain a calendar of diversity initiatives on our firm-wide calendar and on our website. We highlight the accomplishments of our diverse lawyers on our intranet and on the external diversity website. We have developed a diversity news email to provide the highlights of recent information on diversity. We incorporate client panels into our annual partners meetings to discuss diversity in the marketplace and the views and objectives of in house counsel and we work with practice leaders to address diversity in their group meetings.

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

Mary B. Richardson-Lowry, Partner, Chair, Committee on Diversity and Inclusion

### 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:* 40

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

*Comments:* Our lawyers do not consistently track their time on diversity and therefore we do not feel this type of statistic would be a fair representation of their actual involvement. However, in addition to our monthly committee conference call, frequent subcommittee meetings and an annual full-day meeting, committee members actively participate in a variety of internal and external diversity-related initiatives involving mentoring, panel discussions, interviewing, etc., and the contribution of their hours is considerable. Hours spent by lawyers on diversity work count as creditable time

### 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?

Annually

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

The Committee on Diversity & Inclusion (CDI) presents an annual report to the firm's Management Committee which contains a list of the CDI's accomplishments and a list of their upcoming objectives. The CDI also makes recommendations to the Management Committee regarding firm-wide policy initiatives and actions they wish to see enacted by the Management Committee and the partnership as a whole. It is the responsibility of the Management Committee to charge the firm's practice leaders to carry out any new policies and/or initiatives. A vital component of this process is the reporting process from the respective practice leaders to the Management Committee on the status of each practice leaders' diversity initiatives. In addition, individual partners are asked annually to summarize the extent of their contribution to diversity initiatives. Their response is factored into their compensation package.

### 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	X		Focus on strengthening firm's mentoring program
X	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	X		Increase the number of minority attorneys at the associate level
X	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		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): Increase business development and leadership skills and visibility

## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Institute a formal part-time policy that addresses partnership prospects
X	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	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	X		Other (please specify): Business development and leadership skills. Enhanced leave policy and established partner coordinators in each office for mentoring and alternative work schedule program oversight.

## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Ensure that EEO and non-discrimination policies specifically address gender identity
X	X		Other (please specify): Business development and leadership skills.

## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

## Pipeline Initiatives

---

### **Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?**

- *Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law:* Yes
- *Fund scholarships for minority high school or college students:* Yes
- *Mentor high school or college students:* Yes
- *Participate in or host mock trial programs or career events:* Yes
- *Provide internships or employment to minority high school or college students:* Yes
- *Outreach to middle school students:* No
- *Other (please specify):* We have partnered with the National Association of Urban Debate Leagues (NAUDL), Chicago Public Schools, and the Chicago Debate Commission to create the Mayer Brown Urban Debate Invitational of Chicago. We also participate in the Chicago Public Schools Summer Internship Program, where debate students work in our office and gain exposure to the legal profession, and the Chicago Public Schools Shadow Program, where students shadow lawyers and learn about the path to law school. The firm is a High 5 sponsor of Scholarship Chicago which helps finance education for diverse high school and college students

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

We are proud of our partnership with the National Association of Urban Debate Leagues (NAUDL), Chicago Public Schools, and the Chicago Debate Commission to create the inaugural Mayer Brown Urban Debate Invitational of Chicago. Students and lawyers alike benefitted from the 2-day tournament. It provided students an opportunity to hone and display their critical thought and persuasive speaking skills while providing more than 40 of our lawyers a chance to interact with and learn from local students as they judged debates, shared meals and participated in a panel discussion. The debate teams from 21 inner city high schools tackled the topic of whether the federal government should substantially increase alternative energy incentives. Our attorneys were also on hand to offer insight and advice to students interested in pursuing a legal career. In addition to our partnership with National Association of Urban Debate Leagues, we offer summer internships to minority students through LINK Unlimited, a program designed to help economically disadvantaged children pay for a private high school education, Cristo Rey, a high school where the students work one day per week to subsidize their tuition costs and the Chicago Public School Summer Internship Program where debate students work in our office to gain exposure to the legal profession. We participate in the Chicago Public Schools shadow program, where debate students come to our office and follow a lawyer for one day. We also participate in various other educational and mentoring programs for high school students in the cities where we have offices.

## Recruitment - New Associates

---

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

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

*Other private schools:* American University, Ave Maria Law School, Boston College, Boston University, Brooklyn Law School, Benjamin Cardozo School of Law, Case Western Reserve University, University of Chicago, De Paul University, Detroit University, Duke University, Emory University, Fordham University, Georgetown University, George Mason University, George Washington University, Hostra University, John Marshall Law School, Chicago-Kent College of Law, Loyola University-Chicago, Loyola Law School-Los Angeles, New York University, Northwestern University, University of Notre Dame, St. Johns University, Santa Clara University, Stanford University, Tulane University, USC, USF, Valparaiso University, Vanderbilt University, Wake Forest University, Washington University in St. Louis, and Washington & Lee University.

*Public state schools:* University of: California-Berkeley, California-Hastings College of Law, Houston, Illinois, Indiana, Iowa, Maryland, Michigan, Minnesota, North Carolina-Chapel Hill, Texas, Virginia, and Wisconsin University, Ohio State University, UCLA, College of William & Mary

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

*Diversity job fairs:* Mid-Western BLSA Job Fair, Northeastern BLSA Job Fair, Southeastern Minority Job Fair, CCBA Minority Job Fair, IMPACT Job Fair, National LGBT Career Fair and CLEO 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):*

The Firm holds and participates in Mock Interview Workshops, Resume Workshops, City-wide panels on "How to Succeed in Law School," sponsors a summer internship program that enables Hispanic law students to work with sitting judges of Hispanic heritage, and ABCNY Fellows Program. We also reach out to affinity groups at law schools and sponsor various programs and/or host affinity organization visits to our firm so that they can learn more about large law firm culture. In addition, we offer panelists for various topics and attend and sponsor receptions.

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

Our offices host various panels including Mock Interview Workshops, Resume Workshops, panels on "How to Succeed in Law School" and "Alternative Job Options" specifically aimed at first year law students.

## Recruitment - New Associates

### ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	79	61
African-American/Black	5	6
Hispanic/Latino	4	5
Alaska Native/American Indian	0	0
Asian	7	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly GLBT	1	2
Attorneys with disabilities	0	0
<b>Total</b>	<b>97</b>	<b>77</b>

### OFFERS MADE\* (2008)

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

	Men	Women
White/Caucasian	71	59
African-American/Black	4	6
Hispanic/Latino	4	4
Alaska Native/American Indian	0	0
Asian	7	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly GLBT	0	2
Attorneys with disabilities	0	0
<b>Total</b>	<b>88</b>	<b>74</b>

### OFFERS ACCEPTED\* (2008)

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

	Men	Women
White/Caucasian	46	39
African-American/Black	4	4
Hispanic/Latino	3	4
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly GLBT	1	1
Attorneys with disabilities	0	0
<b>Total</b>	<b>59</b>	<b>49</b>

### 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	9	4
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	1
Openly GLBT	1	2
Attorneys with disabilities	0	0
<b>Total</b>	<b>10</b>	<b>5</b>

## Recruitment - Lateral Associates and Partners

### LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	15	11
African-American/Black	1	0
Hispanic/Latino	0	2
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	0	0
<b>Total</b>	<b>18</b>	<b>15</b>

### LATERAL OF COUNSEL HIRES (2008)

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

### LATERAL PARTNER HIRES (2008)

\*Both equity and non-equity

	Men	Women
White/Caucasian	7	0
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
<b>Total</b>	<b>9</b>	<b>0</b>

### NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	19	5
African-American/Black	0	0
Hispanic/Latino	2	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>22</b>	<b>5</b>

### NEW EQUITY PARTNERS\* (2008)

\*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	13	2
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>13</b>	<b>3</b>

## Recruitment - Lateral Associates and Partners

---

### What activities does the firm undertake to attract diverse attorneys?

- *Partner programs with women, minority, gay/lesbian or disability-focused bar associations:* Yes
- *Attend events at diversity legal organizations:* Yes
- *Participate at diversity job fairs:* Yes
- *Seek referrals from other attorneys:* Yes
- *Utilize online job services (e.g., MCCA Job Bank):* No
- *Hire recruiting professional who specializes in identifying diverse candidates:* Yes
- *Other (please specify):* Outreach programs to affinity groups at law schools

### 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:

J.Smith & Associates; Whitman Associates; SJL Attorney Search; McCormack Schreiber Legal Search

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 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	1	1
African-American/Black	0	2
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>1</b>	<b>4</b>

#### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	5
African-American/Black	0	0
Hispanic/Latino	0	0
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	0	0
<b>Total</b>	<b>7</b>	<b>7</b>

#### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	12	2
African-American/Black	0	1
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>13</b>	<b>5</b>

#### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	4
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	1	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>8</b>	<b>5</b>

#### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	2
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>8</b>	<b>4</b>

## Retention and Professional Development

### ATTORNEYS WHO LEFT THE FIRM IN 2008

#### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	4
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	1	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>9</b>	<b>5</b>

#### 8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	15	5
African-American/Black	2	4
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>22</b>	<b>13</b>

#### OF COUNSEL

	Men	Women
White/Caucasian	6	8
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>8</b>

#### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	37	7
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	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>38</b>	<b>8</b>

NOTE: The numbers above include both Non-Equity and Equity Partners. We do not differentiate between Equity and Non-equity Partners on external surveys.

#### EQUITY PARTNERS

	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>

NOTE: We do not differentiate between Equity and Non-equity Partners on external surveys

## 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:* Yes
- *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):* The Firm has implemented a diversity sensitivity training program. The program focuses on fostering teamwork and increasing inclusiveness in our Firm culture. The Committee on Diversity and Inclusion conducts the Periodic Review Program, which monitors the professional growth of diverse associates and ensures that diverse associates are thriving at the Firm. The Firm has also implemented several mentoring programs including mentoring circles for our women lawyers in Chicago and formal mentors for all new first year lawyers. The Firm has identified mentoring coordinators/partners in our offices to ensure the success of the mentoring program. The Firm has also added programs focusing on work/life needs of our lawyers. The Firm has a parenting group that focuses on issues for lawyers with children and has implemented a new alternative work schedule along with alternative work schedule coordinators to ensure the success of the program. The Firm also sponsors a periodic Diversity Retreat where diverse lawyers from London and US offices meet in a host city for a multi-day Retreat or come together locally for professional development or outreach programs. Both the larger Retreat and local programs provide our diverse associates with additional opportunities to interact with the Firm's senior management, network with other diverse lawyers, enhance professional and business development skills, influence firm policy and discuss the path to partnership. Attendees also interact with clients at some programs. We also host collaborative events with clients to expose our diverse lawyers to networking and business opportunities.

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

Yes

#### Comments:

We have an Alternative Work Schedule policy that allows attorneys to request reduced or alternate hours schedules for any reason. Each office has two partners who serve as alternative work schedule coordinators to facilitate use of the program.

### 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?

There is no impact on an existing partner who works an alternative work schedule. The Firm's policy allows that attorneys working an alternative schedule may be promoted to partnership while working on such a schedule at the same time as other members of their class and using the same factors customarily considered in the partnership process. An extended path to partnership may also result, depending on experience gained while working an alternative schedule.

### 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	5	27	32	592
Of counsel	12	16	28	83
Non-equity partner	0	0	0	0
Equity partner	7	7	14	392

*NOTE: We do not differentiate between Equity and Non-equity Partners on external surveys.*

# Management Demographic Profile

## FIRMWIDE COMMITTEES 2008

### EXECUTIVE/MANAGEMENT COMMITTEE\*

\*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	12	2
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	1	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>13</b>	<b>3</b>

### HIRING COMMITTEE\*

\*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	51	8
African-American/Black	1	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>53</b>	<b>11</b>

### PARTNER REVIEW COMMITTEE\*

\*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	20	3
African-American/Black	0	0
Hispanic/Latino	1	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	0	0
<b>Total</b>	<b>22</b>	<b>4</b>

### ASSOCIATE REVIEW COMMITTEE\*

\*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	20	7
African-American/Black	1	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
<b>Total</b>	<b>21</b>	<b>9</b>

### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	15	20
African-American/Black	4	4
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	4	1
Attorneys with disabilities	0	0
<b>Total</b>	<b>25</b>	<b>27</b>

## Management Demographic Profile

### OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	7	60	13
Number of such positions held by:			
Minorities	0	1	1
Women	0	6	4
GLBT attorneys	1	1	0
Attorneys with disabilities	0	0	0

## Management Demographic Profile

---

Please provide information regarding all diverse attorneys who currently (as of July 2009) head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 7

Minorities heading offices: NONE

Women heading offices: NONE

GLBT attorneys heading offices: Cabell Chinnis, Palo Alto Office (25)

Attorneys with disabilities heading offices: NONE

### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Warren Loui, LA Finance (7)

Women heading practices: Jodi Simala, Corporate (No. of attorneys in group, 107 in Chicago); Debbie Hoffman, Compensation (No. of attorneys in group, 23 in the US); Carol Hitselberger, Finance (No. of attorneys in group, 24 in Charlotte); Sheila Finnegan, Litigation (No. of attorneys in group, 119 in Chicago); Donna Morgan, Wealth Management (No. of attorneys in group, 11 in the US)

GLBT attorneys heading practices: David Hudanish, Corporate (No. of attorneys in group, 25 in New York); Brian May, Corporate (No. of attorneys in group, 7 in California)

Attorneys with disabilities heading practices: NONE

### COMMITTEE LEADERS

Minorities heading committees: Mary B. Richardson-Lowry, Committee on Diversity and Inclusion (No. of Attorneys on Committee, 40)

Women heading committees: Terri Mazur, Women's Initiatives Committee (No. of Attorneys on Committee, 12); Mary B. Richardson-Lowry, Committee on Diversity and Inclusion (No. of Attorneys on Committee, 40); Miriam Nemetz, National Hiring Committee (No. of Attorneys on Committee, 71); Sharon Israel, Houston Hiring Committee (No. of Attorneys on Committee, 8)

GLBT attorneys heading committees: Brian May, LGBT Sub-Committee (12)

Attorneys with disabilities heading committees: NONE

## The Firm Says

---

At Mayer Brown, we view the attainment of diversity at all levels of our organization as crucial to, and a natural result of, building a cohesive, successful law firm. We recruit, develop and promote the highest caliber lawyers and are committed to providing our lawyers with opportunities to realize their potential regardless of race, religious beliefs, ethnicity, gender, gender identity or sexual orientation. Mayer Brown is a place where one's ability to grow and prosper is limited only by one's ability and commitment, a place where we celebrate and transcend our differences and a place where our shared values of excellence and teamwork unite us. The Firm has a Committee on Diversity and Inclusion (CDI). We have a dedicated diversity professional to support CDI in its initiatives. The Firm is investing in the future with initiatives designed to expose diverse high school students to careers in the legal profession and help increase the pool of diverse candidates. We sponsor programs at the undergraduate level to expose diverse college students to law firm life. To better educate the next generation of diverse law students, we offer programs designed to assist first-year law students with their career development and also help students hone the skills necessary for success in today's competitive market. We sponsor and/or conduct a variety of workshops, panel discussions, and diversity-related conferences with our clients, potential clients and through partnership with organizations like the MCCA. Our Diversity Retreat is a cornerstone of our internal program. Retreat objectives include providing associates with opportunities to interact with the Firm's senior management, to network with other diverse lawyers and to develop professional skills. CDI partners conduct a Periodic Review process each year where they act as liaisons with practice leaders to ensure diverse associates are achieving their desired career path. We hold a Women's Symposium which consists of panels, workshops and outside speakers. It is an opportunity for US women lawyers to address topics specific to being a woman in the profession and crosses a broad spectrum of skills including business development, promotion to partnership, negotiation skills and networking. Each of our US offices has a local women's forum which coordinates and initiates office mentoring groups, monthly or quarterly luncheons with focus on career development topics and client events. The Firm has implemented a diversity sensitivity program which was delivered by two outside diversity consultants. The program was highly interactive and focused on fostering teamwork and increasing inclusiveness in our Firm culture. We offer programs for alternative work schedules, back-up childcare, and 18 weeks paid adoptive and maternity leave. The Firm also has a parenting group for lawyers with children that meets monthly and hosts panels on various parenting topics. We are equally committed to providing a thriving workplace for LGBT lawyers. The Firm includes same-gender relationships in its domestic partner benefits program. Annually, we attend the National LGBT Career Fair, we are a national sponsor of Lambda Legal Defense and Education Fund, and we support a number of LGBT related organizations, events and pro bono matters. Our commitment to diversity is reinforced by accountability. Our leadership is accountable for diversifying their respective practice areas through reports to our Management Committee on the steps taken each year. In 2009, the Firm has been honored with receiving a score of 95 out of 100 for the Corporate Equality Index Survey and named as one of Yale Law Women's Top Ten Family Friendly Firms. We have ranked in the top 100 for the Minority Law Journal's 2009 Diversity Scorecard and the MultiCultural Law Magazine named Mayer Brown to both their "Top 100 Law Firms for Diversity" and the "Top 100 Law Firms for Women".