



Unique Perspectives, Diverse Experiences and Exceptional Individuals

We pride ourselves on the individuality and uniqueness of our lawyers and foster an environment in which diversity of all types flourishes.

KRAMER LEVIN

Multicultural Law Magazine selected Kramer Levin as one of the Top 100 Law Firms for Diversity in 2007 & 2008 and as one of the Top Law Firms for Women in 2006, 2007 and 2008.

In the *2008 Corporate Equality Index and Best Places to Work* survey, Kramer Levin received a top rating of 100.

Vault Top 100 Law Firms ranked Kramer Levin #19 in diversity for women and #13 in diversity for gays/lesbians in 2008.

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Locations

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Diversity Leadership

Head(s) of Firm: Paul Pearlman, Managing Partner

Diversity team leader(s): Christopher Auguste, Partner

Number of Attorneys as of 12/31/07

Firmwide: 355

U.S. offices only: 335

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2007)

	Men	Women
White/Caucasian	97	81
African-American/Black	0	1
Hispanic/Latino	2	1
Alaska Native/American Indian	0	0
Asian	3	11
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	6	0
Attorneys with disabilities	1	0
Total	102	94

SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	13	12
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	2	0
Attorneys with disabilities	0	0
Total	14	14

EQUITY PARTNERS (2007)

	Men	Women
White/Caucasian	84	10
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	2	0
Attorneys with disabilities	0	0
Total	87	11

NON-EQUITY PARTNERS (2007)

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

NOTE: For the purposes of this survey, the firm does not distinguish equity and non-equity.

OF COUNSEL (2007)

	Men	Women
White/Caucasian	21	18
African-American/Black	0	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	0	0
Attorneys with disabilities	0	0
Total	22	19

NEW HIRES (2007)

	Men	Women
White/Caucasian	34	27
African-American/Black	0	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	2	0
Attorneys with disabilities	1	0
Total	34	29

Strategic Plan and Diversity Leadership

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

Kramer Levin views diversity as one of our core values and recognizes that promoting diversity must be a continuous process. The firm uses all communication vehicles including e-mail, the firm website and intranet, our Diversity & Community Services Newsletter and meetings to communicate the importance of our diversity initiative.

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

The partner members of our Diversity Committee, including our Chair, Christopher Auguste; the partner members of our Women's Committee, including our Chair, Jennifer Rochon; the partners of our Hiring Committee, including our co-chairs Kerri Ann Law and James Grayner and our Director of Diversity, Lauren Tapper, work together on leading Kramer Levin's diversity initiatives.

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]

Comments: The Committee meets monthly and committee members actively participate in a variety of internal and external diversity-related initiatives involving panel discussions, presentations, interviewing, mentoring, etc. The work of the committee is continuous and ongoing.

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?

Kramer Levin's diversity initiative is supported at all levels of the firm. The Diversity Committee is composed of senior leaders in the firm, attorneys of racially diverse backgrounds, women attorneys and an openly gay attorney. The composition of the committee encourages transparency and accountability regarding the firm's progress on behalf of all of these diverse groups. Additionally, several members of the committee sit on the Executive Committee and report progress and on-going initiatives to senior leaders within the firm. Also, the director of diversity provides quarterly updates on the progress and initiatives of the Diversity Committee to senior management. Lastly, participation on the firm's Diversity Committee is a significant responsibility for our attorneys and they are given credit for their involvement as part of the compensation process.

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			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			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			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	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 communication and cultural competency by means of a Diversity & Community Service Newsletter; a Diversity Speaker Series and a "Welcome Memo" from the Diversity Committee to all new hires.

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	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X	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): Increasing the recruitment, retention and advancement of talented women attorneys is an on-going goal of the firm. To that end, the firm has implemented several programs designed to expand networking and business development opportunities. These programs include: small group lunches with prominent women in law and business; promote coordination with our clients' committees on women's initiatives and conducting panel discussions and seminars for all 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	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
X	X		Other (please specify): The firm has hosted numerous GLBT events for our attorneys and law students. Most recently, the firm hosted Evan Wolfson, Executive Director of Freedom to Marry as well as Alan Van Cappelle of the Empire State Pride Agenda.

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

Pipeline Initiatives

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

- *Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law:* Yes
- *Fund scholarships for minority high school or college students:* Yes
- *Mentor high school or college students:* Yes
- *Participate in or host mock trial programs or career events:* Yes
- *Provide internships or employment to minority high school or college students:* Yes
- *Outreach to middle school students:* No
- *Other (please specify):* Yes

Kramer Levin participates in several minority internship programs including the Cristo Rey Program and most recently, supported the YouthBridge-NY minority internship program.

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

Kramer Levin awards college scholarships in memory of Marvin Frankel to graduates of Legal Outreach, Inc.'s College Bound program. Several graduates are also mentored by Kramer Levin associates throughout their high school careers.

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, University of Pennsylvania.

Other private schools: Brooklyn Law School, Cardozo Law School, University of Chicago, Duke University, Fordham University, Georgetown University, Hofstra University, New York University, New York Law School, St. John's University, Stanford University

Public state schools: University of California - Boalt Hall, University of Michigan, University of Virginia

Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: 2008 NYC Metro Area LGBT Legal Career Fair; Harvard BLSA 1L 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?

[No response]

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2007)

	Men	Women
White/Caucasian	10	12
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	0	0
Attorneys with disabilities	0	0
Total	11	13

OFFERS MADE* (2007)

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

	Men	Women
White/Caucasian	10	12
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	0	0
Attorneys with disabilities	0	0
Total	11	13

OFFERS ACCEPTED* (2007)

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

	Men	Women
White/Caucasian	10	10
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	0	0
Attorneys with disabilities	0	0
Total	11	11

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2007)

	Men	Women
White/Caucasian	23	13
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	1	0
Total	23	14

LATERAL OF COUNSEL HIRES (2007)

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

LATERAL PARTNER HIRES (2007)

*Both equity and non-equity

	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
Total	2	0

NEW PARTNERS PROMOTED (2007)

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

	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
Total	1	1

NEW EQUITY PARTNERS* (2007)

*Whether hired laterally or promoted from within

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

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): No
- Hire recruiting professional who specializes in identifying diverse candidates: Yes
- Other (please specify):

Invite law students to diversity events hosted at the firm, particularly, events in honor of the cultural heritage months.

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; Ann Isreal & Associates; Corrao Miller Rush & Wiesenthal; Barrer Legal Search; Berman International; Stofsky & Schiller; EP Dine; Green Levin Snyder; Michaelson Associates; The PeterSan Group; Pilleman & Associates; J. Smith Associates; SJL Search; MLA Global; The Giffard Group

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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
Total	1	2

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-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
Total	1	1

5TH-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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	1

6TH-YEAR ASSOCIATES

	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
Total	2	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

7TH-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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	2

8TH-YEAR ASSOCIATES

	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
Total	2	0

OF COUNSEL

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

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- *Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or attorneys with disabilities or physical challenges):* Yes
- *Increase/review compensation relative to competition:* Yes
- *Increase/improve current work/life programs:* Yes
- *Adopt dispute resolution process:* No
- *Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership:* Yes
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *Introduce diverse attorneys to key clients, including to lead engagements:* No
- *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):*

We sponsor a series of events for our women, GLBT and racially diverse attorneys including forums for discussion and networking.

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

Yes

Comments: The firm appreciates that a lawyer can work a reduced schedule and make a meaningful contribution to the Firm's practice.

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?

Attorneys working part time are certainly eligible for promotion to partner and they must meet the same requirements as full-time attorneys. Each attorney is evaluated individually and advanced based on his or her demonstrated achievements. Additionally, an attorney may remain on a part time schedule as a partner.

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

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Retention and Professional Development

PART-TIME ATTORNEYS (2007)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	9	10	196
Of counsel	0	7	7	41
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	2	2	98

Management Demographic Profile

FIRMWIDE COMMITTEES 2007

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

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

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	2
African-American/Black	1	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	2	2
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	1
Openly GLBT	1	n/a
Attorneys with disabilities	n/a	n/a
Total	7	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? 1

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: Susan Penry-Williams, Financial Services

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Christopher Auguste, Diversity Committee (12 attorneys); Kenneth Chin, Opinions Committee (12 attorneys).

Women heading committees: Charlotte Fischman, Professional Ethics & Conduct Committee (14 attorneys); Shari Krouner, Ombudsperson (2 attorneys); Kerri Ann Law, Hiring Committee (6 attorneys); Christine Lutgens, Retirement Plans Committee (2 attorneys); Jennifer Rochon, Women's Committee (20 attorneys).

GLBT attorneys heading committees: [No response]

Attorneys with disabilities heading committees: [No response]

The Firm Says

At Kramer Levin, we realize that exposure to varied perspectives, experiences and backgrounds enhance our work environment and create a culture of acceptance and professional growth.

Our firm's mission statement is to take proactive measures to build and promote mutually beneficial relationships and to operate the Firm in an inclusive, ethical and culturally sensitive manner which represents the range of human differences. Diversity, as defined by the Firm, is an inclusive concept and encompasses, without limitation, race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability and marital and parental status.

The following are some of the efforts undertaken by the firm in pursuit of its commitment to diversity: * A Diversity Speaker series that focuses on raising awareness of the various cultural heritage months. Some of our speakers have included: NYU Professor Bryan Stevenson; Deborah Tannen, New York Times Best Selling Author and Alan Van Cappelle of the Empire State Pride Agenda. * The Kramer Levin's Women's Initiative Committee - Comprised of both women and men partners, the Committee meets regularly and endeavors to substantially improve the recruitment and retention of women attorneys, increase the representation of women in leadership positions at the Firm, and improve career development for women attorneys. Some of the events hosted by this group include: (1) internal lunches with the women attorneys across departments and senior staff to encourage networking and a sense of connection with other women within the Firm; and (2) Kramer Levin hosts an annual event and continues to reach out to its former attorneys to encourage networking and career development. * We have a number of openly gay partners and associates and support their networking and social events. * The firm was a sponsor in the newly organized NY Minority Attorney Networking Series for 2007 & 2008. * Partnering with clients and others to hold diversity focused seminars including "Cultural Diversity as a Business Skill" and "How to Fit your Career into your Life".