

Squire Patton Boggs LLP

2014 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Effective June 1, 2014, Squire Patton Boggs has come together to combine the strength, influence and resources of Squire Sanders and Patton Boggs. The combined firm offers clients one of the legal industry's most robust offerings with over 1,500 lawyers spanning 44 offices in 21 countries. The bulk of this profile refers to Squire Sanders prior to its combination with Patton Boggs. All demographic data is representative of Squire Sanders as of December 31, 2013. Historical data on legacy firm Squire Sanders can be found at mcca.vault.com under Squire Sanders.

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LOCATIONS

Beijing, Berlin, Birmingham, Bratislava, Brussels, Budapest, Cincinnati, Cleveland, Columbus, Frankfurt, Hong Kong, Houston, Kyiv, Leeds, London, Los Angeles, Madrid, Manchester, Miami, Moscow, New York, Northern Virginia, Palo Alto, Paris, Perth, Phoenix, Prague, Riyadh, San Francisco, Santo Domingo, Seoul, Shanghai, Singapore, Sydney, Tampa, Tokyo, Warsaw, Washington DC, West Palm Beach

DIVERSITY LEADERSHIP

Head(s) of Firm: James J. Maiworm, Chair/Global CEO

Diversity team leader(s): Frederick R. Nance, Partner, Co-Chair; Traci H. Rollins, Partner, Co-Chair; Monique D. Sutherland, Partner, Co-Chair; Margie Tannock, Partner, Co-Chair

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2013
Firmwide	1282	1310
U.S. offices only	479	498

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

ASSOCIATES (2013)

	Men	Women
White/Caucasian	75	61
African-American/Black	4	7
Hispanic/Latino	5	8
Alaska Native/American Indian	0	0
Asian	9	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	95	83

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EQUITY PARTNERS (2013)

	Men	Women
White/Caucasian	160	37
African-American/Black	6	0
Hispanic/Latino	4	2
Alaska Native/American Indian	0	1
Asian	6	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	176	43

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OF COUNSEL (2013)

	Men	Women
White/Caucasian	66	27
African-American/Black	1	0
Hispanic/Latino	3	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	72	29

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SUMMER ASSOCIATES (2013)

	Men	Women
White/Caucasian	5	2
African-American/Black	1	1
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	9	4

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NON-EQUITY PARTNERS (2013)

	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
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

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NEW HIRES (2013)

	Men	Women
White/Caucasian	28	16
African-American/Black	2	2
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	33	21

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Strategic Plan and Diversity Leadership

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

Legacy Squire Sanders Diversity Committee Co-Chairs and professional staff meet regularly to discuss initiatives, review existing firmwide policies and procedures and prepare communications. The various subcommittees meet informally as needed to work on initiatives such as partnering with local organizations to host events that feature discussion around diversity and inclusion. The initiatives of our Diversity Committee are communicated regularly through our intranet, Global Connection and Daily News. Our website has a section on Diversity and Women's Initiatives which includes information on Community Outreach, Recruitment, Affinity Groups, news and events, among other categories.

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

Frederick R. Nance, Regional Managing Partner and Co-Chair of the Diversity Committee; Traci H. Rollins, Regional Managing Partner and Co-Chair of the Diversity Committee; Monique Sutherland, Partner and Co-Chair of the Diversity Committee; and Margie Tannock, Partner and Co-Chair of the Diversity Committee

Does your law firm currently have a diversity committee?

Yes

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

Yes

If yes, how many attorneys are on the committee, and in 2013, 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: 21

Total hours spent on diversity: 260

Comments: The Diversity Committee is made up of partners, principals and associates spanning most of our practices and offices worldwide. The Chair/Global CEO is a member of the Diversity Committee along with other Global and Operating Leadership Group committee members.

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?

Quarterly

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

The Global Board in reviewing the performance annually of all partners includes in its review criteria the commitment and effectiveness of partner support for and participation in sanctioned initiatives and priorities such as our diversity initiative. This firmwide effort and the results achieved have become a routine part of the self-assessment processes which we perform on a regular basis. The Global Board and Diversity Committee as well as the Women's Initiative leadership also engage in periodic review of statistics regarding hiring, retention and promotion of minorities and women. These leaders also review data as to the staffing composition of our top cases as well as inclusion in case management or other work opportunities.

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	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	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		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

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	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



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

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*
- ✓ *Fund scholarships for minority high school or college students*
- ✓ *Mentor high school or college students*
- ✓ *Participate in or host mock trial programs or career events*
- ✓ *Provide internships or employment to minority high school or college students*
- ✓ *Outreach to middle school students*

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

Legacy Squire Sanders actively participated in the "3R's" program, Rights, Responsibilities and Realities, a cooperation between the Cleveland Bar Association and the Cleveland Public Schools. The 3R's program reaches 4,000 high school students in the social studies classes in the Cleveland and East Cleveland Public Schools. The program goals are to: (1) improve understanding of and respect for the rule of law and the U.S. Constitution; (2) improve the passage rate on the social studies portion of the Ohio Graduation Test; (3) provide practical career counseling to focus students on their potential beyond high schools; (4) improve the pipeline of minorities flowing into legal careers in this region.



Recruitment - New Associates

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

Ivy League schools: Columbia University Law School; Cornell Law School; Harvard Law School; University of Pennsylvania Law School

Other private schools: Case Western Reserve University School of Law; Duke University School of Law; George Washington University Law School; Golden Gate University School of Law; Howard University School of Law; Loyola Law School, Los Angeles; New York University School of Law; Northwestern University School of Law; Notre Dame Law School; Santa Clara University School of Law; Vanderbilt Law School

Public state schools: Cleveland Marshall College of Law, Cleveland State University; Florida International University College of Law; Indiana University Maurer School of Law - Bloomington; The Ohio State University College of Law; UCLA School of Law; University of California, Hastings College of the Law; University of Florida, Levin College of Law; University of Michigan Law School; University of Virginia School of Law

Historically Black Colleges and Universities (HBCUs): Howard University School of Law

Diversity job fairs: Hispanic National Bar Association; Lavender Law; Cook County Minority Law Student 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
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

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

We hire first-year law students in several of our offices. First-year law students are invited to attend training and social events throughout the summer.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2013)

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	6	1

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OFFERS ACCEPTED* (2013)

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

	Men	Women
White/Caucasian	3	1
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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	4	1

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OFFERS MADE* (2013)

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

	Men	Women
White/Caucasian	3	1
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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	4	1

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NEITHER ACCEPTED NOR DECLINED (2013)

* 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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	0	0

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Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2013)

	Men	Women
White/Caucasian	13	7
African-American/Black	0	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	15	10

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LATERAL OF COUNSEL HIRES (2013)

	Men	Women
White/Caucasian	2	4
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	2	4

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LATERAL PARTNER HIRES* (2013)

* Both equity and non-equity

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

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NEW PARTNERS PROMOTED* (2013)

* 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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	3	1

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NEW EQUITY PARTNERS* (2013)

* Whether hired laterally or promoted from within

	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
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

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
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- 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?

No

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:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2013

1ST-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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	0	0

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2ND-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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	0	0

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3RD-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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	0	0

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

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5TH-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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	1	1

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6TH-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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	1	0

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Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2013

7TH-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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	2	0

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8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	6	6

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OF COUNSEL

	Men	Women
White/Caucasian	6	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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	6	2

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NON-EQUITY PARTNERS

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

Effective June 1, 2014, Squire Patton Boggs has come together to combine the strength, influence and resources of Squire Sanders and Patton Boggs. All demographic data is representative of Squire Sanders as of December 31, 2013. Historical data on legacy firm Squire Sanders can be found at mcca.vault.com under Squire Sanders. Legacy Squire Sanders does not distinguish statistics between Equity and Non-Equity Partners. We do not track GLBT or disabled status.

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
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Retention and Professional Development

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

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- 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:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

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

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Those working a reduced schedule will be considered for partnership track utilizing the same qualitative criteria as applied to standard hours attorneys. Quantitative measures will take into consideration the proportionate percentage of time in which the reduced schedule attorney is scheduled to work. All attorneys have the ability and capability to conservatively flex their schedule as necessary, particularly adjusting to meet client demands while balancing internal and personal demands and requirements.

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

5

Retention and Professional Development

PART-TIME ATTORNEYS (2013)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	11	13	178
Of counsel	11	10	21	101
Non-equity partner	0	2	2	219
Equity partner	n/a	n/a	n/a	n/a

Legacy Squire Sanders does not distinguish statistics between Equity and Non-Equity partners.



Management Demographic Profile

FIRMWIDE COMMITTEES 2013

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	3	2

We do not track GLBT or disabled status.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

We do not track GLBT or disabled status.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	3	2

We do not track GLBT or disabled status.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

We do not track GLBT or disabled status.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	5
African-American/Black	2	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	1
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	4	8

We do not track GLBT or disabled status.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2013)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	14	18	22
Number of such positions held by:			
Minorities	2	1	4
Women	0	5	9
GLBT attorneys	n/a	n/a	n/a
Individuals with disabilities	n/a	n/a	n/a

We do not track GLBT or disabled status. Practice Group/Department Leaders: In 2013, we had 14 main practice groups. The practice groups are further broken down into practice segments or industries. Each of the practice groups are led by partners and the breakdown of female and minority leadership is described in the categories below.

Please provide information regarding all diverse attorneys who currently 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? 14

Minorities heading offices: Luis Reiter, Miami (28); Alex Shumate, Columbus (77)

Women heading offices: [No response]

GLBT attorneys heading offices: We do not track GLBT or disabled status.

Individuals with disabilities heading offices: We do not track GLBT or disabled status.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Cipriano S. Beredo III, Industrial Products

Women heading practices: Maureen Bennett, Life Sciences & Healthcare; Carolyn J. Buller, Chemicals Practice Group Coordinator; Susan M. DiMickelle, Labor and Employment; Lisa G. Henneberry, Energy & Natural Resources; Karen A. Winters, Environmental Safety and Health

GLBT attorneys heading practices: We do not track GLBT or disabled status.

Individuals with disabilities heading practices: We do not track GLBT or disabled status.

COMMITTEE LEADERS

Minorities heading committees: Frederick R. Nance, Co-Chair Diversity Committee; Digna B. French, Miami Hiring Committee; Alex Shumate, Regional Coordinator; Alvaro J. Mestre, Training Coordinator

Women heading committees: Stacy D. Ballin, Risk Management Committee; Maureen Bennett, Mentoring Committee; Amy L. Brown, Washington DC Hiring Chair; Carolyn J. Buller, Women's Initiative and Industry Coordinator; Digna B. French, Miami Hiring Committee; Aneca E. Lasley, Firmwide Hiring Chair; Vladimira N. Papirnik, Training Coordinator Committee; Traci H. Rollins, Co-Chair of Diversity Committee; Susan Hastings, Women's Initiative

GLBT attorneys heading committees: We do not track GLBT or disabled status.

Individuals with disabilities heading committees: We do not track GLBT or disabled status.



The Firm Says

Legacy Squire Sanders has long recognized diversity and inclusion as a core strength of our global law firm. Enthusiastically supported by leadership, our Diversity Committee, and its various subcommittees, includes partners, principals and associates from various backgrounds, lifestyles and geographic regions who meet regularly to discuss goals and objectives. The committee is charged with developing specific diversity initiatives and tracking the progress in achieving these initiatives by directing policies on the recruitment, retention and advancement of a diverse population of lawyers, creating a broader and deeper awareness of diversity issues throughout our legal practice and in our communities. The efforts of the committee are communicated regularly through our intranet.

Legacy Squire Sanders is committed to a culture that promotes the full and equal participation and advancement of women in what has been a traditionally male-dominated profession. Our Women's Initiative is charged with strengthening the recruitment, retention and promotion of female lawyers. The following programs have been established to help support the Women's Initiative: training on unexamined gender bias and gender neutral evaluations, partner advancement training, business training and development, outreach to female general counsel, flextime and work/life balance, mentoring, and assignment and development process. We continue to sponsor and host women's networking events such as the Northern California Women's Initiative co-sponsorship with the Local Amnesty Group 30 and The Global Firm Initiative, the screening of My Tehran For Sale, the internationally acclaimed film following a young actress in Tehran struggling to work under Iran's political regime.

We recruit at law schools with large minority populations and participate in minority clerkship programs, job fairs, conferences and workshops. Just a few examples of the organizations we support, sponsor and participate in, at both the regional and firmwide levels include the minority clerkship and professional opportunities programs in many cities in which we have offices, and the National LGBT Bar Association's annual Career Fair and Conference. We remain committed to deepening our engagement with associates and summer associates regarding diversity initiatives now underway and how we can advance diversity efforts at their law schools.

Legacy Squire Sanders knows that a healthy balance between a professional's work and private life is essential to lasting success, for both our lawyers and our legal practice. Efforts to help our lawyers achieve that balance and maintain a family-friendly workplace include alternative and balanced work schedule arrangements, mentoring programs, enhanced parental leave policies and domestic partner benefits. A female partner serves as legacy Squire Sanders' ombudsperson on balanced hours initiatives and lifestyle changes are equally important to us; for that reason we have developed transgender policies and gender-transitioning issues training.

We are proud to be able to build on the diversity awards and distinctions we have received. For example, legacy Squire Sanders received Category Honors in Utilization of Part-Time; and Gender Equitable Composition of Executive Committees in the Yale Law Women 2014 Top Ten Family Friendly Survey. We also earned a perfect 100 score for the sixth consecutive year in the Human Rights Campaign Foundation's Corporate Equality Index report.

Please visit our website at www.squirepattonboggs.com for our EEO and Mission Statement, as well as more detailed information about Squire Patton Boggs' diversity initiatives.

