

# Bernstein Shur

## 2014 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Portland, ME; Augusta, ME; Manchester, NH

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Patrick J. Scully, CEO

**Diversity team leader(s):** Mary Beth Turcotte, Director of Human Resources

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2013
Firmwide	106	104
U.S. offices only	106	104

## Law Firm Demographic Profile

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

Yes

## ASSOCIATES (2013)

	Men	Women
White/Caucasian	9	12
African-American/Black	0	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>9</b>	<b>17</b>

## SUMMER ASSOCIATES (2013)

	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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

## EQUITY PARTNERS (2013)

	Men	Women
White/Caucasian	45	7
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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>45</b>	<b>7</b>

## NON-EQUITY PARTNERS (2013)

	Men	Women
White/Caucasian	5	7
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
Individuals with disabilities	0	0
<b>Total</b>	<b>5</b>	<b>7</b>

## OF COUNSEL (2013)

	Men	Women
White/Caucasian	8	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
Individuals with disabilities	0	0
<b>Total</b>	<b>8</b>	<b>3</b>

## NEW HIRES (2013)

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

## Strategic Plan and Diversity Leadership

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

Diversity Committee; Website; Women Attorney Lunches; Shareholder Meetings

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

Patrick J. Scully, CEO; Mary Beth Turcotte, Director of Human Resources and 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:* 6

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

*Comments:* Our Diversity Committee is comprised of 6 attorneys and our Director of Human Resources. We spent hours for the Diversity Committee and hours on the NALP/Street Law Legal Diversity Program. We partnered with NALP/Street Law and the University of Maine School of Law to bring a legal diversity pipeline program to a local high school in Portland, Maine.

**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?**

Informal - at this time we are creating a formal diversity program for the firm.

**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?**

They must answer to the firm's Board of Directors

**Is your firm minority-owned or women-owned?**

No

## Law Firm Diversity Initiatives

## INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Undertake communication from firm management that diversity is a top priority of the firm
	X		Formalize diversity plan and committee with action steps and accountability to management
		X	Conduct firmwide diversity training for all attorneys and staff
X			Focus on strengthening firm's mentoring program
		X	Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	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		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

## INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
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.**

In 2012 & 2013 we participated in the NALP/Street Law Legal Diversity Pipeline Program, and we plan to continue our participation in the program during 2014.



### Recruitment - New Associates

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

*Ivy League schools:* Resume Collection Only

*Other private schools:* Boston College Law School; Boston University School of Law; Vermont Law School; George Washington University School of Law; Northeastern University Law School

*Public state schools:* University of Maine School of Law; University of New Hampshire School of Law

*Historically Black Colleges and Universities (HBCUs):* Resume Collection Only - Howard University School of Law

*Diversity job fairs:* None

#### 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)

Our firm has established an affiliation with the University of Maine School of Law's Multicultural Association

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

We hold annual receptions each spring for first-year law students from the University of Maine School of Law and the University of New Hampshire School of Law.





### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2013)

	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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

#### OFFERS MADE\* (2013)

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

	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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### OFFERS ACCEPTED\* (2013)

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

	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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### 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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

## LATERAL ASSOCIATE HIRES (2013)

	Men	Women
White/Caucasian	0	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
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

## LATERAL OF COUNSEL HIRES (2013)

	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
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## LATERAL PARTNER HIRES\* (2013)

\* Both equity and non-equity

	Men	Women
White/Caucasian	0	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
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

## NEW PARTNERS PROMOTED\* (2013)

\* 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
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

## NEW EQUITY PARTNERS\* (2013)

\* Whether hired laterally or promoted from within

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

No

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

Not applicable

**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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

**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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

The associate left to pursue other opportunities.

**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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**4TH-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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**5TH-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
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>0</b>

**6TH-YEAR ASSOCIATES**

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

One associate left to take an in-house position with a client. The other associate left to pursue other opportunities.

## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2013***7TH-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	0	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
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

**8TH-YEAR PLUS 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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

The associates left to pursue other opportunities.

**OF COUNSEL**

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

**NON-EQUITY PARTNERS**

	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
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

The Shareholder left to pursue other opportunities.

**EQUITY PARTNERS**

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

The Shareholder left to pursue other opportunities.

## 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?

None; several of our attorneys have become Shareholders while working a reduced schedule.

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

Three equity partners currently work a part time schedule.

## Retention and Professional Development

PART-TIME ATTORNEYS (2013)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	26
Of counsel	2	3	5	12
Non-equity partner	1	0	1	52
Equity partner	4	0	4	12



## Management Demographic Profile

## FIRMWIDE COMMITTEES 2013

## EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	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	1
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>3</b>

Our COO, Julie W. Boehme, is also a member of our Board of Directors.

## HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	2
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
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>3</b>

Joan M. Fortin, Director of Attorney Recruiting is the Chair of our Hiring Committee.

## PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	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
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

Our COO, Julie W. Boehme is also a member of our Compensation Committee.

## ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	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
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

Our Compensation Committee is responsible for Partner and Associate Reviews. Our COO, Julie W. Boehme is also a member of this committee.

## ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

The Chair of our Diversity Committee is our Director of Human Resources, Mary Beth Turcotte.



## Management Demographic Profile

### OTHER LEADERSHIP ROLES

Leadership positions (2013)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	14	7
Number of such positions held by:			
Minorities	0	0	0
Women	0	2	2
GLBT attorneys	0	0	0
Individuals with disabilities	0	0	0

Our COO and Director of Human Resources are both women as is our Director of Attorney Recruiting.

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? 3

Minorities heading offices: [No response]

Women heading offices: [No response]

GLBT attorneys heading offices: [No response]

Individuals with disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Joan M. Fortin - Municipal & Regulatory Practice Group Leader (8); Kathryn D. Wallace - Trusts & Estates Practice Group Leader (7)

GLBT attorneys heading practices: [No response]

Individuals with disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Joan M. Fortin, Director of Attorney Recruiting & Hiring Committee Chair (7); Mary Beth Turcotte, Director of Human Resources & Diversity Committee Chair (7); Julie W. Boehme, Chief Operating Officer

GLBT attorneys heading committees: [No response]

Individuals with disabilities heading committees: [No response]



### The Firm Says

Diversity is one of Bernstein Shur's core values and is an important component of the firm's strategic plan. We believe that recognizing and celebrating individual differences across a wide spectrum of attributes encourages greater creativity, enabling our professionals to produce better results for clients in a socially responsible workplace.

The firm's Board of Directors and Chief Executive Officer are committed to sustaining a dynamic work environment where attorneys and staff can realize their full potential irrespective of race, ethnicity, gender, religion, sexual orientation, country of origin, disability, or age.

We recognize that we have a growing responsibility to do our best to ensure that Bernstein Shur's workforce mirrors the increasing level of diversity within our community and our clients' organizations. Attention to issues of diversity is critical for the success of our clients and the firm in the multicultural global economy.

To build on our historical commitment, Bernstein Shur established a permanent Diversity Committee. The Committee is composed of shareholders and associates, the Chief Executive Officer, the Director of Attorney Recruiting and the Human Resources Manager. The Committee meets to discuss diversity-related strategies and to ensure that Bernstein Shur's recruiting, mentoring, and retention programs are aligned with the firm's diversity goals. Representative members attend diversity programs on a regular basis.

Working families with children represent a significant proportion of Bernstein Shur's diverse workforce. Consequently, we are careful to consider the unique needs of these working parents. We are convinced that finding flexible solutions (e.g., the adoption of a progressive parental leave policy that includes leave for domestic partners, and the provision of domestic partner health care benefits) enables us to attract and retain the most talented attorneys and staff.

