

Quattlebaum, Grooms, Tull & Burrow PLLC

2012 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

4100 Corporate Center Drive, Suite 310, Springdale, Arkansas 72762; 300 S. Church, 4th Floor, Suite 1, Jonesboro, Arkansas 72401

DIVERSITY LEADERSHIP

Head(s) of Firm: The firm is governed by Managing Members: Steven W. Quattlebaum, Timothy W. Grooms, John E. Tull III, Patrick A. Burrow, E. B. (Chip) Chiles IV, Charles L. Schlumberger, Thomas G. Williams, Michael N. Shannon. We also have a tier of non-equity members: Brandon B. Cate, Karen S. Halbert, Jeb H. Joyce, Joseph R. Falasco, J. Cliff McKinney II, Chad W. Pekron. We consider all of our lawyers to have input into matters pertaining to the organization, structure, and administration of the firm. The women and minority lawyers in our firm have all been told and know that we have an open door policy regarding such issues and that we invite their participation and input regarding all aspects of the firm.

Diversity team leader(s): E. B. (Chip) Chiles IV, Managing Member

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2011
Firmwide	34	34
U.S. offices only	34	34

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2011)

	Men	Women
White/Caucasian	6	7
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	7	7

SUMMER ASSOCIATES (2011)

	Men	Women
White/Caucasian	6	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	6	0

EQUITY PARTNERS (2011)

	Men	Women
White/Caucasian	7	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	7	1

NON-EQUITY PARTNERS (2011)

	Men	Women
White/Caucasian	7	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	7	1

OF COUNSEL (2011)

	Men	Women
White/Caucasian	4	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	4	0

NEW HIRES (2011)

	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

We had a white male associate who started on March 28, 2011, but left on August 5, 2011, to begin a federal clerkship. We expect him to return as an associate to our firm in the latter part of 2012.

Strategic Plan and Diversity Leadership

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

The firm communicates this information through firm-wide emails about opportunities to promote diversity within the legal community and to attend diversity events sponsored or funded in part by the firm. The firm also conducts firm meetings addressing hiring, staffing, and other on-going firm diversity initiatives.

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

The Managing Members: Steven W. Quattlebaum, Timothy W. Grooms, John E. Tull III, Patrick A. Burrow, E. B. (Chip) Chiles IV, Charles L. Schlumberger, Thomas G. Williams, Michael N. Shannon.

Does your law firm currently have a diversity committee?

No

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

Not applicable

If yes, how many attorneys are on the committee, and in 2011, 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: [No response]

Total hours spent on diversity: [No response]

Comments: Not applicable.

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. The managing members discuss and share their common vision of increasing diversity among attorneys and staff for the future of the firm.

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 members of the firm hold one another accountable for achieving results in regard to diversity. In addition, an increasing number of clients are holding the firm itself accountable for achieving such results. On an on-going basis, we assess our efforts as a firm in recruiting, hiring, and utilizing diverse attorneys for work on client matters. We also review recruiting and hiring efforts to evaluate and adapt the ways in which we recruit top legal talent of all types to join our firm. We have tried various methods to retain and mentor the growth and success of all young attorneys, including minority attorneys. We continually evaluate ways in which we as a firm can improve our overall commitment to diversity and implement our goals.

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
			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		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	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	
			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		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
			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	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	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.

Our attorneys frequently volunteer as judges for mock trials in which high school students from around the state participate as lawyers and witnesses. One of our associates serves as attorney coach for one of the local high school teams. Our lawyers also volunteer to read to and tutor students in elementary schools and volunteer to speak at various student groups within the community on Law Day.



Recruitment - New Associates

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

Ivy League schools: No.

Other private schools: No.

Public state schools: University of Arkansas School of Law in Fayetteville, Arkansas University of Arkansas at Little Rock William H. Bowen School of Law in Little Rock, Arkansas

Historically Black Colleges and Universities (HBCUs): No.

Diversity job fairs: No.

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?

No.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2011)

	Men	Women
White/Caucasian	6	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	6	0

OFFERS MADE* (2011)

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

	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
Total	0	0

OFFERS ACCEPTED* (2011)

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

	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
Total	0	0

NEITHER ACCEPTED NOR DECLINED (2011)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2011)

	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
Total	0	0

LATERAL OF COUNSEL HIRES (2011)

	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
Total	0	0

LATERAL PARTNER HIRES* (2011)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2011)

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

	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
Total	0	0

NEW EQUITY PARTNERS* (2011)

* 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
Attorneys with disabilities	0	0
Total	0	0

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 2011

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
Attorneys with disabilities	0	0
Total	0	0

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
Attorneys with disabilities	0	0
Total	0	0

We had one white male associate who started on March 28, 2011, but left on August 5, 2011, to begin a federal clerkship. We expect him to return as an associate to our firm in the latter part of 2012.

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
Attorneys with disabilities	0	0
Total	0	0

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
Attorneys with disabilities	0	0
Total	0	0

5TH-YEAR ASSOCIATES

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

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
Attorneys with disabilities	0	0
Total	0	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2011

7TH-YEAR ASSOCIATES

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

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
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	0	1

OF COUNSEL

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

NON-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
Total	0	0

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
Total	0	0

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)
- 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?

No

Comments:

Requests for working part-time are considered and granted on an individual basis. The firm has granted such requests in the past for both men and women.

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?

Our firm has been in existence for twelve years. To date, we have considered and granted on an individual basis the requests of both men and women to work as part-time attorneys at the firm. However, these attorneys have not been at the point in their careers where partnership has been a consideration. Therefore, we have not addressed this issue specifically. At this point we anticipate we will continue to evaluate the individual, his or her work product, his or her ability to generate business, and his or her value to the firm to determine partnership issues. We do not foresee part-time hours being an automatic bar to partnership.

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

0



Retention and Professional Development

PART-TIME ATTORNEYS (2011)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	0	14
Of counsel	0	0	0	4
Non-equity partner	0	0	0	8
Equity partner	0	0	0	8

We have one associate who works 30-35 hours per week, but we consider that to be a reduced hour/flex time situation as opposed to a part-time employee.



Management Demographic Profile

FIRMWIDE COMMITTEES 2011

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	7	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	7	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	7	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	7	1

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	7	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	7	1

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	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	7	1

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	7	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	7	1

Management Demographic Profile

OTHER LEADERSHIP ROLES 2011

Leadership positions (2011)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	0	0	0
Number of such positions held by:			
Minorities	0	0	0
Women	0	0	0
GLBT attorneys	0	0	0
Attorneys with disabilities	0	0	0

We do not operate under that structure.

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: We do not operate under that structure.

Women heading offices: We do not operate under that structure.

GLBT attorneys heading offices: We do not operate under that structure.

Attorneys with disabilities heading offices: We do not operate under that structure.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: We do not operate under that structure.

Women heading practices: We do not operate under that structure.

GLBT attorneys heading practices: We do not operate under that structure.

Attorneys with disabilities heading practices: We do not operate under that structure.

COMMITTEE LEADERS

Minorities heading committees: We do not operate under that structure.

Women heading committees: We do not operate under that structure.

GLBT attorneys heading committees: We do not operate under that structure.

Attorneys with disabilities heading committees: We do not operate under that structure.



The Firm Says

The firm is committed to expanding the diversity within the firm and promoting diversity in the legal profession. Kristine Baker served on the Arkansas Bar Commission on Diversity for a third year. Benecia Moore also served on that committee before leaving our firm in mid-2011. Many of our female attorneys are members of the Arkansas Association of Women Lawyers. During 2011, our firm paid their association dues, monthly luncheon dues, and was a sponsor of their Annual Holiday Brunch and Auction for the fourth year in a row. Jennifer Merritt and Jamie Dempsey serve on the AAWL Board of Directors. Our African-American attorneys are members of the Harold W. Flowers Society and during 2011 the firm paid their association dues. We encourage participation by these attorneys in these organizations and other events that promote and encourage diversity within the bar. In 2011, our firm sponsored the William H. Bowen School of Law Hispanic Law Students Association Scholarship Reception, as we have done every year since its inception, and the William H. Bowen School of Law Black Law Students Scholarship Reception as we have done for several years. In 2011 we again served as a sponsor of the L.C. and Daisy Bates Leadership Luncheon. Daisy Bates was a civil rights activist, writer, and publisher who played a crucial role in the fight against segregation by serving as an advocate and supporter of the first nine African-American students to enroll in the all-white Central High School. Tommy Williams attended the MCCA Annual Creating Pathways to Diversity Conference held in New York in 2011. Karen Halbert serves on the Board of Directors of the Arkansas Chapter of the Juvenile Diabetes Research Foundation and in 2011 we sponsored the 12th Annual Juvenile Diabetes Research Foundation International Gala as we have done for a number of years. Chip Chiles serves on the Board of Directors for Arkansas Lighthouse for the Blind and John Tull serves on the board for United Cerebral Palsy. Attorneys and staff of the firm supported United Cerebral Palsy by providing gifts for the local center and its clients at its annual holiday party. Other events and groups we supported in 2011 include: Pulaski County Trivia Challenge to support Economics Arkansas, a nonprofit intended to support economic literacy by providing resources and training to teachers in public and independent schools in Arkansas; 37th Annual Toast & Roast benefiting Big Brothers Big Sisters of Central Arkansas; 2011 Heart Ball benefiting the Arkansas Chapter of the American Heart Association; Central Arkansas Sphinx Foundation and the Pi Lambda Chapter of Alpha Phi Alpha Fraternity, Inc., in their 61st Annual Debutante Scholarship Ball; Greekfest Golf Classic benefiting Easter Seals; World Services for the Blind 2011 Vision Award sponsor; Women's Foundation of Arkansas 2011 Power of Purse Luncheon; Thanks-for-Giving Luncheon sponsor for Arkansas Rice Depot, a local foodbank; silver sponsor of Tour de Rock to benefit Central Arkansas Radiation Therapy Institute; Bolo Bash Gold sponsor to benefit Baptist Health.

