

Pessin Katz Law, P.A.

2015 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

901 Dulaney Valley Rd.
Suite 500
Towson, MD 21204
Phone: 410-938-8800
Fax: 410-832-5600
pklaw.com

LOCATIONS

1. Baltimore, Maryland; 2. Columbia, Maryland 3. Bel Air, Maryland

DIVERSITY LEADERSHIP

Head(s) of Firm: Drake Zaharris, Managing Director. Management Committee Members: David Pessin, Steven Allen, Barry Bach, Michael Leaf, Patricia McHugh Lambert, Leslie Stellman, Kevin Bress, Rochelle Eisenberg, Edmund O'Meally, Natalie Magdeburger, Catherine Steiner, Mairi Pat Maguire, Joan Cerniglia-Lowensen and Kimberly Battaglia

Diversity team leader(s): PK Law Diversity Committee Chair: Mark Maneche, Chair. PK Law Diversity Committee Members: Patricia McHugh Lambert, Kambon Williams, Nicole Ames, Robin Welbourne, Sabrina Moroz and Tenae Smith.

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2014
Firmwide	49	49
U.S. offices only	49	49

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2014)

	Men	Women
White/Caucasian	7	11
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	1
Openly GLBT	0	1
Individuals with disabilities	0	0
Total	8	12

SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	0	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
Individuals with disabilities	0	0
Total	0	2

Law clerks who have worked with the firm throughout the year are included in the numbers above.

EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	6	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
Total	6	7

NON-EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	6	1
African-American/Black	1	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
Total	7	2

These numbers do not include Class C equity members who do not have the right to vote on firm matters or share in the profits. Based on the instructions provided, these Class C members are included in the "of Counsel" numbers.

OF COUNSEL (2014)

	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
Individuals with disabilities	1	0
Total	6	0

NEW HIRES (2014)

	Men	Women
White/Caucasian	4	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	1	0
Individuals with disabilities	0	0
Total	4	2

The numbers above include Class C equity members who do not have the right to vote on firm matters or share in the profits. Based upon the instructions provided, these Class C members are included in the "of Counsel" numbers

Strategic Plan and Diversity Leadership

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

PK Law believes that diversity in the workplace encourages creativity, innovation and motivation and makes the Firm a better place to work and better able to serve client needs. The hiring, retention and development of women and other diverse attorneys are part of the goals and review criteria of the Managing Director and department leadership. In addition, the Firm has conducted firm wide, departmental and individual coaching and training sessions regarding the recruitment, retention and development of women and diverse attorneys. As a strategic matter, the Firm has devoted significant marketing and outreach resources to working with schools and other community organizations to support their diversity efforts and programs. The Firm tracks such efforts and conducts, where appropriate, surveys regarding the effectiveness of such efforts. Such community efforts are reported at Management Committee and department meetings, promoted internally through Firm communications, including emails and newsletters, and externally through press releases, public relation efforts and otherwise. Because the firm leadership, as a whole, focuses on general diversity efforts, the Diversity Committee has a focus on pipeline efforts.

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

Drake Zaharris, who is the Managing Director of the Firm, has the primary responsibility for leading the diversity efforts at the Firm. Because he holds the highest attorney management position at the Firm, PK Law determined that it showed the Firm's commitment to diversity initiatives by making him responsible for leading diversity initiatives. He is tasked with recruiting women and diverse attorneys, promoting diversity at the Firm committee level, devoting firm resources to marketing and outreach efforts including promoting function, events and organizations that promote diversity. He is required to report on such efforts at the Firm's Management Committee meetings. The Firm's Diversity Committee focuses on pipeline efforts.

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 2014, 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: 4

Total hours spent on diversity: [No response]

Comments: As indicated in other places in this survey, the Firm takes seriously its commitment to diversity. Thus, diversity efforts are undertaken by task. Pipeline efforts are the focus of the Diversity Committee. For other efforts, the number of attorneys involved in a particular diversity effort depends upon the task and the deliverable. Some efforts that were undertaken involved a committee of three; other efforts involved a committee of ten. The Managing Director and others at the equity level are generally involved in determining the task, goal and committee makeup for a particular diversity initiative. Although PK Law does not track hours in the manner requested in this inquiry, the Firm believes that its efforts well exceed 500 hours.

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?

[No response]

If yes, is it formal or informal?

PK Law's diversity efforts are both formal and informal. Recruitment and development goals are tracked and reported to the Firm's management. Please also see prior responses.

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?

As indicated above, the Managing Director is required, among other things, to report to the Management Committee on recruitment, retention and development of women and other diverse attorneys. The hiring, retention and development of women and other diverse attorneys are part of the goals and review criteria of the Managing Director and the departmental leadership. In addition, the Firm has determined that all Firm committees are to have diversity in its membership. Department heads and business managers for each practice area is expected to report to the Managing Director on the hiring, retention and development of women and other diverse attorneys periodically (generally monthly). The effectiveness of such departmental efforts is considered in the compensation of the Managing Director and departmental leadership. The Firm also tracks the marketing and outreach efforts devoted to working with community organizations that promote diversity, including women organizations, organizations directed to the LGBT community, the African American community, the disability community and other diverse community organizations. Where appropriate, results are tracked by surveys and periodic reviews, the results of which are reported to Firm management.

Is your firm minority-owned or women-owned?

Yes



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	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
	X		Other (please specify): The Firm has made considerable progress with many of the initiatives listed as currently addressing but has maintained the "currently addressing" status because they are important items that require ongoing efforts.



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			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
	X		Other (please specify): The Firm has made considerable progress with many of the initiatives listed as currently addressing but has maintained the "currently addressing" status because they are important items that require ongoing efforts.



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
	X		Other (please specify): The Firm has made considerable progress with many of the initiatives listed as currently addressing but has maintained the "currently addressing" status because they are important items that require ongoing efforts.



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
	X		Other (please specify): The Firm has made considerable progress with many of the initiatives listed as currently addressing but has maintained the "currently addressing" status because they are important items that require ongoing efforts.



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.

The Firm has many pipeline initiatives. The Diversity Committee is now tasked with leading these efforts, particularly with the law schools and specialty bar associations. With respect to high school students, the Firm participates as a sponsor and a coach for a high school mock trial program at a diverse public high school. Many of the students in that program have interned with the Firm and/or the Firm has arranged for internships with judges, the public defender's office, etc. The Firm provides speakers and sponsors events at local high schools for Law Day on what it takes to become a successful lawyer. Many of the Firm's attorneys mentor minority high school students through formal and informal programs. The Firm has participated in programs that provide shadowing/internships for minority students in high school, college and law school. The Firm has developed and funded scholarship/tuition reimbursement plans for women and minority college students, particularly to allow candidates to obtain degrees related to law related fields. The Firm also sponsors programs at the local law schools, particularly those concerning LGBT and diversity issues.



Recruitment - New Associates

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

Ivy League schools: The Firm does not generally recruit at law schools.

Other private schools: The Firm does not generally recruit at law schools.

Public state schools: The Firm does not generally recruit at law schools.

Historically Black Colleges and Universities (HBCUs): The Firm does not generally recruit at law schools.

Diversity job fairs: The Firm does not generally recruit at job fairs.

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)

See prior answers regarding initiatives.

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

No



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	0	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
Individuals with disabilities	0	0
Total	0	2

OFFERS MADE* (2014)

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

	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
Individuals with disabilities	0	0
Total	0	1

These numbers include a law clerk who has worked at the Firm as a paralegal while attending law school. She will be graduating from law school in May of 2015 and was offered a position as a first year associate.

OFFERS ACCEPTED* (2014)

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

	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
Individuals with disabilities	0	0
Total	0	1

NEITHER ACCEPTED NOR DECLINED (2014)

* 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
Individuals with disabilities	0	0
Total	0	1

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2014)

	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	1	0
Individuals with disabilities	0	0
Total	2	1

LATERAL OF COUNSEL HIRES (2014)

	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
Total	0	0

LATERAL PARTNER HIRES* (2014)

* Both equity and non-equity

	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
Individuals with disabilities	0	0
Total	2	1

NEW PARTNERS PROMOTED* (2014)

* 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
Individuals with disabilities	0	0
Total	0	0

NEW EQUITY PARTNERS* (2014)

* Whether hired laterally or promoted from within

	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
Total	0	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
- 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?

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:

The Firm does not provide this information due to the public nature of the report.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2014

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
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
Individuals with disabilities	0	0
Total	0	0

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
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
Individuals with disabilities	0	0
Total	0	0

5TH-YEAR ASSOCIATES

	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
Total	0	1

6TH-YEAR ASSOCIATES

	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
Total	0	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2014

7TH-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
Total	0	0

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
Total	0	0

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
Total	0	0

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
Total	0	1

EQUITY PARTNERS

	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
Total	2	0

Gerald Katz, one of the Firm's equity partners, passed away in November of 2104.

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

Comments:

Although there is no formal policy, the Firm has allowed, with approval, to reduce hours and/or work alternative hours.

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

There is not formal directive on this issue. Individuals will be reviewed on an individual basis. There have been equity and non-equity attorneys who have worked a reduced or flexible schedule.

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

Six equity members have worked part time at some point in their career. We do not have statistics as to non-equity members and have not polled them for this question.



Retention and Professional Development

PART-TIME ATTORNEYS (2014)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	20
Of counsel	0	0	0	6
Non-equity partner	0	0	0	9
Equity partner	0	0	0	13

Based upon the instructions provided, the number for the "Of counsel" total includes the Firm's Class C equity member who do not have the right to vote on Firm matters or share in the profits.



Management Demographic Profile

FIRMWIDE COMMITTEES 2014

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	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
Total	6	7

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	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
Total	0	0

The Firm does not have a Hiring Committee. Hiring is done at the department level.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	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
Total	6	7

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	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
Total	0	0

The Firm does not have an Associate Review Committee. Associate review is done at the department level.

This is the function of the Management Committee. Only voting members are included in these numbers.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	1	2
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
Individuals with disabilities	0	0
Total	2	2

As indicated in a previous response, the committee size and function depends on the task. This is the example of the general committee.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2014)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	9	6
Number of such positions held by:			
Minorities	0	0	0
Women	0	2	2
GLBT attorneys	0	0	0
Individuals with disabilities	0	1	0

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: The Firm does not have separate heads for various offices.

Women heading offices: The Firm does not have separate heads for various offices.

GLBT attorneys heading offices: The Firm does not have separate heads for various offices.

Individuals with disabilities heading offices: The Firm does not have separate heads for various offices.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None at this time.

Women heading practices: Natalie Magdeburger, Medical Malpractice Defense(11); Catherine Steiner, Medical Malpractice Defense (11) and General Litigation (14)

GLBT attorneys heading practices: None at this time.

Individuals with disabilities heading practices: Michael Leaf, Corporate and Business Services (7)

COMMITTEE LEADERS

Minorities heading committees: Mark Maneche, Diversity (4)

Women heading committees: None at this time.

GLBT attorneys heading committees: None at this time.

Individuals with disabilities heading committees: None at this time.



The Firm Says

PK Law has a high level of commitment to diversity which is reflected in the varied gender, ethnicity and sexual orientation of the Firm's Members, associates and staff. The majority (54%) of the Firm's Equity Members are women and the majority (55%) of the Firm's full membership are women and/or a minority. Among the entire Firm (lawyers and non-lawyers) 106, 89 are women, a racial or ethnic minority and/or self reported members of the LGBT community. The firm is widely recognized for its same-sex/LGBT practice and strongly supports equality efforts for those groups. With support from the Firm's Managing Director, the Management Committee, Business Managers and the Marketing and Business Development Director, PK Law's Diversity Committee works to weave diversity into the Firm's culture with a focus on recruitment, retention, business development, community involvement and internal education efforts. The Firm recognizes that its collective difference is critical in providing clients with representation that suits their own individual perspective, needs and preferences.

