

DeMahy, Labrador, Drake, Victor & Cabeza also known as DLD Lawyers

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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Coral Gables, FL 33134
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LOCATIONS

Coral Gables: 150 Alhambra Circle, Penthouse, Coral Gables, FL 33134. Fort Lauderdale: 6400 North Andrews Avenue, Suite 500, Fort Lauderdale, FL 33309

DIVERSITY LEADERSHIP

Head(s) of Firm: Pete L. DeMahy, Partner; Frank L. Labrador, Managing Partner; Kenneth R. Drake, Partner; Gregory A. Victor, Partner; Orlando D. Cabeza, Partner

Diversity team leader(s): Frank Labrador, Managing Partner; Gregory A. Victor, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2012
Firmwide	25	25
U.S. offices only	25	25

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Law Firm Demographic Profile

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2012)

	Men	Women
White/Caucasian	1	1
African-American/Black	2	1
Hispanic/Latino	4	2
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	4

SUMMER ASSOCIATES (2012)

	Men	Women
White/Caucasian	1	1
African-American/Black	0	1
Hispanic/Latino	1	1
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	3

EQUITY PARTNERS (2012)

	Men	Women
White/Caucasian	1	0
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	0	0
Individuals with disabilities	0	0
Total	3	0

NON-EQUITY PARTNERS (2012)

	Men	Women
White/Caucasian	7	1
African-American/Black	0	0
Hispanic/Latino	2	1
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	9	2

OF COUNSEL (2012)

	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 HIRES (2012)

	Men	Women
White/Caucasian	1	1
African-American/Black	1	1
Hispanic/Latino	3	3
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	5	5

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Strategic Plan and Diversity Leadership

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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

The firm communicates the importance of diversity to all at the firm by email, on the firm's website and during meetings.

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

Frank L. Labrador, Managing Partner & Gregory A. Victor, Partner

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 2012, 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: 500

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?

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 firm and its management are held accountable by our clients, who expect the firm to continue to achieve and, by meeting such expectations, the firm maintains and expands its relationships.

Is your firm minority-owned or women-owned?

Yes



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Law Firm Diversity Initiatives

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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



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Law Firm Diversity Initiatives

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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



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Law Firm Diversity Initiatives

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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



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Pipeline Initiatives

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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.

DLD Lawyers pursue entry-level associates and law clerks from atypical avenues such as its recruitment efforts through FIU (Florida International University) law school's evening program, which includes a substantial number of diverse and non-traditional students. Our mentoring program begins long before the hiring of our associates. The lawyers at our firm, through the local Hispanic National Bar Association (HNBA) affiliate, serve as mentors for FIU law students, some of who are extended offers to join the firm as law clerks and/or associates upon completion of the Florida Bar. At the firm, our associates are assigned a senior lawyer, who serve as the associate's mentor during their time at our firm, and in many cases, through much of their initial career.



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Recruitment - New Associates

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

Ivy League schools: No (Recruiting is based upon need)

Other private schools: No

Public state schools: No

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?

Through mentoring and initiatives with FIU Law School and internship program, we provide opportunities upon law school graduation.



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Recruitment - New Associates

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

ALL 2L SUMMER ASSOCIATES (2012)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	1	1
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	1	1

OFFERS MADE* (2012)

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

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	1	1
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	1	1

OFFERS ACCEPTED* (2012)

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

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	1	1
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	1	1

NEITHER ACCEPTED NOR DECLINED (2012)

* 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
Total	0	0

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2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2012)

	Men	Women
White/Caucasian	0	0
African-American/Black	1	1
Hispanic/Latino	1	1
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

LATERAL OF COUNSEL HIRES (2012)

	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* (2012)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2012)

* 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* (2012)

* 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
Total	0	0

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Recruitment - Lateral Associates and Partners 2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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:

Silva Search, Inc.



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Retention and Professional Development **2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY**

ATTORNEYS WHO LEFT THE FIRM IN 2012

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	1	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	1	1

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	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
Total	1	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
Individuals 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
Individuals with disabilities	0	0
Total	0	0

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Retention and Professional Development **2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY**

ATTORNEYS WHO LEFT THE FIRM IN 2012

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	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

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
Individuals with disabilities	0	0
Total	0	0

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?

We have a flex-time policy that does not impact advancement within the firm nor retention by the firm.

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

0



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Retention and Professional Development 2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

PART-TIME ATTORNEYS (2012)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	11
Of counsel	0	0	0	0
Non-equity partner	0	0	0	11
Equity partner	0	0	0	3



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Management Demographic Profile

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

FIRMWIDE COMMITTEES 2012

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

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Management Demographic Profile

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

OTHER LEADERSHIP ROLES

Leadership positions (2012)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	0	1
Number of such positions held by:			
Minorities	1	0	1
Women	0	0	0
GLBT attorneys	0	0	0
Individuals with disabilities	0	0	0

While the firm has two offices, we do not have separate office heads; just a managing partner; the firm's diversity committee is its only formal committee. The firm has no formal practice group leaders as the practices are all interrelated.

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? 2

Minorities heading offices: Frank Labrador, Miami / Fort Lauderdale (25)

Women heading offices: N/A

GLBT attorneys heading offices: N/A

Individuals with disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: N/A

Women heading practices: N/A

GLBT attorneys heading practices: N/A

Individuals with disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: N/A

Women heading committees: N/A

GLBT attorneys heading committees: N/A

Individuals with disabilities heading committees: N/A



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The Firm Says

2013 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

DLD Lawyers is a certified minority-owned and diverse trial law firm with a strong commitment to providing equal opportunity to people of all backgrounds and gender.

American Bar Association (ABA): DLD Lawyers fully support the ABA's goal "to promote the full and equal participation in the legal profession by minorities, women, and persons with disabilities." For purposes of ABA's Minority Counsel Program, minority lawyers include African-Americans, Asian-Americans, Hispanics and Native Americans. We not only meet the ABA's criteria, we far exceed it with 60% of our firm's managing members, 82% of our associates, and almost 100% of our paralegals. Moreover, of the 12 attorneys hired by the firm in the past 18 months, 11 have been women or minorities.

MBE Certification: DLD Lawyers is a certified Minority Business Enterprise (MBE) by the National Minority Supplier Development Council (NMSDC), and its local affiliate, the Southern Florida Minority Supplier Development Council. DLD Lawyers is an active supporter of the NMSDC, and has been a principle sponsor of its local affiliate's awards gala.

Hispanic National Bar Association (HNBA): DLD Lawyers is actively engaged with the HNBA mission to serve as the national voice for the concerns and opinions of Hispanics in the community generally, and in legal profession in particular. HNBA goals include promoting the recruitment and retention of Hispanics in law schools and provide them with financial assistance, developing mechanisms to facilitate the exchange of information among Hispanics involved in all segments of the legal profession, providing continuing legal education for attorneys and foster the exchange of ideas and information among its members, and testimony before Congress, state legislatures and executive agencies on issues of concern to Hispanics.

DLD Lawyers attended the most recent HNBA annual conference in Seattle, Washington and Mid-Year Conference in Atlanta, Georgia. In addition, DLD Lawyers, along with United Parcel Service, was honored to serve as co-Champion sponsors of the HNBA 2012 annual Gold & Tennis Tournament. Members of DLD Lawyers have been active in the HNBA and attended its conferences for many years.

Minority Corporate Counsel Association (MCCA): DLD Lawyers is a law firm affiliate member of the MCCA, which was founded in 1997 to advance the hiring, retention, and promotion of diverse attorneys in legal departments and the law firms that serve them. The MCCA accomplishes its mission through the collection and dissemination of information about diversity in the legal profession. Members of DLD Lawyers have been active in the MCCA and attended its conferences for many years.

DLD Lawyers served as co-sponsor of the 9th Annual General Counsel Invitational Diversity Leadership Summit hosted by MCCA, a three-day event in April 2012, providing educational offerings focusing on leadership and diversity, as well as areas of key concern to leading In-House Counsel.

National Association of Minority & Women Owned Law Firms (NAMWOLF): DLD Lawyers is a member of NAMWOLF, a nonprofit trade association founded in 2001, comprised of a select group of preeminent minority and women-owned law firms and other interested parties. NAMWOLF is focused on being the leading organization in the legal profession dedicated to diversity through developing lasting partnerships between minority and women-owned law firms and private/public entities. It advocates for the retention of minority and women-owned law firms by public entities and corporations. The organization actively participates in legal conferences advocating for its members and speaking on issues related to increasing diversity within the legal profession.

DLD Lawyers was an active participant in NAMWOLF's Annual Meeting and Law Firm Expo 2012.

Cuban American Bar Association (CABA): DLD Lawyers is a regular contributor to CABA in full support of its mission to "serve the community to improve the legal profession through greater diversity and equality of opportunity throughout Florida." CABA and its members, which include a number of DLD Lawyers' own, serve the community by providing scholarships and employment opportunities to minority law students. The organization also provides pro bono legal assistance to any needy members of Miami-Dade County, Florida through its CABA Pro Bono Project, established in 1984.

National Bar Association (NBA): DLD Lawyers is an active member of the National Bar Association, "the nation's oldest and largest association of African American lawyers and judges." DLD Lawyers attended the NBA's 2012 Annual Convention in Las Vegas, Nevada. Members of DLD Lawyers have been active in the NBA and attended its conferences for many years.

Florida International University (FIU): In an effort to increase the pipeline of qualified diverse attorneys in our community, DLD Lawyers has been an avid supporter of FIU's law school from its inception, which includes a \$50,000.00 contribution for a reading room in its law library. FIU ranked by Hispanic Business among the top 10 law schools for Hispanics, and the National Jurist ranks it among the top 10 schools for best value in legal education. The Princeton Review ranks it as one of the nation's most welcoming schools for diverse students.

DLD Lawyers, through the local HNBA affiliate, serve as mentors for FIU's law students, and we were pleased to learn that this year's FIU law class had the highest Florida Bar pass-rate of any Florida law school.