

Riley Safer Holmes & Cancila LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

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DIVERSITY LEADERSHIP

Head(s) of Firm: Patricia Brown Holmes, Managing Partner

Diversity team leader(s): Patricia Brown Holmes, Managing Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	81	84
U.S. offices only	81	84

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	6	9
African-American/Black	3	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	11	16

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

RSHC did not have a summer associate program in 2019 but will have one in 2020.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	13	4
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	17	5

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	5	3
African-American/Black	3	4
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	9	7

OF COUNSEL (2019)

	Men	Women
White/Caucasian	6	7
African-American/Black	0	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	9

NEW HIRES (2019)

	Men	Women
White/Caucasian	7	4
African-American/Black	4	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	3	0
Individuals with Disabilities	0	0
Total	12	9

Strategic Plan and Diversity Leadership

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

Emails, Website-Mission Statement and Diversity Page, Meetings-Training Programs, RSHC Engagement & Culture Committee and Programs, Policies, Active Leadership Roles/Membership in Diverse Organizations, Ads, Award Recognitions, Bar Association Minority Programs, Corporate Work Study Program, Diversity Fairs, Pitches/RFPs, Summer Internship Program, Sponsorships, Recruiting Program, Diverse Vendor Selections-Reported to Clients

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

RSHC Managing Partner Patricia Brown Holmes and all RSHC Partners function as a Diversity Committee.

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, 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: 38

Total hours spent on diversity: [No response]

Comments: 38 (All Partners); RSHC does not have a billable hours requirement and does not specifically track hours devoted to diversity efforts, but it involves all attorneys in its efforts to promote diversity in its own ranks and in the vendors it chooses as well as in broader efforts in the community through bar association activities and the like.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

Quarterly

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

Diversity and inclusion is one of the six pillars of RSHC's foundation. The Firm ties a component of partner compensation to diversity efforts. The partnership regularly meets to discuss those issues as a whole and with associates on at least a quarterly basis.

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 mandatory diversity training for all attorneys and staff annually
			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
			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	
			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			Provide accommodations specific to mothers (e.g., lactation rooms)
			Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ 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 LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
		X	Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

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		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



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X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



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 minority 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.

Sponsor Cristo Rey Corporate Work Study Program, which provides faith-based college preparatory education, and Spanish heritage language curriculum to Cristo Rey Jesuit High School students from Spanish-speaking families with limited financial means. CRJHS provides a Catholic, college preparatory education, and professional work experience. The goal is to prepare students to succeed in college and to assume leadership roles in the civic, religious, business, and cultural life of our city and nation. As committed alumni of a Jesuit high school, graduates become men and women for others who are open to growth, religious, intellectually competent, loving, committed to justice, and work experienced.



Recruitment - New Associates

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

Ivy League law schools: None

Other private law schools: None

Public state law schools: None

Law schools of Historically Black Colleges and Universities (HBCUs): None

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)

RSHC does offer internships for minority students during the summer.

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

Not at this time.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

RSHC did not have a summer associate program in 2019 but will have one in 2020.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

RSHC did not have a summer associate program in 2019 but will have one in 2020.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

RSHC did not have a summer associate program in 2019 but will have one in 2020.

NEITHER ACCEPTED NOR DECLINED (2019)

* 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/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

RSHC did not have a summer associate program in 2019 but will have one in 2020.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	4	1
African-American/Black	3	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	7	6

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	1	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

Included an RSHC first-year associate hired after graduation from law school.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	2	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	4	0

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	0	1
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ 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
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- 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?

Unknown

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:

Unknown



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	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/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

OF COUNSEL

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	4
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	5

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

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, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority 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 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:

RSHC expressly permits associates and partners to work reduced or flexible hours schedules.

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?

N/A

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

None (0).

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	0
Of counsel	1	2	0	3
Non-equity partner	0	0	0	0
Equity partner	0	0	0	0

RSHC attorneys have worked reduced schedules during LOAs.



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	13	4
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	17	5

RSHC's Equity Partners function as the Firm's Executive/Management Committee.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	4	5

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	3	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	1

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	4	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	4	5

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	18	7
African-American/Black	4	5
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	26	12

RSHC's Managing Partner and All Partners function as the firm's Diversity Committee.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	6	0	14
Number of such positions held by:			
Minorities	3	0	2
Women	1	0	3
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	0	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? 5

Minorities heading offices: Patricia Brown Holmes, Chicago, IL, 63 (and firmwide, 84); Ryan Poscablo, New York, NY, 6; Shalem Massey, Irvine, CA, 2

Women heading offices: Patricia Brown Holmes, Chicago, IL, 63 (and firmwide, 84)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: RSHC does not have practice group leaders.

Women heading practices: RSHC does not have practice group leaders.

LGBTQ attorneys heading practices: RSHC does not have practice group leaders.

Individuals with Disabilities heading practices: RSHC does not have practice group leaders.

COMMITTEE LEADERS

Minorities heading committees: Joshua Lee, Cyber Security Committee, 4; Rod Perry, Engagement & Culture Committee, 2 Chairs+Entire Firm

Women heading committees: Kelly Warner, Cyber Security Committee, 4; Sondra Hemeryck, Recruiting & Associate Development Committee, 9; Deborah Bone, Engagement & Culture Committee, 2 Chairs+Entire Firm

LGBTQ attorneys heading committees: 0

Individuals with Disabilities heading committees: 0



The Firm Says

Diversity and inclusion is a core principle of RSHC, which our firm treats as a mission-critical assignment. We have distinguished ourselves in the composition of our firm. For RSHC, diversity and inclusion starts with the names on our door, extends through partnership and associate ranks, and informs our recruiting, staffing, and vendor choices. Our Managing Partner, Patricia Brown Holmes, is the first African-American woman to lead and be a name partner at a major law firm that is not women- or minority-owned. Currently, our firm is 33 percent racially and ethnically diverse. Forty-two percent of our attorneys are women. Thirty-two percent of our partners are racially diverse, and 30 percent of our partners are women. Our associates are 54 percent racially diverse and 46 percent women, all far exceeding national averages.

We believe that lawyers from different backgrounds provide a better perspective on the problems that our clients face. We are committed to serving our clients with superb lawyers who offer a variety of cultural, racial, and gender perspectives and sensitivities. Simply put, we believe that the more diverse and inclusive our teams, the better the solutions and the greater the value that we produce for our clients.

All RSHC lawyers are visible ambassadors for diversity and inclusion in the legal profession and in their communities more broadly, volunteering their time to organizations that support diversity and inclusion, and receiving awards and recognitions for commitment to the cause.

RSHC supports and sponsors many organizations that promote diversity in the community. For instance, we partner with Just The Beginning—A Pipeline Organization (Patricia Brown Holmes is the Board Chair), All Stars Project of Chicago, and the Corporate Work Study Program of Cristo Rey Jesuit High School and Christ the King Jesuit College Preparatory School programs designed to help youth from disadvantaged backgrounds gain valuable work experience and cultivate a strong network of professional relationships. We support immigrants through our work with the American Immigrant Representation Project. We support veterans by donating to "Wounded Warrior" and other veterans' initiatives. And Partner Ron Safer serves on the Board of Trustees of Fisk University, a historically black university, providing needed support and assistance. Further, we support attorneys with disabilities through our sponsorship of and participation with the ABA Committee on Lawyers Living with Disabilities as well as other local initiatives.

At RSHC, diversity and inclusion is a key component of everything that we do.

Many RSHC partners and associates are active members of numerous minority bar associations and other legal organizations that support the professional development of diverse attorneys.

Black Womens Lawyers' Association of Great Chicago: Patricia Brown Holmes, Founding Member (1987) and Past President (1997-1998); Merili Seale, Past Scholarship Fund Board Member; Drahcir Smith, Current Corresponding Secretary, Past Board Member at Large and Past Judicial Reception Committee Chair

Chicago Committee on Minorities in Large Law Firms: Joseph McCoy, Past Board Member

Cook County Bar Association: Azar Alexander, LGBTQ Section Chair and Board Member; Harry Chipeta, Member; Patricia Brown Holmes, Member; Craig Jeffrey, Member; Joseph McCoy, Member; Rodney Perry, Member; Raymond Rushing, Member

Filipino American Lawyers Association of New York: Ryan Poscablo, Member

Fisk University: Ronald Safer, Board of Trustees

Georgia Association of Black Women Attorneys: Drahcir Smith, Member

Harriet's Daughters: Patricia Brown Holmes, Board of Directors, Chair

Hispanic National Bar Association: Rachel Sifuentes, Member

Indian-American Bar Association, Chicago Chapter: Nick Kahlon, Member

Just The Beginning-A Pipeline Organization: Patricia Brown Holmes, Chair of the Board of Directors

Leadership Council on Legal Diversity: Patricia Brown Holmes, Fellow; Craig Jeffrey, Fellow (2012); Joseph McCoy, Fellow; Rodney Perry, Chicago City Lead-Program Development and Past Fellows Alumni Executive Council; Merili Seale, Fellow (2017)

Leadership Greater Chicago: Patricia Brown Holmes, Fellow (Class of '93); Joseph McCoy, Fellow (Class of '07), Past Board Member; Past Co-Chair of Selection Committee

Lesbian and Gay Bar Association of Chicago: Azar Alexander, Board Member

Metropolitan Black Bar Association: Brittney Denley, Member

National Bar Association: Joseph McCoy, Member of Commercial Law Section

National Black Lawyers Association: Layla Dotson Lumpkin, Member

National Black Law Students Association: Joy Anderson, Past Executive Board Member

National LGBT Bar Association: Louis Klapp, Member

Sikh Bar Association: Nick Kahlon, Founding Member

DIVERSITY (Awards and Honors)

RSHC and many of its attorneys have been recognized for being outstanding lawyers and champions of diversity and inclusion.

Riley Safer Holmes & Cancila LLP

- Law360 — Top Five Firm for Minority Lawyers and Top Ten Firm for Minority Equity Partners (2019);
- Law360 — Best Law Firm for Female Attorneys with 20-149 Attorneys (2018);
- Vault — # 1 in Best Midsize Law Firm for Diversity, # 1 in Best Midsize Law Firm for Pro Bono (2019);

Riley Safer Holmes & Cancila LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

• Chicago Tribune, Top Workplaces #5 in Small Workplace Category (2018)

BY ORGANIZATION:

Black Women Lawyers' Association of Greater Chicago: Visionary Award (2005): Patricia Brown Holmes; Vanguard Award (2017): Patricia Brown Holmes

Chicago Lawyer, Person of the Year (2016): Patricia Brown Holmes

Chicago United: Business Leader of Color (2013): Patricia Brown Holmes; Business Leader of Color (2013): Joseph McCoy

Cook County Bar Association: Judicial Ward (1998): Patricia Brown Holmes; Centennial Presidential Award for Dedication to the Bar (2014): Patricia Brown Holmes; Meritorious Service Award (2017): Raymond Rushing; Junior Counselor Award (2018): Azar Alexander; Presidential Award (2018): Azar Alexander; Ida B. Platt Award (2018): Patricia Brown Holmes; Junior Counselor Award (2019): Raymond Rushing

Crain's Chicago Business: Most Influential Minority Lawyers in Chicago (2017): Patricia Brown Holmes and Joseph McCoy; Chicago's Notable Minority Lawyers (2018): Nick Kahlon, Joshua Lee, Merili Seale; Chicago's Notable Women Lawyers (2018): Heidi Dalenberg (now alumni), Patricia Brown Holmes, and Kelly Warner; Chicago's Notable Minorities in Accounting, Consulting & Law (2019): Patricia Brown Holmes

Diversity Scholarship Foundation, Advocate for Diversity Award (2011): Patricia Brown Holmes

Lawyers of Color Hot List of Outstanding Minority Attorneys Under 40 (2013): Rachel Sifuentes

Leadership Greater Chicago, Distinguished Fellow Award (2012): Patricia Brown Holmes

LGBT Bar, Best LGBT Lawyers Under 40 (2017): Louis Klapp

National Association of Black Engineers, Excellence in the Legal Profession (2012): Cheryl Walker

NAACP, St. Louis Chapter, One of the 100 Most Inspiring St. Louisans (2009): Cheryl Walker

National Bar Association: Judicial Council Special Chair Award (2009): Patricia Brown Holmes; Nation's Best Advocates, 40 Lawyers Under 40 (2019): Merili Seale;

National Black Lawyers: Top 100 (2015): Joseph McCoy; Top 40 Under 40 (2019): Merili Seale; Top 40 Under 40 (2018): Layla Dotson Lumpkin; Top 100 (2019): Drahcir Smith

National Diversity Council, One of the Most Powerful and Influential Women in Illinois (2001, 2014): Patricia Brown Holmes

Posse Foundation, Posse Power of 10 Award for Commitment to Diversity in Education and the Workforce: Patricia Brown Holmes

Rainbow PUSH Coalition & Citizenship Education Fund, Outstanding Women in Business Award (2018): Patricia Brown Holmes

Savoy Magazine: Most Influential Black Lawyers (2018): Patricia Brown Holmes; Most Influential Black Lawyers (2015): Joseph McCoy

St. Louis Business Journal, Most Influential Women (2017): Cheryl Walker

