Vault Law Firm Culture & Inclusion Questionnaire

Firm Information

- **Firm Name:** Please provide the full name of your firm.

Bush Seyferth (BSP Law)

Leadership

- **Head(s) of Firm:** Please provide the name and title of the head(s) of the firm (e.g., Chair, CEO, Managing Partner). Enter information for more than one individual, if applicable.

Patrick G. Seyferth, Founder and Chairman

- **Inclusion Professional(s):** Does the firm have a Chief Diversity Officer, Director of Inclusion, or other professional(s) leading the firm's inclusion initiatives? If so, please provide the name and title of the inclusion professional. Enter information for more than one individual, if applicable.

Amy Bice Larson, Member

- **Ownership:** Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? If so, please note any related certifications (e.g., NAMWOLF).

Bush Seyferth is not currently certified as women-owned, minority-owned, or LGBTQ+-owned.

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Culture and Community

- **Affinity Groups:** Does the firm have internal affinity groups or networks (open to all employees)? What affinity groups or networks does the firm have? What kind of support does the firm provide for these affinity groups or networks?

No

- **Culture and Inclusion Events:** Does the firm host culture and inclusion retreats or conferences? If so, please describe these events.

No

- **Cultural Awareness:** How does the firm commemorate important dates honoring different cultures of employees within the firm (e.g., Black History Month, Women's History Month, Pride Month, etc.)?

Bush Seyferth takes a thoughtful and flexible approach to recognizing cultural and heritage observances. The firm acknowledges key dates by posting on social media, sending internal commemorative emails, hosting internal events, and supporting community organizations and local businesses. This approach aligns with our commitment to a respectful workplace that is involved in our community.

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- **Inclusiveness:** Please describe steps the firm has taken to create an inclusive environment for women, people of color, LGBTQ+ individuals, people with disabilities, and parents/caregivers.

Bush Seyferth is committed to fostering a respectful, collaborative workplace where every employee has the opportunity to contribute and succeed. This commitment is reflected in our core values, which guide how we work and interact with one another. In particular, our core value of being “Real” calls on us to be genuine in our words and actions, adhere to the highest ethical standards, and treat both colleagues and clients with the utmost respect. The firm prioritizes a culture of kindness and collegiality, reinforced through firmwide events and initiatives designed to strengthen relationships and promote a sense of belonging among all employees.

Additionally, Bush Seyferth takes practical steps to support employees at different stages of life and with varying needs. These include providing parental leave for new parents and maintaining dedicated wellness accommodations, such as a private lactation room equipped for nursing mothers. These efforts aim to create a workplace where all employees feel supported and able to thrive in their unique situation.

Networking, Mentoring, and Professional Development

- **Mentoring & Sponsorship:** Does the firm offer a mentorship or sponsorship program that connects junior attorneys with senior leadership? If so, please describe.

Bush Seyferth fosters mentorship through its collaborative team structure, regular interaction between junior attorneys and firm leadership, and accountability framework supported by the Entrepreneurial Operating System (EOS). This structure creates consistent, built-in opportunities for junior attorneys to work directly alongside senior leadership on matters, receiving hands-on guidance, feedback, and professional development as a natural part of daily practice.

- **Reverse Mentoring:** Does the firm pair senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

Bush Seyferth promotes regular collaboration across seniority levels, allowing attorneys to share perspectives, exchange skills, and learn from one another organically. The firm’s Buddy Program further supports these connections by pairing attorneys of varying experience levels who are not in a direct reporting relationship. This provides a trusted resource to help attorneys integrate into the firm, ask questions, and gain helpful insight during their transition and for years to come.

Additionally, the firm hosts monthly internal lunch-and-learn sessions where attorneys at any experience level may present on a topic of their choice. These sessions create opportunities for attorneys at all levels—from associates to senior attorneys—to teach, learn, and engage with one another.

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- **Associate Committee:** Does the firm have an associate committee that consults with the partnership? If so, please describe how that committee engages with the partnership.

No

- **Professional Development:** Does the firm offer professional development programs specifically for junior attorneys? Please elaborate on the professional development programs available to junior attorneys.

Bush Seyferth supports new attorneys' professional development by covering bar exam and membership expenses, providing CLE support, and encouraging participation in conferences, networking events, and professional organizations. These opportunities are designed to help attorneys strengthen their skills, expand their networks, and grow within the profession.

The firm also invests significantly in aiding attorney growth through marketing and business development efforts. Attorneys are encouraged to prepare an annual marketing and business development plan, which is reviewed during small-group Attorney Roundtables led by Patrick Seyferth, the firm's Founder and Chairman. These groups typically consist of three attorneys, allowing participants to learn from one another's efforts, exchange ideas, and receive individualized guidance on building professional relationships and developing their practices from a veteran attorney like Patrick.

Recruitment, Promotion, and Advancement

- **Recruitment Process:** What steps has the firm taken to build a more inclusive recruitment process (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

Bush Seyferth is committed to fostering an equitable recruitment process by implementing hiring practices designed to promote consistency. The firm utilizes structured and behavioral interview questions to evaluate candidates based on relevant skills, experience, and competencies, while also providing interviewer guidance designed to promote consistency and minimize bias throughout the hiring process. In addition, the firm works to broaden its candidate pipeline through outreach to diverse law schools, professional organizations, and community networks, and regularly reviews recruiting materials to ensure they reflect the firm's commitment to equal opportunity and inclusion.

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- **Fellowship/Scholarship:** Does the firm offer any scholarships, fellowships, or internships? If so, describe those programs. How many of the law students who participated in the firm's most recent 2L summer associate program were hired through such a program?

Bush Seyferth offers an immersive summer associate experience designed for law students who want more than résumé lines; they want real responsibility, meaningful mentorship, and early exposure to high-stakes litigation. The 10-week program provides hands-on involvement in trial and appellate matters alongside attorneys who are leaders in their fields. Summer Associates at Bush Seyferth are treated as part of the team from day one.

The summer associate program also emphasizes building relationships and experiencing the culture that sets our firm apart. Throughout the summer, the firm hosts social and team-building events designed to help summer associates connect with attorneys beyond the courtroom, ask candid questions, and build lasting professional connections—while having a great time along the way. 25% of the law students who participated in the firm's most recent 2L summer associate program were hired through the program.

Through the established Bush Seyferth Charitable Foundation, the firm also annually gives out the Joel Stern Scholarship in honor of a colleague and friend who, even through his cancer diagnosis continued mentoring others, advancing charitable initiatives, and demonstrating an unwavering commitment to service and excellence. The scholarship recognizes law students who demonstrate the qualities Joel embodied—resilience, integrity, and the drive to make an impact through advocacy and service.

- **Advancement:** Describe any firm initiatives to create equal opportunities for all attorneys with respect to work allocation, performance reviews and upward reviews, and/or promotions.

Work allocation is managed through weekly capacity surveys, which are reviewed at a firmwide leadership level to ensure that no individual is over or under-utilized and that assignments are distributed fairly across teams. The firm places a central emphasis on fairness and equal opportunity for growth.

Performance feedback is provided through regular collaboration, annual reviews, ongoing communication between attorneys and leadership, and promoting transparency and continuous development.

- **Multitiered Partnership:** Does the firm offer a multitiered partnership? If so, please describe.

Yes. The firm has two partnership tiers: non-equity partners and equity partners. Equity partners hold an ownership interest in the firm and are referred to as Members.

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- **Alternatives to Partnership:** Does the firm offer a non-partner track alternative for attorneys? If so, please describe.

Yes. The firm offers a non-equity partner track as an alternative to equity membership. Non-equity partners are not Members and do not hold an ownership interest in the firm.

- **Reduced Hours and Flex-Time Options:** Does the firm offer reduced hours and/or flex-time options? If so, please describe and explain how working an alternative schedule might affect an associate's path to partnership.

Bush Seyferth offers reduced-hours and flexible scheduling arrangements on a case-by-case basis for attorneys who need them, including parental leave transitions, caregiving needs, or other circumstances. Attorneys on an alternative schedule remain eligible for advancement; the partnership timeline may be adjusted, as appropriate, to reflect an attorney's reduced schedule, consistent with the firm's emphasis on individualized, merit-based review rather than a rigid track.

- **Credit for Work Other Than Client Billable:** Does the firm provide hours credit for work not pertaining to clients, such as recruiting, business development, knowledge management, or inclusion efforts? Note that this does not include pro bono projects. If so, describe the policy for such work.

Bush Seyferth provides up to 25 hours of billable hour credit per review year for non-client work through its Community Engagement Billable Hours Policy. Qualifying activities include bar association involvement, community and nonprofit participation, mentoring, recruiting, law student outreach, speaking engagements, publishing, and professional development programs, including those focused on inclusion, leadership, and wellness. Activities must have a professional or community-related purpose, and attorneys may seek approval for eligibility questions prior to attending.

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Successes and Priorities

- What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering inclusion within the firm?

Bush Seyferth's success in fostering inclusion is reflected in three key areas. First, the firm has cultivated an egalitarian culture in which employees at every level are encouraged to contribute ideas and perspectives, regardless of title or position. Second, the firm promotes collaboration across practice groups, offices, and professional roles, creating opportunities for employees to learn from different perspectives and contribute to shared goals. Third, regular firmwide events and shared experiences help employees build connections beyond their day-to-day work, strengthening camaraderie, trust, and a sense of belonging across the firm.

- What are the firm's top three priorities for advancing inclusion within the firm?

First, consistent with several of our core values, Bush Seyferth prioritizes a respectful, team-oriented culture in which all employees are engaged and have meaningful access to opportunities. Second, the firm focuses on recruiting and retaining exceptionally talented attorneys and staff with varied backgrounds, experiences, and perspectives, recognizing the value they bring to both the firm and its clients. Third, Bush Seyferth emphasizes mentorship, collaboration, and professional development, ensuring that all individuals have the support, visibility, and resources needed to succeed and advance within the firm.

Advice to Candidates

- What advice do you have for candidates who are looking for an inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to inclusion?

During the interview process, candidates may consider asking questions such as:

How is work allocated to ensure equitable opportunities across attorneys?

What mentorship or feedback structures are in place for junior attorneys?

How does the firm support professional development for attorneys from diverse backgrounds?

What steps does the firm take to foster collaboration and inclusion in its culture?

Can you provide examples of how the firm has supported employees at different stages of their careers or personal lives?

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Additional Response Space

Please use this page for information that did not fit in the spaces provided. If this is a continuation of a prior answer, please indicate which question(s) are being addressed.

In March 2026, Bush Seyferth served as a Silver Sponsor of the Hispanic Bar Association of Michigan's Annual Scholarship Celebration, an event recognizing an outstanding law student in Michigan's Hispanic community. One of the firm’s partners previously served on HBAM's Board and its planning committee for the event.

Separately, the firm's Joel Stern Scholarship is an annual $5,000 award open to law students nationwide, honoring the legacy of a Bush Seyferth colleague who continued mentoring others and advancing charitable initiatives even through his own cancer diagnosis. The scholarship recognizes recipients who demonstrate resilience, integrity, leadership, and commitment to service and advocacy. Full eligibility requirements and application details are available at https://bsplaw.com/joel-stern-scholarship-1/

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