

Reinhart Boerner Van Deuren

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

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DIVERSITY LEADERSHIP

Head(s) of Firm: Jerome M. Janzer, Managing Partner/CEO

Diversity team leader(s): Mark Cameli, Equity Partner and Chair of Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	212	214
U.S. offices only	212	214

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	28	27
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	29	32

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	4
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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	4

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	69	10
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	70	11

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	29	12
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	30	14

OF COUNSEL (2019)

	Men	Women
White/Caucasian	21	4
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	22	4

NEW HIRES (2019)

	Men	Women
White/Caucasian	8	5
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	6

Strategic Plan and Diversity Leadership

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

The Firm's commitment to a diverse and inclusive work environment is communicated to everyone at the Firm as well as publically through the Diversity Page of our website. Additionally, the Firm's intranet portal highlights its standing Diversity Committee. We also introduce our diversity efforts during our orientation process with all new hires, and the Firm also regularly address the topic of diversity and inclusion through staff/attorney meetings, internal e-communications, and active support of diversity-related initiatives and causes. Diversity and Inclusion training/coaching is also an integral part of the Firm's ongoing professional development effort. The Firm has subcommittees focused on additional action items under Diversity and Inclusion including one team focused on women's issues in law and one focused on increasing belonging and engagement within the Firm.

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

Reinhart Shareholder, Mark Cameli, who also co-chairs the Firm's Litigation practice area, serves as the chair of the Firm's Diversity Committee. Additionally, the Firm's CEO, Jerome Janzer, is actively involved in the The Leadership Council on Legal Diversity (LCLD), and organization of more than 285 corporate chief legal officers and law firm managing partners dedicated to promoting inclusiveness with the ultimate goal of building a more open and diverse legal profession.

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: 12

Total hours spent on diversity: 4160

Comments: With the combined efforts of a number of our team including Mark Cameli, Chair of our Diversity Committee; Jerome Janzer, CEO; Andrew Narrai, Chief Marketing Officer; Beth Bahr, Director of Human Resources; our Board of Directors; the members of our various subcommittees; the Recruiting Committee; Professional Development team; Human Resources team; and a number of other members of the diversity committee; we conservatively report that we have dedicated a minimum of two full time equivalencies to this effort.

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

Yes

If yes or partially, please explain.

The Board of Directors has established increased diversity and inclusion as a goal of the Firm. The Diversity Leader and the Committee engaged Russell Reynolds to assist with the initial roll-out. From those discussions, additional action items were identified to be addressed including rolling out a quarterly engagement survey to all employees of the Firm including targeted questions on belonging, and also holding focus groups with female attorneys throughout the Firm.

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?

It is currently informal, however, we anticipate that the program will become more formal in the future. We began these efforts with targeted recruiting of 1L diversity candidates into our Summer Associate program which has led to an increase in minority and women incumbents joining the Firm at the Associate level. We have offered broad training to our attorneys and staff as well as targeted training for our Firm's leaders. Additional goals are being set by the Board, Diversity Committee, Recruiting Committee and Subcommittees.

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

N/A

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

The Firm's Board of Directors considers diversity and inclusion to be a central tenant of the Firm's strategic plan and incorporated objective to that effect in the Firm's recruiting, hiring and retention goals. Additionally, the Firm's marketing and business development efforts are configured to include the support and promotion of diversity in the business communities we serve. The Firm also leverages marketing and business development efforts to promote a culture of diversity and inclusion in order to attract clients, attorneys and staff who value such an environment. These efforts are regularly reviewed and incorporated into overall performance evaluations.

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
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	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

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			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		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



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.

At the youth level, lawyers in the Firm serve on non-profit boards that serve the minority community. By way of example, for over 10 years Reinhart has offered a college scholarship of \$2,500 to the Youth of the Year designated by Neighborhood House of Milwaukee. While we don't require the student to pursue a career in law, we meet and mentor many of those recipients and in some instances have placed them, or their family members, in part-time summer employment at the Firm.

We are in our second year of the work-study program with Cristo Rey High School. We provided opportunities to four of their students to work at the Firm throughout the school year until the program was interrupted by COVID-19. We will participate in this program again in the 2020-2021 school year. This work exposes them to various areas of the Firm including legal support and firm operations.

We have also provided opportunities through the Mayor's Milwaukee Summer Youth Initiative - Earn and Learn program. It is a summer youth employment program initiated by Mayor Tom Barrett in partnership with local business, non-profit, and community and faith-based organizations. Earn and Learn assists young people from Milwaukee in making a successful transition from adolescence into adulthood through job skills and work experience.

In addition, we offer the opportunity for one or two middle school or high school student to work specifically in the Litigation area each summer to learn more about that practice area. The Honorable Charles N. Clevert, Jr., Internship Program is sponsored by the Eastern District of Wisconsin Bar Association. The program is for the benefit of the Intern with the goal to further the students' understanding of the law and legal system by exposing them to real life legal environments. The program typically includes spending time observing legal proceedings.



Recruitment - New Associates

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

Ivy League law schools: N/A

Other private law schools: Notre Dame; Marquette University

Public state law schools: Michigan; Chicago; Washington University; Northwestern; Iowa; Wisconsin; Minnesota

Law schools of Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: N/A

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)

We are in our third year of the Reinhart Academic Year Minority Clerk Program. This brings a minority student to our firm, part time, to present them an opportunity to work in a large firm environment where such opportunities might otherwise be unavailable to them.

Additionally at the law school level, we have an innovative program for minority law school students. In addition to hosting a "Welcome Back" multicultural reception at our firm for Marquette University law students, we are entering our sixth year of the Reinhart Buddy Program where we pair minority law students with Reinhart attorneys for the academic year. During the year, the students and attorneys meet periodically for lunch or coffee and discuss the legal profession. This provides the student with a chance to learn about actual practice, our firm and the various public and private sector opportunities available to them.

We also enjoy sponsoring "mixers" for law students and supporting ethnic law student affinity groups at both law schools in Wisconsin.

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

The Firm feels that our Summer Associate Program gives us a unique opportunity to recruit diverse talent into the organization. The Firm adopted a first year law student program coupled with the 2L Summer Associate program some time ago. We routinely target diverse candidates for the 1L opening and encourage them to continue on in the program as a 2L. Ultimately, the Firm's goal is to hire these individuals on as an Associate Attorney with our Firm. With the continued progression and success of this program, we continue to increase the diversity of our incoming classes to 50% or more diverse.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	3
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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	4

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	3	3
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	4

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	3	3
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	4

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	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	4	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	6

LATERAL OF COUNSEL HIRES (2019)

	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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	4	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	4	1

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	3	1
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	1	0
Individuals with Disabilities	0	0
Total	4	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	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

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)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 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	2	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	2	1

3RD-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

4TH-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

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	2	0

6TH-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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-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

8TH-YEAR PLUS 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

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	2	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	2	2

EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	2	1

Two of our male equity partners passed away during 2019. The one female attorney left to pursue her own private practice.

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:

The Firm is committed to accommodating talented attorneys who, along with a strong commitment to the practice of law, have family, medical or other concerns which necessitate a part-time work arrangement that balances those personal needs with the needs of the Firm and its clients. This policy is designed to provide rewarding part-time work opportunities for attorneys with children or other family members who cannot care for themselves, and for attorneys impacted by serious health conditions or other circumstances for which a part-time work arrangement might be necessary.

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?

All attorneys go through the normal applicable evaluation process, whether working on a full-time or part-time basis. For attorneys working part-time the process will also include an evaluation of the Associate's or Income Shareholder's part-time arrangement and his or her professional development under that arrangement in accordance with the Firm's criteria for election as an Income or Equity Shareholder. An attorney working part-time who is elected to equity status must meet the Firm's eligibility criteria before he or she will be entitled to participate fully in the equity compensation formula, and will be subject to all aspects of the Firm's Equity Shareholder compensation formula and process, including any minimum points requirement that may be in effect from time to time.

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

This information is not tracked by the Firm.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	3	3	61
Of counsel	13	3	16	26
Non-equity partner	2	5	7	44
Equity partner	3	1	4	81



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	8	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	8	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	2	3
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	2	3

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	4	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	4	2

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	4	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	4	2

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	2
African-American/Black	1	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	5	10

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	9	10	15
Number of such positions held by:			
Minorities	0	0	0
Women	3	2	0
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? 9

Minorities heading offices: N/A

Women heading offices: Lynn Stathas, Madison Office (33); Pam Nissen, Minneapolis Office (4); Jessica Culotti, Denver Office (1)

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: N/A

Women heading practices: Jennifer D'Amato, Trust and Estates; Deborah Tomczyk, Real Estate

LGBTQ attorneys heading practices: N/A

Individuals with Disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: N/A

Women heading committees: N/A

LGBTQ attorneys heading committees: N/A

Individuals with Disabilities heading committees: N/A



The Firm Says

Reinhart understands the value of diversity, and we are fully invested in maintaining an environment that attracts and sustains diversity of gender, ethnicity, religion, sexual orientation and gender identity among our staff. A diverse workforce provides the highest value for client services by forging solutions to problems from different perspectives.

Likewise, our vendors best serve us when they represent a diverse supplier network for goods and services needed by the firm. Reinhart is committed to several related objectives, including building relationships in the community, law schools, and ethnic bar associations. Through our work, we seek to provide opportunities for, and to promote the awareness of, diversity.

Reinhart Boerner Van Deuren maintains an active Diversity Committee composed of twelve attorneys and administrative directors led by an Equity Partner and former co-chair of the Litigation practice area. The committee is focused on recruiting, retaining and supporting attorneys from groups that have been traditionally under-represented in large law firms.

Additionally, the committee seeks to raise awareness and foster understanding and appreciation of the various ethnicities, races, religions, countries and regions of origin, physical abilities, gender identities, and sexual orientations represented within our firm and the clients and communities we serve. These goals are pursued through the support of affinity groups, facilitation of mentoring, evolution of the work environment, education and communication.

Reinhart Boerner Van Deuren attorneys, paralegals and support staff contribute their time, talent and resources as donors, volunteers, board members and advisors to a wide range of organizations dedicated to enhancing diversity and inclusion. The firm also belongs to and financially supports many diversity-centric civic and professional organizations, including:

- Association for Women Lawyers - Boys & Girls Clubs of Greater Milwaukee - Centro Legal - Coalition for Children, Youth & Families - College Possible - Hispanic Professionals of Greater Milwaukee - La Causa - Milwaukee Urban League - Milwaukee Women, Inc. - Neighborhood House of Milwaukee - TEMPO Milwaukee - United Community Center - Wisconsin LGBT Chamber of Commerce - Wisconsin Women's Business Initiative Corporation

Members of our firm are frequent participants in state and local events that provide assistance to minorities, women and veteran-owned businesses. We offer presentations and counsel clients on implementing supplier diversity programs, including identifying ways for non-minority-owned companies to form relationships with minorities and/or women to capture business opportunities.

We have long been an advocate of women's initiatives and established the Reinhart Women's Forum (RWF) as a means to attract and retain professional women. RWF provides opportunities for women to network, mentor and share business skills and strategies. The RWF mentoring groups are comprised of senior, mid-level and junior attorneys from departments throughout the firm who meet regularly to discuss practice development and reputation building within the legal community. In addition, we have sponsored numerous conferences for women in the communities we serve.

The national Martin Luther King Day of Service Act was signed by President Clinton in 1994 and challenges all Americans to transform the King Holiday into a day of citizen action and volunteer service. Reinhart recognizes Martin Luther King Day as a paid holiday to encourage our attorneys and staff to use their time to be of service to their community. Each year we partner with local organizations like the Boys & Girls Clubs of Greater Milwaukee to provide opportunities for those who choose to volunteer their services in the communities where we live and work.

Reinhart has sponsored quarterly meetings for the Milwaukee Forum, which is a group dedicated to fostering relationships, building connections and encouraging dialogue and engagement with issues challenging the growth of diverse businesses and organizations in our community. Reinhart has been honored with special recognition for "support of the Forum's efforts to identify and assemble a diverse group of individuals who are committed to building a better community."

Reinhart also proudly sponsors SCORE SE Wisconsin and the Milwaukee Urban League. SCORE is America's largest volunteer business counseling service. The Milwaukee Urban League is the nation's oldest and largest community based movement devoted to empowering African Americans to enter the economic and social mainstream.

In addition, the Firm has been actively involved with the Wisconsin Association of African American Lawyers (WAAL). The Firm is a key supporter of this organization and continues to collaborate with them on a number of issues. WAAL is affiliated with the National Bar Association and the Wisconsin Bar Association.

The Firm has also played an active role with the Wisconsin Hispanic Lawyers Association including having a past presence on their Board of Directors and having one of our Equity Partners currently serve as past president of the Association.

Finally, we are working with a group to charter an Asian lawyer association, however that work is still in process. We look forward to supporting them as they work to form this important organization within the legal community.