

2012 Cultural Awareness & Inclusion Scorecard

Leveraging the Power of Our Differences.

The PwC Cultural Awareness & Inclusion Scorecard (CAIS) provides the legal industry with **comprehensive benchmarking information** to assist with the evaluation of **diversity and inclusion profiles** and **initiatives**, relative to a group of selected peers.

Sample reports

To better understand the breadth of information the CAIS provides, contact a Survey Staff member to receive a free comparison group from last year or view sample report pages on the back page.

Timing

The due date for receiving completed data forms is May 31, 2012. Results will be distributed on or before June 29, 2012.

- Ability to manage your workload allocation to ensure women and minorities have equal access to quality assignments
- Complimentary review of your results by a team of Survey resources experienced in identifying opportunities at your firm

- The option to participate in one, or both, Survey sections
- Reduced participation fees if your firm submits data to both sections of the Survey
- 25% base participation fee discount to past Survey participants

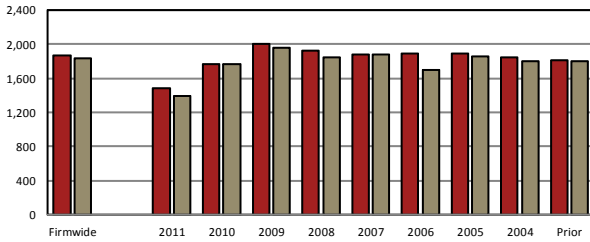


2012 Cultural Awareness & Inclusion Scorecard

2012 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

Average Billable Hours by Gender Associate & Sr. Attorney Average Billable Hours For the period 1/1/2011 through 12/31/2011

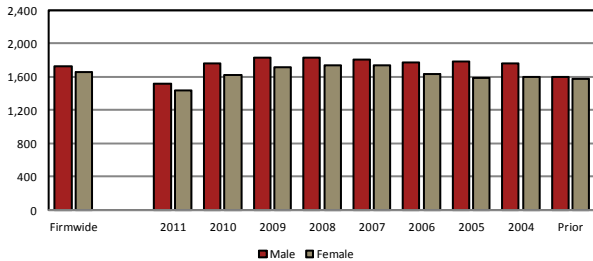
Your Firm



Law Class Year

	Firmwide	2011	2010	2009	2008	2007	2006	2005	2004	Prior
Male	1,870	1,478	1,760	1,997	1,922	1,873	1,891	1,885	1,849	1,805
Female	1,828	1,395	1,762	1,959	1,848	1,874	1,691	1,855	1,799	1,803

Group Average



Law Class Year

	Firmwide	2011	2010	2009	2008	2007	2006	2005	2004	Prior
Male	1,723	1,517	1,761	1,831	1,832	1,807	1,770	1,783	1,765	1,600
Female	1,651	1,435	1,621	1,709	1,735	1,735	1,630	1,584	1,595	1,572

2012 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 2

Recruitment Information For the period 1/1/2011 through 12/31/2011

- The firm has been **most** successful in **external** recruiting efforts towards women and minorities in the following three areas:
 - Recruiting at Minority College Initiative Programs (HBCUs, HACUs, TACUs/TCPs and PACUs)
 - Recruiting at law schools with a high percentage of minority law students
 - Participation in minority job fairs
 - Participation in minority bar association events
 - Participation in job fairs for women
 - Participation in women bar association events
 - Participation on career panels at schools
 - Pipeline program
 - Summer intern program
 - Scholarships/fellowships for minority law students
 - Scholarships/fellowships for female law students
 - Hold reception(s) for minority law students
 - Hold reception(s) for female law students
 - Advertise in minority law student and/or bar association publications
 - Partnership with women-owned or minority law firms
 - Partnership with external (outside) diverse organizations
 - Other
- The firm actively engages in the following **internal** recruiting efforts:
 - Host dinners for minority attorneys
 - Host dinners for female attorneys
 - Involve the diversity committee in recruiting efforts
 - Educate interviewers in best practices for interviewing diverse candidates
 - Revise the firm's marketing materials to emphasize the firm's commitment to diversity
 - Utilize executive placement firms that specialize in the placement of minority lawyers
 - Devote a section of the firm's website to diversity
 - Work with clients in recruiting diverse attorneys
 - Support affinity groups in the firm
 - Other
- If the firm provides bonuses to recruits based on gender or minority status, the following individuals are eligible:
 - All minorities
 - All women
 - In some cases to minorities
 - In some cases to women
 - The firm does not provide any special recruitment bonus based on gender or minority status
- The firm takes steps specifically directed at recruiting self-identified LGBT attorneys
- The firm takes steps specifically directed at recruiting attorneys with a disability

Your Firm	# of Responses	% of Group Responding - Yes
	45	5.3
	45	57.9
	45	68.4
	45	78.9
	45	47.4
	45	94.7
	45	68.4
	45	100.0
	45	21.1
	45	84.2
	45	5.3
	43	0.0
	43	0.0
	43	5.0
	43	0.0
	43	95.0
	45	65.0
	43	5.0

2011 Key Survey Findings

- 31.6% of the firms plan to provide transgender inclusive health insurance benefits by 2012.
- Female attorneys represented 13.4% of the Equity Partner ranks and 24.2% of the Non-Equity Partner ranks, for a total of 37.6% of the entire Partner class in 2010. The incoming 2010 class of Associates included 38.7% women, indicating a relatively strong retention rate.
- Minority attorneys represented only 4.5% of the Equity Partner ranks and 8.6% of the Non-Equity Partner ranks, for a total of 13.1% of the entire Partner class. Of the 2010 class of Associates, 17.2% were minorities, which suggests a relatively low retention rate.
- Firms indicated that their most successful recruiting efforts for diversity have resulted from their summer internship program.
- 83.3% of the firms do not actively engage in recruiting efforts directed towards individuals with a disability.