

**Total Attorneys and  
Male/Female Representation**

<b>Firm</b>	<b>Total Attorneys*</b>	<b>Male</b>	<b>% Male**</b>	<b>Female</b>	<b>% Female**</b>
Alvarado Smith	50	34	68%	16	32%
Barrack, Rodos & Bacine	20	15	75%	5	25%
Berman DeValerio	37	23	62%	14	38%
Chapman and Cutler LLP	227	150	66%	77	34%
Cox Castle & Nicholson	118	87	74%	31	26%
Davis Wright Tremaine LLP	483	328	68%	155	32%
Downey Brand LLP	122	75	61%	47	39%
Felderstein Fitzgerald Willoughby & Pascuzzi	7	5	71%	2	29%
Ferenczy Paul	5	1	20%	4	80%
Foster Pepper PLLC	125	90	72%	35	28%
Grant & Eisenhofer PA	72	44	61%	28	39%
Hawkins Delafield & Woods	85	56	66%	29	34%
Hobson Dungog Bernardino & Davis LLP	12	9	75%	3	25%
K&L Gates	2089	1357	65%	732	35%
Labaton Sucharow	138	86	62%	52	38%
Lafayette & Kumagai LLP	9	5	56%	4	44%
Mennemeier Glassman & Stroud	7	5	71%	2	29%
Mitchell Silberberg & Knupp, LLP	127	85	67%	42	33%
Morgan Lewis & Bockius LLP	1433	871	61%	562	39%
Pillsbury Winthrop Shaw & Pittman	688	472	67%	216	33%
Polsinelli Shughart	635	435	69%	200	31%
Reed Smith	1166	743	64%	423	36%
Reinhart	205	152	74%	53	26%
Remcho Johansen & Purcell LLP	6	3	50%	3	50%
Shah and Associates, APLC	4	3	75%	1	25%
Shaw Valenza	8	4	50%	4	50%
Steptoe & Johnson LLP	513	353	69%	160	31%
Stoel Rives LLP	391	270	69%	121	31%
Torys LLP	289	179	62%	110	38%
Vasquez Benisek & Lindgren	7	5	71%	2	29%
Zuber Lawler & Del Duca	18	16	89%	2	11%

\* Attorneys in "of counsel" positions are included

\*\* Rounded to the nearest full percentage

Female and Minority\* Representation Among Associates\*\*

Firm	Associates	White Male	Minority Male	% Minority Male***	White Female	Minority Female	% Minority Female***
Alvarado Smith	28	3	9	32%	6	10	36%
Barrack, Rodos & Bacine	6	2	0	0%	3	1	17%
Berman DeValerio	27	13	3	11%	6	5	19%
Chapman and Cutler LLP	87	33	6	7%	35	13	15%
Cox Castle & Nicholson	40	18	4	10%	16	2	5%
Davis Wright Tremaine LLP	189	85	17	9%	62	25	13%
Downey Brand LLP	65	28	2	3%	31	4	6%
Felderstein Fitzgerald Willoughby & Pascuzzi	5	0	0	0%	2	0	0%
Ferency Paul	3	0	0	0%	3	0	0%
Foster Pepper PLLC	29	13	4	14%	10	2	7%
Grant & Eisenhofer PA	54	42	2	4%	26	2	4%
Hawkins Delafield & Wood	28	10	4	13%	7	7	23%
Hobson Dungog Bernardino & Davis LLP	9	5	1	11%	1	2	22%
K&L Gates	1036	334	60	6%	215	57	6%
Labaton Sucharow	113	50	13	12%	32	18	16%
Lafayette & Kumagai LLP	7	1	3	43%	0	3	43%
Mennemeier Glassman & Stroud	3	1	1	33%	1	0	0%
Mitchell Silberberg & Knupp LLP	31	11	4	13%	11	5	16%
Morgan Lewis & Bockius LLP	823	309	62	75%	251	111	13%
Pillsbury Winthrop Shaw & Pittman	339	154	35	10%	117	33	10%
Polsinelli Shughart	198	96	12	6%	79	11	6%
Reed Smith	640	179	43	7%	163	63	10%
Reinhart	58	30	3	5%	24	1	2%
Remcho Johansen & Purcell LLP	4	2	0	0%	2	0	0%
Shah and Associates, APLC	3	1	1	33%	1	0	0%
Shaw Valenza	6	1	2	33%	0	3	50%
Steptoe & Johnson LLP	144	51	22	15%	51	20	14%
Stoel Rives LLP	117	50	13	11%	45	9	8%
Torys LLP	165	73	11	7%	69	12	7%
Vasquez Benisek & Lindgren	4	2	0	0%	2	0	0%
Zuber Lawler & Del Duca	3	0	1	33%	2	0	0%

\* "Minority" means non-White

\*\* Does not include attorneys in "of counsel" positions

\*\*\* Rounded to the nearest full percentage

Female and Minority\* Representation Among Partners\*\*

Firm	Partners	White Male	Minority Male	% Minority Male***	White Female	Minority Female	% Minority Female***
Alvarado Smith	22	12	10	45%	0	0	0%
Barrack, Rodos & Bacine	14	13	0	0%	1	0	0%
Berman DeValerio	10	7	0	0%	3	0	0%
Chapman and Cutler LLP	128	98	4	3%	24	2	2%
Cox Castle & Nicholson	78	60	5	6%	11	2	3%
Davis Wright Tremaine LLP	294	210	16	5%	63	5	2%
Downey Brand LLP	57	45	0	0%	12	0	0%
Felderstein Fitzgerald Willoughby & Pascuzzi	5	4	1	20%	0	0	0%
Ferency Paul	2	1	0	0%	1	0	0%
Foster Pepper PLLC	77	59	4	5%	11	3	4%
Grant & Eisenhofer PA	18	13	1	6%	3	0	0%
Hawkins Delafield & Wood	48	36	1	2%	6	5	10%
Hobson Dungog Bernardino & Davis LLP	3	0	3	100%	0	0	0%
K&L Gates	933	519	34	4%	131	19	2%
Labaton Sucharow	25	19	2	8%	4	0	0%
Lafayette & Kumagai LLP	2	0	1	50%	0	1	50%
Mennemeier Glassman & Stroud	4	3	0	0%	1	0	0%
Mitchell Silberberg & Knupp LLP	67	50	2	3%	11	4	6%
Morgan Lewis & Bockius LLP	492	318	19	4%	92	9	2%
Pillsbury Winthrop Shaw & Pittman	349	257	26	7%	58	8	2%
Polsinelli Shughart	354	266	12	3%	71	5	1%
Reed Smith	526	379	31	6%	99	17	3%
Reinhart	147	117	2	1%	28	0	0%
Remcho Johansen & Purcell LLP	2	1	0	0%	1	0	0%
Shah and Associates, APLC	1	0	1	100%	0	0	0%
Shaw Valenza	2	1	0	0%	1	0	0%
Steptoe & Johnson LLP	161	118	15	9%	23	9	6%
Stoel Rives LLP	232	172	6	3%	51	3	1%
Torys LLP	124	87	8	6%	27	2	2%
Vasquez Benisek & Lindgren	3	2	1	33%	0	0	0%
Zuber Lawler & Del Duca	5	2	3	6%	0	0	0%

\* "Minority" means non-White

\*\* Does not include "of counsel" positions

\*\*\* Rounded to the nearest full percentage

Firm Hiring Decisions and Diversity Efforts

Firm	Hiring Committee	One Person Hires	Diversity Policy	Diversity Program	Notes/Additional Information
Alvarado Smith	X		X	X	Only included a copy of the Diversity Policy, not the Program information.
Barrack, Rodos & Bacine			X		
Berman DeValerio	X		X		Provided a standard EEO policy - not tailored specifically to any D&I practices or formal polices developed specifically for the firm.
Chapman and Cutler LLP	X		X	X	
Cox Castle & Nicholson	X		X	X	Claimed to have a formal Diversity Program, but only included a Diversity Statement - Policy.
Davis Wright Tremaine LLP	X		X	X	
Downey Brand LLP	X		X	X	Firm stated it did not want to share the policy or program information with CalPERS, therefore it was not attached.
Felderstein Fitzgerald Willoughby & Pascuzzi	X - all partners		X		Formal Diversity statement attached to response.
Ferenczy Paul	X				Does not have a diversity program or policy but indicated they are willing to adopt one.
Foster Pepper PLLC	X		X	X	
Grant & Eisenhofer PA	X				Does not have a diversity program or policy but indicated they are willing to adopt one.
Hawkins Delafield & Wood	X		X	X	The Diversity Policy and Program the firm follows is from the New York Bar Association and is not specific to the firm.
Hobson Dungog Bernardino & Davis LLP	X		X	X	Did not attach policy or program information
K&L Gates	X		X	X	
Labaton Sucharow	X		X	X	
Lafayette & Kumagai LLP	X		X		The firm has a formal Diversity Policy but not a formal program due to the size of the firm.
Mennemeier Glassman & Stroud	X				No formal policy or program but is willing to create them.
Mitchell Silberberg & Knupp LLP	X		X	X	
Morgan Lewis & Bockius LLP	X		X	X	

Firm Hiring Decisions and Diversity Efforts

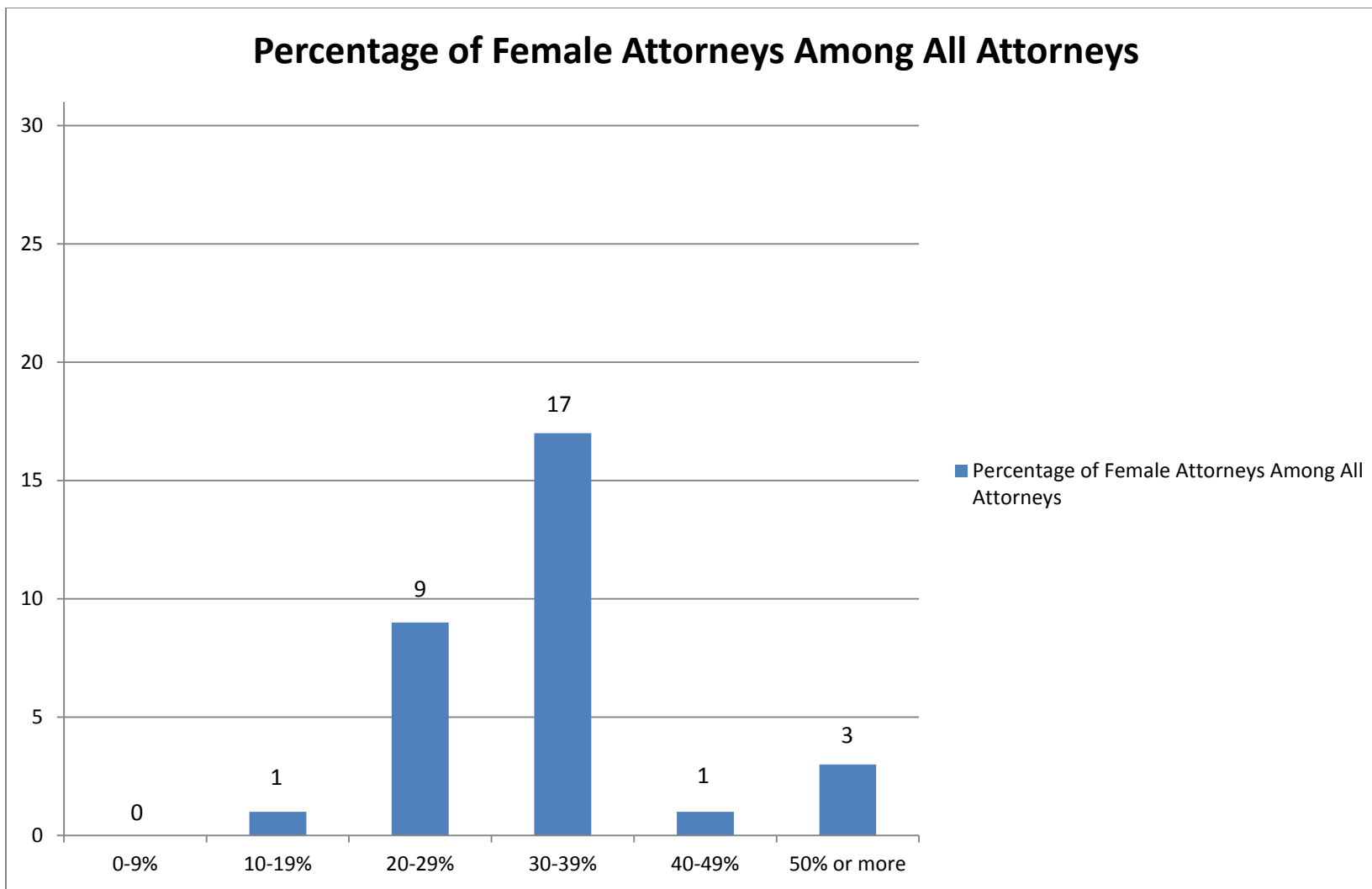
Pillsbury Winthrop Shaw & Pittman	X		X	X	
Polsinelli Shughart	X		X		
Reed Smith	X		X	X	
Reinhart	X			X	Has a Diversity Program, not a policy; the firm did not state it was willing to adopt a policy in addition to its program
Remcho Johansen & Purcell LLP	X				Firm did not indicate it was willing to adopt a formal diversity policy or program
Shah and Associates, APLC		X			No, the firm believes it is too small to have a formal diversity policy or program and did not indicate it would be willing to adopt one at this time.
Shaw Valenza	X				The firm believes it is too small and does not have a need for a formal diversity program.
Stephoe & Johnson LLP	X		X	X	
Stoel Rives LLP	X		X	X	
Torys LLP	X		X	X	Included both a diversity statement/policy and formal program details.
Vasquez Benisek & Lindgren	X				Due to the size of the firm, formal diversity and hiring policies, like those found at large law firms, are not needed, according to the firm. As a group, the partners believe in the benefits of a diverse work place. They claim it is an element the firm considers when making its hiring decisions.
Zuber Lawler & Del Duca	X		X	X	Firm has a Diversity Committee - did not include diversity policy but an EEO statement.

Firm	Top 25% Male Associates	Top 25% Female Associates	Top 25% Male Partners	Top 25% Female Partners
Alvarado Smith	did not disclose	did not disclose	did not disclose	did not disclose
Barrack, Rodos & Bacine	did not disclose	did not disclose	did not disclose	did not disclose
Berman DeValerio	did not disclose	did not disclose	did not disclose	did not disclose
Chapman and Cutler LLP	did not disclose	did not disclose	did not disclose	did not disclose
Cox Castle & Nicholson	8 - white	2 - White, 2 - Asian	12 - white, 2 - Hispanic	2 - White
Davis Wright Tremaine LLP	did not disclose	did not disclose	did not disclose	did not disclose
Downey Brand LLP	5-White	11-White	12-White	2-White
Felderstein Fitzgerald Willoughby & Pascuzzi	none	2 - White, 2 - Asian	did not disclose	did not disclose
Ferency Paul	0	0	0	1-White
Foster Pepper PLLC	5-White	1-White, 1-Asian, 1-Other	13-White, 1-Hispanic, 2-Af. Am.	3-White, 1-Asian
Grant & Eisenhofer PA	3-White, 1-Hispanic, 1-Af. Am*	3-White	4-White	0
Hawkins Delafield & Wood	3 - White, 2 - Asian	2 - White, 2 - Asian	did not disclose	did not disclose
Hobson Dungog Bernardino & Davis LLP	1 - White, 1- Af. Am.	0	1-Hispanic, 1-Asian	0
K&L Gates	did not disclose	did not disclose	did not disclose	did not disclose
Labaton Sucharow	6-White	5-White, 1-Asian	2-White	2-White
Lafayette & Kumagai LLP	1-White, 1-Asian	2-Asian	1-Af. Am.	0
Mennemeier Glassman & Stroud	did not disclose	did not disclose	did not disclose	did not disclose
Mitchell Silberberg & Knupp LLP	3-White, 1-Hispanic	2-White, 1-Asian	7-White	1-White
Morgan Lewis & Bockius LLP	did not disclose	did not disclose	did not disclose	did not disclose
Pillsbury Winthrop Shaw & Pittman	did not disclose	did not disclose	did not disclose	did not disclose
Polsinelli Shughart	did not disclose	did not disclose	did not disclose	did not disclose
Reed Smith	did not disclose	did not disclose	did not disclose	did not disclose
Reinhart	did not disclose	did not disclose	7-White	2-White
Remcho Johansen & Purcell LLP	did not disclose	did not disclose	1-White	1-White
Shah and Associates, APLC	1-Asian	1-White	did not disclose	did not disclose
Shaw Valenza		1 - Asian	1 - White	1 - White
Steptoe & Johnson LLP	did not disclose	did not disclose	did not disclose	did not disclose
Stoel Rives LLP	18 - White	6-White, 2-Asian, 1-Other	43-White, 1-Af. Am., 1-Other	11-White
Torys LLP	did not disclose	did not disclose	did not disclose	did not disclose
Vasquez Benisek & Lindgren	1 - White		1 - Hispanic	0
Zuber Lawler & Del Duca	1- white, 1 - Afr. Am.	1 - White	3 - White, 1 - Asian, 1 - Af. Am.	0

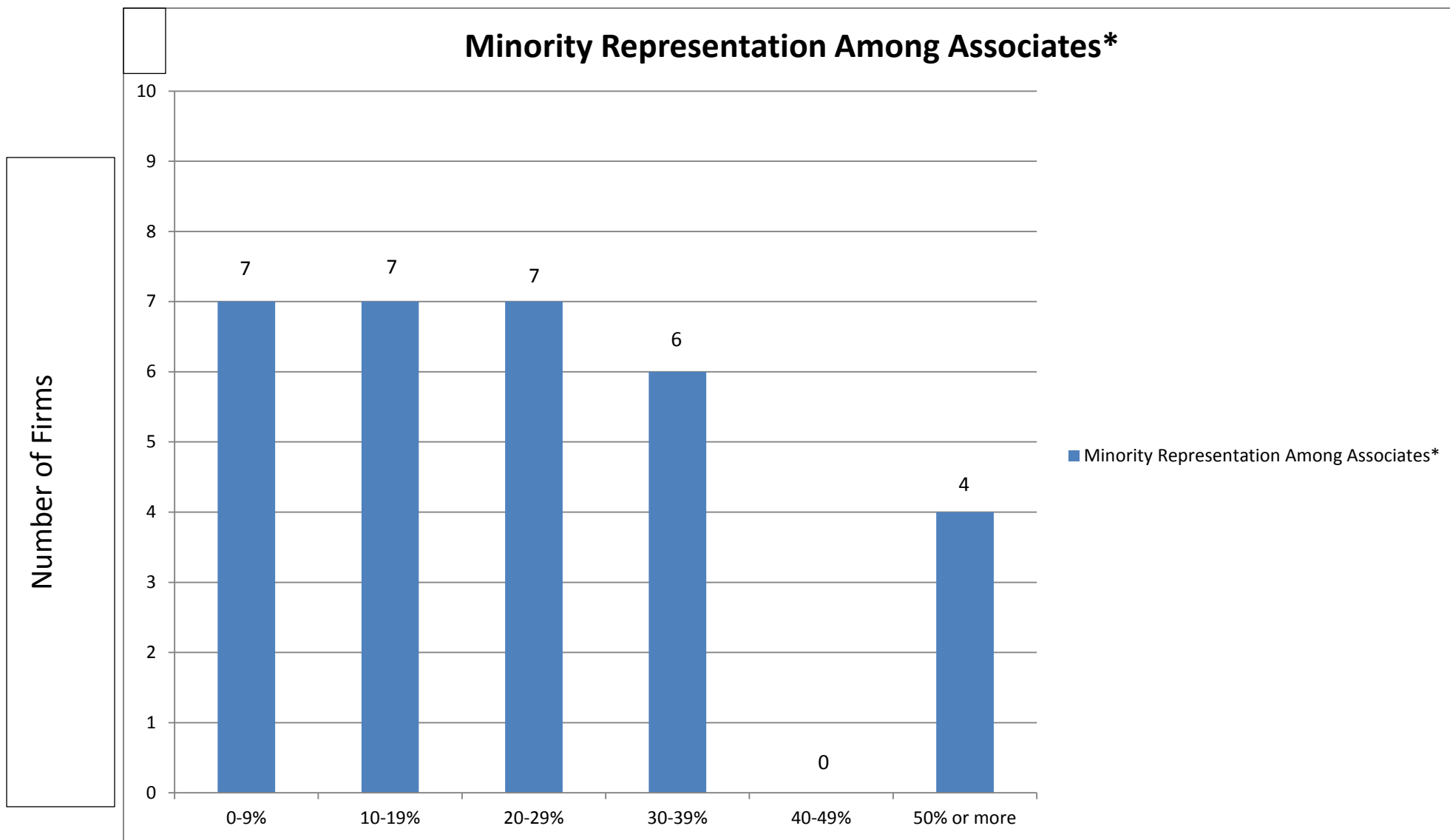
\* By way of example, this means the firm has four male associates in the top 25% of income earners in the associate class; three are White, one is Hispanic, and one is African American

\*\* Does not include "of counsel" attorneys.

Number of Firms



Percentage of Female Attorneys Among All Attorneys

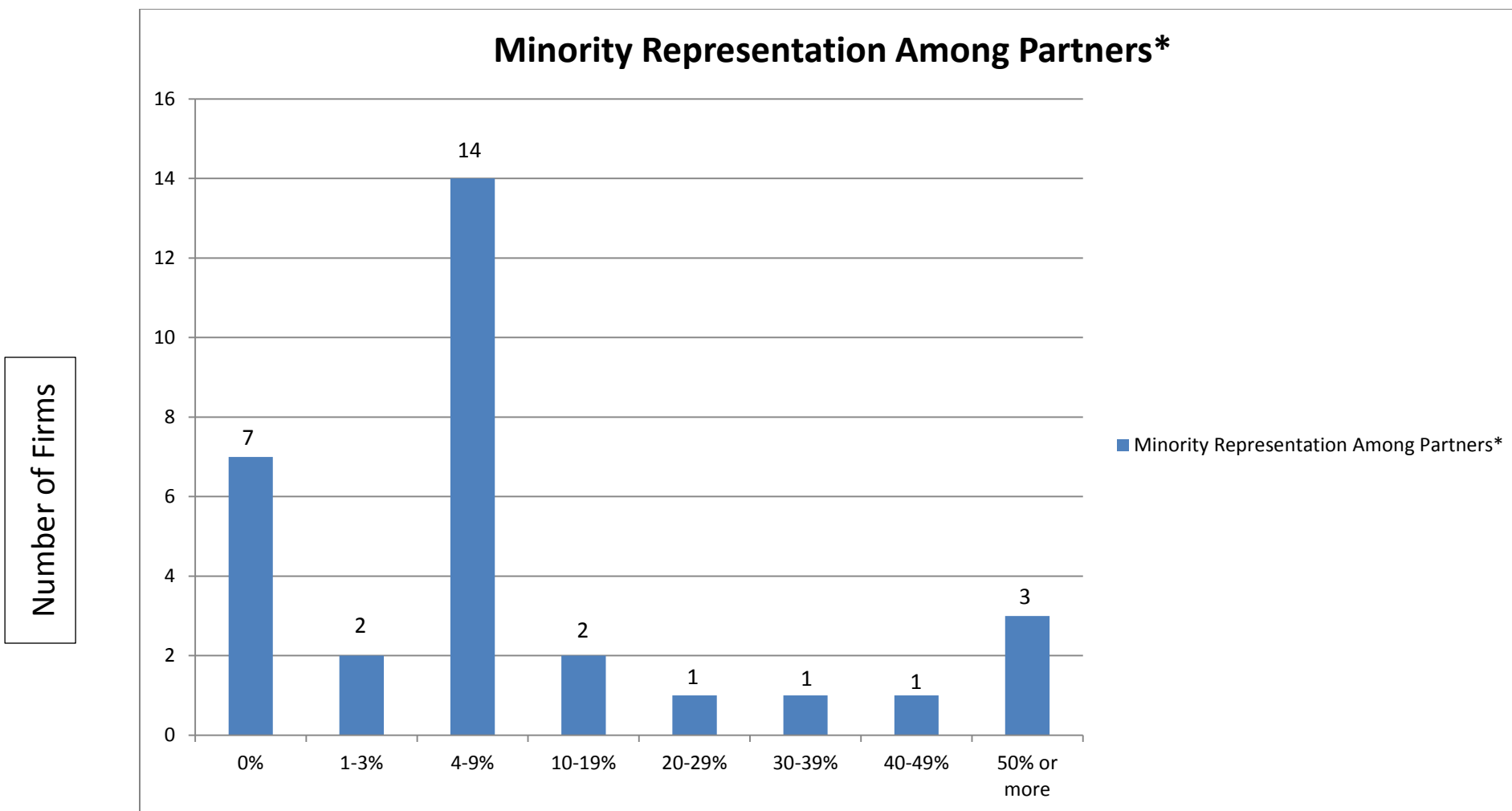


Percentage of Minority Representation among Associates

\*Males and Females combined



### Minority Representation Among Partners\*



Percentage of Minority Representation Among Partners

\*Males and Females combined