

MISSOURI KANSAS CITY

## SHOOK, HARDY & BACON L.L.P.

**S**hook, Hardy & Bacon L.L.P. is deeply passionate about sustaining a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions. An equal opportunity employer that explicitly bars discrimination based on gender, race, ethnicity, religion, or sexual orientation, SHB also extends domestic partner benefits to same-sex relationships. The firm actively works with clients to make significant progress in the recruitment and advancement of attorneys from diverse backgrounds. For these efforts, The Coca-Cola Company presented Shook, Hardy & Bacon with its 2008 Living the Values Award, and *Working Mother* and *Flex-Time Lawyers* recently named SHB among the "Best Law Firms for Women."

SHB offers an array of programs and outreach efforts that serve to underscore diversity as a core value of its attorneys. One unique resource is Shook, Hardy & Bacon's award-winning Diversity Checklist, an evaluative tool comprising 60 action items that encourage individuals to personally support and promote the firm's culture of diversity. In addition, the SHB Diversity Committee and Women's Management Council frequently sponsor in-house seminars and other events designed to help minority and women counsel attain leadership roles, achieve work/life balance and foster professional growth. These seminars and lectures provide numerous opportunities for SHB counsel to network with a diverse group of successful attorneys and judges in the greater legal community.

This commitment to diversity translates into Shook, Hardy & Bacon's recruitment, diversity pipeline and scholarship programs. SHB recruits at historically black colleges and universities, as well as minority job fairs across the United States. In 2004, the firm partnered with the Kansas City Metropolitan Bar Association to create the the Heartland Diversity Job Fair, the first -- and now largest -- minority job fair in the Midwest. SHB also spearheads programming at the high school, college and law school levels to provide students with motivating internships to learn more about careers in law and to increase their chances for success in law school. To this end, the SHB Foundation has awarded more than \$200,000 in scholarships to increase the pipeline of minority attorneys in the legal profession.

For more information about Shook, Hardy & Bacon's diversity commitments, please contact SHB Director of Strategic Diversity Initiatives Michelle P. Wimes at 816.474.6550 or mwimes@shb.com.



**SHB Diversity Committee members**  
(LEFT) Lea Souza-Rasile (Vice-Chair), Mischa Buford Epps and Gay Tedder (Chair).



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www.shb.com  
p. 816.474.6550