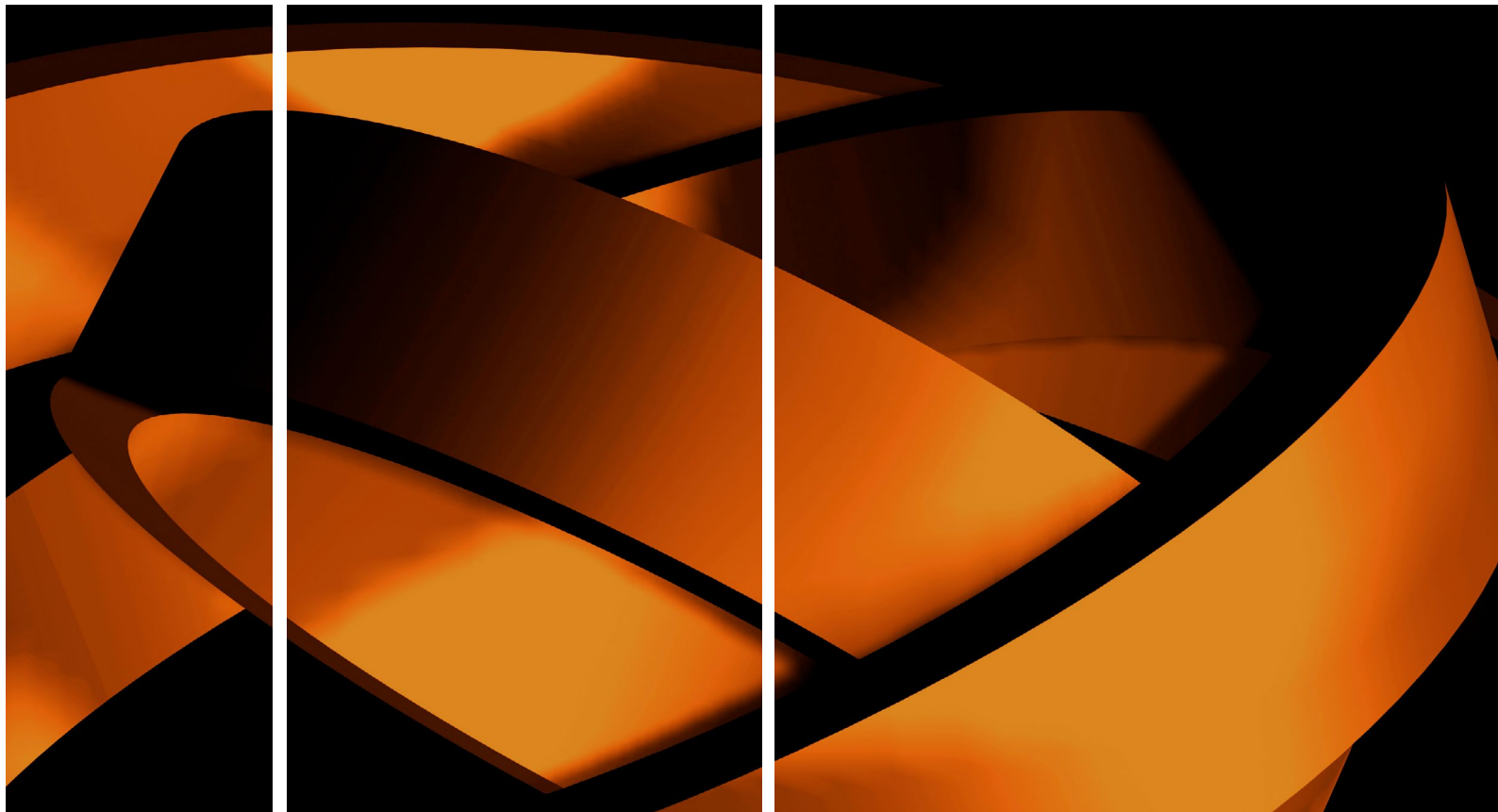


# DIVERSITY AT A GLANCE

2017



# ADVANCING DIVERSITY AND INCLUSION IN THE WORKPLACE

Diversity and inclusion are essential components of Shook, Hardy & Bacon’s vision statement, which provides that Shook is deeply passionate about sustaining “a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions.”

The firm’s equal opportunity policy explicitly bars discrimination based on sexual orientation or gender identity, and domestic partner benefits apply to same-sex relationships. We actively partner with our clients to make significant progress in recruiting and promoting attorneys of diverse backgrounds, including veterans and differently abled persons.

Shook is actively involved with the Minority Corporate Counsel Association, Leadership Council on Legal Diversity, Institute for Inclusion in the Legal Profession, and Center for Legal Inclusiveness.

In July 2017, Shook was among 40 law firms that Equality Illinois recognized for “Raising the Bar” by providing a welcoming and affirming workplace for LGBT employees.

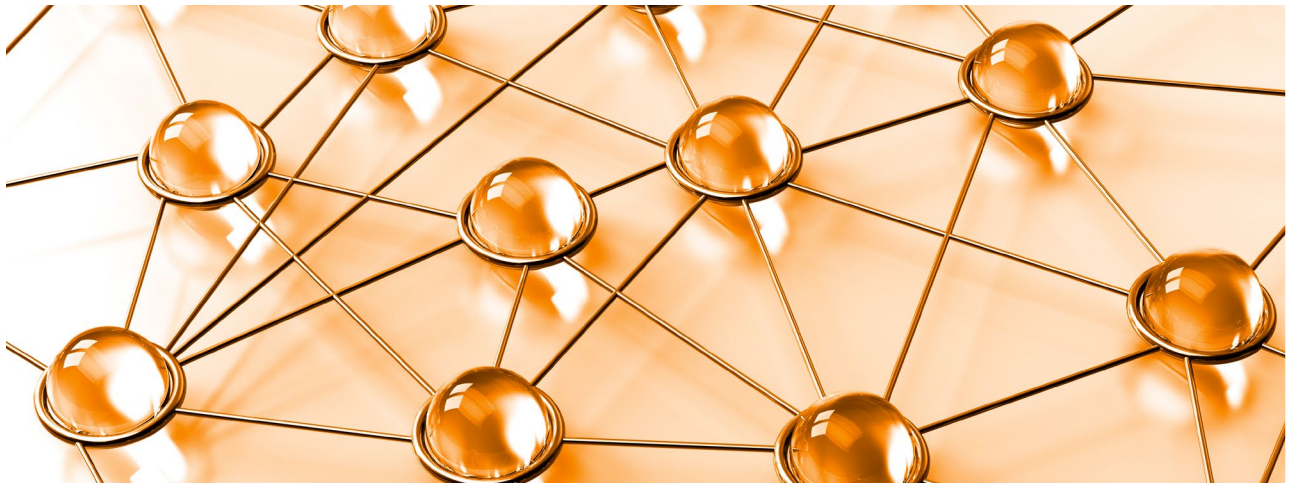
## SHOOK: AN UNDISPUTED LEADER

In mid-2011, the Women in Law Empowerment Forum (WILEF) announced that Shook was among its initial class of firms awarded a Gold Standard Certification for integrating women into the highest leadership positions in the firm. WILEF launched the certification initiative to “set the bar for all law firms to help recognize and promote women” by identifying and singling out “law firms whose support for women has led to real results at the highest levels of firm management, leadership and compensation.”

Shook has been awarded WILEF’s Gold Standard Certification seven times.

Shook has earned a spot on the Human Rights Campaign’s roster of “Best Places to Work for LGBT Equality” for nine consecutive years.

In 2015 and 2016, Shook was named to *Law360*’s roster of the 100 Best Law Firms for Women. And in 2016, Shook was singled out among the top-10 Big Law Firms for Female Attorneys.



## Diversity and Inclusion Commitment Plan

Shook's Diversity and Inclusion

Commitment Plan is an innovative way of communicating the importance of inclusion as a core value. Shook attorneys individually commit to achieving five to 10 action items as part of their annual evaluation and compensation process. Attorneys choose these action items from a checklist of more than 80 ideas designed to allow individuals to personally support and promote the firm's diversity and inclusion efforts and initiatives.



## DIVERSITY ACCOLADES



Best Places to Work for LGBT Equality

Human Rights Campaign | 2009 - 2017  
100% Corporate Equality Index



Gold Standard Certification

Women in Law Empowerment Forum | 2011 - 2017



Best Law Firms for Women

Working Mother/Flex-Time Lawyers  
2008, 2009, 2011, 2013, 2014, 2016, 2017



MCCA Sager Award

Midwest Region | 2002 & 2010  
South/Southwest Region | 2001



Law Department Diversity and Inclusion Award

Altria | 2010



Living the Values Award

The Coca-Cola Company | 2008, 2013, 2015



General Counsel Diversity Advancement Award

The Coca-Cola Company | 2017



Law Firm Diversity Award

Defense Research Institute | 2006



No Glass Ceiling Award

The Bar Association of San Francisco | 2005

## Scholarships

The Shook Foundation awards annual scholarships to minority law students. To date, the Shook Foundation has awarded more than \$666,500 to increase the number of minority attorneys in the legal profession.

## Recruiting

Shook recruits at minority job fairs across the nation, including the Heartland Diversity Job Fair, Cook County Minority Job Fair, DuPont Minority Job Fair, Lavender Law Job Fair, and Southeastern Minority Job Fair.

## Diversity Pipeline Programs

Shook spearheads, creates and supports programming designed to provide students at the high-school, college- and law-school levels with motivating opportunities to learn about careers in law and to increase their chances for success in law school. Examples include the Leadership Council on Legal Diversity's Pipeline Subcommittee, Historical Society's Mock Trial Program in Washington, D.C., and Judicial Intern Opportunity Program in Miami.

## Women's Management Council

This proactive group of Shook women partners serves as a catalyst for programs targeting the unique challenges facing women practitioners. Among other things, the WMC holds seminars for women associates to discuss work/life balance challenges and leadership opportunities. It also provides forums to network with successful women attorneys and judges in the greater legal community.

## BY THE NUMBERS



469

Number of Attorneys

212

Women and Minority Attorneys

12

Number of Offices

#5

Best Law Firms for Products Liability

#8

Most Fun Summer Associate Programs

#12

Best Law Firms for Women



### CHICAGO

111 S. Wacker Drive  
51st Floor  
Chicago, IL 60606  
t 312.704.7700  
f 312.558.1195

### DENVER

1660 17th St., Suite 450  
Denver, CO 80202-1254  
t 303.285.5300  
f 303.285.5301

### HOUSTON

JPMorgan Chase Tower  
600 Travis St., Suite 3400  
Houston, TX 77002-2926  
t 713.227.8008  
f 713.227.9508

### KANSAS CITY

2555 Grand Blvd.  
Kansas City, MO  
64108-2613  
t 816.474.6550  
f 816.421.5547

### LONDON

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25 Old Broad St.  
London, EC2N 1HQ  
United Kingdom  
t +44 (0)207 332 4500  
f +44 (0)207 332 4600

### MIAMI

Citigroup Center  
201 S. Biscayne Blvd.  
Suite 3200  
Miami, FL 33131-4332  
t 305.358.5171  
f 305.358.7470

### ORANGE COUNTY

Jamboree Center  
5 Park Plaza  
Suite 1600  
Irvine, CA 92614-2546  
t 949.475.1500  
f 949.475.0016

### PHILADELPHIA

Two Commerce Square  
2001 Market Street  
Suite 3000  
Philadelphia, PA  
19103-7014  
t 215.278.2555  
f 215.278.2594

### SAN FRANCISCO

One Montgomery Tower  
Suite 2700  
San Francisco, CA  
94104-4505  
t 415.544.1900  
f 415.391.0281

### SEATTLE

701 Fifth Ave.  
Suite 6800  
Seattle, WA 98104  
t 206.344.7600  
f 206.344.3113

### TAMPA

100 N. Tampa St.  
Suite 2900  
Tampa, FL 33602-5810  
t 813.202.7100  
f 813.221.8837

### WASHINGTON, D.C.

1155 F St., NW  
Suite 200  
Washington, DC  
20004-1305  
t 202.783.8400  
f 202.783.4211

For more information about Shook's Diversity and Inclusion initiatives, please contact:



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