

BRYAN CAVE



DIVERSITY

ANNUAL REVIEW

2010



“Promoting and embracing diversity is one of our core values at Bryan Cave, and each of us is responsible for fulfilling this commitment. Diversity at Bryan Cave means a professional home where lawyers and staff of all backgrounds and perspectives can achieve personal success and contribute meaningfully to the success of the firm. As our clients do business around the world, they expect and deserve guidance from professionals with vision, perspective and a footprint as broad and multicultural as their own. Our own diversity enables us to work with our clients as full business partners, alert to their challenges and invested in their success. Diversity brings depth and richness to our individual professional experiences, binds us to the communities where we practice, and makes our firm a better place.”

- DON LENTS, CHAIR

2010 DEMOGRAPHICS*

ALL LAWYERS		PARTNERS		ASSOCIATES	
Women	34%	Women	17%	Women	45%
Lawyers of Color	10%	Lawyers of Color	5%	Lawyers of Color	18%
LGBT Lawyers	2%	LGBT Lawyers	2%	LGBT Lawyers	2%

* All data for U.S. lawyers as of 12/30/10

DIVERSITY COMMITTEE

Bryan Cave's Diversity Committee consists of fourteen diverse partners from nearly all our domestic offices and a variety of practice areas, including several members of the firm's Executive and Management Committees. Our Diversity Committee also includes the firm's chief officers of human resources, legal recruiting & development, and marketing. Chaired by the Chief Diversity Officer, the Diversity Committee develops policies and programs that support the development and success of our lawyers of color, LGBT lawyers and women lawyers. The breadth of the committee facilitates communication of our diversity efforts throughout the firm, and ensures that our initiatives are fully supported and integrated.

MEMBERS

Lisa Demet Martin (Chair) St. Louis

Irvin V. Belzer Kansas City

Mary Clare Bonaccorsi Chicago

George C. Chen Phoenix

Judith M. Gallent New York

Thomas A. Grewe Chicago

William J. Hibsher New York

Lori A. Johnson St. Louis

James L. Nouss, Jr. St. Louis

Therese D. Pritchard Washington, D.C.

Donna Marie Rodney Washington, D.C.

Michael N. Rosen New York

Nicole J. Simonian Los Angeles

Caroline S. Soodek Chicago

Steven S. Sunshine Irvine

William B. Tate, II Irvine

Mark L. Thompson Chicago

Cheryl D. S. Walker St. Louis

Gregory H. Worthy Atlanta



“Bryan Cave's commitment to diversity and inclusion starts at the top. As is evident in this annual review, the firm's highest levels of leadership actively participate in and champion our diversity initiatives and programs. That level of consistent and enthusiastic support is the ideal foundation for our continued enhancement of the recruitment, development and advancement of lawyers who are women, of color, or openly lesbian, gay, bisexual or transgender. We are pleased with what we achieved in 2010 and look forward to building on that progress in 2011.”

- LISA DEMET MARTIN, CHIEF DIVERSITY OFFICER

RECRUITING

The first step in creating a diverse and inclusive firm is recruiting diverse lawyers. Our recruitment strategy embraces a broad outlook and approach to reaching diverse, talented lawyers. We ensure that our recruiting committees are diverse and we provide diversity skills coaching for lawyers who interview on campus.

We recruit at schools with diverse student populations, including historically black universities, attend diversity job fairs throughout the country, participate in diversity clerkship programs and workshops, and support diversity pipeline initiatives. We also maintain ongoing relationships with local law student diversity organizations, including BLSA, APLSA, HLSA and Outlaw.

In 2010, we participated in the following diversity job fairs and clerkship programs:

- » American Bar Association Judicial Intern Opportunity Program in Phoenix
- » Arizona Bar Diversity Legal Writing Program
- » Cook County Minority Job Fair
- » Heartland Diversity Legal Job Fair
- » LAALRA's Diversity Networking Reception
- » Lavender Law Career Fair
- » LeGaL Annual Career Fair
- » New York City Bar Association Minority Fellowship Program
- » St. Louis Diversity Clerkship Program
- » St. Louis Diversity Job Fair
- » Southeastern Minority Job Fair
- » WALRAA's Diversity Networking Reception



RECRUITING RESULTS

2011 SUMMER ASSOCIATES		2010 LATERAL HIRING	
Women	74%	Women	44%
People of Color	23%	Lawyers of Color	9%
LGBT	8%	LGBT Lawyers	9%



St. Louis Lawyers of Color affinity group's holiday dinner

AFFINITY GROUPS

Bryan Cave's affinity groups are a central part of our overall diversity initiatives. The four groups – Lawyers of Color, Lawyers with Alternative Work Schedules & Sites, LGBT Lawyers, and the Women's Forum – promote the success of the firm's diverse lawyers by fostering a sense of community and offering a variety of career development and networking opportunities.

LAWYERS OF COLOR

The Lawyers of Color affinity group supports the professional success and satisfaction of its members by facilitating the mentoring of junior lawyers, building relationships within the firm, and providing opportunities for business development. The group's signature program is Creating Connections Through Conversations – a series of informal social events that foster interaction and meaningful working relationships between the firm's partners and associates of color. Creating Connections events draw wide participation; the firm chair, senior firm leadership and other partners routinely travel to attend the events in offices throughout the firm.

The Lawyers of Color affinity group is led by Phoenix Partner George Chen and Chicago Partner Craig Jeffrey.

Bryan Cave Was Named one of *MultiCultural Law Magazine's*

'TOP 25 LAW FIRMS FOR
AFRICAN AMERICANS'

LAWYERS WITH ALTERNATIVE WORK SCHEDULES & SITES

Bryan Cave is committed to offering balanced hours to lawyers who desire flexibility in their work schedules, whether due to family or other demands. The Lawyers with Alternative Work Schedules & Sites affinity group, known as LAWSS, was formed for lawyers who work alternative, flexible or reduced schedules, or who telecommute. The group provides resources to support those lawyers and others considering a flexible work schedule or telecommuting.

LAWSS is led by New York Partner Judith Gallent.

LGBT LAWYERS

The LGBT Lawyers affinity group sponsors programs that cultivate an inclusive and supportive environment and that promote the professional and personal development of the firm's lesbian, gay, bisexual and transgender lawyers. In October 2010, the group's members from around the firm met in our St. Louis office to discuss strategies for enhancing the recruitment, retention and advancement of LGBT lawyers. The LGBT Lawyers affinity group is especially proud of the firm's ongoing pro bono representation of the Family Equality Council (FEC), a national nonprofit organization working to ensure equality for LGBT families. Lawyers throughout the firm – both gay and straight – contributed to the affinity group's work on behalf of the FEC.

The LGBT Lawyers affinity group is led by New York Partner Bill Hibsher.



Members of our LGBT Lawyers affinity group discussing efforts at their annual meeting in St. Louis

BRYAN CAVE SCORED

100%

on the *Human Rights Campaign's* Corporate Equality Index

THE WOMEN'S FORUM

The Women's Forum is dedicated to supporting the development and advancement of the firm's women lawyers. In 2010, the Women's Forum offered a wide variety of programs and initiatives impacting issues relevant to the retention and promotion of women lawyers. 2010 highlights include:

- » Various professional skills courses, including communication, business development, time management, and conflict resolution
- » Inter-office panel discussions and information sessions on a variety of topics, including practice and career development, transitioning to partnership, and work/life balance
- » Mentoring and coaching events, including: a small group coaching program in Washington, D.C.; paired lunches in St. Louis; and "Inside the Lawyer's Briefcase" – an informational series by women partners for women associates in Atlanta
- » Multiple client events, including a private wine bottling class in Phoenix, a gourmet cooking class in Los Angeles, a spa outing in St. Louis, and a reception in New York for women clients in honor of United Nations Day with special remarks by Her Excellency Houda Ezra Nonoo, Ambassador of the Kingdom of Bahrain to the U.S.

The Women's Forum is led by Los Angeles Partner Nicole Simonian, Atlanta Partner Jennifer Dempsey, New York Partner Tara Newell, and St. Louis Partner Erika Schenk.



Washington, D.C., Women's Forum gathers for a panel discussion



New York Women's Forum reception honoring United Nations Day with the Ambassador of the Kingdom of Bahrain to the United States and a trade representative from the Kingdom of Bahrain State



Atlanta Women's Forum hosts clients at a special reception

Bryan Cave Was Named one of *MultiCultural Law Magazine's*

'TOP 100 LAW FIRMS FOR WOMEN'

LEARNING FROM LEADERS

2010 was the first full year of Learning from Leaders, our firm's mentoring program connecting members of firm leadership with diverse associates. Under the Learning from Leaders program, Executive Committee members, Management Committee members, and Office Managing Partners serve as mentors to mid-level associates of color. Each mentor commits to completing certain activities with his or her associate over a one-year period relating to professional skills development, networking, and increasing engagement within the firm. The high level of participation by the firm's senior leadership in programs like Learning from Leaders reinforces the firm's message of inclusion and exemplifies our commitment to diversity. As is clear in the following statements from some of last year's participants, Learning from Leaders has been met with enthusiasm by firm leaders and associates alike.



In Steve's words:

Learning from Leaders allows for lawyers with disparate years of experience and backgrounds to connect. Through our strong commitment to the program, I was pleased at how quickly PJ and I were able to forge a high level of trust.



In PJ's words:

Learning from Leaders helped me engage with Steve and firm leadership in a way I couldn't have otherwise; the program allowed us to be open and to get to know each other better. Steve and I discussed personal and professional commitments and he often invited me to activities with his clients. More than anything, I appreciated learning how Steve approaches and relates to people – the way he interacts bridges inherent boundaries.

Steve Hirsch Executive Committee Member and
PJ Rivera Associate - *Phoenix*



Fred Bartelsmeyer Executive Committee Member
and **Christallyn McCloud** Associate - *St. Louis*

In Fred's words:

It has been great getting to know Christallyn. Through Learning from Leaders, I became more practiced in my abilities to find the perspectives of other colleagues and the program gave me the chance to once again appreciate the common values that bind the diverse and talented lawyers in our firm. The more we work with new and diverse colleagues, the stronger we are as a firm – we increase the resources available to our clients, use our talents more effectively, and become a more interconnected team.



In Christallyn's words:

To maximize Fred and my participation in Learning from Leaders, I was clear concerning my goals to gain substantive work experience and receive detailed feedback. Given Fred's leadership role within the firm, strong commitment to clients, and busy travel schedule, I would have been pleasantly surprised if we simply accomplished the minimum goals set out for program participants. Rather, Fred took a strong personal interest in my professional development and the result was a wealth of excellent teaching and mentoring experiences.



Tom McNeill Management Committee Member and Office Managing Partner and **Adwoa Seymour** Associate - Atlanta

In Adwoa's words:

Tom gave me insight on how to be an overall successful attorney – our interaction boosted my personal and professional development. Through inspiration gleaned from Tom, I'm more focused on my career path, have developed my goals further, and am more confident in my abilities as a lawyer.

In Tom's words:

I was struck by the mature, thoughtful and caring perspective that Adwoa brought both from her own circumstances and from that of her peers. I was impressed with the depth of understanding with respect to the advantages of teamwork in overcoming challenges that she and other associates share.

PROMOTED PARTNERS

Bryan Cave is proud of all our lawyers promoted to the partnership at the end of 2010. We are pleased to profile the following newly elected partners who reflect the diversity in this class.



Meridyth Andresen
Class and Derivative Actions
Phoenix



Susan Kovarovics
International Trade
Washington, D.C.



Arindam Kar
Antitrust
St. Louis



Michelle McMahon
Bankruptcy, Restructuring &
Creditors' Rights
New York



Leslie Bayles
Bankruptcy, Restructuring
& Creditors' Rights
Chicago



Suzanne Rodekohr
Tax Advice and Controversy
Kansas City

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**'TOP 100 LAW FIRMS FOR
DIVERSITY'**





Bryan Cave LLP

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Charlotte
Chicago
Dallas
Hamburg
Hong Kong
Irvine
Jefferson City
Kansas City
London
Los Angeles
New York
Paris
Phoenix
San Francisco
Shanghai
St. Louis
Washington, D.C.

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Shanghai
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Tokyo



A Broader PerspectiveSM

Bryan Cave LLP (www.bryancave.com) has a diversified international legal practice. The firm represents a wide variety of business, financial, institutional and individual clients, including publicly held multinational corporations, large and mid-sized privately held companies, partnerships and emerging companies. Bryan Cave International Trade, a wholly-owned subsidiary, provides customs and trade regulation consulting services. Aided by extensive investments in technology, Bryan Cave's more than 1,000 lawyers and other professionals in 25 offices across the United States, the United Kingdom, Continental Europe and Asia efficiently serve clients' needs in the world's leading business and financial markets.

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