



DIVERSITY AT GORDON & REES

A Celebration of Commitment, Leadership,
Teamwork, Opportunity, and Progress.

GORDON & REES LLP
RESPONSIVE • RESOURCEFUL • RESULTS™

“In 2005, the *Minority Law Journal* recognized Gordon & Rees as the ‘biggest gainer’ in percentage of minority lawyers and **we continue our record of sustained momentum.**

We are very proud of our leadership in lawyer diversity and I look forward to the success of our ongoing efforts **to create a diverse and talented workplace.**”

DIVERSITY COMMITTEE CHAIR JACK MCCOWAN

THE PATH TO DIVERSITY AT GORDON & REES

GOALS

ACTION

RESULTS

RESOURCES

MENTORS

RECRUITMENT,
RETENTION, AND
PROMOTION

MANAGEMENT
AND LEADERSHIP
DEVELOPMENT

CREATE
A MODEL
WORKPLACE

Commitment to Diversity

MISSION STATEMENT

One of the firm's most important priorities is to hire and promote outstanding lawyers and professional staff from the world's diverse population. We welcome people from all races, religions, cultural backgrounds, national origins, ages, disabilities, genders, and sexual orientations.

Gordon & Rees is committed to offering a dynamic, challenging environment where our team members can develop their skills and careers. By continually advancing our commitment to diversity, we will ensure that Gordon & Rees will continue to be a firm of enthusiastic and talented people who provide the best possible legal services to our clients and communities.

We believe that bringing together a world of different perspectives and life experiences is fundamental to the success of our organization.



RIISING TO THE TOP

Every year, Gordon & Rees advances in the annual "Diversity Scorecard" rankings of the largest law firms in the United States. (*Minority Law Journal*)

56 2009

71 2008

73 2007

93 2006

170 2005

Our History of Progress



1 IN PARTNER DIVERSITY: Gordon & Rees' 2005 diversity statistics were ranked #1 in Partner Diversity and #5 in Overall Attorney Diversity in the Fall 2006 issue of *MultiCultural Law* magazine.

2005

LAW FIRM DIVERSITY AWARD: Gordon & Rees received the prestigious "Law Firm Diversity Award" from the Defense Research Institute, the nation's largest organization of defense trial lawyers and corporate counsel.

MULTICULTURAL AWARD: Gordon & Rees received the first of two Multicultural Heritage Awards from the *San Diego Business Journal* and Wells Fargo, recognizing the firm's leadership in developing, fostering and promoting diversity in the workplace and the community.

TOP WOMEN LITIGATORS: A Partner in our San Francisco office was selected as one of California's "Top 75 Women Litigators" by *The Daily Journal*.

2006

FEATURED LEADER: In the Fall 2006 issue of *MultiCultural Law* magazine, New York office Managing Partner Mercedes Colwin was featured in the Leadership series in an interview titled "Reaching Back to Diversify the Legal Profession."

MOST INFLUENTIAL WOMEN IN BAY AREA BUSINESS: A Partner in our San Francisco office received her first of two awards as one of the "Most Influential Women in Bay Area Business" from the *San Francisco Business Times*.

TRIPLE THE PERCENTAGE OF MINORITY PARTNERS: In the *Minority Law Journal's* 2007 Diversity Scorecard, Gordon & Rees rose from #170 in 2005 to #73 in 2007 as a result of increasing the number of minority Partners to 9.4% from 3.6% in 2005.

2007

DOUBLE THE PERCENTAGE OF MINORITY ATTORNEYS: In the *Minority Law Journal's* 2007 Diversity Scorecard, Gordon & Rees rose from #170 in 2005 to #73 in 2007 as a result of increasing the number of minority lawyers to 13.1% from 6.1% in 2005.



TOP 15% OF LAW FIRMS: Gordon & Rees ranked in the top 15% of the largest U.S. law firms with the highest percentage of minority Partners. (*Minority Law Journal's* 2008 Diversity Scorecard)

PEAK PERFORMANCE: Gordon & Rees received a "Peak Performance" award from San Diego-based National University's Center for Organizational Excellence, recognizing organizations that have "the ability to sustain long-term performance that maximizes the potential of the individuals in the company as well as the overall organization."

2008

FEATURED LEADER: In the 2008 issue of *MultiCultural Law* magazine, Houston Partner Terrence Robinson was featured in the Leadership series in an interview titled "Leading the Way with Integrity and Advocacy."

LAW STUDENT DIVERSITY PROGRAMS: The San Diego, San Francisco, and Orange County offices hosted the fourth annual Diversity Reception for second year law students, and the Denver office sponsored a law student diversity forum featuring Justice Alex Martinez, the first Hispanic Member of the Colorado Supreme Court.

DIVERSITY SCORECARD: Gordon & Rees rapidly advanced to #56 in 2009 from #170 in 2005 in the annual "Diversity Scorecard" compiled by the *Minority Law Journal*. The firm ascended to top tier rankings based on higher-than-average percentages of both minority partners and minority lawyers overall.

- Gordon & Rees had 13.4% minority lawyers overall, compared to the national average of 10.8%.
- Gordon & Rees had 10.3% minority Partners, compared to the national average of 6.3%.

2009

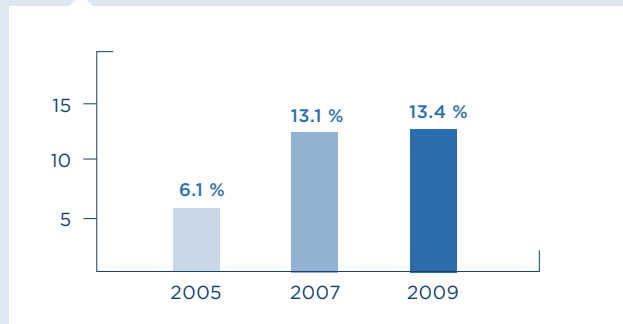
MINORITY STUDENT LSAT SCHOLARSHIPS: As part of the firm's Pipeline Initiative, Gordon & Rees continued its grant of \$2,000 stipends to two financially disadvantaged minority college students to defray the cost of LSAT preparation courses and law school application fees.

CORPORATE EQUALITY INDEX: Gordon & Rees scored 95 out of 100 in the Human Rights Campaign Foundation's Corporate Equality Index, identifying the organizations that maintain inclusive workplaces for lesbian, bisexual, gay, and transgender employees.

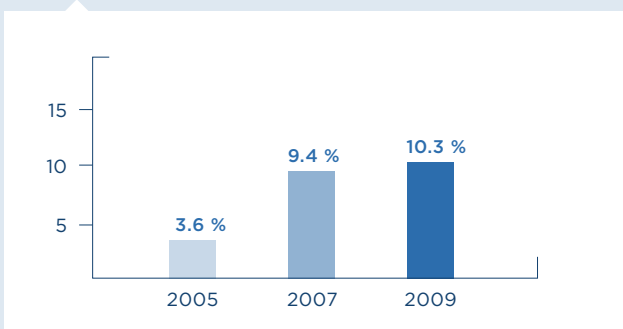
Achieving Our Vision

OUR BENCHMARKS OF SUCCESS

MINORITY PERCENTAGE OF ALL LAWYERS*



MINORITY PERCENTAGE OF ALL PARTNERS*



*Source: *Minority Law Journal* annual Diversity Scorecard



OUR RECORD OF MOMENTUM

Minority Senior Counsel: an increase from 8.7% in 2006 to 21.3% in 2008.*

Minority Associates: an increase from 22.0% in 2006 to 25.4% in 2008.*

Minority Summer Associates: an increase from 38.5% in 2006 to 57.1% in 2008.*

MultiCultural Law's Top Law Firms: 2009 was the fourth consecutive year Gordon & Rees was listed in *MultiCultural Law* magazine's primary diversity rankings:

- Top 100 Law Firms for Diversity
- Top 50 Law Firms for Partners
- Top 50 Law Firms for Associates
- Top 50 Law Firms for Women

*Diversity statistics as of March 31, 2009

Women Attorneys: Every year since 2005, at least 35% of attorneys have been women.*

Women Partners: Every year since 2005, at least 18% of partners have been women.*

"Women in Law Firms Study" 2009: Based on the firm's percentage of women lawyers (36.1%) and the percentage of women Partners (18.1%), *The American Lawyer* ranked Gordon & Rees in the top tier at #78 out of 210 firms.

Women's Initiative: In 2009, Gordon & Rees continued its firm-wide Women's Initiative Program, including hosting a variety of women's networking events in Dallas, Houston, San Diego, San Francisco, and Seattle. Additional events are planned for the Fall/Winter of 2009.

Creating Opportunities

ACTIVE MEMBERSHIP IN DIVERSITY-RELATED ORGANIZATIONS

Gordon & Rees promotes diversity in the legal profession by encouraging our lawyers to join diversity-related organizations that provide opportunities to network, develop career skills, obtain mentors, and serve as leaders. Gordon & Rees attorneys are active members in the following diversity-related organizations:

- African-American Lawyers Section/Texas State Bar
- Asian American Bar Association
- Asian Pacific American Bar Association
- Bay Area Lawyers for Individual Freedom
- California Minority Counsel Program
- California Women Lawyers
- Charles Houston Bar Association
- Colorado Campaign for Inclusive Excellence
- Colorado Women's Bar Association
- Commercial Real Estate Women Network
- Dallas Women Lawyers Association
- First Graduate
- Hispanic Chamber of Commerce
- Korean American Bar Association of Southern California
- La Raza Lawyers Association
- Lesbian & Gay Lawyers Association of Los Angeles
- Los Angeles County Bar Association Mentoring Program
- Mexican American Bar Association
- Minority Opportunities in the Legal Profession/Houston Bar Association Committee
- National Asian Pacific American Bar Association
- National Association of Insurance Women
- Orange County Asian American Bar Association
- Orange County Bar Association Diversity/Equal Justice Committee
- Orange County Women Lawyers Association
- Pan Asian Lawyers of San Diego
- Queen's Bench Bar Association
- Sacramento County Diversity Fellowship Program
- Women Lawyers of Sacramento

SPONSORING, ATTENDING, AND PARTICIPATING IN DIVERSITY EVENTS

Gordon & Rees helps advance diversity in the legal profession by developing, funding and hosting diversity programs, as well as attending, supporting, and participating in many events provided by diversity-related legal profession organizations, including the following:

- *Berkeley Journal of African-American Law & Policy* Annual Publication Reception
- Asian American Bar Association Annual Officer Installation Dinner
- Asian Pacific American Law Student Association Annual Bay Area Conference
- Bay Area Lawyers for Individual Freedom Annual Dinner Fundraiser
- California Minority Counsel Program Judges' Reception
- California Women Lawyers Northern California Judicial Reception
- Colorado Campaign for Inclusive Excellence
- DRI Women's Conference
- Hispanic Bar Association Annual Installation Program and Scholarship Fundraiser
- Houston Bar Association's Minority Opportunities in the Legal Profession Committee's Summer Associate Luncheon
- "Inspiring Women in 2009," Dallas Bar Association event
- International Women's Insolvency and Restructuring Conference
- Minority Corporate Counsel Program conferences
- National Asian Pacific American Bar Association Conference
- National Association of Insurance Women Annual Region VI Conference
- New Jersey Law and Education Empowerment Project
- Orange County Asian American Bar Association Annual Installation Dinner
- Orange County Women Lawyers Association Diversity Bar Stipend Award Event
- Orange County Women Lawyers Association Summer Fundraiser
- Queen's Bench Annual Judges' Dinner
- Texas Minority Counsel Program
- Women's Bankruptcy Forum

PIPELINE INITIATIVES AT GORDON & REES

Gordon & Rees also provides Pipeline Initiative programs that focus on assuring minority and disadvantaged students enter – and continue to pursue – the legal profession as a career. Our Pipeline Initiative programs includes:

- Legal profession career day for students from a minority middle school held in our San Francisco office
 - Diversity receptions for second year law students held in our Northern and Southern California offices
 - Coaching the mock trial teams of a minority high school participating in the Denver Regional Mock Trial Competition
 - Sponsoring a law student diversity forum entitled "Diverse Perspectives on the Keys to Success" at the University of Colorado Law School
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DIVERSITY AT GORDON & REES

VISION, INITIATIVE, AND ACTION

ABOUT GORDON & REES

Gordon & Rees was founded in San Francisco in 1974 and has grown from a small insurance defense firm to a national litigation and business transactions firm with nearly 400 lawyers located in 16 offices throughout the United States. Our lawyers are admitted in 29 U.S. jurisdictions, as well as Canada, Chile, England and Wales, Hong Kong and Panama.

NATIONAL OFFICE LOCATIONS

CALIFORNIA
LOS ANGELES
ORANGE COUNTY
SACRAMENTO
SAN DIEGO
SAN FRANCISCO

ARIZONA
PHOENIX
COLORADO
DENVER
ILLINOIS
CHICAGO

NEVADA
LAS VEGAS
NEW JERSEY
MORRISTOWN

NEW YORK
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