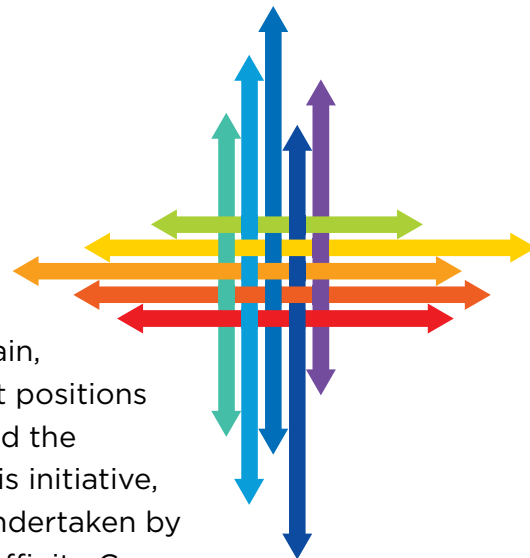


# LEAD Program

## LEADERSHIP EQUALITY AND DIVERSITY

As part of the firm's ongoing commitment to recruit, retain, and promote female and diverse attorneys to the highest positions of management and ownership, the firm has implemented the Leadership Equality and Diversity ("LEAD") Program. This initiative, which will work in tandem with the ongoing programs undertaken by the firm's Diversity Committee, Women's Initiative, and Affinity Groups, has been specifically tailored to achieve Gordon & Rees' core objectives in the areas of diversity and inclusion.



### KEY ELEMENTS OF THE PROGRAM INCLUDE:

- The focused and deliberate recruitment and hiring of female and diverse attorneys pursuant to a variant of the Rooney Rule, and by actively seeking out such candidates through public organizations such as bar associations, professional affinity groups and the like as well as making Gordon & Rees' priorities expressly known to, and a condition of working with, executive search firms.
- The creation of one-on-one mentoring programs targeted specifically at assisting female and diverse attorneys in order to ensure their continued retention and advancement.
- Developing business and marketing proposals and pitches that are materially inclusive of female and diverse attorneys in key roles to the greatest extent possible.
- Regularly reviewing the firm's leadership opportunities, key committee membership roles, and partner candidate pools to ensure the inclusion of qualified female and diverse attorneys in such positions.
- Emphasizing the successful advancement of the LEAD Program's objectives as one of the criterion to be considered when determining year-end compensation.

In addition to its focus on attorneys, the LEAD Program will also encompass Gordon & Rees' administrative and professional staff to ensure that material levels of diversity are achieved in these segments of the firm as well.



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