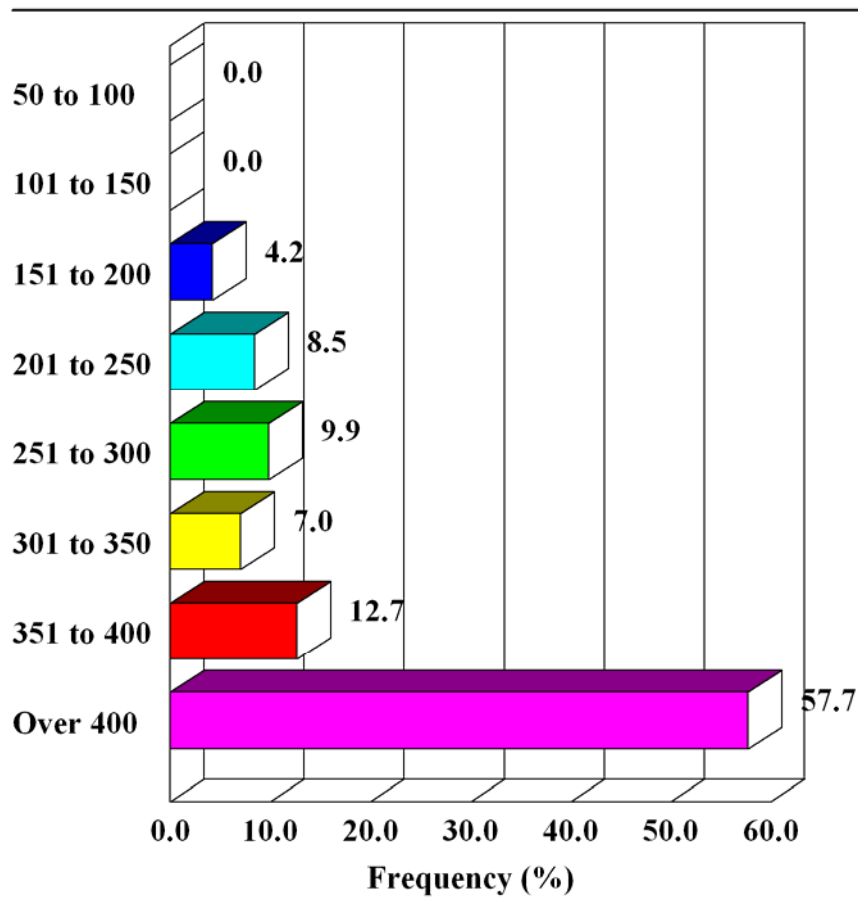


Flash Survey on the Diversity Manager Position in Large Law Firms

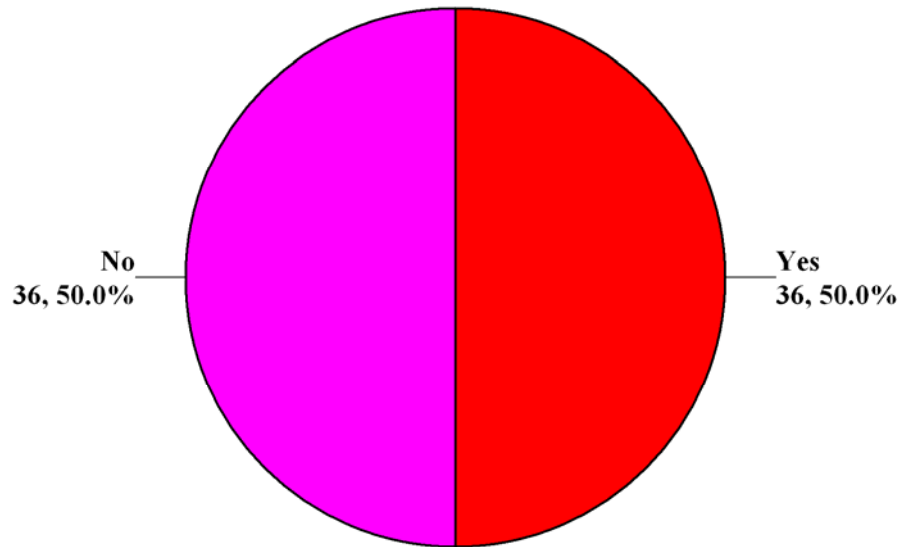
Number of Firms Surveyed = 196
Number of Firms Responding = 72
Firm Percentage Rate of Response = 37%

1. Please indicate firm size (total number of lawyers):

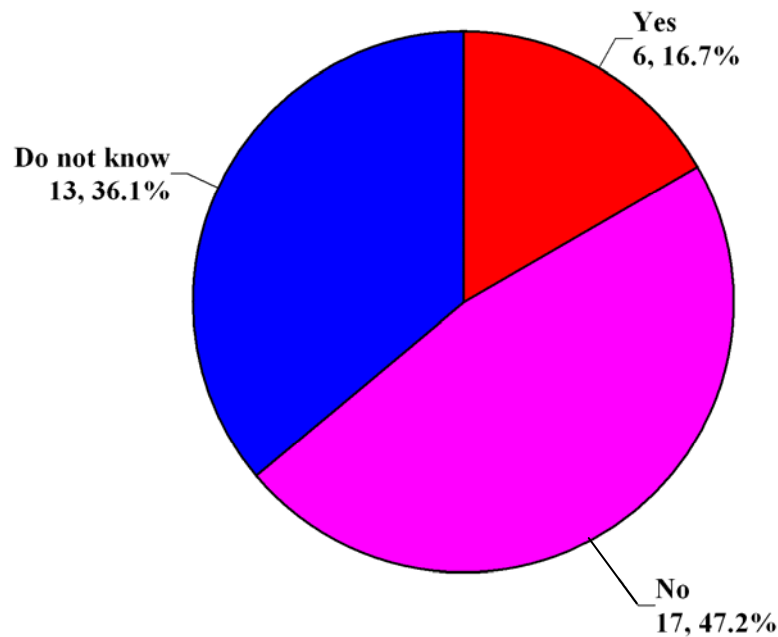
Firm Size (Total Number Of Lawyers)



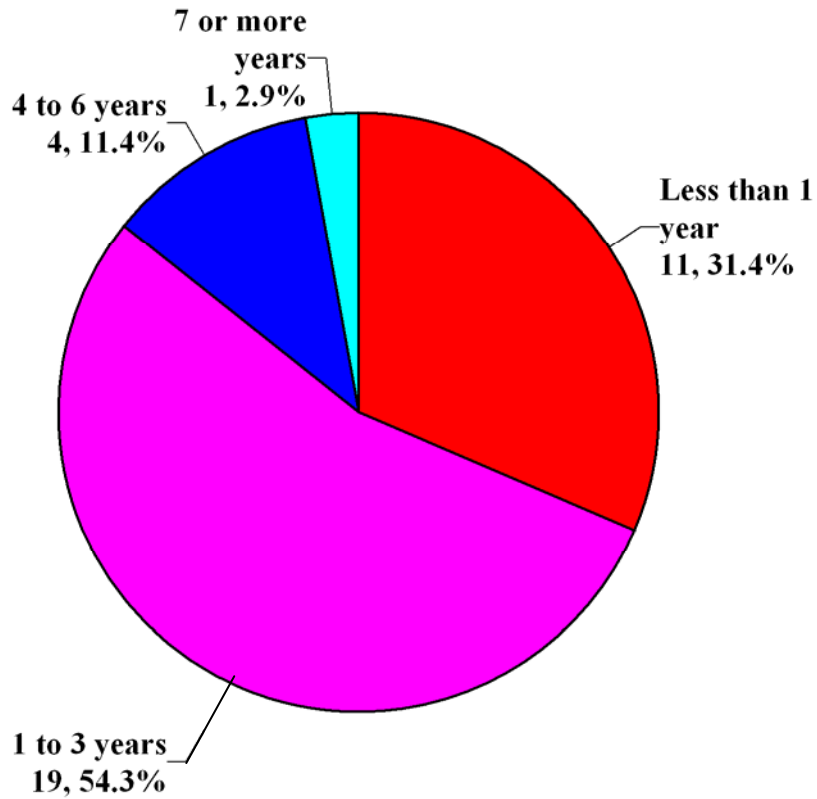
2. Does your law firm have a designated Diversity Manager/Director of Diversity?



2. a. If no, do you plan to designate someone in the next 12 months?

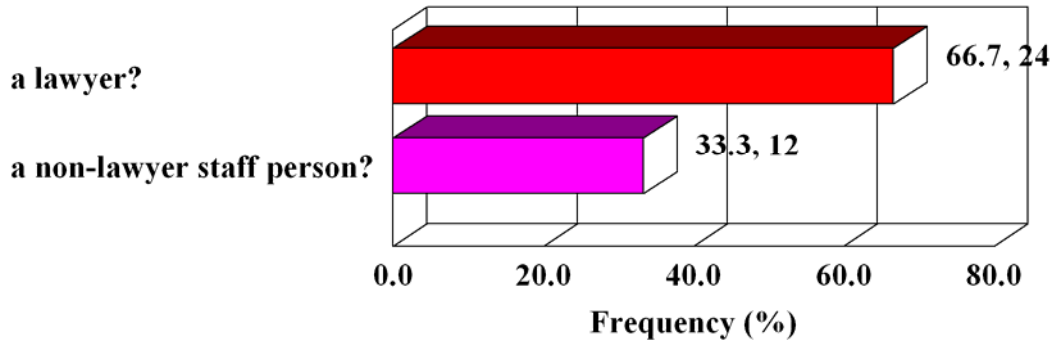


3. How many years has the individual held the position?

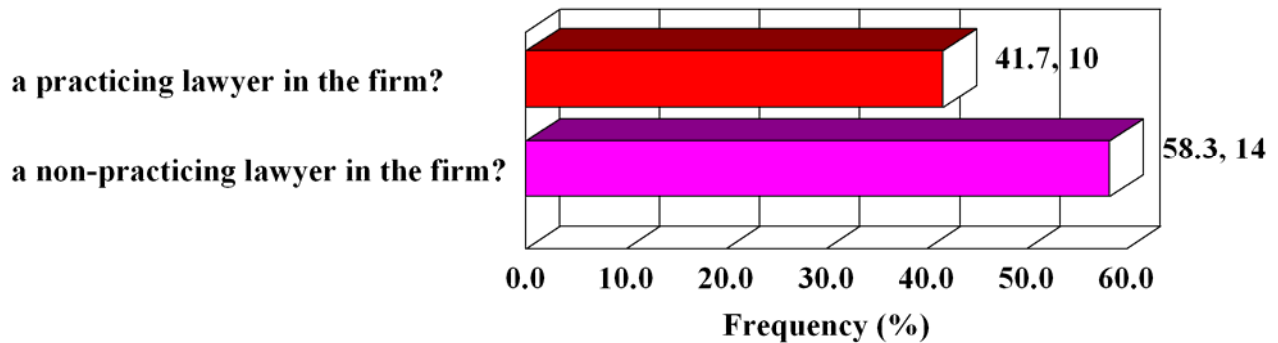


**Flash Survey on
the Diversity Manager Position
in Large Law Firms**

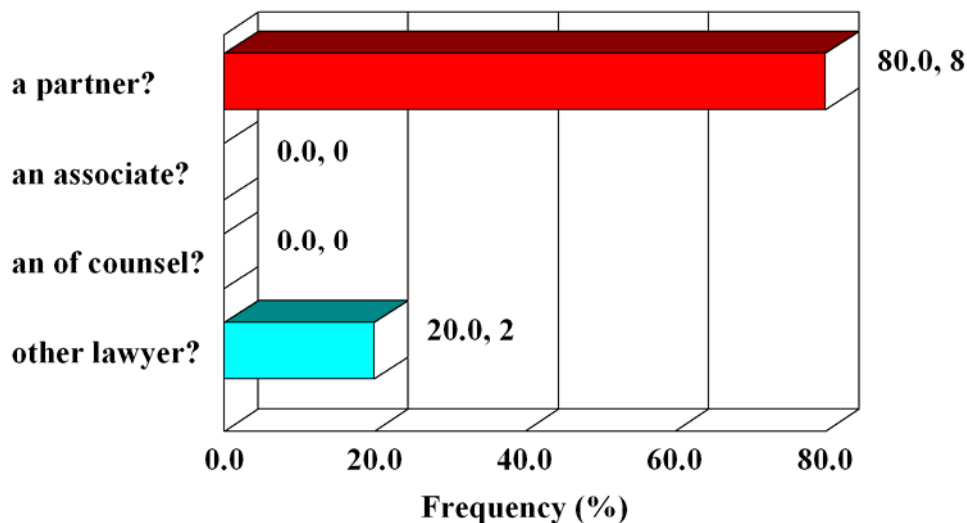
4. a. Is the individual:



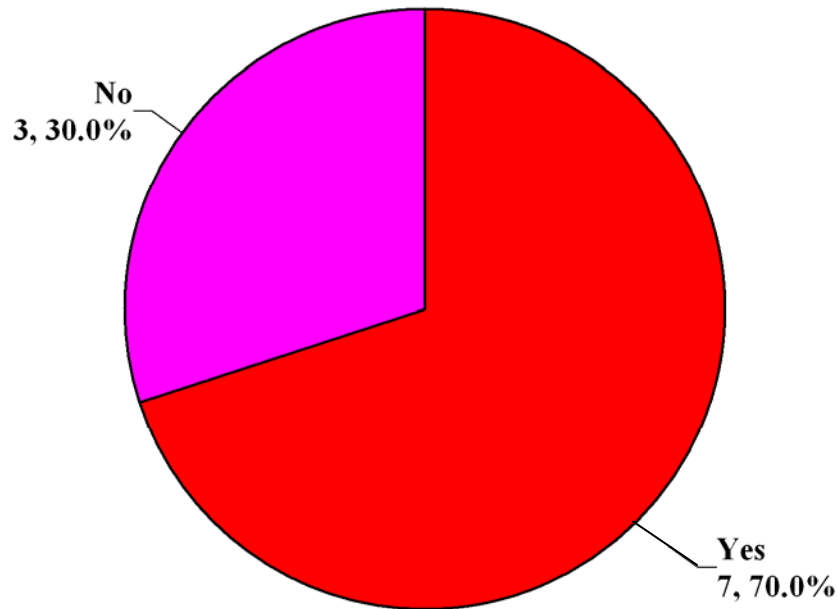
4. b. As a lawyer, is the individual:



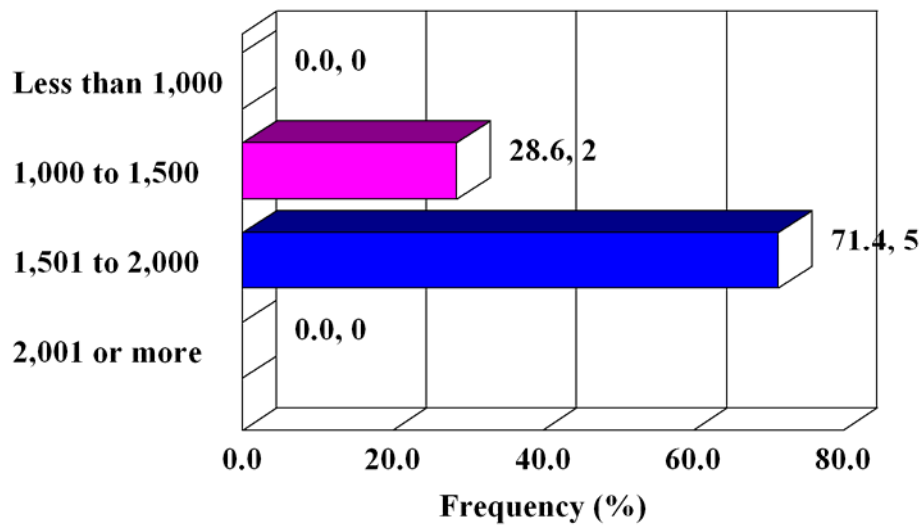
4. c. As a practicing lawyer in the firm, is the individual:



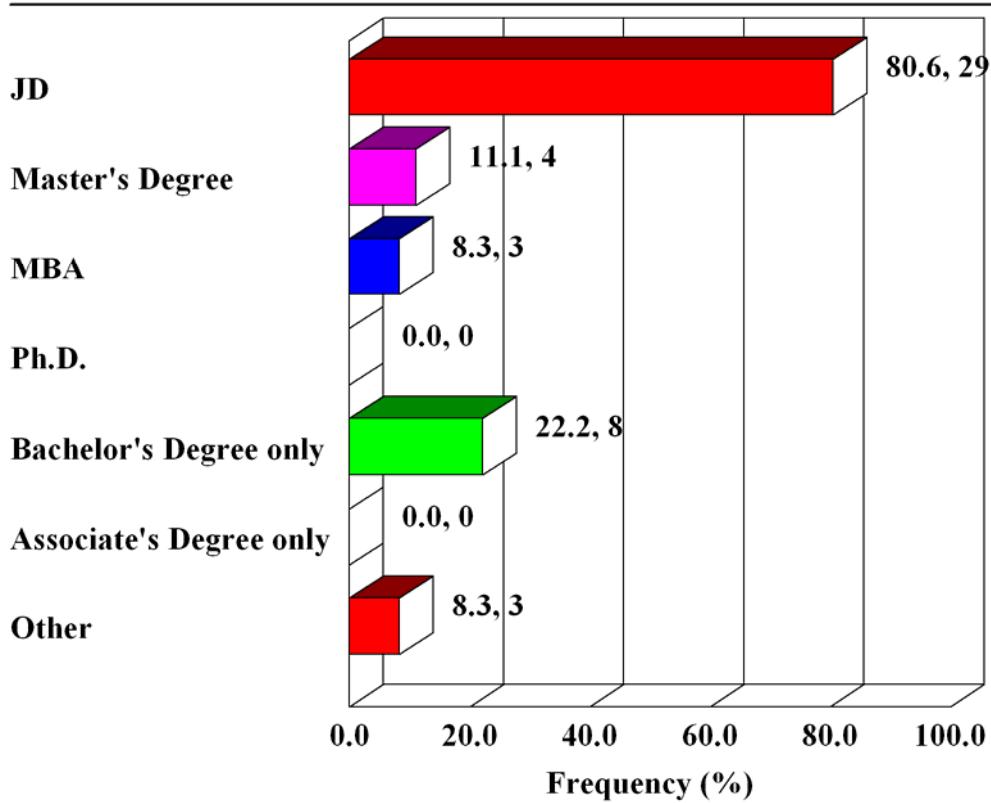
4. d. As a practicing lawyer, does he or she have a billable hour requirement?



4. e. What is the range of billable hour requirement?



5. What is the educational background of the individual?

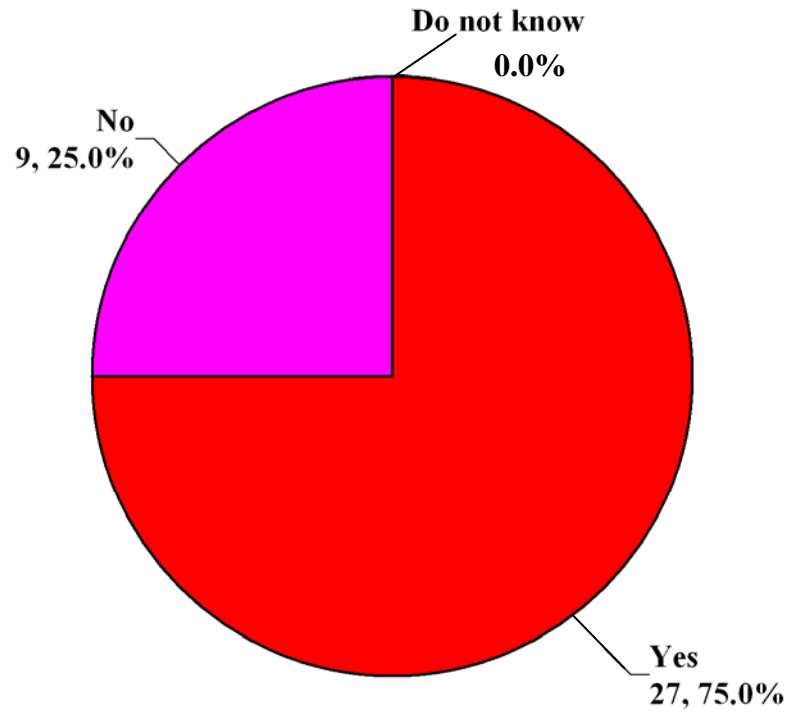


* Note: Multiple answer percentage-count totals not meaningful.

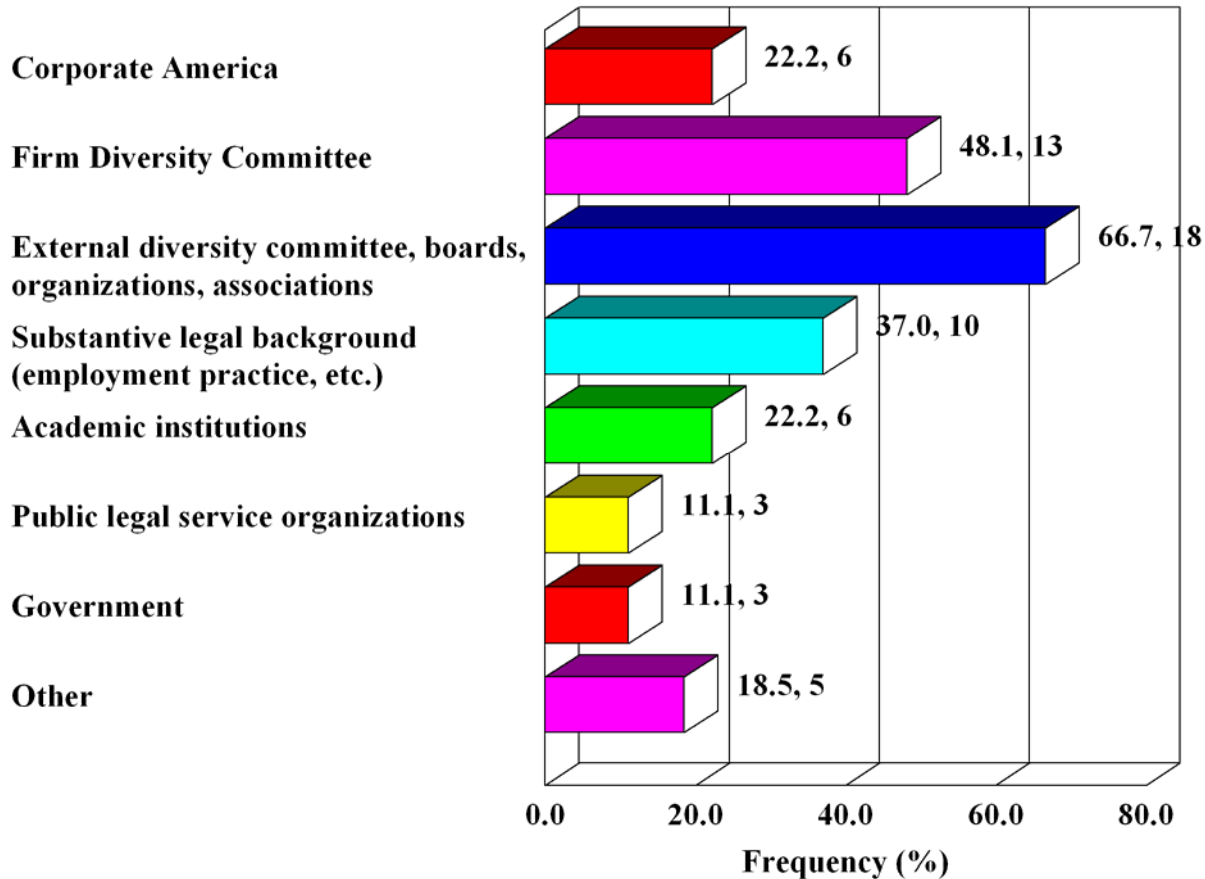
3 Other educational background

- Executive Education
- Certified Public Accountant
- LL.M.

6. Did the individual come into the position with a background/experience with diversity issues?



6. a. What is the background/experience?



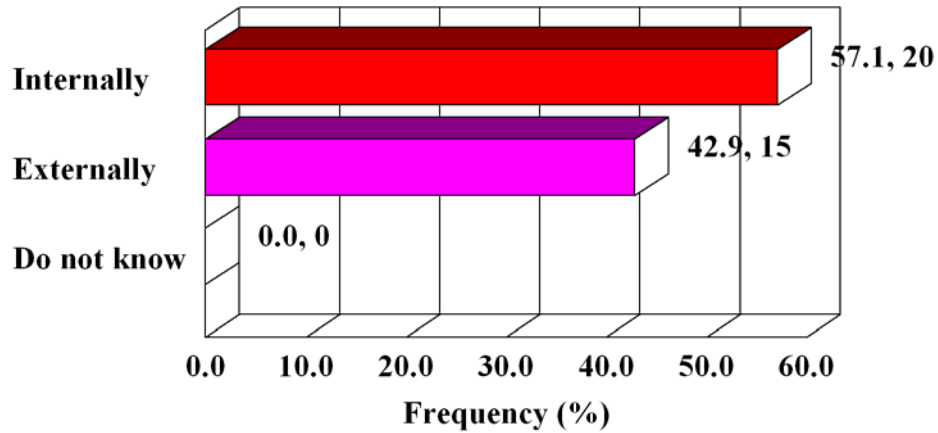
* Note: Multiple answer percentage-count totals not meaningful.

5 Other background/experience with diversity issues

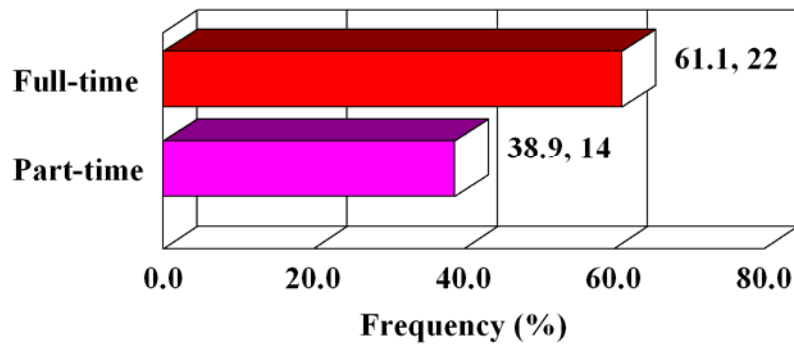
- 30 years experience in law firm recruiting, retention, associate policy committee, associate evaluation committee, firm administration.
- Diversity Manager at another law firm.
- Political Consulting.
- Quasi-Government entities, non-legal professional associations.
- The CEO and President of the firm.

Flash Survey on the Diversity Manager Position in Large Law Firms

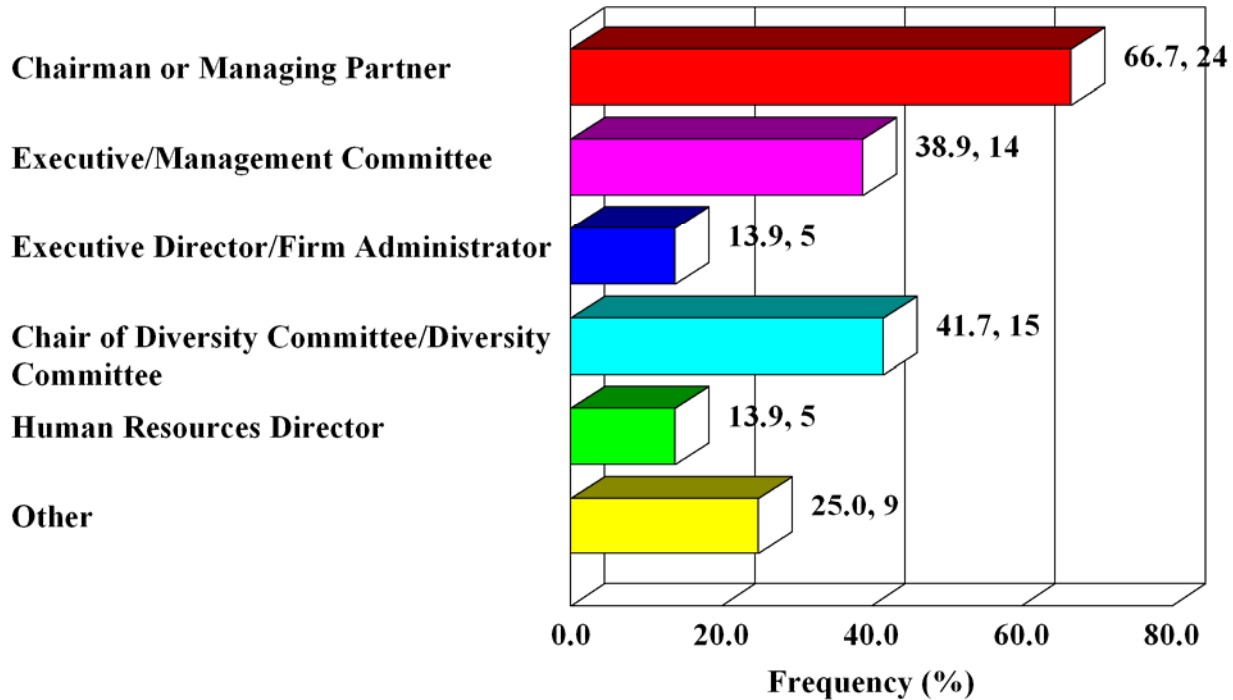
7. Was the individual hired:



8. Is the individual's position:



9. The individual reports to:

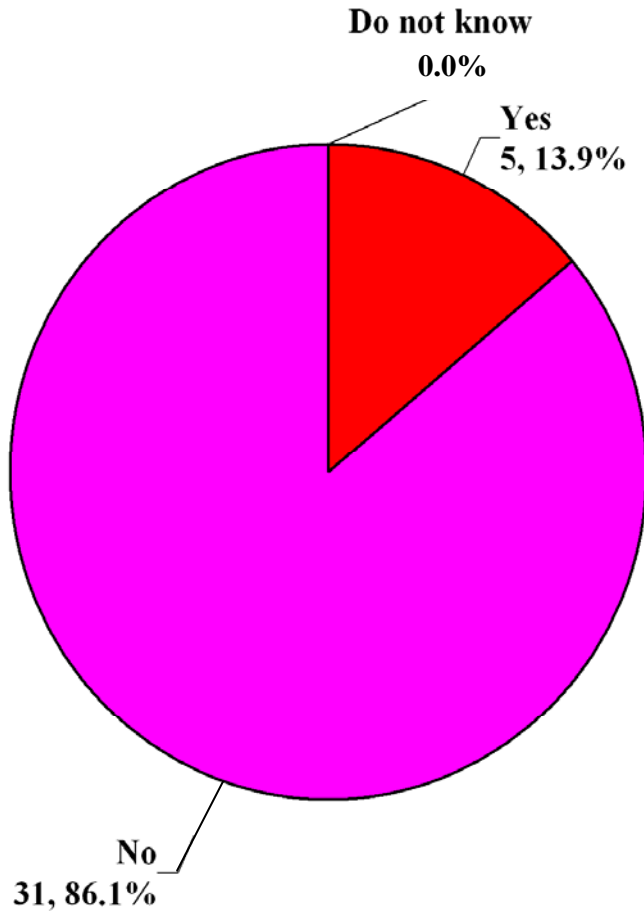


* Note: Multiple answer percentage-count totals not meaningful.

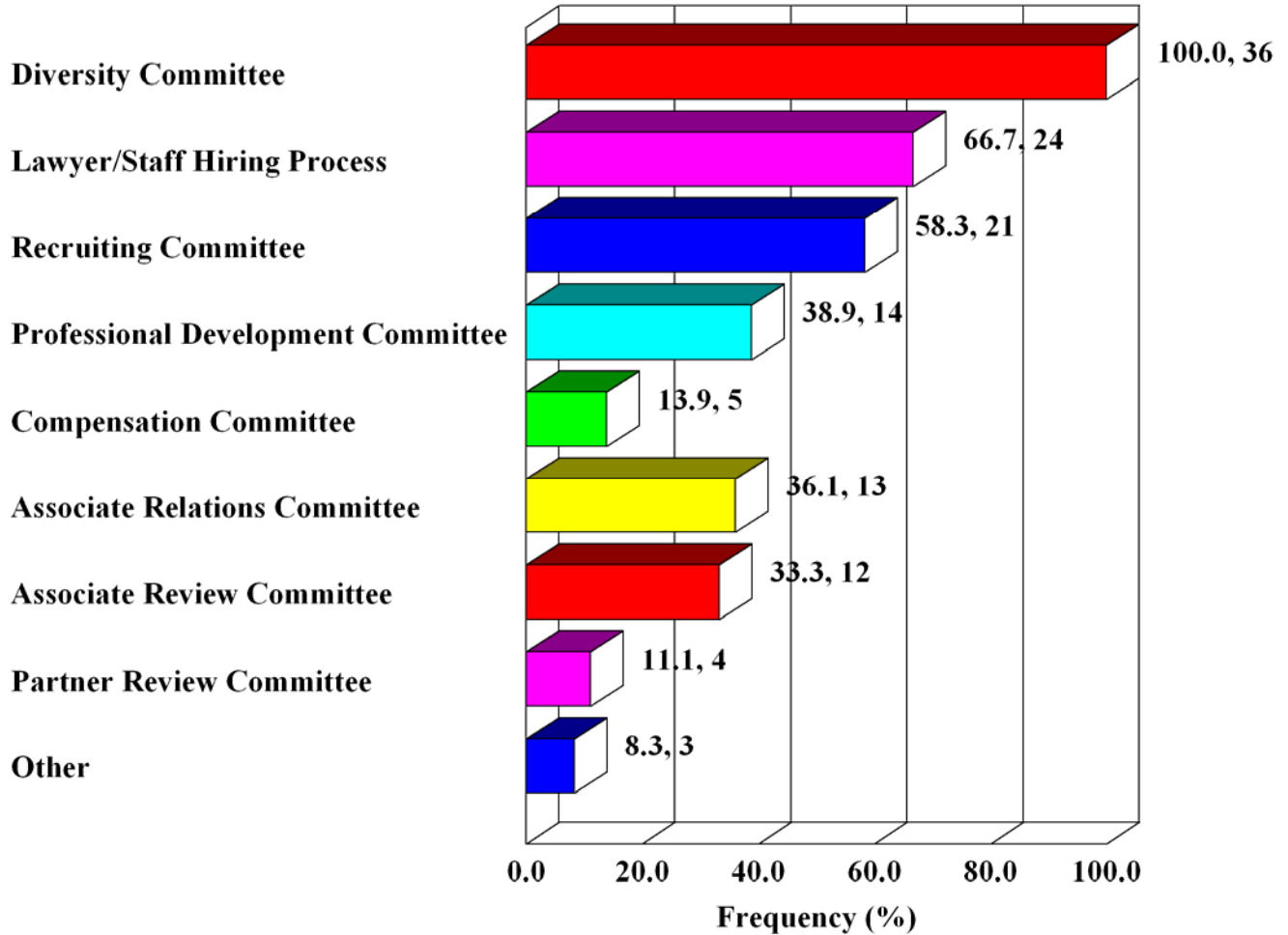
9 Other reporting relationships

- Chief Diversity Partner
- Chief Human Resources Officer
- Director of Legal Recruiting and Diversity
- Director of Legal Recruiting and Diversity
- Director of Professional Resources
- He is the CEO and President
- Legal Personnel Director
- Managing Director of Talent Development
- Partner Chair of Diversity Committee

10. Does the individual serve on the firm's Governing Committee?



11. Does the individual have a role in the firm's:

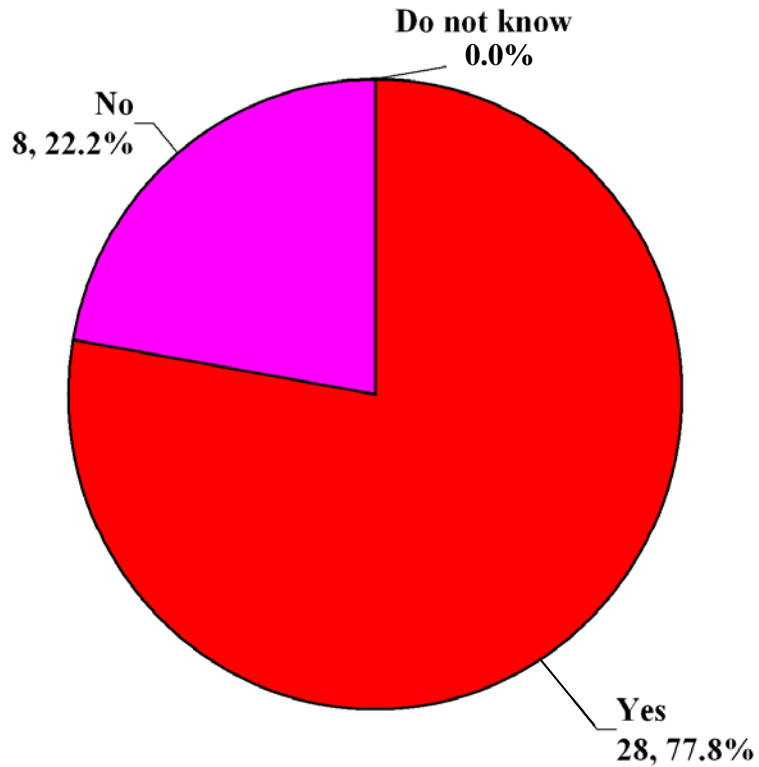


* Note: Multiple answer percentage-count totals not meaningful.

3 Other role in firm

- Firm Training Committees
- Summer Program Committee
- Women in the Profession Committee

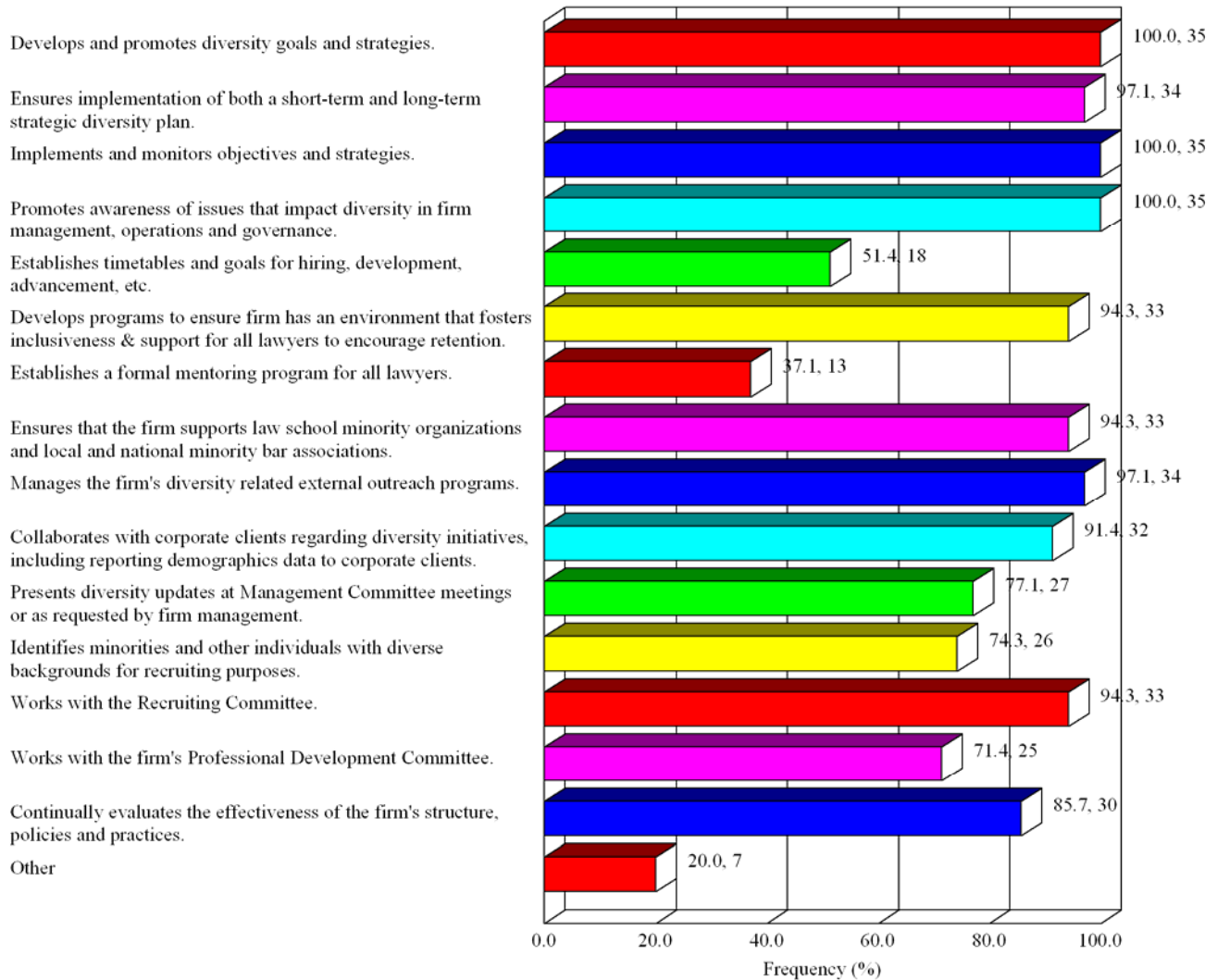
12. Does the individual have staff supporting the position?



12. a. If yes, how many staff positions report to the individual?

Number of Staff Positions	
Average	1.6
Minimum	0.0
Maximum	7.0

13. Identify areas of responsibility.



*** Note: Multiple answer percentage-count totals not meaningful.**

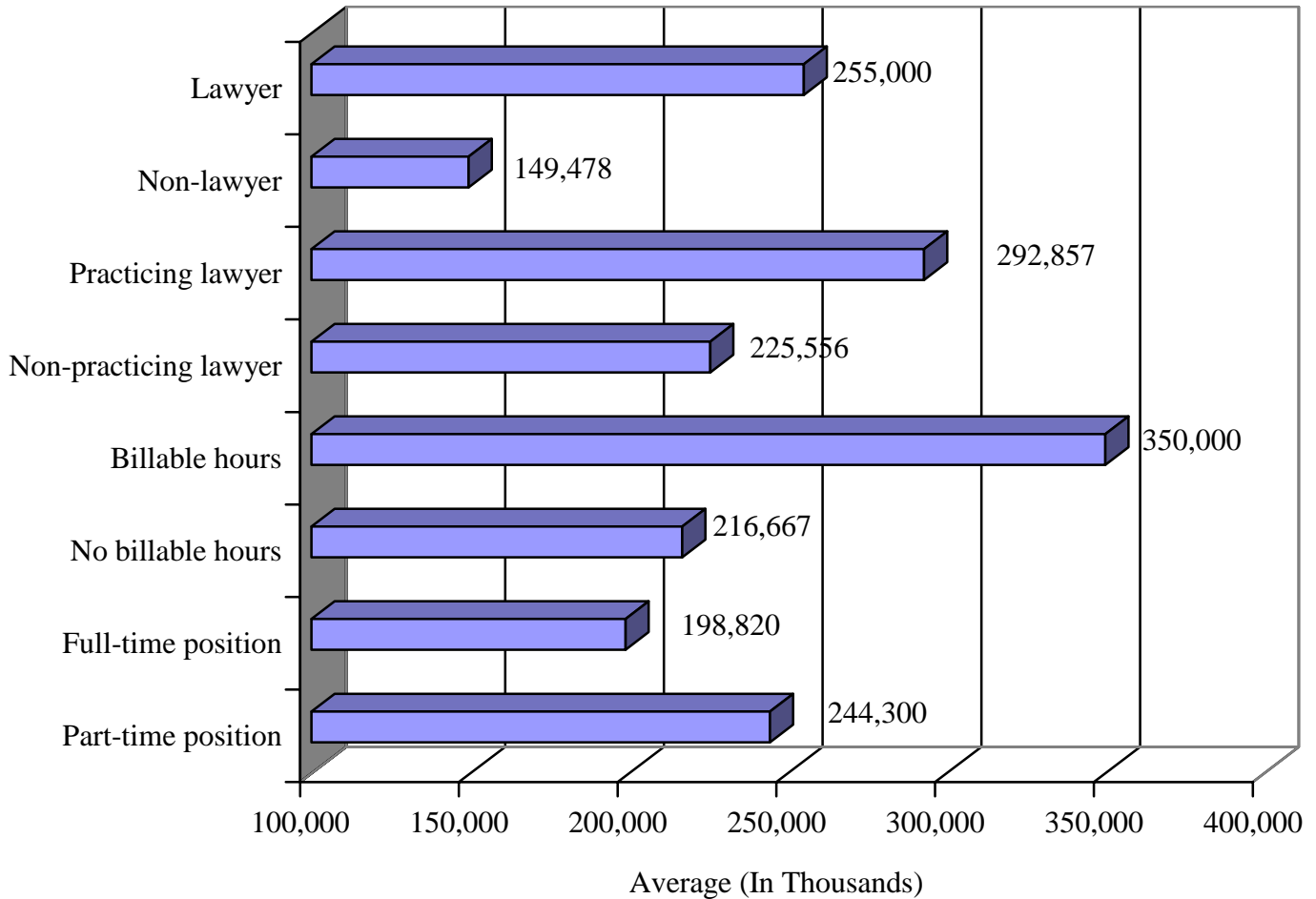
7 Other areas of responsibility

- Manage budget, organize diversity retreat, create agenda for and moderate monthly conference call, respond to all diversity-related surveys, and serve as liaison between diverse associates and partners.
- Manages the Firm's Supplier Diversity Program.
- Ombudsman for diverse lawyers.
- Oversee community outreach program firmwide.
- Oversee internal affinity groups and local office diversity activities, promote firm's diversity profile externally, and serve as general internal diversity knowledge resource.
- Serves as internal diversity consultant.

- Works on external and internal diversity marketing such as managing diversity webpage and periodic publication of firmwide diversity newsletter.

14. What is the individual's 2006 annual salary (salary, bonus, benefits)?

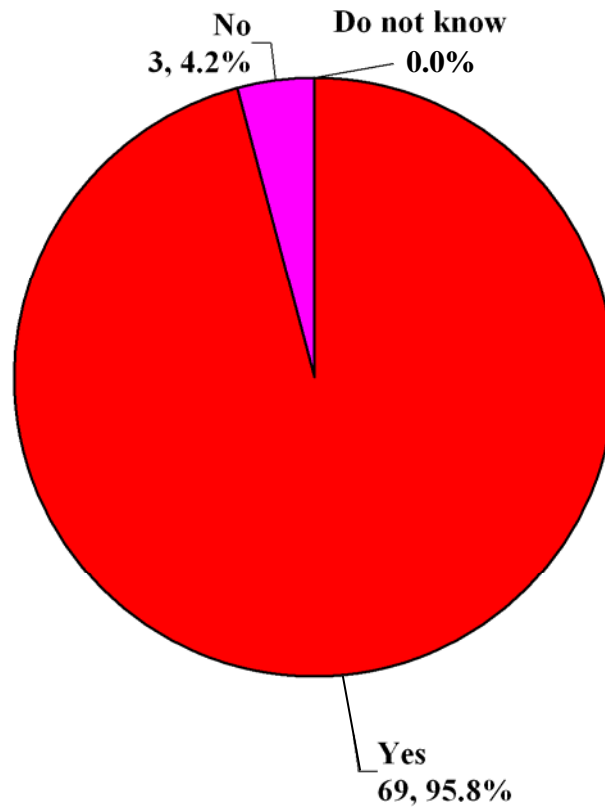
2006 Total Cash Compensation	
Average	\$ 217,012
Median	\$ 175,000
Minimum	\$ 58,000
Maximum	\$ 500,000



15. What is the budget allocation to support the position (including salary)?

Budget allocation (includes salary)	
Average	\$ 513,500
Median	\$ 527,500
Minimum	\$ 30,000
Maximum	\$ 1,300,000

16. Does your law firm have a Diversity Committee?

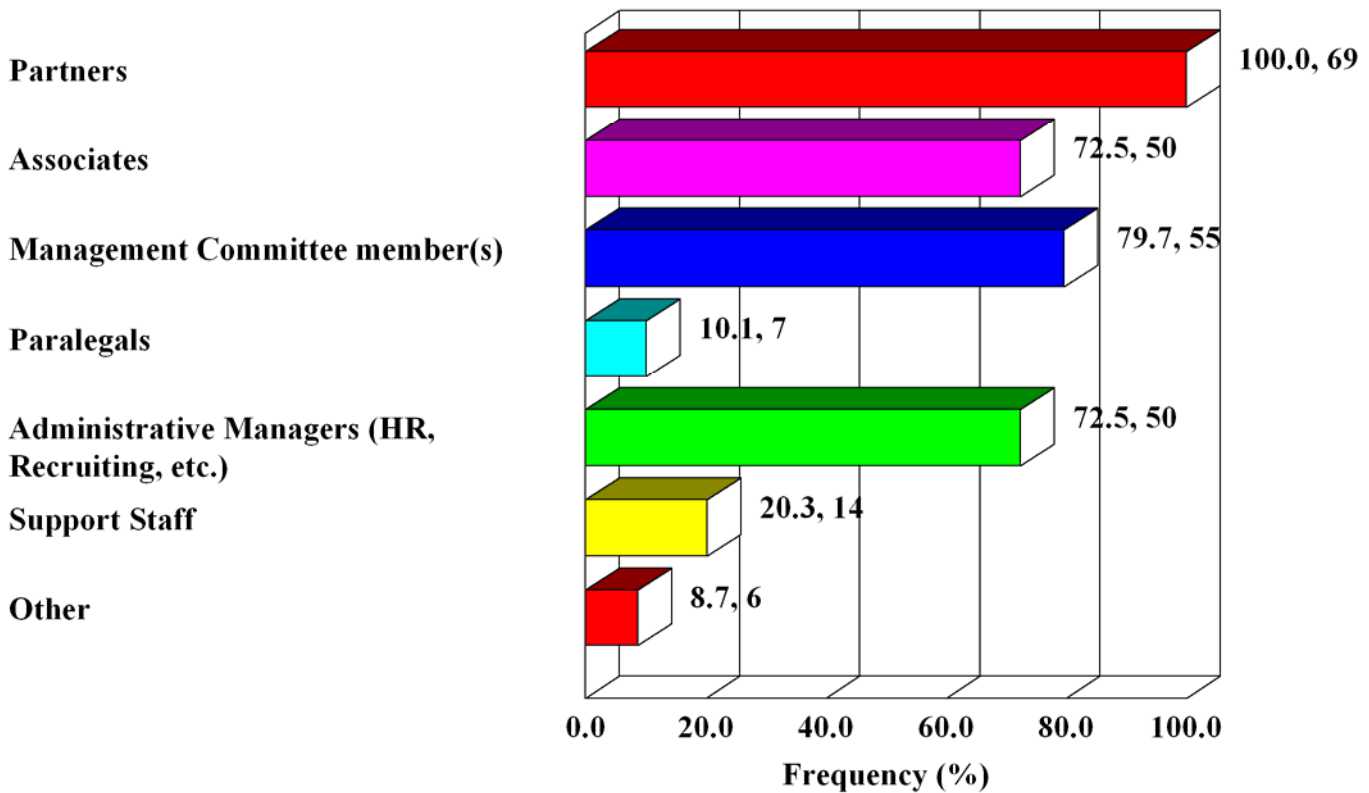


16. a. If no, do you plan on having one within the next 12 months?

Diversity Committee in next 12 months	
Yes	66.7%; 2
No	33.3%; 1
Do not know	0.0%; 0
Totals	100.0%; 3

17. Who are members of the Committee?

Members of the Diversity Committee



* Note: Multiple answer percentage-count totals not meaningful.

6 Other Members of the Diversity Committee

- Counsel (3)
- Chief Human Resources Officer, Committee Chairs (Hiring, Career Development, Evaluation)
- Ex officio recruiting staff members
- Practice Group Leaders