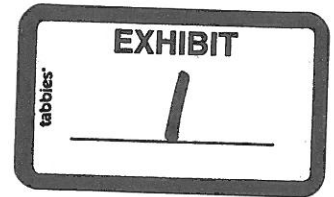




Wisconsin County Mutual Insurance Corporation



April 12, 2017

Ms. Margaret Daun
Milwaukee County Corporation Counsel
901 N. 9th Street, Room #303
Milwaukee, WI 53233

RE: Diversity Reporting

Dear Ms. Daun:

Thank you for forwarding your request for an annual diversity metrics report. It was our understanding that you were originally going to need this by the end of the year, but did confirm in your follow-up e-mail of March 23, 2017 that the deadline for this request was moved up to April 15, 2017.

For a number of reasons, which we will explain, we unfortunately are unable to fulfil this request. First, we would like to point out that the only contract that is in force, is the insurance contract issued by the Wisconsin County Mutual Insurance Corporation (WCMIC). There are no direct contracts between Milwaukee County and defense counsel assigned to defend a covered matter. It is our understanding that your request for this is needed to respond to a inquiry on the status of firms directly hired by the County.

The insurance policy, in place since 1997, makes it completely clear that WCMIC has the right and duty to defend and settle all claims and is the final decision maker with regards to the assignment of counsel for any case. From the very beginning of the successful relationship between WCMIC and Milwaukee County, the selection of defense counsel has been discussed with your office, prior to any assignment. Throughout our history, the decision to retain outside, approved counsel has been made jointly for a number of important reasons we will address.

For a counsel to be selected, a number of requirements need to be met. First and foremost, the firm requesting to be placed on our designated list of approved counsel must be recommended by the Claims Review Advisory Committee (CRAC) and then approved by the WCMIC Board of Directors. We are unable to assign counsel outside of this panel.

There are a number of factors for a firm to be selected and retained on our approved defense counsel list. These factors include geography, type of service and practice areas of a given firm, the ability to provide a certain volume of cases to manage the firm's hourly rate, and most importantly, the constant production of favorable results and our insured's satisfaction with the litigation services provided.

We have never asked for a diversity metric be completed by a firm nor have we tracked this information.

Corporate Management • Wisconsin Counties Association
22 E. Mifflin Street, Suite 900 • Madison, WI 53703
Phone: 866.404.2700 • 608.663.7188 • Fax: 608.663.7189 • www.wisconsincountymutual.org

General Administrator • Aegis Corporation
18550 West Capitol Drive • Brookfield, WI 53045-1925
Phone: 800.236.6885 • Fax: 262.781.7743 • www.aegis-corporation.com



Wisconsin County Mutual Insurance Corporation

The WCMIC Board of Directors recognizes the Milwaukee County Corporation Counsel's Office, as an approved defense firm. As you are aware, the majority of Milwaukee County files are actually handled by the Milwaukee County Corporation Counsel's Office. Those that are not, are usually sent to outside firms for very specific reasons. The typical factors driving this decision include, the size and complexity of the litigation, the experience of an outside firm in handling a prior matter with a particular claimant or question of law, or as a result of a conflict of interest arising from your office.

For instance, the Sheriff's Department is very comfortable with certain attorneys handling employment matters or police professional type claims. As a result of their specialty in dealing with law enforcement issues, these firms have also been consistent in obtaining good results. In another situation, we have used a different firm when Sheriff Clarke has brought a suit against either the County Executive or Milwaukee County Board to avoid conflicts.

Because of the unknown nature of claims and litigation, we are unable to estimate how many files would flow to any given firm, much less an individual attorney. WCMIC understands and supports Milwaukee County's desire to utilize Disadvantaged Business Enterprises (DBEs), Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs) for professional services, when the County is directly contracting with those entities. Our approved panel includes Emile Banks and Associates and prior to their dissolving, it also included the Gonzalez, Saggio & Harlan firm.

As a direct result of these practices, Milwaukee County has enjoyed a very successful record over the last 20 years and not just with the results yielded in litigation. Our partnership has also reduced the number of claims or suits filed and allowed us to control the costs of litigation.

We understand the benefit of having a diverse panel of attorneys and, when necessary, remain committed to our continuing practice of grooming new attorneys that will enable us to maintain providing excellent results for Milwaukee County and all member/owners of Wisconsin County Mutual Insurance Corporation.

Sincerely,

AEGIS CORPORATION

John A. Dirkse

General Administrator

Wisconsin County Mutual Insurance Corporation

CC: Supervisor Willie Johnson, Jr.
Ms. Amy Pechacek
Mr. Brian Knee

Corporate Management • Wisconsin Counties Association
22 E. Mifflin Street, Suite 900 • Madison, WI 53703

Phone: 866.404.2700 • 608.663.7188 • Fax: 608.663.7189 • www.wisconsincountymutual.org

General Administrator • Aegis Corporation

18550 West Capitol Drive • Brookfield, WI 53045-1925

Phone: 800.236.6885 • Fax: 262.781.7743 • www.aegis-corporation.com

Daun, Margaret



From: John Dirkse <john@aegis-wi.com>
Sent: Thursday, April 13, 2017 7:44 PM
To: Daun, Margaret
Cc: Pechacek, Amy; Johnson Jr, Willie
Subject: Diversity Report
Attachments: 041217 WCMIC RESPONSE - DIVERSITY REPORT (2nd Draft).pdf

Ms. Daun,

I am embarrassed to say that a prepared first copy of our letter of April 12th, was sent to you in error. Late this afternoon (April 13th), after my discussion of the matter with Amy Pechacek, I re-drafted several paragraphs of the letter to request a short extension and suggest a more limited scope (also referenced in the body of the email below), rather than to consider ALL of the approved counsel roster.

Brian Knee has asked me to respond to your request for a diversity matrix for all of the law firms on our Approved Defense Counsel roster.

Please accept my apologies for our delay in responding. The Wisconsin County Mutual Insurance Corporation represents Milwaukee County and 51 other counties statewide. WCMIC engages approved counsel throughout the state and many would have no involvement in the representation of Milwaukee County. Our selection/approval process has been shaped and refined over the past 30 years and we are proud of the success that our panel of defense firms has produced.

After considerable internal discussion on how best to develop this information, I have attached an explanation regarding the request and our inability to provide you with this report by April 15th. We respectfully request a short extension to gather the data within limited the scope of approved counsel directly involved with likely assignment to represent the County, including the Milwaukee County Corporation Counsel's Office. Please understand that our response is not adversarial, but rather that the collection of such data is currently not part of the criteria considered for the selection, approval and assignment of counsel by the Claims Review Advisory Committee, the Board Claims Committee or the Board of Directors.

I am available to discuss our process and time-proven strategies for representing Milwaukee County and the other members of the Wisconsin County Mutual Insurance Corporation.

Respectfully,

John Dirkse

John A. Dirkse
General Administrator
WISCONSIN COUNTY MUTUAL INSURANCE CORPORATION
18550 West Capitol Drive, Brookfield, Wisconsin 53045
Telephone: 800-236-6885
Cell: 414-380-9042



Wisconsin County Mutual Insurance Corporation

April 13, 2017

Email Copy

Ms. Margaret Daun
Milwaukee County Corporation Counsel
901 N. 9th Street, Room #303
Milwaukee, WI 53233

RE: Diversity Reporting

Dear Ms. Daun:

Thank you for forwarding your request for an annual diversity metrics report. Your follow-up e-mail of March 23, 2017 indicated that the deadline for this request was moved up to April 15, 2017. We respectfully request a short extension of this deadline and to limit the scope of this voluntary report to approved counsel likely to handle Milwaukee County files. As a result of your office's involvement in many assignments and to be as accurate as possible, I believe that we should include your office in this report.

Based on previous conversations, it is our understanding that your request for this information is needed to respond to an inquiry on the status of firms directly hired by the County.

The insurance policy, in place since 1997, makes it completely clear that WCMIC has the right and duty to defend and settle all claims and is the final decision maker with regards to the assignment of counsel for any case. There are no direct contracts between Milwaukee County and defense counsel assigned to defend a covered matter.

From the very beginning of the successful relationship between WCMIC and Milwaukee County, the selection of defense counsel has been discussed with your office, prior to any assignment. Throughout our history, the decision to retain outside, approved counsel has been made jointly for a number of important reasons we will address.

For a counsel to be selected, a number of requirements need to be met. First and foremost, the firm requesting to be placed on our designated list of approved counsel must be recommended by the Claims Review Advisory Committee (CRAC) and then approved by the WCMIC Board of Directors. We are unable to assign counsel outside of this panel.

There are a number of factors for a firm to be selected and retained on our approved defense counsel list. These factors include practice specialty, ability to handle a volume of cases to manage the firm's hourly rate, geography, consistency of service and most importantly, the constant production of favorable results and our insured's satisfaction with the litigation services provided.

As you are aware, as approved counsel, the Corporation Counsel's office is assigned the majority of Milwaukee County files. Those files that are not, are usually sent to outside firms for very specific reasons. The typical factors driving this decision include, the size and complexity of the litigation, the experience of an outside firm in handling a prior matter with a particular claimant or question of law, or as a result of a conflict of interest arising from your office.

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Ms. Margaret Daun
April 13, 2017
Page Two

For instance, the Sheriff's Department is very comfortable with certain attorneys handling employment matters or police professional type claims. As a result of their specialty in dealing with law enforcement issues, these firms have also been consistent in obtaining good results. In another situation, we have used a different firm when Sheriff Clarke has brought a suit against either the County Executive or Milwaukee County Board to avoid conflicts.

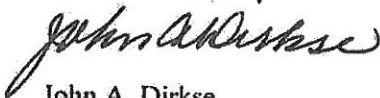
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We understand the benefit of having a diverse panel of attorneys and, when necessary, remain committed to our continuing practice of grooming new attorneys that will enable us to maintain providing excellent results for Milwaukee County and all member/owners of Wisconsin County Mutual Insurance Corporation.

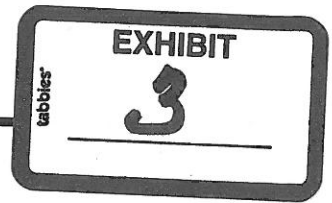
Sincerely,

AEGIS CORPORATION



John A. Dirkse
General Administrator
Wisconsin County Mutual Insurance Corporation

CC: Supervisor Willie Johnson, Jr.
Ms. Amy Pechacek
Mr. Brian Knee



Daun, Margaret

From: Brian Knee <brian@aegis-wi.com>
Sent: Tuesday, May 30, 2017 1:15 PM
To: Daun, Margaret
Subject: RE: diversity reporting
Attachments: 1057_001.pdf

Hi Maggie:

Attached are the initial responses that we received from the eight firms with open files or are likely to be assigned to do work for Milwaukee County within the next year.

Please review and if you are in need of any further information or have any specific questions any firm needs to answer please advise. I'll follow up with them to get this information as well.

Thanks,
Brian J. Knee, Litigation Case Manager
WI County Mutual Insurance Corporation
Aegis Corporation
18550 W. Capitol Drive
Brookfield, WI 53045
(262) 252-6535 – Direct
bknee@aegis-wi.com

From: Daun, Margaret [<mailto:Margaret.Daun@milwaukeecountywi.gov>]
Sent: Monday, May 15, 2017 2:50 PM
To: Brian Knee <brian@aegis-wi.com>
Cc: Pechacek, Amy <Amy.Pechacek@milwaukeecountywi.gov>; Foley, Colleen <Colleen.Foley@milwaukeecountywi.gov>; Kuglitsch, Paul <Paul.Kuglitsch@milwaukeecountywi.gov>
Subject: Re: diversity reporting

Great, thanks.

On May 15, 2017, at 2:13 PM, Brian Knee <brian@aegis-wi.com> wrote:

I actually gave the firms until May 12 as the deadline. I have five of the eight firms. I await our afternoon mail to see if the others sent it out via regular mail. I will follow-up later this afternoon after the mail for those who I have not yet received.

From: Daun, Margaret [<mailto:Margaret.Daun@milwaukeecountywi.gov>]
Sent: Monday, May 15, 2017 11:40 AM
To: Brian Knee <brian@aegis-wi.com>
Cc: Pechacek, Amy <Amy.Pechacek@milwaukeecountywi.gov>; Foley, Colleen <Colleen.Foley@milwaukeecountywi.gov>; Kuglitsch, Paul <Paul.Kuglitsch@milwaukeecountywi.gov>
Subject: diversity reporting

Brian,

I am checking in on the diversity reporting piece. After our discussion, we had previously set May 5 as the deadline. Thank you!

<image001.png>

Margaret C. Daun

Corporation Counsel

margaret.daun@milwaukeecountywi.gov

(414) 278-4315

(414) 552-5774 (cell)

901 North 9th Street, Room 303

Milwaukee, WI 53233

This message is intended for the sole use of the individual and entity to which it is addressed, and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If you are not the intended addressee, nor authorized to receive for the intended addressee, you are hereby notified that you may not use, copy, disclose or distribute to anyone the message or any information contained in the message. If you have received this message in error, please immediately advise the sender by reply email and delete the message.

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EMILE BANKS & ASSOCIATES, LLC

Attorneys at Law

Vicki L. Arrowood
Emile H. Banks, Jr.*
Brian J. Frank
Denise M. Harron
Karri E. Johnson
Patti J. Kurth
Michael L. Quirk
Brenda M.S. Rivecca
Amy W. Siech

1200 North Mayfair Road, Suite 290
Milwaukee, Wisconsin 53226

Telephone:
(414) 777-0000
Facsimile:
(414) 777-0090

Amber L. Applegate, Paralegal
Lisa L. Kritske, Paralegal
Thomas C. Wintiecki, Paralegal

* also licensed in Arizona

May 16, 2017

VIA EMAIL

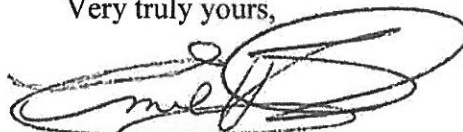
Mr. Brian J. Knee
Litigation Case Manager
WI Mutual Insurance/Aegis Corporation
18550 West Capitol Drive
Brookfield, WI 53045-1925

Dear Brian:

This letter is in response to your letter dated May 8, 2017 regarding the Diversity Reporting Metrix that you requested.

Emile Banks & Associates, LLC Diversity Metrix				
	Lawyers		Support Staff	
Employees	10		11	
Percentage of Women	60%		82%	
Percentage of Men	40%		18%	
Percentage by Race/Ethnicity	African American	10%	African American	18.2%
	Caucasian	90%	Hispanic	9%
			Caucasian	72.7%
Percentage by Age	18-34 yrs.	10%	18-34 yrs.	18%
	35-50 yrs.	20%	35-50 yrs.	45%
	51-69 yrs.	70%	51-69 yrs.	36%
Percentage by Sexual Orientation Identification	Male	40%	Male	18%
	Female	60%	Female	81%
Percentage of Equity Ownership	100% African American			

Very truly yours,



EMILE H. BANKS, JR.
emile@emilebanksllaw.com

EHB/amb



A Limited Liability Service Corporation

Ronald S. Stadler
Direct Telephone: 414-727-6279
Email: rstadler@mzmilw.com

May 16, 2017

Brian J. Knee, Litigation Case Manager
Wisconsin County Mutual Insurance Corporation
22 E. Mifflin Street, Suite 900
Madison, WI 53703

Dear Mr. Knee:

RE: Diversity Metrics

Mallery & Zimmerman is Wisconsin-based law firm with offices in Milwaukee, Wausau, Stevens Point and Rhinelander.

We currently have 24 attorneys in the firm. Sixteen percent of our attorneys are female and eighty-four percent are male. Four percent of our attorneys are Hispanic and ninety-six percent are Caucasian. In terms of age, one attorney is in the 20-29 range, six are in the 30-39 range, five are in the 40-49 range, six are in the 50-59 range, four are in the 60-69 range and two are beyond the age of 70. In terms of support staff, we employ nine full-time staff members. Sixteen percent of our staff is male and eighty-four percent is female. Sixteen percent of our staff are African American and eighty-four percent are Caucasian. In terms of age, four staff members are in the 30-39 range, two are in the 40-49 range and three are in the 50-59 range.

We do not request or require our attorneys or staff to tell us their sexual orientation and therefore, we have no data on that metric.

Please contact me with any questions.

Very Truly Yours,

/s/Ronald Stadler

RSS:tr

Brian Knee

From: Thomas J Donnelly <tjd@ghnlawyers.com>
Sent: Monday, May 15, 2017 2:19 PM
To: Brian Knee
Subject: RE: Attached Image

Here is the information you have requested for our firm Brian:

Grady, Hayes & Neary LLC is a local firm based in Waukesha, WI. The firm has eight attorneys and eight support staff. Of the Attorneys, 6 are male and 2 are female. All attorneys are white, with five over age 50. Of the support staff, all eight are female; Seven are white and one is Latino; Four are over age 50. There are four equity partners; three are male and one is female; all four are white; three are over age 50. Sexual orientation information is not maintained by the firm.

Please let me know if you would like this information in any other form, and/or if any further information is needed.

Thanks,

Tom Donnelly

-----Original Message-----

From: Brian Knee [mailto:brian@aegis-wi.com]
Sent: Monday, May 15, 2017 12:38 PM
To: Thomas Donnelly <tjd@ghnlawyers.com>
Subject: FW: Attached Image

Hi Tom:

This is a reminder that I need this information.

Thanks,
Brian

-----Original Message-----

From: Brian Knee
Sent: Monday, May 08, 2017 3:55 PM
To: Thomas Donnelly <tjd@ghnlawyers.com>
Subject: FW: Attached Image

Hi Tom:

Attached please find the letter that we previously spoke about regarding one of our insureds requests for diversity metrics to be completed. Please provide me with answers the best you can. If possible, could you provide this to me in the next week or so.

Thanks,
Brian

-----Original Message-----

From: Canon C7270A [mailto:aegis-mfc@aegis.com]
Sent: Monday, May 08, 2017 3:50 PM
To: Brian Knee <brian@aegis-wi.com>
Subject: Attached Image



LEIB KNOTT GAYNOR

May 10, 2017

Samuel J. Leib
414 276 2102
sleib@lkglaw.net

Brian J. Knee
Litigation Case Manager
AEGIS CORPORATION
18550 West Capitol Drive
Brookfield, WI 53045 1925

RECEIVED MAY 12 2017

RE: Diversity Metrics
Our File No. 0.003

Dear Brian:

In response to your letter of May 8, 2017 requesting diversity metrics, Leib Knott Gaynor LLC will provide the following information:

- we are a local firm;
- there are six attorneys, six support staff
- there are six males and six females;
- 50% are Christian; 50% are non-Christian;
- age grouping: 60 or over - 1;
50 to 59 -3;
40 to 49 -1;
30 to 39 -5; and
under 30 - 2.
- sexual orientation - not applicable.

Please do not hesitate to contact me if you have any questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read 'Samuel J. Leib', written over a large, stylized, handwritten 'S' that loops around the name.

Samuel J. Leib

SJL/cdd

LEIB KNOTT GAYNOR LLC

219 North Milwaukee Street | Suite 710 | Milwaukee, WI 53202 | 414-276-2102 | (fax) 414-276-2140

www.lkglaw.net



Samuel C. Hall, Jr.
Direct: (414) 290-7587
E-Mail: shall@crivellocarlson.com

May 15, 2017

VIA EMAIL ONLY

Mr. Brian Knee
Aegis Corporation
18550 W. Capitol Drive
Brookfield, WI 53045-1925

Re: *Crivello Carlson, S.C. Diversity Metrics*

Dear Mr. Knee:

Please accept the data below as a response to your May 8, 2017 correspondence requesting various diversity metrics of our firm:

Firm-Wide (90 Total):

35 Attorneys
15 Paralegals
40 Support and Administrative Staff

Firm-Wide Gender Data:

Female: 66.6%
Male: 33.3%

Firm-Wide Ethnicity Data:

Caucasian: 71.1%
African American: 11.1%
Hispanic/Latino: 11.1%
Native American: 1.1%
Asian/Islander: 5.6%

Firm-Wide Age Data:

25-35: 18.8%
35-45: 24.4%
45-55: 34.4%
55-65: 20.0%

Excellence, Consistency, Integrity

710 North Plankinton Avenue Suite 500 Milwaukee, Wisconsin 53203 Phone: (414) 271-7722 Fax: (414) 271-4438
114 Main Street Mukwonago, WI 53149 Phone: (262) 363 7720 Fax: (262) 363 7721
131 W. Wilson Street, Suite 1004 Madison, WI 53703 Phone: (608) 819 8490 Fax: (608) 819 8494
316 N. Barstow Street Suite F Eau Claire, WI 54703 Phone: (715) 598 1730 Fax: (715) 598 1731
161 North Clark Street Suite 4700 Chicago, Illinois 60601 Phone: (312) 523-2111 Fax: (312) 523-2001
Crivello, Carlson, Piconi & Andrekanis, LLC Office:
1012 Plummer Drive Suite 201 Edwardsville, Illinois 62025 Phone: (618) 655 0008 Fax: (618) 655 0250
www.crivellocarlson.com

65+: 2.2%

Firm-Wide Sexual Orientation Data:

LGBT: 4.4%

Non-Attorney (55 Total):

Non-Attorney Gender Data:

Female: 87.3%

Male: 12.7%

Non-Attorney Ethnicity Data:

Caucasian: 67.2%

African American: 14.5%

Hispanic/Latino: 12.7%

Native American: 0%

Asian/Islander: 5.4%

Non-Attorney Age Data:

25-35: 18.1%

35-45: 23.6%

45-55: 32.7%

55-65: 23.6%

65+: 1.8%

Non-Attorney Sexual Orientation Data:

LGBT: 3.6%

All Attorneys (35 Total):

All-Attorney Gender Data:

Female: 34.2%

Male: 65.7%

All-Attorney Ethnicity Data:

Caucasian: 77.1%

African American: 5.7%

Hispanic/Latino: 8.5%

Native American: 2.8%

Asian/Islander: 5.7%

All-Attorney Age Data:

25-35: 20.0%

35-45:	25.7%
45-55:	37.1%
55-65:	14.3%
65+:	2.8%

All-Attorney Sexual Orientation Data:
LGBT: 5.7%

Equity Partners (12 Total):

Equity-Attorney Gender Data:
Female: 41.6%
Male: 58.3%

Equity-Attorney Ethnicity Data:
Caucasian: 83.3%
African American: 0%
Hispanic/Latino: 8.3%
Native American: 8.3%
Asian/Islander: 0%

Equity-Attorney Age Data:
25-35: 0%
35-45: 8.3%
45-55: 41.6%
55-65: 41.6%
65+: 8.3%

Equity-Attorney Sexual Orientation Data:
LGBT: 8.3%

Board of Directors (5 Total):

Board Gender Data:
Female: 0%
Male: 100%

Board Ethnicity Data:
Caucasian: 80.0%
African American: 0%
Hispanic/Latino: 0%
Native American: 20.0%
Asian/Islander: 0%

Mr. Brian Knee
May 15, 2017
4 | Page

Board Age Data:

25-35:	0%
35-45:	20.0%
45-55:	40.0%
55-65:	20.0%
65+:	20.0%

Board Sexual Orientation Data:

LGBT:	20.0%
-------	-------

If you have any further questions or concerns, please feel free to contact me at your convenience.
Thank you for your attention to this matter.

Very truly yours,

/s/ Samuel C. Hall, Jr.

SAMUEL C. HALL, JR.

TAGLaw International Lawyers

Andrew T. Phillips
Direct Telephone
414-287-1570
aphillips@vonbriesen.com

May 15, 2017

VIA E-MAIL:

Dear Mr. Knee:

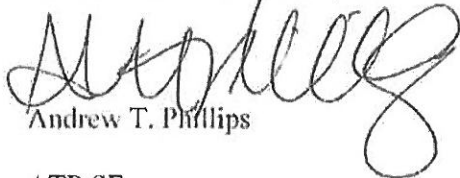
Thank you for your letter. We appreciate your efforts to better serve your insureds and to proactively react to the differences in our society.

As part of your efforts, you have asked us to provide you with a snapshot of the diversity in our firm overall. von Briesen & Roper classifies as a local firm with over 150 lawyers in offices in Milwaukee, Madison, Waukesha, Hartland, Oshkosh, Appleton, and Green Bay.

On the following page, you will find the statistics and metrics you have requested.

Very truly yours,

von BRIESEN & ROPER, s.c.



Andrew T. Phillips

ATP:SF

von Briesen & Roper, s.c. Diversity Metrics

Total Lawyers and Support Staff: 282

Lawyers: 155

Men: 71%
Women: 29%
African American: .6%
Hispanic: 3%
Asian: .6%
Native Hawaiian or
Other Pacific Islander: 0%
White: 95%
25 – 34: 19%
35 – 44: 21%
45 – 54: 19%
55 – 64: 23%
65 – 74: 14%
75 Years or Older: 4%
Openly LGBT: .6%

Staff: 127

Men: 15%
Women: 85%
African American: 2%
Hispanic: .8%
Asian: 2%
Native Hawaiian or
Other Pacific Islander: 2%
White: 94%
25 – 34: 17%
35 – 44: 27%
45 – 54: 23%
55 – 64: 27%
65 – 74: 6%
75 Years or Older: 0%
Openly LGBT: .8%

Appleton Office: 2

Lawyers: 1

Men: 100%
Women: 0%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 0%
35 – 44: 0%
45 – 54: 100%
55 – 64: 0%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Staff: 1

Men: 0%
Women: 100%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 0%
35 – 44: 0%
45 – 54: 100%
55 – 64: 0%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Green Bay Office: 5

Lawyers: 2

Men: 100%
Women: 0%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%

Staff: 3

Men: 0%
Women: 100%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%

White: 100%
25 – 34: 0%
35 – 44: 0%
45 – 54: 100%
55 – 64: 0%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

White: 100%
25 – 34: 33%
35 – 44: 0%
45 – 54: 67%
55 – 64: 0%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Hartland Office: 5

Lawyers: 3

Men: 33%
Women: 67%
African American: 0%
Hispanic: 33%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 67%
25 – 34: 0%
35 – 44: 0%
45 – 54: 33%
55 – 64: 0%
65 – 74: 67%
75 Years or Older: 0%
Openly LGBT: 0%

Staff: 2

Men: 0%
Women: 100%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 0%
35 – 44: 0%
45 – 54: 50%
55 – 64: 0%
65 – 74: 50%
75 Years or Older: 0%
Openly LGBT: 0%

Madison Office: 24

Lawyers: 16

Men: 75%
Women: 25%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 6%
35 – 44: 31%
45 – 54: 19%
55 – 64: 13%
65 – 74: 31%
75 Years or Older: 0%
Openly LGBT: 0%

Staff: 8

Men: 0%
Women: 100%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 0%
35 – 44: 50%
45 – 54: 50%
55 – 64: 0%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Milwaukee Office: 218

Lawyers: 121

Men: 71%
Women: 29%
African American: .8%
Hispanic: 3.3%
Asian: .8%
Native Hawaiian or
Other Pacific Islander: 0%
White: 95%
25 – 34: 20%
35 – 44: 22%
45 – 54: 17%
55 – 64: 25%
65 – 74: 11%
75 Years or Older: 5%
Openly LGBT: .8%

Support Staff: 97

Men: 18%
Women: 82%
African American: 2%
Hispanic: 1%
Asian: 2%
Native Hawaiian or
Other Pacific Islander: 1%
White: 94%
25 – 34: 16%
35 – 44: 26%
45 – 54: 20%
55 – 64: 31%
65 – 74: 7%
75 Years or Older: 0%
Openly LGBT: 0%

Oshkosh Office: 11

Lawyers: 6

Men: 83%
Women: 17%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 50%
35 – 44: 17%
45 – 54: 0%
55 – 64: 17%
65 – 74: 17%
75 Years or Older: 0%
Openly LGBT: 0%

Support Staff: 5

Men: 20%
Women: 80%
African American: 0%
Hispanic: 0%
Asian: 0%
Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 40%
35 – 44: 20%
45 – 54: 0%
55 – 64: 20%
65 – 74: 20%
75 Years or Older: 0%
Openly LGBT: 20%

Waukesha Office: 18

Lawyers: 6

Men: 50%
Women: 50%
African American: 0%
Hispanic: 0%
Asian: 0%

Support Staff: 12

Men: 17%
Women: 83%
African American: 0%
Hispanic: 0%
Asian: 8%

Native Hawaiian or
Other Pacific Islander: 0%
White: 100%
25 – 34: 17%
35 – 44: 00%
45 – 54: 33%
55 – 64: 50%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Native Hawaiian or
Other Pacific Islander: 8%
White: 83%
25 – 34: 25%
35 – 44: 33%
45 – 54: 17%
55 – 64: 25%
65 – 74: 0%
75 Years or Older: 0%
Openly LGBT: 0%

Equity Shareholders: 67

Men: 81%
Women: 19%
African American: 0%
Hispanic: 4.5%
Asian: 1.5%
Native Hawaiian or Other Pacific Islander: 0%
White: 94%
25 – 34: 0%
35 – 44: 24%
45 – 54: 31%
55 – 64: 37%
65 – 74: 6%
75 Years or Older: 2%
Openly LGBT: 0%

Income Shareholders: 40

Men: 45%
Women: 55%
African American: 0%
Hispanic: 5%
Asian: 0%
Native Hawaiian or Other Pacific Islander: 0%
White: 95%
25 – 34: 7.5%
35 – 44: 30%
45 – 54: 17.5%
55 – 64: 22.5%
65 – 74: 20%
75 Years or Older: 2.5%
Openly LGBT: 2.5%

Board of Directors: 5

Men: 80%

Women: 20%

African American: 0%

Hispanic: 0%

Asian: 0%

Native Hawaiian or Other Pacific Islander: 0%

White: 100%

25 – 34: 0%

35 – 44: 20%

45 – 54: 40%

55 – 64: 40%

65 – 74: 0%

75 Years or Older: 0%

Openly LGBT: 0%

Lindner & Marsack
Diversity Reporting Metrics
As of May 9, 2017

	TOTAL	<u>Women/Men</u>		<u>Race</u>		<u>Age</u>					<u>Sexual</u>
		Men	Women	White	Hispanic	20-29	30-39	40-49	50-59	Over 60	<u>Orientation</u>
Lawyers	18	12 67%	6 33%	18 100%	0 0%	1 6%	5 28%	4 22%	4 22%	4 22%	1 6%
Support	9	0 0%	9 100%	8 89%	1 11%	2 22%	1 11%	3 33%	2 22%	1 11%	0 0%
Equity Partners	7	6 86%	1 14%	7 100%	0 0%	0 0%	0 0%	3 43%	2 29%	2 29%	0 0%
Contract Partners	7	4 57%	3 43%	7 100%	0 0%	0 0%	2 29%	1 14%	2 29%	2 29%	1 14%
Associates	4	2 50%	2 50%	4 100%	0 0%	1 25%	3 75%	0 0%	0 0%	0 0%	0 0%
Board of Directors	6	5 83%	1 17%	6 100%	0 0%	0 0%	0 0%	2 33%	2 33%	2 33%	0 0%

HUSCH BLACKWELL

Diversity

DIVERSITY

Why It Matters

Diversity is at the very heart of our ability to serve our clients well. A diverse team, with a variety of insights, talents and experiences, provides the fullest range of perspectives and solutions to client matters. We believe that a culture of inclusivity and openness enhances our commitment to serve our clients, profession and community by building a workforce of people with varied backgrounds where individual differences are appreciated.

At Husch Blackwell, we reinforce diversity through a variety of actions and initiatives:

- Husch Blackwell received a perfect score of 100 percent from the Human Rights Campaign Foundation on its 2017 Corporate Equality Index, earning the distinction of being among the “Best Places to Work for LGBT Equality.”
- We are the largest law firm in the country with an African-American as its chairman.
- Seven of the nine attorneys elected to the firm's partnership in 2017 are women.
- Approximately 48 percent of our associates are women.
- We are a lead sponsor of a new LGBTQ+ scholarship program launched by the Cream City Foundation that disbursed \$43,500 in scholarship funds to 31 students in the Milwaukee area.
- We received an “A” grade on the 2016 Diversity Report Card by the Austin Black Lawyers Association for our exceptional minority recruitment, hiring and retention efforts.
- Women lead our Real Estate, Development & Construction industry group; our Austin, Madison and Memphis offices; and hold key administrative leadership roles, including chief talent officer, director of recruiting and director of risk management.
- Our chairman and firm are active members of the Leadership Council on Legal Diversity, an organization of corporate chief legal officers and law firm leaders who have dedicated themselves to creating a truly diverse profession.
- We are a member of the Coalition of Women's Initiatives in Law.
- Since 2004, we have actively continued to develop True North, the firm's own professional enrichment program for female attorneys and clients.
- Our lawyers and staff have played key leadership roles for the Heartland Diversity Legal Job Fair in Kansas City, Mo., and the St. Louis Diversity Job Fair.

- We have supported scholarship programs that assist minority law students at Washington University in St. Louis, Saint Louis University, the University of Missouri-Columbia, the University of Missouri-Kansas City and the University of Kansas.
- Under the firm's alternative work schedule policy, we encourage attorneys to request part-time or flex-time work schedules rather than leave the firm or the practice of law.
- The firm's partner evaluation and commitment plans ask for specific actions that each partner has taken to foster our diversity enhancement efforts.
- We are signatories to the diversity commitments and action plans of local bar associations, including the Kansas City Bar Association's Diversity Action Plan and the Omaha (Neb.) Diversity Commitment.



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Marlon Lutfiyya
 Director of Diversity and Inclusion
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In the News

February 22, 2017 | *News Releases*

Jones, Gutierrez Nominated for Leadership Council on Legal Diversity Fellowships
 Real Estate, Development & Construction

February 22, 2017 | *In The News*

St. Louis Lawyer: One Size Doesn't Fit All

December 9, 2016 | *In The News*

Kansas City Star: Some KC employers earn top marks for LGBTQ inclusion 

December 6, 2016 | *In The News*

St. Louis Business Journal: 13 St. Louis companies named 'Best Places to Work for LGBT Equality' 



Husch Blackwell Welcomes
Diverse New Partner Class



HUMAN
RIGHTS
CAMPAIGN[®]

Husch Blackwell Scores 100 Percent
on Corporate Equality Index

As of 03/31/17

Category	Title	Percentage
Women	Partners	22%
	Associates	51%
	Counsel	45%
Minority	Partners	5%
	Associates	13%
	Counsel	11%
LGBT	Partners	1%
	Associates	2%
	Counsel	1%

DIVERSITY POLICY

The Firm is fully committed to the goal of fostering and preserving a culture of diversity and inclusion through the recruitment, retention and advancement of diverse personnel.

We have long embraced the principles of equal employment opportunity and have long recognized that diversity is an integral component of any continuing quest for excellence within the Firm.

Our human capital is the most valuable asset we have. We embrace and encourage our personnel' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our personnel unique.

In order to advance our commitment to diversity, the Firm:

- (1) Continues to expand, as is possible and appropriate, the level of diversity within the Firm's leadership positions, including those in management, committees and practice groups.
- (2) Evaluates our leadership's efforts at encouraging the recognition of the contributions made by all personnel within the firm, thus advancing the Firm's diversity as set forth in this policy.
- (3) Emphasizes, with all personnel, the Firm's long-standing policy of encouraging the reporting of discrimination or harassment based on sex, race, national origin, age, disability or any other protected status, in order that such issues are both detected early and are appropriately addressed.
- (4) Organizes effective mentoring initiatives, using both formal and informal mechanisms, and works to ensure such initiatives are accessible and available to all personnel (as appropriate), regardless of sex, race, national origin, age, disability or any other protected status.
- (5) Evaluates the Firm's minority recruiting and retention policies and initiatives on an annual basis.
- (6) Evaluates the Firm's work environment as related to work-life balance on an annual basis.
- (7) Continues to refine our processes for reviewing and approving community focused diversity-related sponsorships and other diversity-related activities.
- (8) Continues to refine our plans for ensuring that attorneys who contribute to the Firm's diversity have opportunities for client visibility and opportunities to develop relationships with law firm management.
- (9) Explores diversity initiatives by and with clients, bar associations and minority organizations that share our commitment to diversity.

The Firm's leadership will work closely with management to ensure that such initiatives are carried out so that we may strengthen diversity throughout the Firm.