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PROGRAM BOOK

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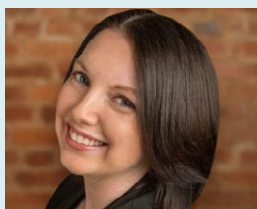
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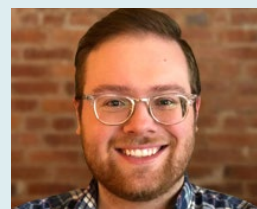
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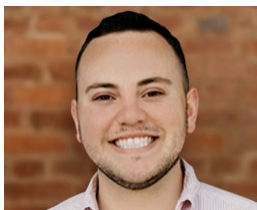
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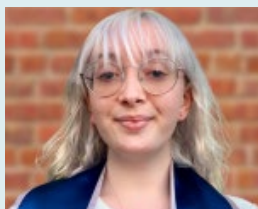
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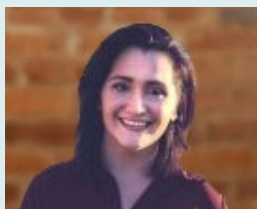
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THE NATIONAL LGBTQ+ BAR ASSOCIATION'S DAN BRADLEY AWARDS

Past Dan Bradley Awardees

2021 | Lavender Law - Virtual **Cathy Sakimura**, Deputy Director & Family Law Director, National Center for Lesbian Rights

2020 | Lavender Law - Virtual **David Lat**, Legal Recruiter - Managing Director, Lateral Link

2018 | Lavender Law - New York City **Justice Rosalyn H. Richter**, Associate Justice, New York State Appellate Division First Department

2017 | Lavender Law 2017 - San Francisco, CA **Douglas Hallward-Dreimeir** and the Pro Bono team at Ropes & Gray LLP

2016 | Lavender Law 2016 - Washington, D.C. **Kevin Cathcart**, former Executive Director of Lambda Legal

2015 | Lavender Law 2015 - Chicago, IL **Mary Bonauto**, Director, Civil Rights Project, GLAD

2014 | **David Rosenblum** Lavender Law 2014 - New York, NY **Evan Wolfson**, Founder and President, Freedom to Marry, Honorary Dan Bradley award presented posthumously to **David Rosenblum**, Legal Director, Mazzoni Center

2013 | Lavender Law 2013 - San Francisco, CA **James Esseks**, Director of Lesbian Gay Bisexual Transgender & AIDS Project, ACLU

2012 | Lavender Law 2012 - Washington, DC **Jennifer Levi**, Director of Transgender Rights Project, GLAD

2011 | Lavender Law 2011 - Hollywood, CA **Nancy Polikoff**, Professor of Law, American University Washington College of Law

2010 | Lavender Law 2010 - Miami Beach, FL **Jon Davidson**, Legal Director, Lambda Legal

2009 | Lavender Law 2009 - Brooklyn, NY Dr. **Frank Kameny**, one of the nation's first and foremost gay activists

2008 | Lavender Law 2008 - San Francisco, CA **Shannon Minter**, Legal Director, National Center for Lesbian Rights; **Therese Stewart**, Chief Deputy City Attorney, City of San Francisco; **Therese Stewart**

2007 | Lavender Law 2007 - San Francisco, CA **Patricia M. Logue**, Associate Judge, Circuit Court of Cook County

2006 | Lavender Law 2006 - Washington, DC **Urvashi Vaid**, Executive Director of the Arcus Foundation

The Dan Bradley Award is the National LGBTQ+ Bar Association's highest honor. It recognizes the efforts of members of the LGBTQ+ legal advocacy community whose work has led the way in our struggle for legal equality. Dan Bradley was the first chair of the American Bar Association Section of the Individual Rights and Responsibilities Committee on the Rights of Gay People. Bradley saw the law as a powerful instrument of social justice, and he believed that lawyers had an obligation to place their skills as advocates at the service of the least powerful among us.



JENNIFER C. PIZER

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Acting Chief Legal Officer, Senior Counsel and Director of Strategic Initiatives

Our movement for LGBTQ+ freedom, equality, and inclusion is, in its essence, about love and honesty. The freedom to live and love as our true selves allows us to be fully present in our own lives, and to bring our full selves into relationships. During these days of frenzied, politically opportunistic, and cruel attacks on trans and nonbinary people, especially TNB youth and their families, physicians, and teachers, we queer cis people must recognize our common need to resist the gender policing and misogyny driving these attacks. The "deviance" from gender norms that some perceive as dangerous is a charge that can be levied against any and all of us.



MIA YAMAMOTO

Law Office of Mia F. Yamamoto
Attorney/Activist

I am grateful and proud to be a small part of the struggle for queer liberation. Our struggle, along with the allyship of other oppressed, marginalized and excluded communities, is rising up in the face of hatred, bigotry and fear, and our voices are rising in opposition to homophobia and transphobia, fighting for the day when our struggles are recognized across society, our contributions acknowledged, and our right to full participation in the mainstream of American society is finally secured. Only through queer liberation will the ideals and aspirations of all Americans will be recognized and realized. When that day comes, we will truly be one nation.

2005 | Lavender Law 2005 - San Diego, CA **Arthur S. Leonard**, Professor of Law at New York Law School and author of Law Notes

2004 | Lavender Law 2004 - Minneapolis, MN **Ruth E. Harlow**, former Legal Director of Lambda Legal Defense and Education Fund; Lead Counsel in the landmark case, Lawrence v. Texas

2003 | Lavender Law 2003 - New York, NY **Matthew Coles**, Director, ACLU National Lesbian and Gay Rights Project; **Leslie Cooper**, Staff Attorney, ACLU Lesbian and Gay Rights Project

2002 | Lavender Law 2002 - Philadelphia, PA **Kate Kendell**, Executive Director, National Center for Lesbian Rights, San Francisco, CA

2001 | Lavender Law 2001 - Dallas, TX **Phyllis Randolph Frye**, Transgender Activist and Civil Rights Leader, Houston, TX

2000 | Lavender Law 2000 - Washington, D.C. **Mark D. Agrast**, Legislative Director & Counsel to Rep. **William H. Delahunt**, Former NLGLA Co-Chair

1999 | Lavender Law 1999 - Seattle, WA Hon. **Stephen M. Lachs**, Los Angeles County Superior Court Judge

1998 | Lavender Law 1998 - Boston, MA **John Ward**, Founder & Former Executive Director of Gay & Lesbian Advocates and Defenders

1997 | Lavender Law 1997 - West Hollywood, CA **Abby Rubinfeld**, Rubinfeld & Associates, Nashville, Tennessee; Former Legal Director of Lambda Legal Defense & Education Fund

1996 | Lavender Law V - New Orleans, LA **Suzanne Goldberg**, Attorney for Lambda Legal Defense & Education Fund; **Tom Stoddard**, Former Executive Director of Lambda Legal Defense & Education Fund; **Jeanne Winer**, Trial Counsel for Plaintiffs in Evans v. Romer; **Tom Stoddard, Jeanne Winer**

1994 | Lavender Law IV-Portland, OR **William E. Adams, Jr.**, Nova University School of Law, Fort Lauderdale, FL

1992 | Lavender Law III - Chicago, IL **Sue Wilson**, Attorney for Sharon Kowalski

1990 | Lavender Law II - Atlanta, GA **Nan Hunter**, Professor, Brooklyn Law School; Former Head of Gay & Lesbian Rights Project, ACLU



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THE NATIONAL LGBTQ+ BAR ASSOCIATION'S FRANK KAMENY AWARD

The National LGBTQ+ Bar Association's Frank Kameny Award honors an individual who, though he or she does not have a J.D., has made extraordinary contributions to the fight for LGBTQ+ equality through the law. This award is dedicated to the memory of Frank Kameny, a tireless advocate for the LGBTQ+ community. The LGBTQ+ Bar is proud to present **Diego Miguel Sanchez** with our 2022 Frank Kameny Award.



DIEGO MIGUEL SANCHEZ

PFLAG National

Director of Advocacy, Policy & Partnerships

A native of Augusta, GA and long-time Massachusetts resident, Diego was most recently Senior Policy Advisor to Congressman Barney Frank until the Representative's

retirement in 2013. Diego made history with that appointment, being the first openly transgender person to work as a senior legislative staff member on Capitol Hill. He also testified before Congress in the historic Transgender Discrimination Hearing in 2008 and that year was named as the first openly trans person ever appointed to the DNC Platform Committee.

Prior to his four years in DC, Diego spent five years as Director of Public Relations and External Affairs at the AIDS Action Committee of Massachusetts, and AIDS Action Council, DC. Before moving into the nonprofit sector, Diego worked for 20 award-winning years in global public relations, marketing, and diversity management at world headquarters of Fortune 500 companies including The Coca-Cola Company, Holiday Inn Worldwide, ITT Sheraton, and Starwood Hotels & Resorts Worldwide and began his career in 1980 at Burson-Marsteller/NY, then the world's largest public relations firm. Diego was among The 100 Most Powerful Latino/s in Corporate America named by Hispanic Business Magazine, named an LGBTQ+ Latino Hero by the Mayor of Washington, DC, in the 100 most powerful Latino/s (Poderometro) in Massachusetts by El Planeta and in 2013, named to the Out 100 and in the Inaugural Trans 100, sponsored by GLAAD.

Accredited in Public Relations, Diego earned a Bachelor of Arts in Journalism with a Major in Public Relations from the University of Georgia, where today he serves on the Journalism College's Alumni Advisory Board and is a member of G-Club, the University's Letterman Club as the only male who earned his letter on the women's tennis team. Diego is a Senior Fellow of UMass Boston's Emerging Leaders Program in the College of Management.

Past Frank Kameny Awardees

2021 | Jamison Green, Owner & President of Transgender Strategies Consulting

2020 | GLMA: Health Professionals Advancing LGBTQ+ Equality

2019 | Judy Shepard, Founding President of the Matthew Shepard Foundation

2018 | Presented in memoriam to **Major Christopher "Tripp" Zanetis**, Associate at Debevoise & Plimpton LLP and Air National Guardsman

2016 | Nadine Smith, Co-Founder and Chief Executive Officer of Equality Florida

2014 | Lieutenant Colonel Jennifer Pritzker, Chair and Founder of the Pritzker Military Museum & Library, President and Founder of the Tawani Foundation and President and CEO of Tawani Enterprises, Inc.

2012 | Dr. Stephen Whittle, OBE, Ph.D., Professor of Equalities Law, Manchester Metropolitan University




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MICHAEL GREENBERG STUDENT WRITING COMPETITION

The Michael Greenberg Writing Competition was established in memory of Michael Greenberg, a former National LGBTQ+ Bar Association board member and Philadelphia attorney who died in 1996 from complications of HIV/AIDS. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on the legal issues affecting LGBTQ+ persons. Each year, the LGBTQ+ Bar receives dozens of submissions from law students on the cutting-edge legal issues affecting the LGBTQ+ community.

Congratulations to the winner and runner up of the **2022 Michael Greenberg Student Writing Competition.** The winning article is considered for publication each year in the *Tulane Journal of Law & Sexuality: A Review of Sexual Orientation and Gender Identity in the Law*, the first student-edited law review devoted to the intersection of LGBTQ+ issues and the law in the United States.



KAILEY PEEL

Winner

“Discriminatory Anti-Transgender Legislation Disguised as ‘Fairness in Women’s Sports’: An Analysis Under the Equal Protection Clause and Title IX”

Kailey Peel is a rising 3L at Florida State University College of Law, and she is currently working as a judicial intern at the Florida Supreme Court. Kailey has served as the Secretary for OUTLaw, FSU Law’s LGBTQ+ interest organization. She is an Executive Editor on Law Review and is also involved in the Business Review and the Journal of Land Use and International Law. For her Law Review Student Note, Kailey analyzed the wave of anti-transgender athlete bills that have been recently adopted by state legislatures under Title IX and the Equal Protection Clause.



CHELSEY BORCHARDT

Runner Up

“Gibson Prison Blues: Categorical Bans on Gender Confirmation Surgery for Inmates as Per Se Unconstitutional”

Chelsey Borchardt (she/her) attended the University of Nebraska College of Law and received her J.D. with distinction in May 2022. She earned a B.F.A. in Creative Writing from the University of Nebraska at Omaha and went on to become a first-generation law student. While studying at Nebraska Law, Chelsey served as the Membership Chair of the Nebraska Moot Court Executive Board, the Articles Editor for the Nebraska Law Review, and a student representative of Nebraska OUTLaw. In addition, she clerked for Fraser Stryker PC LLO and the ACLU of Nebraska, where she assisted with civil rights litigation and legal issues impacting the local LGBTQIA+ community. During her 3L year, she externed with the United States District Court for the District of Nebraska. Chelsey will sit for the Nebraska bar exam in July 2022. Following the bar exam, she will begin clerking for the Honorable William B. Cassel of the Nebraska Supreme Court in August. She thanks her family, friends, mentors, and professors for their tremendous support as she pursues her dream of becoming a lawyer.

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LEADING FAMILY LAW PRACTITIONER AWARD

The Leading Family Law Practitioner Award is presented to honor an attorney or attorneys who have improved the lives of members of the LGBTQ+ community through outstanding legal work. Awardees demonstrate a longstanding commitment to providing legal services of a high quality to the LGBTQ+ community, including providing significant pro bono work or taking leadership roles in significant impact litigation for the benefit of LGBTQ+ individuals.

This year, we are proud to present the Leading Family Law Practitioner Award to **Deborah H. Wald.**



DEBORAH H. WALD

The Wald Law Group

Managing Partner

Deborah H. Wald is the Managing Partner of The Wald Law Group, a full-service family law firm based in San Francisco, California. While her law firm handles all aspects of family law, Deborah H. Wald herself focuses almost entirely on children. Her practice is divided between family formation – including egg and sperm donation, surrogacy and adoption – and parentage and custody litigation. She is a Certified Family Law Specialist, certified by the State Bar of California. She is a Fellow of the Academy of Adoption & Assisted Reproduction Attorneys (AAAA), and is the President Elect of the Academy of California Adoption/Assisted Reproduction Lawyers. She has been involved for many years in both legislation and litigation that has helped frame California's approach to determining parentage in general and to protecting the rights of LGBTQ+ parents in particular. She is the standing Chair of the National Family Law Advisory Council of the National Center for Lesbian Rights. A graduate of Northeastern University School of Law in Boston, Massachusetts (Class of '87), Deborah H. Wald lives in San Francisco with her partner of 40 years and their dog Gracie whose responsibility it is to make sure that no matter how busy Ms. Wald gets, she doesn't forget to start each morning by taking a walk.

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LEGAL SERVICES JUSTICE AWARD

The National LGBTQ+ Bar's Legal Services Justice Award recognizes a Legal Services practitioner whose work on behalf of low-income, marginalized members of the LGBTQ+ and HIV+ communities has advanced the cause of justice and equity with excellence and compassion. The Bar is delighted to give our 2022 Legal Services Justice award to **Allison J. Rice.**



ALLISON J. RICE

Duke University School of Law

Clinical Professor of Law; Director, Health Justice Clinic

Allison J. Rice is a Clinical Professor of Law at Duke Law School and Director of the Health Justice Clinic. The Clinic has been representing low-income people living with HIV in legal matters related to their health for over 20 years.

The Clinic assists clients in cases involving estate planning, disability, insurance, public benefits, names changes, breach of confidentiality, and discrimination. The clinic addresses social determinants of health through legal interventions so that people living with HIV in North Carolina can achieve health and dignity. A key goal is to reduce stigma and discrimination, and to open the eyes of law students who will carry this work forward in their careers.

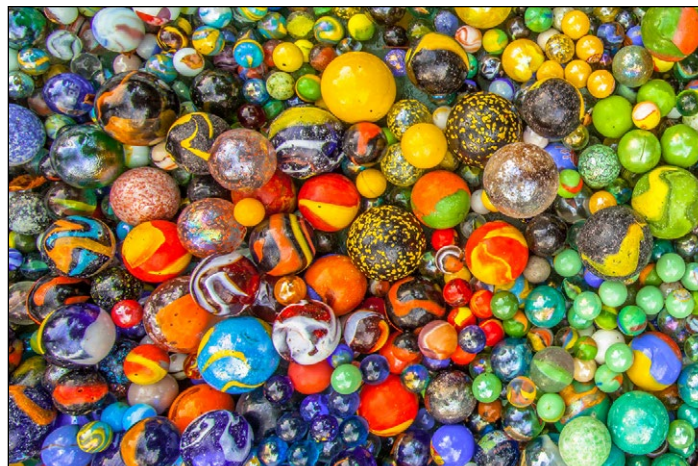
In addition to supervising the work of law students in individual cases, Rice is involved in policy advocacy on behalf of people living with HIV. She has been involved in a successful push to modernize HIV criminal laws in North Carolina, has advocated for access to health care through the Affordable Care Act, monitored policies of the state AIDS Drug Assistance Program, and more recently has been involved in efforts to expand access to gender affirming care in commercial insurance.

Rice is a founding board member of the North Carolina AIDS Action Network and has collaborated extensively with NCAAN on policy issues in North Carolina and nationally. Rice is a member of the North Carolina bar and a graduate of Colgate University and Boston University School of Law.

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In honor of the Honorable Paul G. Feinman, 1960-2021, Associate Judge, New York Court of Appeals. The Judge Paul G. Feinman Scholarship is awarded annually to students who have demonstrated a commitment to the **LGBTQ+ community** and will be working with (as an intern, extern, clerk, etc.) a judge some time prior to the student's final year of law school. Special consideration will be given to students who will be working with a member of the International Association of LGBTQ+ Judges.

SUNNY KHAN FROTHINGHAM

University of North Carolina School of Law, 2L

Sunny is a rising 2L at the University of North Carolina School of Law from Durham, North Carolina. Sunny majored in Public Policy Studies and Gender, Feminist, and Sexuality Studies at Duke University and wrote her undergraduate thesis on efforts to expand trans-inclusive housing in higher education. After college, Sunny worked with the Center for American Progress and Democracy North Carolina in various policy advocacy and data analysis roles. Sunny also served on the first executive board and the first contract negotiation team of the Center for American Progress Staff Union. During Sunny's first year of law school, they facilitated a partnership with North Carolina Central University School of Law's Name Change Clinic in their role as Pro Bono Coordinator for UNC's Lambda Law Students Association. Sunny also served on the founding board of UNC's National Police Accountability Project and joined the Systemic Justice Project at Harvard Law and the Civil Rights Center at Howard Law as a 2021-2022 Justice Initiative Fellow. In Sunny's second year of law school, she will serve as Co-President of UNC's Lambda Law Students Association and as the Legal Observing Coordinator for UNC's National Lawyers Guild Chapter. After law school, Sunny is committed to pursuing a public interest career in the South. This summer, Sunny is working as a law clerk with a federal appellate court.

TAMIA (MIA) PEREZ

University of Nevada - Las Vegas, William S. Boyd School of Law, 3L

Tamia "Mia" Perez is a rising 3L at the University of Nevada - Las Vegas, William S. Boyd School of Law. She obtained her Bachelor of Science in Clinical Psychology and Chemistry from the University of South Carolina, where she actively participated in advocacy work within the Carolina Equality Alliance, an organization with an emphasis on protecting civil liberties affecting marginalized communities. She currently serves as one of the Board of Directors of the National Trans Bar Association, the President of the Health Law Society, Director of Operations for the Black Law Students Association, and the Co-Events Director of OutLaw at her law school, where she leads several community service initiatives that provide access to healthcare and legal resources to marginalized communities who would otherwise not have access to these resources. She is also a student ambassador of Dreambuilders of America's Youth where she has consistently provided mentorship and resources to disadvantaged youth and members of the community for over a decade. She presented as a student

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THE JUDGE PAUL G. FEINMAN SCHOLARSHIPS *continued*

panelist within a workplace discrimination forum sponsored by the New York State Bar Association in addition to moderating a CLE on Gender Identity and Expression: Creating Inclusive Spaces which was also sponsored by the New York State Bar Association.

She is extremely passionate about advocacy and has interned at Murtha Cullina LLP, Avangrid, the Legal Aid Center of Southern Nevada and the Honorable Bill Henderson within the Eighth Judicial District Court. She has also led pro bono initiatives such as the Name Change Clinic, which has helped dozens of trans and GNC individuals within the community. She believes that legislative initiatives, community outreach and advocacy are vital to combatting social injustices that have disproportionately affected the LGBTQ+ community and people of color. She will sit for the New York State bar next year after graduation and has an interest in Health Law and Civil Rights.

ETTY SINGER

Boston University School of Law, 2L

Etty is a first-generation, queer, non traditional student pursuing a JD degree at Boston University School of Law as a member of the class of 2024. This summer Etty will be interning at the United States District Court for the District of Massachusetts with the Honorable Judge Denise J. Casper. As a 2L, she will join the Criminal Law Clinic and will serve as the Vice President of the Criminal Law Society and Vice President of Boston University Disability Law Advocates and Allies.

Etty graduated cum laude from Smith College, class of 2021, with a major in sociology and minor in history. She is passionate about creating a more just society through her legal career.

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NATIONAL LGBTQ+ BAR LAW SCHOOL SCHOLARSHIPS

The National LGBTQ+ Bar Association and Foundation offers three scholarships of \$2,500 each, annually, to an incoming 1L, a rising 2L, and a rising 3/4L. Students must be accepted or enrolled at least half-time in an ABA-accredited law school to be eligible. Our 2022 student winners exemplify the best of our LGBTQ+ law students; the Bar is proud to support their legal education and future careers.



SOREN LANNES

Loyola University New Orleans College of Law, 3L

Soren grew up just outside of New Orleans, LA and moved to Hattiesburg, MS for undergraduate. After undergrad, they wanted to be a teacher. Soren's plan was to teach a couple years in a foreign country to save up money and then come back to the Southern US to teach in their own community, but after 3 years of teaching South Korea, Soren found themselves burnt out and in need of a complete career change. Soren started researching options for going back to school and found energized by the idea of law school and working as a public interest lawyer. Even better, they were able to attend a law school right in their own home town of New Orleans. Now, as a rising 3L, they are looking forward to graduating and having the chance to serve the city that raised them and the most vulnerable people within it.



TAMIA (MIA) PEREZ

William S. Boyd School of Law, University of Nevada, Las Vegas, 2L

Tamia "Mia" Perez is a law student at the University of Nevada – Las Vegas, William S. Boyd School of Law. She obtained her Bachelor of Science in Clinical Psychology and Chemistry from the University of South Carolina, where she actively participated in advocacy work within the Carolina Equality Alliance, an organization with an emphasis on protecting civil liberties affecting marginalized communities.

She currently serves as the President of the Health Law Society, Director of Operations for the Black Law Students Association, and the Co-Events Director of OutLaw at her law school, where she leads several community service initiatives that provide access to healthcare and legal resources to marginalized communities who would otherwise not have access to these resources. She is also a student ambassador of Dreambuilders of America's Youth where she has consistently provided mentorship and resources to disadvantaged youth and members of the community for over a decade. She has presented as a student panelist within a workplace discrimination forum sponsored by the New York State Bar Association in addition to moderating a CLE on Gender Identity and Expression: Creating Inclusive Spaces which was also sponsored by the New York State Bar Association.

Mia is extremely passionate about advocacy and has interned at Murtha Cullina LLP, Avangrid, the Legal Aid Center of Southern Nevada and the Honorable Bill Henderson within the Eighth Judicial District Court. Further, she has led several pro bono initiatives such as the Name Change Clinic, which has helped dozens of trans and GNC individuals within the community.



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We applaud the organization's continued commitment to the development and advancement of LGBTQ+ lawyers, and the ongoing awareness it brings to the industry.

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NATIONAL LGBTQ+ BAR LAW SCHOOL SCHOLARSHIPS *continued*

As a Black woman of trans experience, she has personal knowledge of issues affected the trans and GNC community such as workplace discrimination, access to healthcare, housing, and legal services. She believes that legislative initiatives, community outreach and advocacy are vital to combating social injustices that have disproportionately affected the LGBTQ+ community and people of color. She will sit for the New York State bar next year after graduation and has an interest in Health Law, Intellectual Property and Civil Rights.



SABYNE PIERRE

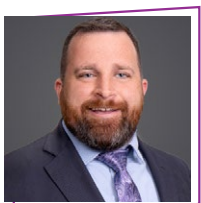
UCLA School of Law, 1L

Sabyne “free” Pierre is a proud native of Newark, NJ, is a spoken word artist, student of abolition, and most importantly a poet at heart. Sabyne is passionate about social change and uses spoken word poetry as a tool of empowerment. They’re interested in using community organizing work in order to dream for a collective,

liberated future. Their activist efforts have led them to Los Angeles, where they will be attending UCLA School of Law as an Achievement Fellow. There, they plan to participate in LGBTQ+ & housing rights and explore advocacy frameworks that are community-centered and led. When they’re not organizing or performing, Sabyne enjoys planning solo trips & losing at trivia.

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Use the QR codes below to learn more about the LGBTQ community at Foley by listening to our podcast—The Path & The Practice—featuring LGBTQ Affinity Group co-chairs Eileen Ridley & Jack Lord.



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Best Law Firms for Diversity, *Vault*

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STUDENT LEADERSHIP AWARDS

The National LGBTQ+ Bar Association's Student Leadership Award is the organization's highest honor for law students. The award recognizes law students who have demonstrated leadership within their school and in the surrounding community, especially in the area of LGBTQ+ equality.



DYLAN BITAR

Winner

Charleston School of Law, 3L

Dylan Bitar is a graduate of the Charleston School of Law and plans to practice in Florida. As a student he served as the president of the LGBTQ+ organization, the Student Bar Association, and the Chair of the SBA Diversity and Inclusion Committee. Through these positions, Dylan has learned to tailor his passion and skills as an advocate for the LGBTQ+ community and other underrepresented communities. He hopes to take his advocacy and experience further to work for non-profit advocacy groups for LGBTQ+ equality and other initiatives on diversity, equity, and inclusion.



EDSON ABADA, JR.

Runner Up

Stetson University College of Law, 3L

Edson Abadia Jr, born and raised in Port Orange, Florida and is a recent graduate of Stetson University College of Law located in Gulfport, Florida. Edson served as President of Lambda Legal Society, Stetson's LGBTQ+ student organization. Under their leadership, Lambda created the Lambda Legal Society PRIDE Scholarship, the first scholarship for current LGBTQ+ and ally students at Stetson, and hosted the Inaugural Pride Flag Raising, Transgender Flag Raising, Alumni Mixer, and numerous events centered around the intersection of art and the law.

Edson also served as a member of Stetson's Campus-Wide Diversity Committee and Student Bar Association's Diversity Committee. In these roles Edson was able to spearhead securing pronoun pins for all students and assisted in drafting and reforming campus policies. Throughout law school, Edson has earned many recognitions, including Stetson's Pride Award, given to a graduating student based on participation in extracurricular activities and service related to the LGBTQ+ community. They have also received the Victor O. Wehle Award and the Diaco Law Book Award, both given to students who excel in Trial Advocacy.

Edson plans to continue contributing to the legal community through his memberships with the Clearwater Bar Association, Tampa's Hispanic Bar Association, and Central Florida's Gay & Lesbian Laws Association. After passing the Bar, Edson will serve as an Associate with Burruezo & Burruezo, PLLC, an employment law firm located in Tampa, Florida. Edson's goal is to represent clients with disabilities and clients who identify as LGBTQ+ with their employment-related disputes and cases.



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We applaud the **National LGBTQ+ Bar Association and Foundation** for its continuous efforts to promote diversity in the legal field.

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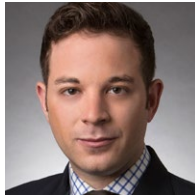
40 BEST LGBTQ+ LAWYERS UNDER 40 AWARDS

The National LGBTQ+ Bar Association is proud to announce the recipients of its annual 40 Best LGBTQ+ Lawyers Under 40 Awards. The LGBTQ+ Bar established this award to recognize LGBTQ+ legal professionals under the age of 40 who have distinguished themselves in their field and who have demonstrated a profound commitment to LGBTQ+ equality.

Congratulations to 2022's winners:



Arielle B. Adler
Counsel
Lowenstein Sandler LLP



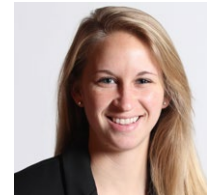
Justin Ross Becker
Senior Managing Associate
Sidley Austin LLP



Andy Blevins
Regulatory Specialist/Law & Policy Counsel
Department of Labor/
Minority Veterans of America



Kristen Chin
Counsel
Akin Gump Strauss Hauer & Feld LLP



Simone Chriss
Director of Transgender Rights Initiative
Southern Legal Counsel



Kate Driscoll
Of Counsel
Morrison & Foerster LLP



Ann Garcia
Staff Attorney
National Immigration Project of the National Lawyers Guild



Mich P. González
Associate Director of Advocacy
Southern Poverty Law Center



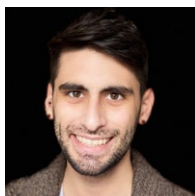
Lauren M. Greene
Special Counsel
Jenner & Block LLP



Heron Greenesmith
Senior Research Analyst
Political Research Associates



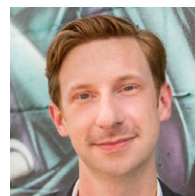
Nicole "Nicki" E. Griffin
Associate Attorney
Metoyer Law Offices



Shane Hebel
Lecturer on Law/Director, New Market and Product Development
Harvard Law School/
OraSure Technologies Inc.



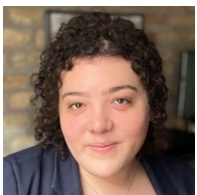
Jennifer Hill
Associate
Hogan Lovells



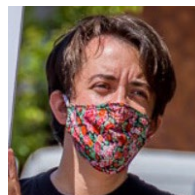
Nicholas Hite
Principal
The Hite Law Group



Denise M. Hunter
LGBTQ+ Program Legal Director
California Rural Legal Assistance, Inc.



Nora Huppert
Staff Attorney
Lambda Legal



Mik Kinkad
Staff Attorney
The Legal Aid Society



Cat Kozlowski
Counsel
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Corey M. Krzan
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Stephen Thomas Kulp
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40 BEST LGBTQ+ LAWYERS UNDER 40 AWARDS

continued



Justin Lee
Partner, Banking & Finance
Weil, Gotshal & Manges LLP



Shauna R. Madison
Managing Partner
Medina Orthwein LLP



Linton Mann III
Litigation Partner
Simpson Thacher & Bartlett LLP



Perry McCall
Staff Attorney
New York Supreme Court, Appellate Division, First Department as a Principal Appellate Court Attorney



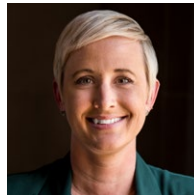
Shayna Medley
Staff Attorney
Transgender Legal Defense & Education Fund



Kadeem Morris
Supervising Attorney
Leading Right to Counsel and the Philadelphia Eviction Prevention Project
Community Legal Services of Philadelphia



Elizabeth Josephine Pinolini
Staff Attorney
Whitman-Walker Health Legal Services



Sonya Laddon Rahders
Staff Attorney,
Regulatory Assistance for Abortion Providers
Resources for Abortion Delivery



Michael Rhoads
Chambers Attorney to Chief Justice Cantil-Sakauye
California Supreme Court



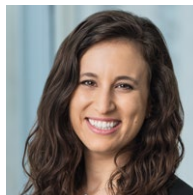
Raymond R. Rollan
Deputy City Attorney
San Francisco City Attorney's Office



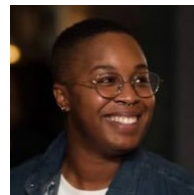
Candelario Saldana
Associate
Cadwalader, Wickersham & Taft LLP



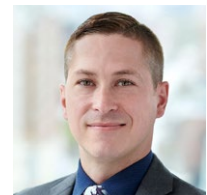
Dana Savage
Assistant Attorney General
Washington Attorney General's Office



Rebekah T. Scherr
Associate
Paul, Weiss, Rifkind, Wharton & Garrison LLP



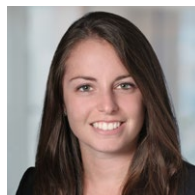
Avatara Smith-Carrington
Staff Attorney
Lambda Legal Defense and Education Fund



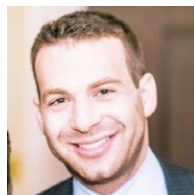
Michael Stefanilo, Jr.
Partner
Brody Hardoon Perkins & Kesten, LLP



Stevie V. Tran
Partner
Tran Arrowsmith PLLC



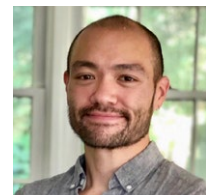
Yael Tzipori
Associate
Sullivan & Cromwell LLP



Justin Weitz
Principal Assistant Chief
Department of Justice, Fraud Section



Eric White
Litigation Partner
Kirkland & Ellis LLP



Daniel Woofter
Associate
Goldstein & Russell, P.C.



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Allen & Overy LLP	Chapman and Cutler LLP	Foley Hoag LLP
Allen Matkins Leck Gamble Mallory & Natsis	Cleary Gottlieb Steen & Hamilton LLP	Fox Rothschild LLP
Alston & Bird LLP	Coblentz Patch Duffy & Bass LLP	Fragomen, Del Rey, Bernsen & Loewy
Amazon	Consilio	Freddie Mac
American Bar Association - ProBAR South Texas Pro Bono Asylum Representation Project	Constangy, Brooks, Smith & Prophete LLP	Fredrikson & Byron, P.A.
Apple	Cook County State's Attorney's Office	Freshfields Bruckhaus Deringer LLP
ArentFox Schiff LLP	Cooley LLP	Fried, Frank, Harris, Shriver & Jacobson LLP
Armstrong Teasdale LLP	Covington & Burling LLP	Frost Brown Todd
Arnold & Porter Kaye Scholer LLP	Cozen O'Connor P.C.	Gibson, Dunn & Crutcher LLP
Axinn, Veltrop & Harkrider LLP	Cravath, Swaine & Moore LLP	GlaxoSmithKline
Baker & Hostetler LLP	Crowell & Moring LLP	Goodwin LLP
Baker Botts L.L.P.	Davis Polk & Wardwell LLP	Google
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Davis Wright Tremaine LLP	Greenberg Traurig, LLP
Baker McKenzie	Debevoise & Plimpton LLP	Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP
Ballard Spahr LLP	Dechert LLP	Hanson Bridgett LLP
Bass, Berry & Sims PLC	Dentons	Haynes and Boone, LLP
Benesch, Friedlander, Coplan & Aronoff	Dickinson Wright PLLC	Hogan Lovells (US) LLP
Berry Appleman & Leiden LLP	Dinsmore & Shohl LLP	Holland & Knight LLP
Blank Rome LLP	DLA Piper LLP	Holwell Shuster & Goldberg LLP
Boies Schiller & Flexner LLP	Dority & Manning PA	Hunton Andrews Kurth LLP
Bradley Arant Boult Cummings LLP	Dorsey & Whitney LLP	Husch Blackwell LLP
Bronx County District Attorney's Office	Duane Morris LLP	Jackson Lewis P.C.
Brooklyn District Attorney's Office	Eckert Seamans Cherin & Mellott, LLC	Jackson Walker LLP
Brownstein Hyatt Farber Schreck LLP	Epstein Becker & Green, P.C.	Jenner & Block LLP
Bryan Cave Leighton Paisner LLP	Eversheds Sutherland LLP	Jones Day
Buchanan Ingersoll & Rooney PC	Faegre Drinker Biddle & Reath LLP	K&L Gates LLP
Buckley LLP	Federal Bureau of Investigation	Katten Muchin Rosenman LLP
Burr & Forman LLP	Fenwick & West LLP	Kilpatrick Townsend & Stockton LLP
Cadwalader, Wickersham & Taft LLP	Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	King & Spalding LLP
California Department of Justice, Office of the	Fish & Richardson P.C.	Kirkland & Ellis LLP

List as of July 19. For most current list, see the Conference App.



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2022 CAREER FAIR RECRUITERS & EXHIBITORS *continued*

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Lee & Hayes	Pillsbury Winthrop Shaw Pittman LLP	Thompson Hine LLP
Legal Aid Society	Polsinelli PC	Thomson Reuters
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Liberty Mutual Insurance	Proskauer Rose LLP	Transamerica Incorporated
Littler Mendelson P.C.	Quarles & Brady LLP	Troutman Pepper Hamilton Sanders LLP
Locke Lord LLP	Quinn Emanuel Urquhart & Sullivan	U.S. Air Force Judge Advocate General Corps
Lowenstein Sandler LLP	Reed Smith LLP	U.S. Army Judge Advocate General Corps
Major, Lindsey & Africa	Reminger Co., LPA	U.S. Department of Justice, Office of Attorney Recruitment and Management
Manatt, Phelps & Phillips, LLP	Robins Kaplan LLP	U.S. Department of Treasury, Office of the Comptroller of the Currency
Mayer Brown	Robinson & Cole LLP	U.S. Navy Judge Advocate General Corps
McDermott Will & Emery	Ropers Majeski PC	Uber
McGuireWoods LLP	Ropes & Gray LLP	USAA
Michael Best & Friedrich LLP	San Francisco Police Department	Van Ness Feldman LLP
Milbank LLP	Schulte Roth & Zabel LLP	Venable LLP
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.	Schwegman Lundberg & Woessner PA	Vinson & Elkins LLP
Mitchell Silberberg & Knupp LLP	Seyfarth Shaw LLP	Vorys, Sater, Seymour and Pease LLP
Montgomery McCracken Walker & Rhoads LLP	Shearman & Sterling LLP	Wachtell, Lipton, Rosen and Katz
Morgan, Lewis and Bockius LLP	Sheppard, Mullin, Richter & Hampton LLP	Waller Lansden Dortch & Davis, LLP
Morrison & Foerster LLP	Shook, Hardy & Bacon L.L.P.	Weil, Gotshal & Manges LLP
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New York City Law Department	Simpson Thacher & Bartlett LLP	White & Case LLP
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New York State Office of the Attorney General	Snell & Wilmer	Willkie Farr & Gallagher LLP
Nixon Peabody LLP	Spencer Fane LLP	WilmerHale
Norton Rose Fulbright US LLP	Squire Patton Boggs	Wilson Sonsini Goodrich & Rosati
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O'Melveny & Myers LLP	Step toe & Johnson	Withers Bergman LLP
Orrick, Herrington & Sutcliffe LLP	Stradley Ronon Stevens & Young, LLP	Womble Bond Dickinson
Paul Hastings LLP	Stroock & Stroock & Lavan LLP	
	Sullivan & Cromwell LLP	

List as of July 19. For most current list, see the Conference App.

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LAVENDER LAW® PLENARIES AND CONFERENCE RECEPTIONS

WEDNESDAY, JULY 27, 2022

AWARDS LUNCHEON – SPONSORED BY AEGON
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12:30 PM – 2:00 PM

Presentation of the 2022 Frank Kameny Award, the Dan Bradley Awards, Leading Family Law Practitioner Award, and Legal Services Justice Award.

GENERAL SESSION I

4:00 pm – 5:30 pm

Returning to Our Roots: The Renewed Importance of State Constitutional Law for LGBTQ+ Equality

State constitutional litigation can be a powerful tool to advance a proactive civil rights agenda at a time when opportunities for creating progressive change in federal courts are imperiled. Today's U.S. Supreme Court is widely regarded to be one of the most conservative in the last century, and appears prepared to roll back individual rights (such as reproductive choice) while simultaneously strengthening protections for religious actors who wish to discriminate freely against LGBTQ people. Due to the

increased hostility of the federal litigation landscape, it is more important than ever for attorneys working for advancement in the rights of LGBTQ+ people to understand the opportunities for progress that state constitutions can provide. The speakers on this panel will discuss the potential of state constitutional law in the context of creating progressive change, including 1) differences between state constitutions and the federal Constitution, 2) ways in which state court judges interpret their constitutions differently or the same as the federal Constitution, and 3) a discussion of how state constitutional litigation paved the way for overturning anti-LGBTQ+ sodomy laws, and later establishing national marriage equality.

Speakers: **Prof. Lee Carpenter** (Rutgers Law School) (Moderator), **Taylor Brown** (ACLU), **Hon. Monica M. Márquez** (Colorado Supreme Court), **Shannon Minter** (National Center for Lesbian Rights)

WELCOME RECEPTION – SPONSORED BY SEYFARTH
SHAW LLP

6:00 pm – 7:30 pm, Poolside

THURSDAY, JULY 28, 2022

GENERAL SESSION II

9:00 am - 10:30 am

History In The Making: A Conversation with LGBTQ+ Members of the Federal Judiciary

The National LGBTQ+ Bar Association and the International Association of LGBTQ+ Judges are proud to present our first Lavender Law® plenary session featuring several of our trailblazing LGBTQ+ federal judges. Our panelists will discuss their unique backgrounds, their pathways to the bench, and how they managed barriers faced along the way. The judges will each touch upon the challenges they still face as LGBTQ+ judges, their confirmation process, and why being out and being visible matters more than ever on the federal bench. Following the panel discussion, the judges will address audience questions about how we can best continue to build

an LGBTQ+ pipeline for the legal profession, including the judiciary. Not for CLE credit.

Speakers: **Dean Anthony Varona** (Moderator, Seattle University School of Law), **Hon. Michael W. Fitzgerald** (United States District Court, Central District of California), **Hon. Darrin Gayles** (Southern District of Florida), **Hon. Maureen A. Tighe** (United States Bankruptcy Court, Central District of California)

AWARDS LUNCHEON – Presentation of the 40 Under 40 and Student Leadership & Scholarship Awards.

12:30 pm - 2:00 pm

CONFERENCE RECEPTION - SPONSORED BY BMW

6:00 pm - 7:30 pm, Poolside

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- LCLD's Top Performer for 6th consecutive year (2016-2021)
- LCLD Compass Award designee (2020-2021)
- Ranked #37 overall in Law360's 2021 Diversity Snapshot
- The National Legal Aid and Defender Association presented Dentons with the 2022 Beacon of Justice Award



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LAVENDER LAW® PLENARIES AND CONFERENCE RECEPTIONS *continued*

FRIDAY, JULY 29, 2022

RECRUITER & STUDENT LUNCH

12:00 pm - 1:00 pm

CAREER FAIR

1:00 pm - 5:00 pm

work environment. Keep a copy of your resume handy to share! Sponsors are encouraged to take this opportunity to showcase their diversity efforts to top level law students and lateral candidates from around the country.

The National LGBTQ+ Bar Association's annual Lavender Law® Career Fair is designed to achieve a sense of community and inclusion for LGBTQ+ candidates within the legal profession's recruiting efforts. By participating in this career fair, candidates will talk directly to LGBTQ+ friendly recruiters from law firms, government agencies, LGBTQ+ rights groups, and corporate

legal departments. Candidates are encouraged to discuss their identity and aspirations to become part of a bias-free



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2022 DIVERSITY, EQUITY AND INCLUSION INDEX

1. **Non-Discrimination Policy:** Does your organization explicitly include “sexual orientation” and “gender identity and expression” as protected classes in its nondiscrimination policy?
2. **Gender-Inclusive Workplace Guidelines:** Does your organization have in place gender-inclusive workplace policies, including, for example, pronoun usage, transition guidelines, privacy considerations, and restroom accessibility?
 - 2a. Do your organization offer **fully-inclusive transition-related health benefits**, including hormone therapy, gender counseling, and gender-affirming surgeries?
 - 2b. Does your organization encourage employees to include **pronouns in their email signature blocks**?
3. **Leave Benefits:** Does your organization offer parental leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
 - 3a. **Nontraditional Family Planning:** Does your organization offer benefits that cover nontraditional family planning, such as in vitro fertilization and adoptive benefits?
 - 3b. **Equal Nontraditional Family Planning:** If so, are those benefits available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
4. **LGBTQ+ Inclusion Trainings:** Does your organization’s diversity, equity and inclusion programming address LGBTQ+ issues, including a comprehensive transgender and nonbinary workplace training?
 - 4a. Does your organization’s **anti-sexual harassment training** explicitly cover same-sex harassment and harassment of transgender/nonbinary people?
5. **LGBTQ+ Affinity Group:** Does your organization have an LGBTQ+ affinity group?
 - 5a. **Number of Affinity Group Members:**
 - 5b. **Percentage of members identifying as LGBTQ+:**
 - 5c. **Percentage of members identifying as allies:**
6. **Self-ID - attorneys:** Does your workplace allow LGBTQ+ employees to self-identify in a confidential and voluntary manner?
 - 6a. **Total number of lawyers, firm-wide?**
 - 6b. **Number of equity partners who identify as LGBTQ+?**
 - 6c. **Number of non-equity partners who identify as LGBTQ+?**
 - 6d. **Number of counsel who identify as LGBTQ+?**
 - 6e. **Number of associate attorneys who identify as LGBTQ+?**
 - 6f. **Number of other attorneys who identify as LGBTQ+?**
 - 6g. **Total Number of LGBTQ+ attorneys who also identify as people of color?**
7. **Pro Bono Hours:** What was the approximate total number of pro bono hours spent by the organization representing individuals regarding LGBTQ+ related issues, or on behalf of an LGBTQ+ organization in the last calendar year?
8. **Billable Credit:** Does your firm give billable credit for work that is directly related to LGBTQ+ diversity efforts (not including pro bono work)?
9. **Sponsorship Program:** Does your firm have a formalized sponsorship program focused on LGBTQ+ attorney retention and promotion?

SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Transition-Related Health Benefits	2b. Pronouns In Email Signature Blocks	3. Leave Benefits	3a. Nontraditional Family Planning	3b. Equal Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-Sexual Harassment Training	5. LGBTQ+ Affinity Group	5a. Number of Affinity Group Members	5b. Percentage Of Members Identifying as LGBTQ+	5c. Percentage Of Members Identifying as Allies	6. Self-ID - Attorneys	6a. Total Number of Lawyers, Firm-Wide?	6b. Number of Equity Partners Who Identify as LGBTQ+?	6c. Number of Non-Equity Partners Who Identify as LGBTQ+?	6d. Number Of Counsel Who Identify as LGBTQ+?	6e. Number Of Associate Attorneys Who Identify as LGBTQ+?	6f. Number Of Other Attorneys Who Identify as LGBTQ+?	6g. Total Number of LGBTQ+ Attorneys Who Also Identify as People of Color?	7. Pro Bono Hours	8. Billable Credit	9. Sponsorship Program
Air Force JAG Corps	Yes	Yes	No	No	Yes	No	Yes	No	Yes	No	0			Yes	1358							N/A	N/A	No
Akerman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40	70%		Yes	747	5	6	3	12	0	8	1250	No	No
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	60	70%	30%	Yes	900	9	N/A	3	31	1	9	N/A	Yes	No
Allen & Overy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	75	40-50%	50-60%	Yes	288*	36	n/a		37		14	N/A	Yes	No
Allen Matkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	4	100%	0%	Yes	210	1	0	0	3	0	2	2	No	Yes
Alston & Bird	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	41	100%	0%	Yes	866	5	7	1	23	5	8	503.1	No	No
Amazon	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	10000			Yes								25	N/A	No
Apple	Yes	Yes	Yes		Yes	Yes		Yes	Yes	Yes				Yes								N/A	N/A	Yes
ArentFox Schiff LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								127	Yes	No
Arizona Diamondbacks	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	23	25%		Yes	3			1	0	0	2	N/A	Yes	Yes
Armstrong Teasdale LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No				Yes	425	3	5	1	4		1	100	Yes	No
Arnold & Porter	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	53	88.70%	11.30%	Yes	933	12	N/A	4	43	5	16	N/A	Yes	No
Axinn, Veltrop & Harkrider	Yes	Yes	No	Yes	Yes	No		No	Yes	No				Yes	108	0	1	0	10	0	0	N/A	No	No
Baker Botts LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	18	100%	0%	Yes	637	2	3	1	14	0	2	1196.3	No	No
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	64	31%	69%	Yes	616	2	4	2	6	1	5	N/A	Yes	Yes
BakerHostetler	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		100%	0%	Yes	945	10	0	2	14	0	2	5000	Yes	Yes
Ballard Spahr LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	68	50%	50%	Yes	641	8	N/A	4	16	1	7	738	Yes	Yes
Bass Berry & Sims PLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	119	10%	90%	Yes	313							135.4	Yes	Yes
Benesch Friedlander Coplan & Aronoff LLP	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	34	30%	70%	Yes	318	1	0	0	6	0	3	20	Yes	No
Berry Appleman & Leiden	Yes	No	No	Yes	No	No	No	No	Yes	Yes	548			No	165								N/A	No
Bilzin Sumberg	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	2%		Yes	99	2	0	0	0	0	0	0	No	No
Blank Rome LLP	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes	Yes	27	85%	15%	Yes	644	3	2	2	6	0	1	N/A	No	No
Boies Schiller Flexner LLP	Yes	Yes	Yes	No	Yes	No	No	No	Yes	Yes	13	100%	N/A	Yes	160	N/A	4	N/A	6	N/A	6	N/A	Yes	No
Bradley	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	10	90%	10%	Yes	571	1	2	0	5	1	2	6.6	No	No
Bronx DA Office	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes				Yes	N/A							N/A	N/A	No
Brooklyn District Attorney's Office	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes				Yes	486							N/A	N/A	No
Brownstein Hyatt Farber Schreck, LLP	Yes	Yes	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	27%	73%	Yes	282	1	2	0	7	1	0	45.3	Yes	Yes
Bryan Cave Leighton Paisner	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	36	100%		Yes	1325	6		8	18	4	3	N/A	Yes	Yes
Buchanan Ingersoll & Rooney PC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40	25	75	Yes	384	1	1	0	3	0	0	N/A	No	No



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inclusion initiatives and results.



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SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Transition-Related Health Benefits	2b. Pronouns In Email Signature Blocks	3. Leave Benefits	3a. Nontraditional Family Planning	3b. Equal Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-Sexual Harassment Training	5. LGBTQ+ Affinity Group	5a. Number of Affinity Group Members	5b. Percentage Of Members Identifying as LGBTQ+	5c. Percentage Of Members Identifying as Allies	6. Self-ID - Attorneys	6a. Total Number of Lawyers, Firm-Wide?	6b. Number of Equity Partners Who Identify as LGBTQ+?	6c. Number of Non-Equity Partners Who Identify as LGBTQ+?	6d. Number Of Counsel Who Identify as LGBTQ+?	6e. Number Of Associate Attorneys Who Identify as LGBTQ+?	6f. Number Of Other Attorneys Who Identify as LGBTQ+?	6g. Total Number of LGBTQ+ Attorneys Who Also Identify as People of Color?	7. Pro Bono Hours	8. Billable Credit	9. Sponsorship Program
Buckley LLP	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No				Yes	121	N/A	0	0	3	3	3	N/A	Yes	No
Burr & Forman LLP	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	Yes	6	33%	67%	Yes	2	0	1	1	0	0	0	128	Yes	No
Cadwalader, Wickersham & Taft LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	77	25%	75%	Yes	358	5	0	2	13	N/A	5	465	Yes	Yes
Carlton Fields	Yes	Yes	Yes		Yes	No	Yes	Yes	Yes	Yes				Yes								N/A	Yes	Yes
Chapman and Cutler LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	8	100%	0%	Yes	232	1	2	0	7	0	5	3267.4	Yes	Yes
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	105	47%	53%	Yes	618	4	N/A	2	48	7	19	2285.4	Yes	Yes
Coblentz Patch Duffy & Bass LLP	yes	yes	yes	yes	Yes	No		No	Yes	Yes	10	100%	0%	Yes	101	3	0	0	0	0	1	42	No	Yes
Consilio LLC	Yes	No	Yes	Yes	Yes	No		Yes	No	Yes	97			No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No
Constangy	Yes	Yes	No	Yes	Yes	No	No	Yes	Yes	No	0	4%		Yes	175	1	1	0	5	n/a	3	200	N/A	Yes
Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	100	20%	20%	Yes	760	n/a	n/a	20	n/a	20	3	N/A	N/A	No
Cooley LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	188	48%	52	Yes	1492	8	N/A	5	65	0	20	5243	Yes	Yes
Covington & Burling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	87	100%		Yes	1273	12	N/A	7	75	10	29	3759.4	Yes	No
Cozen O'Connor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	90	10	Yes	795	1	12	1	12	1	2	491	N/A	No
Cravath, Swaine & Moore LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	28	75%	25%	Yes	474	5	N/A	2	22	N/A		N/A	N/A	No
Crowell & Moring LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	36	100%		Yes	649	5	4	1	23	1	11	916	Yes	No
Davis Polk & Wardwell LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	103	N/A	N/A	Yes	808	6	N/A	7	39	N/A	14	735	N/A	Yes
Davis Wright Tremaine LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	36	100%	0%	Yes	647	10	3	4	15	5	10	226.4	Yes	No
Debevoise & Plimpton, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	66	56%	44%	Yes	667*	6	N/A	4	32	NA	12	3091	No	No
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								857	Yes	Yes
Dentons	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	33	100%		Yes	1269	6		2	17	1	8	2500	Yes	Yes
Dickinson Wright PLLC	Yes	Yes	Yes	Yes	Yes	No		Yes	Yes	No				Yes	475	2	2	1	4	1	0	N/A	Yes	Yes
Dinsmore & Shohl LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	241	15%	85%	Yes	742	1	3	0	16	0	3	350	No	Yes
DLA Piper US	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	47	62%	38%	Yes	1572	9	n/a	4	27	4	9	1178	No	No
Dority & Manning	Yes	Yes	Yes	Yes	Yes	Yes		No	Yes	No				Yes	70	0	0	0	0	0	0	N/A	N/A	No
Dorsey & Whitney LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	80	22.50%	77.50%	Yes	580	1	1	0	5	1	2	241	Yes	Yes
Duane Morris LLP	Yes	No	No	No	Yes	No		Yes	Yes	Yes	26	73%	23%	Yes	791	5	6	3	12		5	N/A	N/A	No
Epstein Becker Green	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	17	14%	3%	Yes		0	2	1	6	0	2	100	Yes	No

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We are **proud** to support **Lavender Law** and join in celebrating the achievement and advancement of LGBTQ+ legal professionals.



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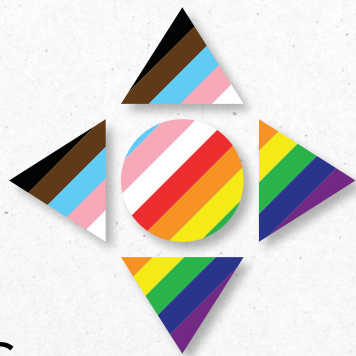
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Eversheds Sutherland (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	22	100%	0%	Yes	430	4	0	3	15	0	5	N/A	Yes	Yes
Faegre Drinker Biddle & Reath LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	68%	32%	Yes	1114	8		1	19		6	571	Yes	Yes
Federal Bureau of Investigation	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	Yes	15	Unknown	Unknown	Yes								N/A	N/A	No
Fenwick & West LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								255.3	No	No
Finnegan	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes				Yes								0	Yes	No
Fish & Richardson PC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	52	100%	N/A	Yes	369	4	2	2	9	0	7	1542.4	N/A	No
Fisher Phillips	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	2.56%	0%	Yes	507	3	4	0	0	1	3	0	No	Yes
Foley & Lardner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	311	24%	76%	Yes	1072	8	N/A	9	15	N/A	6	N/A	No	No
Foley Hoag LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	100%	N/A	Yes	317*	3	4	0	14	1	6	5.9	Yes	Yes
Fox Rothschild LLP	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes	Yes	20	50%	50%	Yes	953	4	5	1	9	N/A	3	45	Yes	No
Fragomen, Del Rey, Bernsen & Loewy, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40			Yes	571	1	5	1	25	N/A	13*	N/A	N/A	No
Freddie Mac	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	315			Yes	215	1	N/A	N/A	N/A	4	2	N/A	Yes	Yes
Fredrikson & Byron, P.A.	Yes	No	Yes	No	Yes	Yes	Yes	No	No	Yes				Yes		2		1				N/A	Yes	No
Freshfields Bruckhaus Deringer US LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	128	21%	79%	Yes	266	3		1	12	0	5	518.6	Yes	No
Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	42	88%	12%	Yes	660	3	0	1	15	0	2	211	Yes	No
Frost Brown Todd	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	19	100%	100%	Yes	545	2	3	0	4	1	0	N/A	No	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	86	100%	0	Yes	1661	.023	.062	.047	.079	0	24	10000	No	Yes
Glaxo Smith Kline	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2500			Yes								N/A	N/A	Yes
Goodwin Law	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	113	54.86%	45.13%	Yes	1800	12	10	2	71	2	35	1954	Yes	Yes
Google LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								N/A	N/A	No
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	63*	87%*	13%*	Yes	2425	26	N/A	9	35	N/A	14	878.4	Yes	Yes
Gunderson Dettmer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	54			No	400							N/A	Yes	No
Hanson Bridgett LLP	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	8	75%	25%	Yes	190	3	3	1	6	N/A	5	210	Yes	Yes
Haynes and Boone, LLP	Yes	Yes	Yes	Yes	Yes	No		Yes	No	Yes	32	50%	50%	Yes	598	4	1	2	10	0	3	N/A	N/A	No
Hogan Lovells US LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	281	23.40%	76.60%	Yes	974	7	2	3	38	6	21	2200	Yes	Yes
Holland & Knight LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	49			Yes	1674	17	10	8	28	1	13	1000	Yes	No
Holwell Shuster & Goldberg LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20	20%	80%	Yes	66	0	0	0	2	2	1	N/A	N/A	Yes

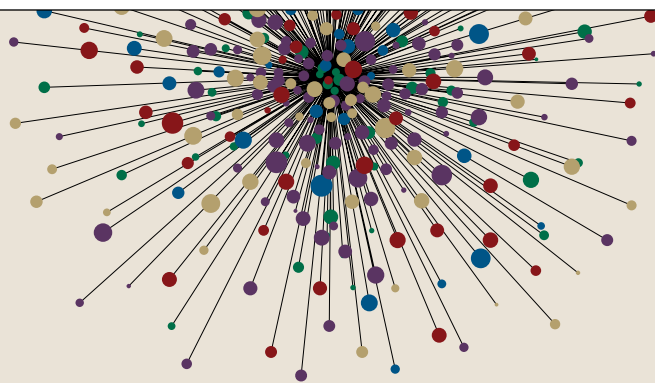


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Hunton Andrews Kurth LLP	Yes	No	Yes	No	Yes	No		Yes	Yes	Yes	38	100%	0%	Yes	907	2	N/A	1	16	19	7	1200	Yes	Yes
Husch Blackwell LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	50	100%	0%	Yes	866	3	2	3	23	1	8	154.3	Yes	Yes
Jackson Lewis P.C.	Yes	Yes	No	Yes	Yes	No		Yes	Yes	Yes	45	50%	50%	Yes	992							N/A	Yes	No
Jackson Walker LLP	Yes	No	No	No	Yes	No	No	No	No	Yes	17	24%	76%	Yes	448	0	3	2	2	0	2	0	No	No
Jenner & Block	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	47	77%		Yes	464	6	6	3	31	3	9	1504.6	Yes	No
Jones Day	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	71*	56%*	44%*	Yes	2500	14*	N/A	2*	32*	2*	4*	N/A	No	No
K&L Gates LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	9	89%	100%	Yes	1134*	4*	6*	0*	22*		9*	462.6*	Yes	No
Katten	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								1260	Yes	Yes
Kilpatrick Townsend & Stockton	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	90	21%	79%	Yes	565	10	N/A	0	7	2	3	134.6	Yes	No
King & Spalding	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	51	100%	0%	Yes	1143	N/A	11	4	32	4	17	3210	No	Yes
Kirkland & Ellis	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	274			Yes	2803	32		1	105		45	7000	Yes	No
Kutak Rock LLP	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	24	62.50%	37.50%	Yes	562	9	1	0	5	0	1	N/A	No	No
Latham & Watkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	264	37%	63%	Yes	3354	25		13	119	12	45	N/A	Yes	No
Lathrop GPM	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	100	23%	77%	Yes	318	1	N/A	1	5	0	0	N/A	Yes	No
Lee & Hayes, PC	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	No				Yes	78	1	1	1	3	0	2	0	N/A	Yes
Lewis Brisbois Bisgaard and Smith LLP	Yes	No	No	No	Yes	No		No	No	Yes	61	100%		Yes	1613	4	18	0	23	N/A	9	N/A	No	No
Liberty Mutual	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	3525			Yes								N/A	N/A	No
Littler Mendelson, PC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	70	73%	9%	Yes	1087	15	8	5	31	4	8	N/A	no	Yes
Locke Lord LLP	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	21	52.40%	47.60%	Yes	620	5	1	2	2	0	0	75	Yes	Yes
Loeb & Loeb LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	5%	N/A	Yes	464	6	4	2		6	6	350	Yes	No
Lowenstein Sandler	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	67	18%	82%	Yes	377	2	4	2	3	0	1	2384.6	Yes	Yes
Major, Lindsey & Africa	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	15	100%	0%	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No
Manatt, Phelps & Phillips	Yes	Yes	Yes	Yes	Yes	Yes		No	Yes	Yes				Yes								360	Yes	No
Mayer Brown LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	1079	6	6	7	46	0	19	1113	Yes	Yes
McDermott Will & Emery	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	65	77%	23%	Yes	991	9	13	5	23	1	15	2155	Yes	No
McGuireWoods LLP	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes	23	99%	1%	Yes	975	2	3	4	14	0	3	N/A	No	Yes
Michael Best & Friedrich LLP	Yes	Yes	Yes	Yes	Yes	No		No	No	Yes	24	50%	8%	Yes	306	3	2	0	6	0	4	80	Yes	No
Milbank LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	131	24.40%	75.60%	Yes	538	4	N/A	3	21	N/A	8	1001	N/A	No
Mintz, Levin, Cohn, Ferris, Glovsky, and Popeo	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	216	20.48%	79.51%	Yes	541	6	3	1	10	1	14	N/A	Yes	No
Mitchell Silberberg & Knupp LLP	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes	6	100%		Yes	6	2	0	1	3	0	1	N/A	No	No

Thank you to **Lavender Law** for leading the way on justice, equity and inclusion.

"Back in the 90s I never thought that gay and lesbian people would ever be able to serve openly and now that's a thing of the past. I think as a society as a whole, we are moving in that direction to be a more open and honest society."



- **Evan Young**, Former President of the Transgender American Veterans Association, speaking at Orrick's 2021 Pride Celebration with clients and friends - commemorating the 10th Anniversary of the repeal of the U.S. Military's "Don't Ask, Don't Tell" policy.

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Montgomery McCracken Walker & Rhoads, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	26			Yes	100	2	1	1	0		0	60	Yes	No
Morgan, Lewis & Bockius LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	95	72%	28%	Yes	1661	16	N/A	4	69	N/A	31	1100	Yes	No
Morrison Foerster	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	71	100%		Yes	1102	12	0	8	51	0	17	1500	Yes	Yes
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	60	52%	48%	Yes	895	5	6	3	14		6	100	Yes	Yes
Netflix	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								N/A	N/A	No
New York County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	37	7%		Yes	570						5	N/A	N/A	No
Nixon Peabody LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	19			Yes	591							1200	Yes	Yes
Norton Rose Fulbright	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	38	100%	0%	Yes	753	6	0	6	15	0	4	1200	Yes	No
NYC Law Department	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40	100%	N/A	Yes	40	n/a	n/a	29*	11**	n/a	5	N/A	N/A	No
Office of the Comptroller of the Currency, U.S. Treasury	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	170			No	160	N/A	N/A	N/A	N/A			N/A	N/A	No
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	95%	5%	Yes	929	8	3	1	20	7	12	490	Yes	No
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	39	100		Yes	753	4	N/A	13	21	1	6	1328	Yes	No
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	110	75%	25%	Yes	976 (US)	12 (US)	0	3 (US)	42 (US)	0	20 (US)	3500	Yes	Yes
Paul Hastings	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes				Yes	853	8	1	2	15			1120	Yes	No
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	145	38%	62%	Yes	947	9	N/A	4	40	2	17	1320	No	No
Perkins Coie	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	60	87%	13%	Yes	1214	19	N/A	4	37	0	14	1770	Yes	Yes
Phillips Lytle LLP	Yes	Yes	No	Yes	Yes	No		No	Yes	No				Yes	133	0	N/A	N/A	1	0	0	N/A	No	No
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	62	78%	22%	Yes	722	9	9	6	11	3	6	2100	Yes	Yes
Polsinelli	Yes	Yes	Yes	Yes	Yes	No		No	Yes	Yes	72	33%	67%	Yes	947	4	5	6	20	0	8	N/A	Yes	No
Porter Wright Morris & Arthur LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	199	4	0	0	1	0	1	N/A	No	No
Proskauer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	32	100%	0%	Yes	763	3	3	4	19	2	5	2500	No	Yes
Quarles & Brady LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	12	58%	42%	Yes	745	6	0	0	7	0	3	378.5	No	No
Quinn Emanuel Urquhart & Sullivan, LLP	Yes	No	Yes		Yes	Yes	Yes	Yes	No	Yes				Yes	900							N/A	No	No
Reed Smith LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	275	30.18%	60.82%	No	1700	8	8	7	37	4	16	2176	Yes	No
Robins Kaplan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	22	41%	60%	Yes	210	1	2	0	5	0	1	1196	Yes	Yes
Robinson & Cole LLP	Yes	No	Yes	Yes	Yes	No		Yes	Yes	No				Yes	236	1	0	0	1	0	0	N/A	Yes	No

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Ropers Majeski PC	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	No				Yes	93	0	1	1	1	0	1	N/A	No	No
Ropes & Gray LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	146	53%	47%	Yes	1671	7		4	82	4	28	4200	Yes	No
San Francisco Police Department	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes				Yes								N/A	Yes	Yes
Schulte Roth & Zabel LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	31	90%	10%	Yes	358	2	0	0	25	2	3	477	Yes	No
Schwegman Lundberg & Woessner, PA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No				Yes	110	0	0	0	1	0	1	N/A	No	No
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	72	41%	43%	Yes	996	11	7	7	8	3	6	761.2	No	Yes
Shearman & Sterling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	81	53%	46%	Yes	744	2	1	2	25	0	6	730.8	No	Yes
Sheppard Mullin	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	78%	22%	Yes	972	3	7	1	23	2	14	70	Yes	Yes
Shook, Hardy & Bacon LLP	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	38	52%	48%	Yes	519	4	2	2	9	1	2	790	Yes	No
Sidley Austin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	94	100%	0%	Yes	1681 (US)	17 (US)	N/A	5 (US)	55 (US)	3 (US)	27	2329	Yes	Yes
Simpson Thacher & Bartlett LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	89%	11%	Yes	930	4	4	5	46	0	10	543	No	No
Skadden Arps	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	91			Yes	1758	6	n/a	9	39		22	4300	Yes	Yes
Snell & Wilmer LLP	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	55	25%	44%	Yes	462	0	7	0	8	0	4	N/A	No	No
Spencer Fane LLP	Yes	No	Yes	No	Yes	No	No	Yes	Yes	No				Yes	395	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	No
Squire Patton Boggs (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	64	93.75%	6.25%	Yes	629	1	5	1	7	1	5	955	Yes	No
State Farm	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				No								N/A	N/A	No
Steptoe & Johnson LLP	Yes	Yes	No	Yes	Yes	No		Yes	Yes	Yes	110	22%	78%	Yes	448	2	2	1	9	3	6	2500	N/A	No
Sterne, Kessler, Goldstein & Fox	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	145	1	0	1	6	N/A	3	N/A	No	No
Stroock Stroock & Lavan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	28	39%	61%	Yes	235	3	N/A	N/A	9	N/A	6	519.2	Yes	Yes
Sullivan & Cromwell LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	57	88%	12%	Yes	838	10	N/A	7	40	1	14	6800	Yes	Yes
Taft Law	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No				Yes	675	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No
Target Corporation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	7500			Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Thompson Coburn LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	22	77%	23%	Yes	418	4	5	2	7	0	4	N/A	Yes	Yes
Thompson Hine	Yes	Yes	No	Yes	Yes	No	No	Yes	Yes	Yes				Yes	377	2	2	3	8	0	3	N/A	No	Yes
Thomson Reuters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	500	50%	50%	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50	N/A	No
T-Mobile	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	250			Yes									N/A	No
Troutman Pepper Hamilton Sanders LLP	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	209			Yes	1129				18			310	Yes	No

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U.S. Army Judge Advocate General Corps	Yes	Yes	Yes	No	Yes	No		No	Yes	Yes	120	50%	50%	No	1000	N/A	N/A	N/A	N/A	At least 50	N/A	N/A	N/A	No
U.S. Navy Judge Advocate General Corps	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	55	100%	0%	Yes	1000	3	16	55	36	NA	12	N/A	N/A	Yes
Uber Technologies Inc.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes								N/A	N/A	Yes
Van Ness Feldman LLP	Yes	Yes	No	Yes	Yes	No		No	No	Yes				Yes	78	1		0	1		0	30	No	No
Venable LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	800							N/A	No	Yes
Vinson & Elkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	152	24%	76%	Yes	679	4	N/A	3	21	1	5	N/A	Yes	No
Vorys, Sater, Seymour and Pease LLP	Yes	No	No	Yes	Yes	Yes	Yes	No	No	No	N/A	1%	N/A	Yes	350	2	0	1	2	0	1	N/A	No	No
Wachtell, Lipton, Rosen & Katz	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	10	100%	0%	Yes	278	2	N/A	1	7	N/A	3	N/A	N/A	No
Waller Lansden Dortch & Davis, LLP	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	10	16%		Yes	300	0	1	1	4	0	1	N/A	N/A	No
Weil, Gotshal & Manges LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	51	100%	0%	Yes	1210	5	N/A	6	40	1	9	1424	Yes	No
Wells Fargo Bank, N.A.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	14000	N/A	N/A	Yes	1000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No
White & Case LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	180	55%	45%	Yes	2464	9	3	10	98	n/a	63	650	Yes	No
Wiggin and Dana LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	166							0	Yes	No
Willkie Farr & Gallagher LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		100	0	Yes	1134	6	0	0	37			9000	N/A	No
WilmerHale	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	56	100%	N/A	Yes	1077	3	N/A	1	48	4	17	N/A	Yes	No
Wilson Sonsini Goodrich & Rosati	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	138	49%	26%	Yes	1068	11	N/A	3	46	0	18	248.4	Yes	Yes
Winston & Strawn, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	33	91%	9%	Yes	908	9	N/A	1	20	0	8	3600	Yes	Yes
Withers Bergman	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	16	67%	33%	Yes	159	4	N/A	0	2	0	0	N/A	No	No
Womble Bond Dickinson (US) LLP	Yes	No	Yes	No	Yes	Yes	Yes	No	No	Yes	108	12%	88%	Yes	519	2	5	1	4	2	1	N/A	No	No



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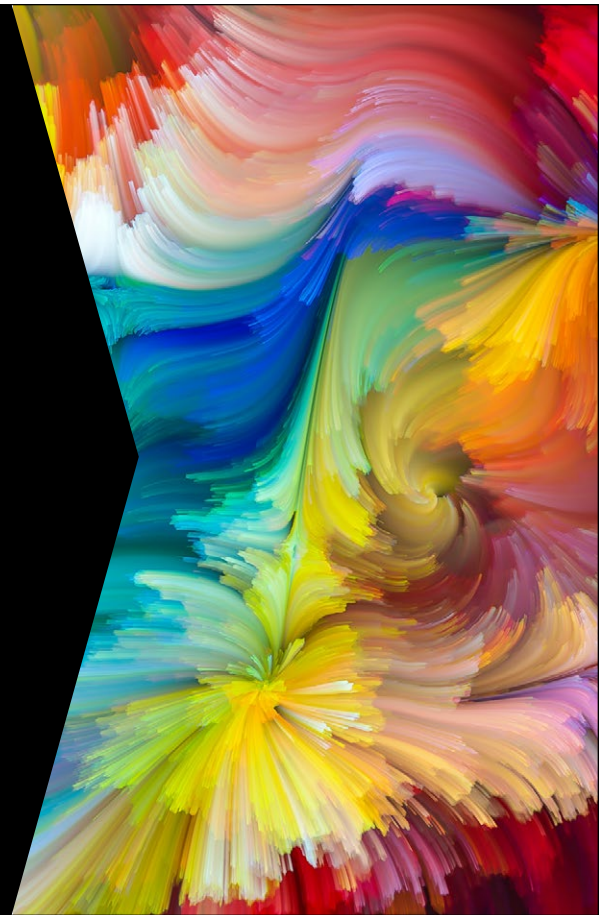
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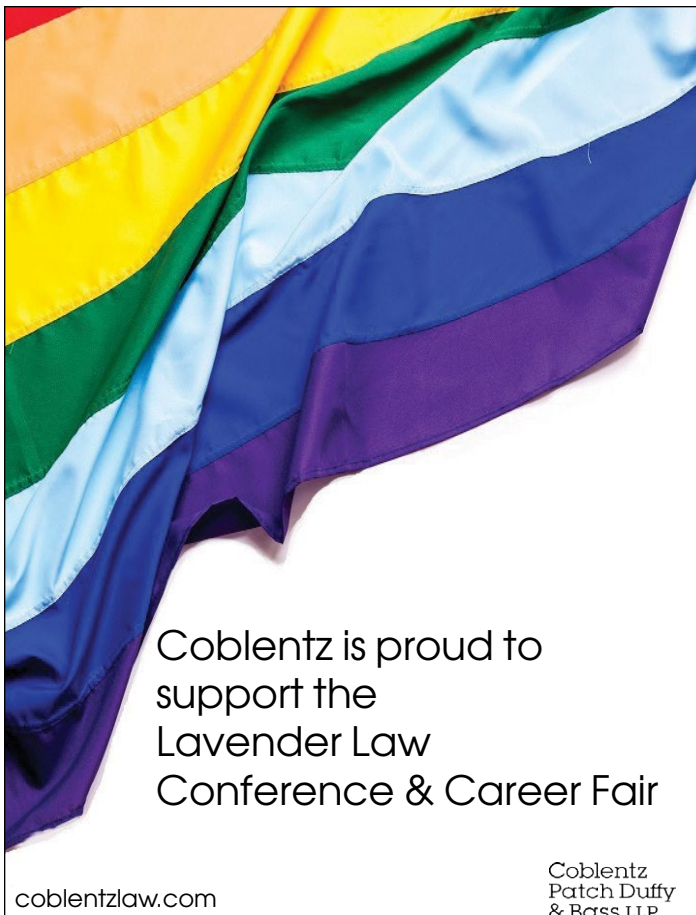
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