

Thompson & Knight LLP

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Locations

Austin, Fort Worth, Houston, and San Antonio, Texas; New York, NY; Algiers, Algeria; London, UK; Mexico City and Monterrey, Mexico; Paris, France; Rio de Janeiro, Sao Paulo, and Vitoria, Brazil

Diversity Leadership

Head(s) of Firm: Jeffrey A. Zlotky Managing Partner

Diversity team leader(s): Nichole Dotson-Olajuwon, Chief Diversity Officer; Jackie Robinson, Partner; Timothy Brown, Partner

Number of Attorneys as of July 2009

Firmwide: 395

U.S. offices only: 297

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2008)

	Men	Women
White/Caucasian	61	40
African-American/Black	2	8
Hispanic/Latino	5	5
Alaska Native/American Indian	0	1
Asian	5	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	4
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	73	59

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	16	16
African-American/Black	1	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	19	16

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	76	13
African-American/Black	1	0
Hispanic/Latino	4	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	83	14

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	46	14
African-American/Black	2	0
Hispanic/Latino	2	0
Alaska Native/American Indian	1	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	52	15

OF COUNSEL (2008)

	Men	Women
White/Caucasian	25	9
African-American/Black	0	1
Hispanic/Latino	1	2
Alaska Native/American Indian	0	1
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	27	13

NEW HIRES (2008)

	Men	Women
White/Caucasian	15	6
African-American/Black	0	3
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	4
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	20	13

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

The Diversity and Inclusion Committee (the "Committee") ensures that all diversity and inclusion successes, initiatives, sponsorships, and activities are regularly communicated globally throughout the Firm utilizing a variety of avenues. Internally, Thompson & Knight maintains a diversity and inclusion intranet site where diversity and inclusion events are posted for all employees to view and participate in, if they wish. There is also a Diversity & Inclusion Corner in the Firm's internal newsletter outlining the latest events, sponsorships, awards, and recognition. In addition, the Committee implemented an e-communication initiative aimed at increasing employee knowledge of cultural diversity. The e-comms provide information and historical perspective regarding ethnically focused holidays and days of observance. Employees are encouraged to submit comments regarding the e-comms and suggest holidays to be the focus of these cultural diversity efforts.

Who has primary responsibility for leading diversity initiatives at your firm?

Nichole Dotson-Olajuson, Chief Diversity Officer

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2008, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 18

Total hours spent on diversity: [No response]

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

[No response]

Progress is evaluated on an ongoing basis throughout the year via both formal and informal feedback.

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Firm evaluates the recruiting, retention, and attrition of diverse Associates/Partners by section and office. All advisors and mentors of diverse attorneys are regularly interviewed to ensure one-on-one mentoring is taking place and is effective. The Committee and Firm management are held accountable for results through regular reporting of their achievements, feedback from clients, and annual attorney performance reviews. Lawyers with specific diversity targets are evaluated during annual reviews in part on the basis of their efforts and successes in meeting those targets.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide diversity training for all attorneys and staff
X			Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- *Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law:* No
- *Fund scholarships for minority high school or college students:* Yes
- *Mentor high school or college students:* Yes
- *Participate in or host mock trial programs or career events:* Yes
- *Provide internships or employment to minority high school or college students:* No
- *Outreach to middle school students:* No

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Thompson & Knight encourages the education and direction of students in general and promotes the pursuit of higher education degrees, law or otherwise, through support of various pipeline programs. The Firm frequently devotes time, energy, and financial support to organizations that provide undergraduate and graduate scholarships; ongoing initiatives to protect the health and well-being of children; and programs that focus on improving the quality of life and education of diverse students. Recent efforts and sponsorships include mentoring students from the Law Enforcement High School and coaching them in preparation for the YMCA Youth and Government Program's appellate advocacy competition; serving as panelists for the National Black Pre-Law Admissions & Preparation Conference which focuses on increasing the law school admission chances of prospective black law students by advising attendees of issues they may encounter while trying to gain admission to law school, attending law school, and upon graduating law school, including LSAT preparation, studying, and financial planning; and presenting Lunch & Learn panel discussions to Houston and Dallas-area high school students on what it really means to be a lawyer.

Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: Columbia University Law School, Harvard Law School

Other private schools: Northwestern University School of Law, Duke University School of Law, Stanford Law School, Washington & Lee School of Law, Georgetown University Law Center, Southern Methodist University - Dedman School of Law, University of Chicago School of Law, Vanderbilt University School of Law, Tulane Law School, Baylor University School of Law, South Texas College of Law, Notre Dame Law School, Boston College Law School, Boston University School of Law, New York University School of Law, William & Mary School of Law, George Washington University Law School

Public state schools: University of Kansas School of Law, University of Virginia School of Law, University of California Berkeley - Boalt Hall School of Law, University of Oklahoma College of Law, University of Texas School of Law, University of Houston Law Center, LSU - Paul M. Hebert Law Center, Texas Tech University School of Law, University of Pennsylvania School of Law, Wake Forest School of Law, Emory University School of Law, University of North Carolina School of Law, University of Michigan School of Law, University of Arkansas School of Law

Historically Black Colleges and Universities (HBCUs): Howard University School of Law, Texas Southern University Thurgood Marshall School of Law

Diversity job fairs: Sunbelt Minority Recruitment Program, Rocky Mountain BLSA Recruitment Fair, Lavender Law Job Fair, MABDI-DBA Minority Recruitment Program

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- *Hold a reception for minority students:* Yes
- *Advertise in minority law student association publications:* Yes
- *Participate in or host minority law student job fairs:* Yes
- *Sponsor minority law student association events:* Yes
- *Firm lawyers participate on career panels at schools:* Yes
- *Outreach to leadership of minority student organizations:* Yes
- *Scholarships or intern/fellowships for minority students:* Yes

Do you have any programs specifically targeted at first-year students?

Thompson & Knight regularly participates in and supports the Houston Bar Association's Minority Opportunities in the Legal Profession program. The program provides opportunities for first-year, ethnically diverse law students to gain exposure to the legal community via placement in firms and corporate legal departments.

Also, the Firm is a sponsor of the Judicial Intern Opportunity Program of the American Bar Association. Under this program, Thompson & Knight sponsors one minority law student's expenses during the course of his/her judicial internship.

Thompson & Knight presents panel discussions to first-year law students on various topics including how to make the most of summer clerkships, other worthwhile opportunities for law students to take advantage of in the summer, and how the current economic climate is affecting recruiting programs and job opportunities.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	17	13
African-American/Black	1	2
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	20	17

OFFERS MADE* (2008)

*Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	5	8
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	5	8

OFFERS ACCEPTED* (2008)

*Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	12	10
African-American/Black	1	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	13	11

NEITHER ACCEPTED NOR DECLINED* (2008)

*Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	1

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	0	1
African-American/Black	0	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	1
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	2

LATERAL OF COUNSEL HIRES (2008)

	Men	Women
White/Caucasian	1	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	2

LATERAL PARTNER HIRES (2008)

*Both equity and non-equity

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	0

NEW PARTNERS PROMOTED (2008)

*Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	2	1
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	1

NEW EQUITY PARTNERS* (2008)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations: Yes
- Attend events at diversity legal organizations: Yes
- Participate at diversity job fairs: Yes
- Seek referrals from other attorneys: Yes
- Utilize online job services (e.g., MCCA Job Bank): No
- Hire recruiting professional who specializes in identifying diverse candidates: No

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	1

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	0
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	1

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	0

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	2

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

OF COUNSEL

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	2

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	3
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	4

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- *Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or attorneys with disabilities or physical challenges):* Yes
- *Increase/review compensation relative to competition:* Yes
- *Increase/improve current work/life programs:* Yes
- *Adopt dispute resolution process:* No
- *Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership:* Yes
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *Introduce diverse attorneys to key clients, including to lead engagements:* Yes
- *Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:* Yes
- *Strengthen mentoring program for all attorneys:* Yes
- *Professional skills development program for all attorneys:* Yes
- *Provide a gender-neutral parental leave policy that covers adoptions:* Yes

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

An associate who commits to a reduced schedule of at least 75% of a full-time associate's minimum creditable hours, meets his or her hours requirement, and receives a "meets expectations overall" annual evaluation will receive credit for advancement toward partnership based upon his or her proportionate contribution of total hours compared with the total minimum creditable hours of a full-time associate. An associate must return to a full-time schedule for at least 12 months before consideration for admission to the partnership. When sufficient credit is accumulated, including the one-year, full-time schedule prior to partnership consideration, the flexible work schedule associate will be considered for partnership at the next available partnership consideration date, utilizing the same standards and procedures used for full-time associates.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

2

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	8	8	132
Of counsel	1	1	2	40
Non-equity partner	0	1	1	67
Equity partner	0	1	1	97

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	10	2
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	11	2

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	3	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	2

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	10	2
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	11	2

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	13	5
African-American/Black	1	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	15	5

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	5
African-American/Black	2	0
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	8	6

Management Demographic Profile

OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	27	16
Number of such positions held by:			
Minorities	1	0	3
Women	0	3	4
GLBT attorneys	0	0	0
Attorneys with disabilities	0	0	0

Management Demographic Profile

Please provide information regarding all diverse attorneys who currently (as of July 2009) head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 6

Minorities heading offices: [No response]

Women heading offices: [No response]

GLBT attorneys heading offices: [No response]

Attorneys with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Elizabeth Scharz, Labor & Employment (11); Jane Brandt, Intellectual Property & Information Mgmt/E-Discovery Solution (13)

GLBT attorneys heading practices: [No response]

Attorneys with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Timothy Brown, Diversity & Inclusion Steering Committee (18); Jackie Robinson, Diversity & Inclusion Steering Committee (18); Marcello Hallake, New York Client Services Committee (8)

GLBT attorneys heading committees: Shelly Youree, Retirement & Savings Plans (8); Alyson Outenreath, Recruiting (42); Jennifer Henry, Fort Worth Client Services Committee (8) and Recruiting (42)

Attorneys with disabilities heading committees: [No response]

The Firm Says

Thompson & Knight has undertaken a "total package" approach to diversity and inclusion by focusing its efforts not only on employees, but on the education and direction of future attorneys, clients, and communities as well. Diversity and inclusion has always been of the utmost importance to Thompson & Knight as evidenced by the Firm's diversity and inclusion mission statement:

Thompson & Knight LLP is committed to developing and maintaining a diverse and inclusive environment by recruiting, training, retaining and promoting diverse employees and fully utilizing their talents to achieve our business goals and to enhance our delivery of outstanding legal services and value to our clients.

The Thompson & Knight Global Diversity & Inclusion Committee (the "Committee") is composed of a Chief Diversity Officer (CDO), Steering Committee, Executive Committee, and three subcommittees. The CDO develops, implements, and oversees the Firm's internal and external initiatives to promote diversity and inclusion in the workplace. The Steering Committee assists with the creation and implementation of the Firm's diversity and inclusion strategy. Composed of representatives from several of the Firm's offices, the 18-person Executive Committee offers support and leadership to the CDO and Steering Committee, ensuring all initiatives and programs are filtered to all offices and employees. The three subcommittees confer and plan the advancement of Thompson & Knight's diversity and inclusion efforts, specifically in the areas of 1) recruiting; 2) mentoring, sponsoring, retention, and promoting; and 3) business development and marketing.

Over the past two years, the Committee has focused on activities aimed at broadening our efforts in mentoring, recruiting, and retention; increasing the pipeline of ethnically diverse individuals and women in the legal profession; and making our communities better places to live and work for all persons. The Committee has worked to identify the challenges for ethnically diverse and female attorneys who are working in large firms and develop initiatives to help address these challenges and any retention and mentoring concerns. The Committee crafted a strategic plan that presented the best opportunities and methods for achieving our goals and objectives and adheres to six principles which guide our diversity efforts: commitment to diversity, our strategic plan, client service, fairness, our attorneys, and the future of the Firm.

The Firm continues to encourage and support involvement with organizations that focus on the advancement and inclusion of ethnically diverse individuals and women in our workplaces and communities. Thompson & Knight was again designated a "Community of Respect" by the Anti-Defamation League (ADL) for 2009. The Firm maintains a Women's Initiative Group to address challenges, mentoring, or retention concerns faced specifically by female attorneys. The Firm also sponsors an endowed scholarship for African American and Hispanic students enrolled in The University of Texas School of Law.

Thompson & Knight is extremely honored to have its efforts thus far recognized by the legal industry and its communities. The Firm is the top Texas-based law firm for diversity according to the Minority Law Journal's 2009 Diversity Scorecard; recipient of the 2008 Ernst & Young Celebration of Diversity Award for "Workplace of the Year," Navistar Law Department Diversity Recognition Award, and Chevron Law Firm Diversity Recognition Award; a Top 100 Law Firm for Diversity, Top 100 Law Firm for Women, Top 25 Law Firm for Hispanics, and Top 25 Law Firm for Native Americans by Multicultural Law; a "Mother-Friendly Worksite" by the Texas Department of State Health Services; and a "Best Place to Work" by Dallas Business Journal (six consecutive years) and Houston Business Journal.