

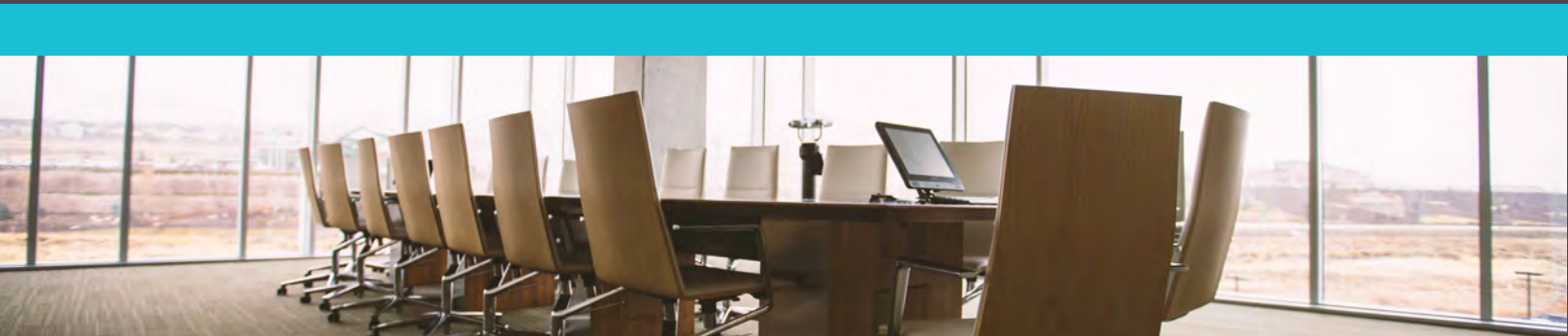


LEADING COMPANIES SPEND MORE THAN \$1.2 BILLION ON MINORITY AND WOMEN OWNED LAW FIRMS

THE INCLUSION INITIATIVE is a collaborative effort of 32 forward-looking companies committed to an immediate and measurable increase in the retention of minority and women owned law firms by Corporate America. Inclusion Initiative companies believe that diverse law firms are a critical part of the solution to the diversity challenge in the legal profession. These firms provide a reliable pathway into the legal profession for diverse law students and young lawyers, and serve as a recruitment source of diversity in majority owned law firms and the judiciary. The Inclusion Initiative seeks to maximize opportunities for diverse law firms to grow while meeting the needs and cost concerns of their major corporate clients.

Since launching the Inclusion Initiative, participating companies have spent over \$1 billion on minority and women owned law firms. The program started in 2010 with 11 companies and a collective expenditure of \$42.6 million. Since that time, the number of participating companies has grown to 32 and their total annual expenditures have averaged over \$200 million per year for the last five years. The logos of the participating companies appear below. A seven-year growth chart for the program can be seen on the next page. The growth of the program has been phenomenal. The participating companies have backed their good intentions with meaningful actions and the minority and women owned law firms have been able to provide consistent and valued services to meet their needs.

The Inclusion Initiative companies conclusively demonstrate that numerous diverse law firms are fully capable of providing high-quality, cost-effective, and creative legal services to help major corporations achieve their business objectives. The Inclusion Initiative facilitates sharing of best practices, cross-referrals of highly qualified diverse law firms, and interactions with leading diverse law firms, with administrative support for the National Association of Minority & Women Owned Law Firms (NAMWOLF).





FREQUENTLY ASKED QUESTIONS ABOUT THE INCLUSION INITIATIVE

How can I join the Inclusion Initiative?

Major companies wishing to join the Inclusion Initiative must have a history of legal diversity efforts, commit to a significant calendar-year-stretch goal of spend with diverse law firms, and participate in ongoing collaborative efforts to advance the goals of the Inclusion Initiative. Please contact Jane Kalata at jane_kalata@namwolf.org for more information. There are no individual or law firm members of the Inclusion Initiative.

Is legal work “set aside” for diverse law firms by the Inclusion Initiative companies?

No. The companies use their normal processes for selecting outside counsel, which includes such factors as cost, reputation, expertise, and referrals. Inclusion Initiative companies take additional measures to ensure that diverse law firms are among the pool of firms considered for work, actively seeking out highly-qualified minority and women owned law firms.

How can a diverse law firm build relationships with Inclusion Initiative companies?

One way to begin relationships with these in-house counsel is by participating in the same legal diversity activities they do, such as MCCA (mcca.com), DRI Diversity for Success (dri.org), Texas Minority Counsel Program (texasbar.com), California Minority Counsel Program (cmcp.org), NAMWOLF (www.namwolf.org), and the diversity activities of the various state, local and national bar associations.

Why doesn't the Inclusion Initiative address the needs of diverse lawyers in majority owned law firms?

Promoting legal diversity requires a wide array of strategies. The Inclusion Initiative focuses on diverse law firms, which often do not have the resources or access available to attorneys in major law firms. But all of the Inclusion Initiative companies are deeply committed to other efforts to promote diversity, including the use of diverse attorneys in majority owned firms.

Does my firm have to join NAMWOLF to work with Inclusion Initiative companies?

No. As the leading national organization serving diverse law firms, NAMWOLF supports and assists the Inclusion Initiative companies. However, the Inclusion Initiative companies also participate in the activities of numerous bar and diversity organizations and most of them use non-NAMWOLF member diverse law firms in addition to NAMWOLF members.

What is NAMWOLF's role in the Inclusion Initiative?

NAMWOLF provides no-cost administrative support and access to certified minority and women owned law firms for Inclusion Initiative companies. Please contact Joel Stern (joel_stern@namwolf.org) or Jane Kalata (jane_kalata@namwolf.org) if you have any questions.

