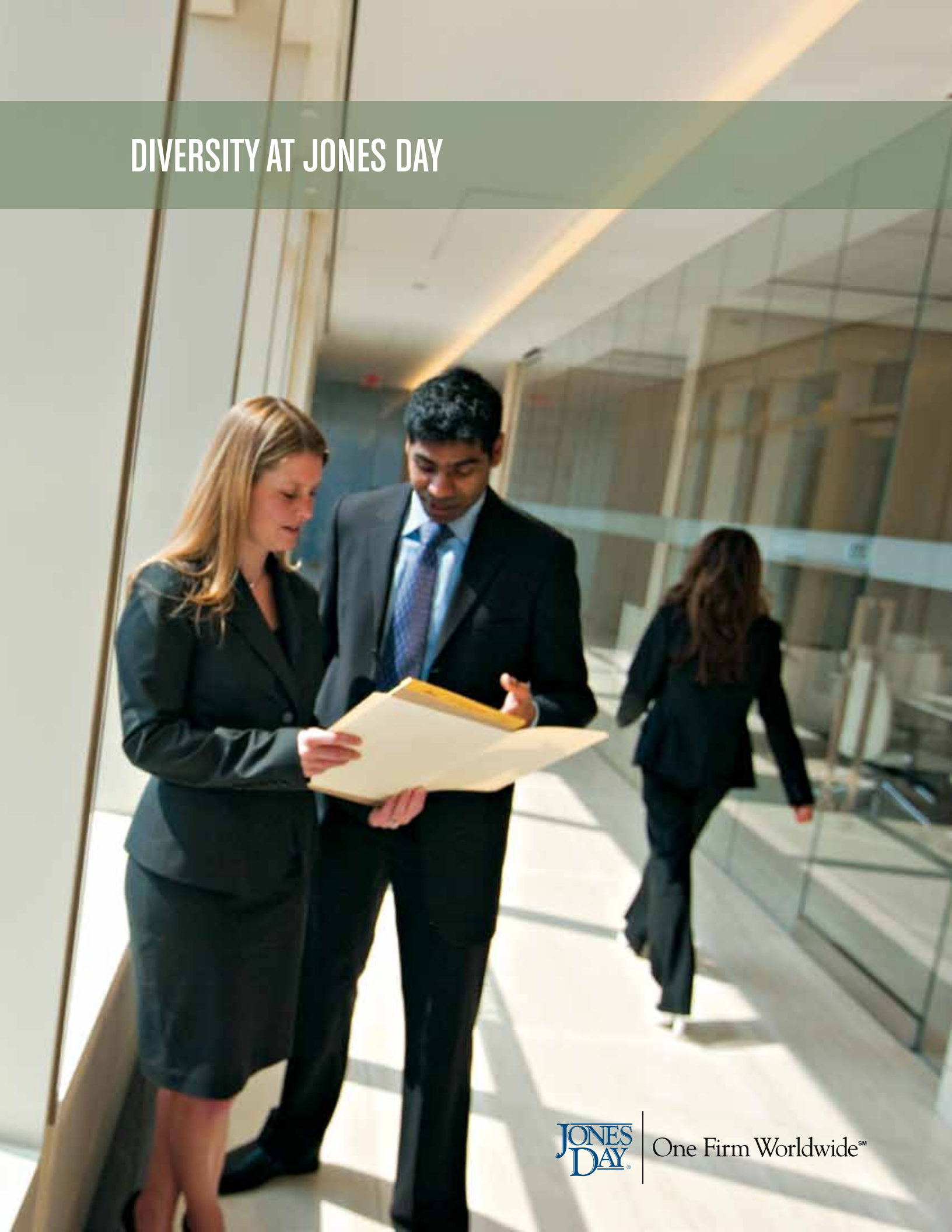


DIVERSITY AT JONES DAY



**JONES
DAY.**

One Firm WorldwideSM

WE HAVE 32 OFFICES, IN 16 COUNTRIES, ON FOUR CONTINENTS. OUR LAWYERS ARE CITIZENS OF 27 COUNTRIES; THEY SPEAK 55 LANGUAGES.





MESSAGE FROM STEPHEN J. BROGAN, MANAGING PARTNER

Thank you for choosing to learn more about diversity at Jones Day. We are a global institution that not only transcends national borders but is unified by the commitment of our lawyers to the advancement of the rule of law and the universal principles of justice that underlie the law in all the jurisdictions in which we advise clients.

One of the most important manifestations of this commitment is the fact that our lawyers come to us from all over the world. We have 32 offices, in 16 countries, on four continents. Our lawyers are citizens of 27 countries; they speak 55 languages. They have been trained in scores of law schools; they've served in the military, in government, in the judiciary, in academia, and in the corporate world. They truly reflect the entirety of the human face. And they are One Firm Worldwide because they are dedicated to providing exceptional client service by developing their full potential as lawyers and by recognizing and supporting the talents of their colleagues. The lawyers at Jones Day are leaders who know that their talent and hard work will create opportunity that will itself produce success for them, for the Firm and, most important, for our clients.

Again, thank you for your interest in our Firm. To learn more about how our values and actions have nurtured the diversity that has resulted in so many success stories, please read on.

STRENGTHENING THE FIRM THROUGH OUR COMMITMENT TO DIVERSITY

RECRUITING

Jones Day is committed to recruiting, retaining, and promoting attorneys and law students from a variety of backgrounds. We seek a diverse pool of highly qualified candidates, and we provide those candidates an opportunity to observe for themselves our commitment to hiring, developing, and promoting women, minorities, and other diverse groups. The Firm has extensive involvement with diversity-related groups on law school campuses; we participate in mock trial competitions, mock interview programs, minority job fairs, moot court competitions, mentoring programs, and career and substantive law panel presentations. This extensive involvement enables our lawyers to identify highly qualified law students of different backgrounds and to help those students understand the Firm's commitment to diversity.

Our recruiting teams are diverse, knowledgeable about the Firm's diversity priorities and initiatives, and experienced in conducting interviews in a way that focuses solely on candidates' merits.

The Firm sponsors job fairs, recognition events, and career-development programs for female and minority law students and organizations. Women and diverse lawyers serve as liaisons to law schools and serve on committees to identify summer associate candidates with strong potential.

Our internships and clerkships provide substantive legal experience to female and minority law students.

WE WELCOME OUTREACH FROM LAW STUDENT ORGANIZATIONS

Jones Day welcomes the opportunity to support diversity events at law schools across the country. Here are a few of the events we have supported:

- University of Texas School of Law's Excellence in Diversity Weekend
- UCLA School of Law's Law Firm Diversity Reception
- University of Michigan Law School's "Meet the Employers" Diversity Program
- Cleveland-Marshall College of Law's BLSA Awards Banquet
- Harvard Law School's 2010 Dinner for Darfur and Haiti
- UCLA School of Law's BLSA Solidarity Dinner
- University of Michigan Law School's APALSA Dinner
- USC Law's La Raza Law Students Association Judges & Lawyers Night
- George Washington University Law School's Lambda Law Networking Reception
- Northwestern University School of Law's BLSA Diverse Admitted Students Career Panel
- Harvard Law School's APALSA National Asian Pacific American Conference on Law & Public Policy
- UCLA School of Law's La Raza Law Students Association Alumni Dinner
- Columbia Law's Latino/a Law Student Association 5th Annual Awards Banquet

JOB FAIRS:

- NY Metro Area LGBT Career Fair
- Lavender Law/National LGBT Bar Association Job Fair
- Southeastern Minority Job Fair
- Bay Area Diversity Career Fair
- Cook County (Chicago) Minority Law Student Job Fair





MARY ELLEN POWERS RECEIVES *INSIDECOUNSEL* MAGAZINE'S 2010 "TRANSFORMATIVE LEADERSHIP" AWARD

In 1990, after working part-time while her children were young, Mary Ellen Powers became a partner. Since then she has served in numerous leadership roles—as the Firm's administrative partner, as a member of the Partnership and Advisory Committees, and as the Partner-in-Charge of the Washington Office. She is an outstanding lawyer who has earned the trust and confidence of colleagues, clients, and opposing counsel alike, having played a role in some of the Firm's most high-profile litigation. Mary Ellen has a keen sense of responsibility toward other women lawyers and has worked toward promoting them to the partnership and on ensuring that they are considered for leadership opportunities in client matters and within the Firm. Indeed, it is in part a testimony to her efforts that women partners run five offices and two practices, make up a quarter of the Advisory Committee, and otherwise contribute significantly to the stability and vitality of the Firm. She is truly a transformative leader.



JONES DAY

STRENGTHENING THE PROFESSION

Our commitment to diversity goes beyond our Firm's immediate self-interest. Our involvement with national diversity-promoting organizations, local diversity initiatives, and client-supported diversity efforts helps to strengthen the profession itself.

ASSOCIATE DEVELOPMENT

At Jones Day, we understand that a strong team is a diverse one that permits attorneys from different backgrounds and cultures to flourish and develop their full potential. We provide extensive formal training for junior and mid-level attorneys, as well as informal mentoring—which studies indicate is a key component in helping women and minority lawyers become part of the fabric of a law firm. Because we have long valued diversity, it is easy for our young lawyers to find more senior role models with backgrounds and aspirations similar to their own—successful attorneys of different races and cultures, women who combine partnership and motherhood, men and women who have opted for part-time arrangements to accommodate family responsibilities or personal interests, and so on.

Our associates build client relationships and business development skills by participating in client meetings and business development efforts alongside partners. They find ample opportunities to hone their skills while doing pro bono work, and they are encouraged to lend their time and talent to causes that are important to them—whether serving at a legal aid clinic, trying a trademark infringement case for a nonprofit client, or taking depositions of individuals whose neighborhood had been denied access to safe drinking water. Junior associates are pleased to find that their opinions are sought and respected: we expect our attorneys to contribute their analysis, their insights, and their judgments in increasing measures as they advance in knowledge and experience.

WORK/LIFE BALANCE

We are proud of our efforts to enable lawyers and staff to balance their professional and personal lives; those efforts help us retain the excellent people we recruit and develop. Jones Day was one of the first large firms in the country to offer a part-time policy, firm sponsorship of emergency day care, and domestic partner benefits. We believe that exceptional client service is measured not by the number of hours worked, but by attention to the client's needs, and our collaborative, One Firm model is well suited to supporting lawyers with reduced hours. Indeed, the Firm was honored in early 2010 when a partner working on a part-time schedule was awarded the Project for Attorney Retention Flex Success Award.



KATHERINE RITCHEY RECEIVES “FLEX SUCCESS” AWARD

Partner Katherine Ritchey was a recipient of the 2010 Project for Attorney Retention Flex Success Award. The award honors law firm partners who were highly successful working a reduced-hours schedule.

Katherine, a Trial Practice lawyer resident in the San Francisco Office, has worked a reduced-hours schedule since joining Jones Day in 2003. Her schedule is based on annual hours and is designed to minimize travel. She was promoted to partner in 2008, continues to handle high-profile cases, and is the primary relationship partner for several large clients.

Jones Day's One Firm culture, in which every client is a client of the Firm rather than of individual lawyers, as well as our method of staffing matters to meet a client's particular needs, results in a collaborative approach that supports lawyers working reduced hours.

“The Firm's willingness to provide flexibility on my schedule and still recognize my contributions not only makes it possible for me to remain in large-firm practice, but also challenges me to achieve more than I previously thought possible,” says Katherine.

WORKING TO INCREASE THE PIPELINE

Through active participation in a wide range of initiatives, Jones Day lawyers work to increase the number of minorities entering the profession. For example, in recent years, we have:

- Partnered with Sponsors for Educational Opportunity by including diverse rising 1Ls in our summer programs in New York and Washington.
- Served as judges of mock trial competitions for minority youth in Chicago and Cleveland.
- Hosted a Leadership Luncheon in Washington, D.C., for students in the Council on Legal Education Opportunity program.
- Participated in the Columbus Bar Association Minority Clerkship Program by hosting a summer intern.
- Worked with minority high school seniors in a summer law program in Dallas.
- Sponsored Just The Beginning Foundation events in Washington, D.C.
- Contributed to scholarships awarded to 1L students by the Mexican American Bar Foundation and the Hispanic Bar Association of Orange County, California.
- Provided internships for Pittsburgh public high school students and externships for diverse pre-law students at the University of Pittsburgh.

CONTRIBUTING TO DIVERSITY KNOWLEDGE AND BEST PRACTICES

Jones Day is a founding member and financial supporter of the Leadership Council on Legal Diversity (LCLD), an organization of chief legal officers and law firm managing partners dedicated to articulating and sharing best practices for increasing diversity in the legal profession. We are proud to participate in LCLD's working group on retention and outreach, and we also support a number of other important organizations that conduct research and promote best practices in hiring, retaining, and developing diverse lawyers.

For example, we provide financial support to the ABA Commission on Women in the Profession's Women of Color Research Initiative, the National Association of Women Lawyers, the Project for Attorney Retention, and the Williams Institute on Sexual Orientation Law and Public Policy.

Members of Jones Day's Diversity Task Force serve on governing boards of national diversity organizations, including the Project for Attorney Retention Advisory Council, the Bar Association of San Francisco Foundation, Lambda Legal, and the Mexican American Bar Foundation.

We also stay abreast of diversity best practices by attending seminars on the topic, including the ABA Commission on Lawyers with Disabilities Conference; the Ark Group seminar on Attracting, Advancing and Retaining LGBT Lawyers; and the Verná Myers Consulting Group's Workshop on Race and Ethnicity in Large Law Firms. Finally, we contribute to the profession's understanding of diversity, and of diversity best practices, by participating in surveys conducted by local bar associations, specialty lawyer associations, and national publications.



CONVEYING OUR COMMITMENT TO DIVERSITY IN THE LEGAL PROFESSION

Our attorneys have shared their knowledge and perspectives on panels that address diversity-related subjects, including:

- Project for Attorney Retention Diversity & Flexibility Connection Conference: “The Business Case for Diversity—General Counsels’ Perspective”
- Project for Attorney Retention Conference on Advancing Women Lawyers in Turbulent Times: “Strategies for Facilitating WorkLife Balance in a Faltering Economy”
- North American South Asian Bar Association Convention: “Where Will We Make Rain in the Future? Trends in Legal Business Development in the Real and Virtual Worlds”
- ABA National Conference for the Minority Lawyer: “Bankruptcy 101 and Career Paths in the Bankruptcy Field”
- NALP Diversity Summit





PARTNERING WITH OUR CLIENTS TO SUPPORT DIVERSITY

Our clients value diversity, and they want to partner with professional services firms that share that value. In recent years, we have demonstrated our commitment to diversity by joining clients at conferences, receptions, and awards banquets sponsored by legal associations supporting female, Asian and South Asian, Hispanic, LGBT, and other minority lawyers. We also are happy to share our diversity statistics and practices in client-issued surveys, RFPs, and RFIs.

INVOLVEMENT IN PRO BONO ACTIVITIES

Jones Day's pro bono activities reflect our commitment to diversity. Our lawyers have represented organizations supporting the right to die, assisted immigrants in obtaining asylum, advocated for the rights of sexual minorities, fought for the rights of college students to vote, challenged housing discrimination, supported affirmative action in higher education, counseled churches and other religious organizations, and filed briefs on behalf of organizations advancing a remarkably broad range of views.

THE FUTURE

We value the individual talents of our lawyers and understand that meaningful diversity within the Firm contributes directly to excellence in client service. Meaningful diversity, like excellence in client service, is achieved not through mere declarations but through unceasing commitment, thoughtful planning, and deliberate action. That is the course we follow. For additional information, please visit our web site, www.jonesdaydiversity.com.

JONES DAY DIVERSITY AT A GLANCE

- The Firm has more than 150 female partners, and women now account for almost 45 percent of the associates in our U.S. offices.
- As Partners-in-Charge, women lead five of our 14 U.S. offices: Washington, Pittsburgh, Houston, Columbus, and Atlanta.
- Over the last two years, 17 women were elevated to the partnership and 13 lateraled in as U.S. partners.
- With close to 900 female lawyers, Jones Day is a leader among law firms in the recruitment and advancement of women.
- Of the 131 law school graduates and judicial clerks joining our U.S. offices in the fall of 2010, 70 are women and 23 are minorities.
- Fourteen women and five minorities sit on the Firm's 54-person Advisory Committee, and four minority lawyers, including one woman, are practice-area leaders.
- In the U.S., minorities make up more than 12 percent of our lawyers and more than 18 percent of our Class of 2010.
- Over the last two years, 13 lawyers of color have joined the partnership either by elevation from the ranks or by lateraling into our U.S. offices.

MESSAGE FROM KEVYN ORR, DIVERSITY TASK FORCE CHAIR

As chair of the Jones Day Diversity Task Force, I have the privilege of working with my colleagues across the Firm to develop and execute a course of action that builds on our record of success in hiring and promoting women and lawyers of color. To that end, the Diversity Task Force has reached out to every major constituency with a vested interest in diversity: clients, law schools, law student organizations, bar associations, research groups, and diversity leaders in the legal profession. We have joined in common cause with affinity groups of women, LGBT individuals, African Americans, Asians, Hispanics/Latinos, people with disabilities, and others interested in advancing diversity in the legal profession. But we do not shy away from looking inward as well. We regularly participate in studies and surveys that keep us mindful of where we are relative to where we want to be, and more important, we educate ourselves on best practices and innovative strategies, always challenging ourselves to do more.



LAWYER CONTACT

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JONES DAY GLOBAL LOCATIONS

ATLANTA

BEIJING

BRUSSELS

CHICAGO

CLEVELAND

COLUMBUS

DALLAS

DUBAI

FRANKFURT

HONG KONG

HOUSTON

IRVINE

LONDON

LOS ANGELES

MADRID

MEXICO CITY

MILAN

MOSCOW

MUNICH

NEW DELHI

NEW YORK

PARIS

PITTSBURGH

SAN DIEGO

SAN FRANCISCO

SHANGHAI

SILICON VALLEY

SINGAPORE

SYDNEY

TAIPEI

TOKYO

WASHINGTON