

**Jones Day's efforts to recruit and support LGBT law students and lawyers:** Jones Day has provided domestic partner benefits since January 1, 2001, one of the first firms to do so. Our EEO policy explicitly prohibits discrimination on the basis of sexual orientation and our generous leave and alternative work schedule practices are supportive of parents who adopt as well as those who give birth.

**Recent LGBT-related sponsorships and activities:**

- **Lambda Legal**-2009 National Sponsor and participant in 5 regional events
- **Lambda Legal, Ohio Chapter**-Sponsor of Legal Update Event, August 2009
- **Lavender Law/NLGLA Conference & Job Fair**-Gold sponsor, 2006, 2007, 2008 and host of the Jones Day Ice Cream Social ('07 and '08) at the job fair; 2009 job fair participant
- **Harvard Lambda Legal Advocacy Conference**-Sponsor and participant, 2008, 2009
- **George Washington University Lambda Law Networking Reception**-Sponsor and participant, 2008, 2009
- **ACLU Foundation-LGBT & AIDS Project Attorney Reception**-Sponsor and participant, NY, 2008, 2009
- **BALIF Dinner (Bay Area Lawyers for Individual Freedom, an LGBT bar association)**-Sponsor and participant, 2009
- **Pride Breakfast**, Host and Sponsor, San Francisco, 2009
- **The Williams Institute, UCLA**-Sponsor of research on sexual orientation law & policy, attendance at reception in Washington, May 2009
- **"Advancing, Retaining & Recognizing the LGBT Lawyers of Your Firm"**- Conference attendance in San Francisco, January 2009
- **Cardozo LGBT Job Fair**-2008, 2009
- **LeGal Dinner**-Sponsor and participant, NY, 2008, 2009

**Honors:**

- Our San Francisco Office was named "2009 Law Firm of the Year" by the AIDS Legal Referral Panel.
- F. Curt Kirschner, a partner in our San Francisco Office serves on the national board of Lambda Legal, an organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work.

**Pro Bono Representation:** The Firm has provided pro bono representation on a number of LGBT-related matters, including securing reversal of an unfavorable decision in its pro bono representation of a gay man who sought relief from the Crime Victims Board of the State of NY for injuries sustained in St. Maarten where he and a group of homosexual men were targeted and attacked. The Firm undertook the representation, *In the Matter of the Claim of Ryan Smith*, in 2006 and learned of its victory in fall 2008.

**Jones Day Diversity Task Force:** Our 19 member Task Force, which is diverse by gender, age, race, ethnicity, and sexual orientation, includes two openly LGBT partners, F. Curt Kirschner and Pam Fulmer, both resident in our San Francisco Office.