

Inclusiveness and Diversity at Kutak Rock

2014 Report



KUTAK
ROCK LLP

Message from the Chair of the Firm

Inclusion of attorneys and staff regardless of ability/disability status, economic background, ethnicity and race, gender and gender expression, religion, sexual orientation, and veteran status is a cornerstone of Kutak Rock's culture. Our founders set the bar high when our doors opened 50 years ago. They purposefully sought out women and diverse attorneys, resulting in national recognition for five decades for our percentage of women attorneys and partners. Our experience consistently reaffirms that we best serve clients with diverse teams and diverse perspectives.

Creating an inclusive and diverse work environment requires more than periodic programs and initiatives. Our firm-wide inclusiveness and diversity strategic plan includes goals to enhance recruiting, hiring, retention, promotion and inclusiveness generally. I personally supervise our inclusiveness and diversity efforts, and the firm's top two management committees review progress every month. Our unwavering focus on inclusiveness and diversity combines with individual efforts on the part of our attorneys and staff to make meaningful change in the firm and in our communities.

Message from the Chair of the National Inclusiveness and Diversity Committee

My involvement with the National Inclusiveness and Diversity Committee has given me a chance to connect with wonderful people around the firm who care about issues near and dear to my heart. Equality for all people is a key value for me, and one the firm manifests in many ways. From our history of purposeful hiring and promotion of women, to our ongoing support of and recognition by the Human Rights Campaign for our diversity efforts on behalf of lesbian, gay, bisexual, and transgender (LGBT) employees in our workplace, Kutak Rock is a great place to work.

Equally important to me, Kutak Rock is an instigator of change. Our attorneys and staff participate in Forum Groups that support inclusiveness and diversity efforts both internally and externally. We work together to develop pipelines to legal careers for young people who wouldn't otherwise have access to legal professionals. We meet to discuss issues of import to our particular affinity groups. We create engaging training and education programs and connect people to each other across the firm. In other words, we, individually and together, take seriously our roles in making change.



David Jacobson, Chair
Kutak Rock LLP



-Courtney Koger, Chair
National Inclusiveness and Diversity Committee

At Kutak Rock, inclusiveness and diversity are part of our foundation.



1st Row (L to R): Tameron Bishop, Partner, Arkansas; Courtney Koger, Chair of the Committee and Partner, Kansas City; Sisera Daniel, Partner, Washington, D.C.; Carl Daniel, future Partner, Washington D.C.; Yasmin Coffey, Associate, Los Angeles; Rita Garrett, Office Manager, Atlanta. 2nd Row (L to R): Drew Marlar, Partner, Atlanta; Ed Gonzales, Partner, Omaha; Tom Roubidoux, Partner, Omaha; Kim McKelvey, Director of Strategic Focus and Director of Diversity; Tiffanie Stasiak, Executive Committee Member and Partner, Denver; Patti Peterson, Executive Committee Member and Partner, Omaha; David Jacobson, Chair of the Firm.

At Kutak Rock, we as individuals, teams and leaders know the power of diverse opinions and backgrounds to strengthen the solutions we provide to our clients. As a result, we take individual responsibility for our firm's longstanding commitment to equality, inclusiveness and diversity. We foster and support an inclusive and diverse work environment with an express goal to build strong, diverse teams and to ensure every person at Kutak Rock has equal opportunity for work and leadership. Our focus is external as well, with programs in offices across the country to encourage those who might not otherwise consider a legal career to do so.

50

1965
2015

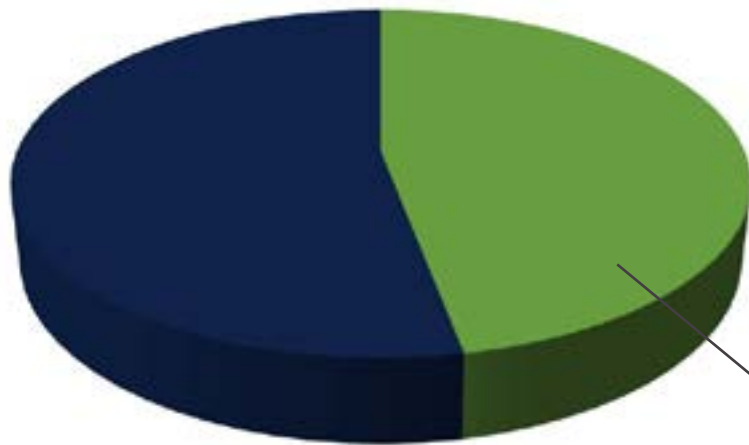
Years

Kutak Rock celebrated its 50th anniversary of the founding of the firm on January 11, 2015. When the firm opened its doors 50 years ago, it was with an express commitment to hiring diverse attorneys; we continue to reap the rewards of that early and ongoing commitment.

“The firm has a commitment to allow and encourage each individual within it to be a whole person.”

“Relationships among all lawyers, all associated professionals and all support staff will be based upon mutual respect, fairness, selflessness and generosity.”

- excerpts from Kutak Rock's founding charter



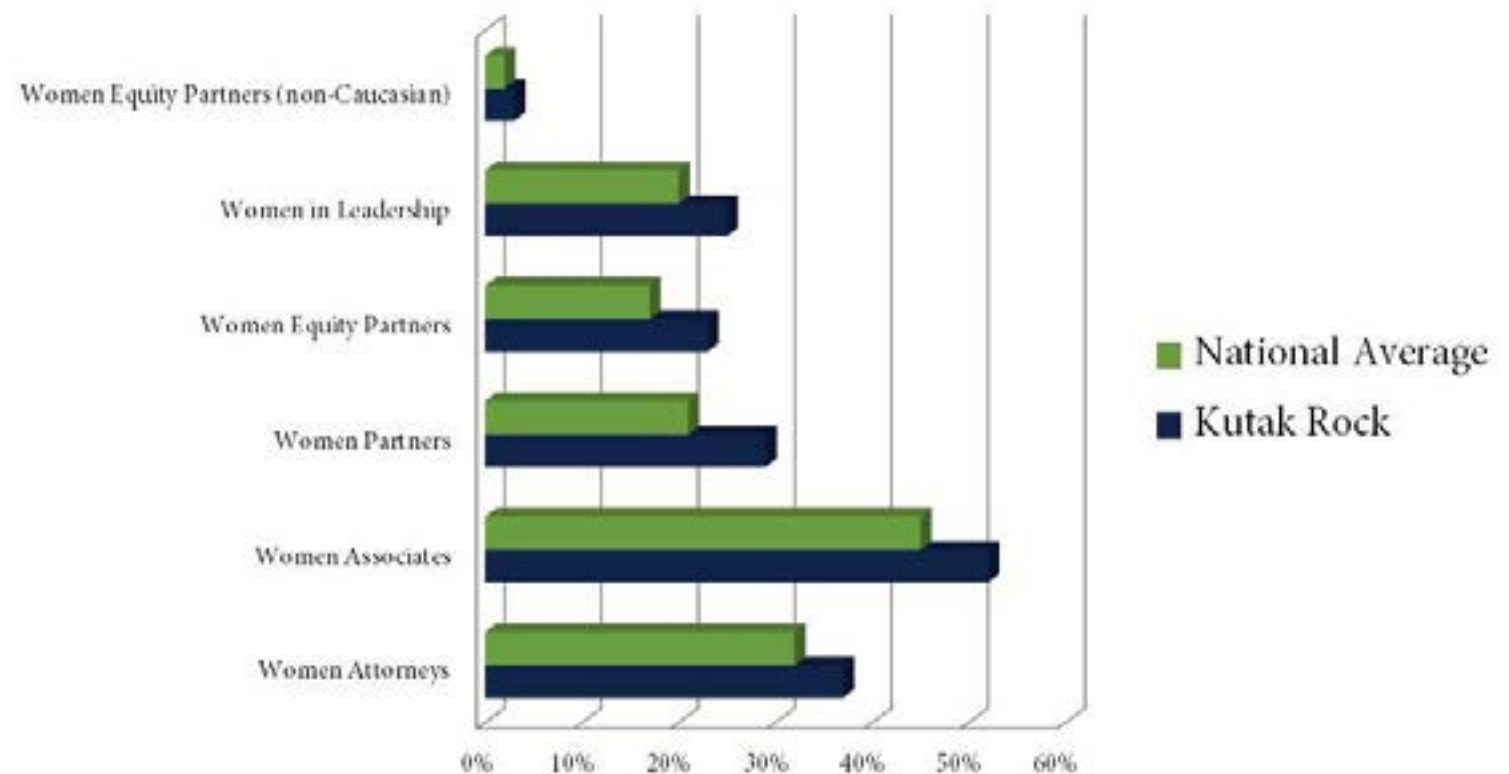
47%

Women & Minority Attorneys

It's been a great year at Kutak Rock for ... women

Kutak Rock has a longstanding commitment to equality, inclusiveness and diversity. The firm has led the way on inclusiveness and diversity since its doors opened in 1965. A pioneer for recruiting women, Kutak Rock received early, national recognition for its number of women partners in the 70s and 80s. Kutak Rock continues to lead the field for women in leadership and women partners, and hundreds of lawyers and staff members support inclusiveness and diversity efforts in its National Inclusiveness and Diversity Forum Groups.

- One of three AmLaw 200 law firms whose new partner classes were at least 30% women in eight of the last nine years (no AmLaw 200 law firm achieved a perfect 30% rate).
- This year, 40% of those promoted to partner were women.



It's been a big year at Kutak Rock for ...

individual leadership

Kutak Rock supports attorneys and staff in activities that benefit our communities and the legal profession, including ACE Mentoring, Center for Legal Inclusiveness, Corporate Counsel of Women of Color, Hispanic National Bar Association, Hispanic National Bar Foundation, Leadership Council on Legal Diversity, Mid-America Gay & Lesbian Chamber of Commerce, Minority Corporate Counsel Association, National Asian Pacific American Bar Association, National Association of Women Lawyers, and National Bar Association. Below are two examples of Kutak Rock employees making a difference in their communities.



Sandra K. Wootton
Partner
Los Angeles

In her role as Chair of the Los Angeles County Bar Association Diversity in the Profession Committee, Sandra has been charged with:

- Facilitating networking opportunities for diverse law students, attorneys, and judges.
- Serving the diverse legal community of Los Angeles County through education and outreach.
- Promoting mentoring through all stages of the pipeline.
- Encouraging the recruitment and retention of diverse attorneys in law firms and legal departments.

The LACBA Diversity in the Profession Committee is dedicated to facilitating full and equal participation in the legal profession by members of communities that historically have been underrepresented, including, but not limited to racial and ethnic minorities, lesbians, gay men, bisexuals and transgender (LGBT) people, the differently-abled and women. They are focused on increasing the number of these attorneys and committed to promoting the advancement and retention of these attorneys in all areas of the legal profession. The LACBA serves as a forum for dialogue, supports collaboration on promoting diversity in the legal profession, and strongly encourages community service.



Rita F. Garrett
Office Manager
Atlanta

Rita Garrett, Office Manager of Kutak Rock's Atlanta Office, received the Cool Girls, Inc. 2014 Alice Hadley Volunteer of the Year Award at its annual Hot Pink Party on April 26. This signature "Cool Girls Become Cool Women" fundraiser helps Cool Girls expand its programs to continue helping girls in low-income Atlanta communities.

The Alice Hadley award was given to Garrett because of her devotion and support to Cool Girls and its mission to self-empower girls. She plays a significant role as a "Cool Sister" to a third-grade student at McNair Discovery Learning Academy.

Cool Girls is dedicated to empowering young women by pairing them with mentors and volunteers who aid in their development. These mentors, volunteers and community partners help fight poverty, low self-esteem and teen pregnancy and work to develop their mentees into confident women.



It's been a big year at Kutak Rock for ...

the Forum

The Kutak Rock National Inclusiveness and Diversity Forum (Forum) is comprised of small groups of attorneys and staff interested in building and supporting inclusiveness and diversity at Kutak Rock and in our communities.

Affinity groups bring similarly-situated people together to focus on inclusiveness and diversity-related interests as identified by the groups. Kutak Rock's Affinity Groups include:

- African Heritage African American Black
- Alaska Native American Indian First Nations Peoples Indian Indigenous Peoples Native American
- Asian/American Asian/Southeast Asian
- Diverse Age Groups
- Hispanic/Latin American
- Individuals with Disabilities
- LGBT
- Veterans and their Families
- Women
- Working Parents and Others Raising Children

Inclusiveness groups support an inclusive and welcoming environment at Kutak Rock.

- The Communication Group develops recommendations to improve internal and external communication about inclusiveness and diversity.
- The Mentoring Group develops recommendations for mentoring activities in specific areas and across the Firm.
- The Training and Education Group develops recommendations for specific or general training and education opportunities.

Pipeline groups in each office engage in local activities aimed at diversifying our workplaces and the legal profession. Participants identify activities that encourage those who may not otherwise have meaningful access to legal careers to consider a career in the legal profession.

Forum Highlights



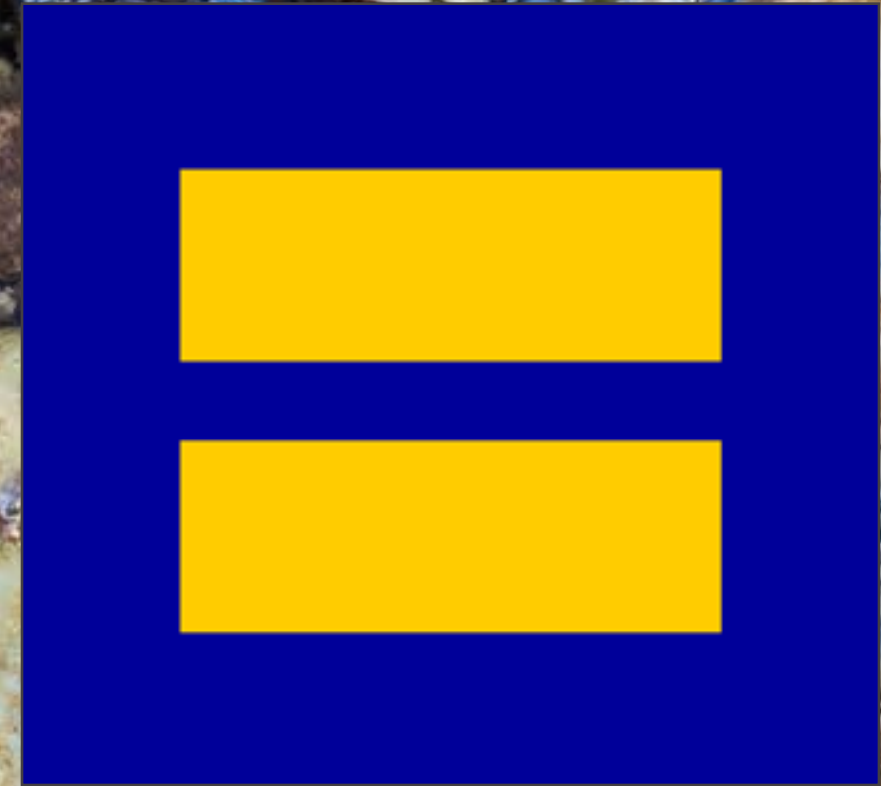
Richmond Pipeline Group

After touring Kutak Rock's Richmond office, 13 fifth-graders toured the United States District Court for the Eastern District of Virginia and watched a hearing and participated in a mock trial with the Honorable Judge Gibney during the Richmond Pipeline Group's 2014 Law Day.



African Heritage, African, Black Affinity Group

In 2014, as a result of discussions instigated by the Black Affinity Group, Kutak Rock designated Martin Luther King, Jr. Day as a firm-wide holiday.



LGBT Affinity Group

After a suggestion by the LGBT Affinity Group, Kutak Rock decided in 2014 to offer transgender benefits sufficient to meet the requirements to achieve a 100% on the Human Rights Campaign's Corporate Equality Index in 2015.

Contacts



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