

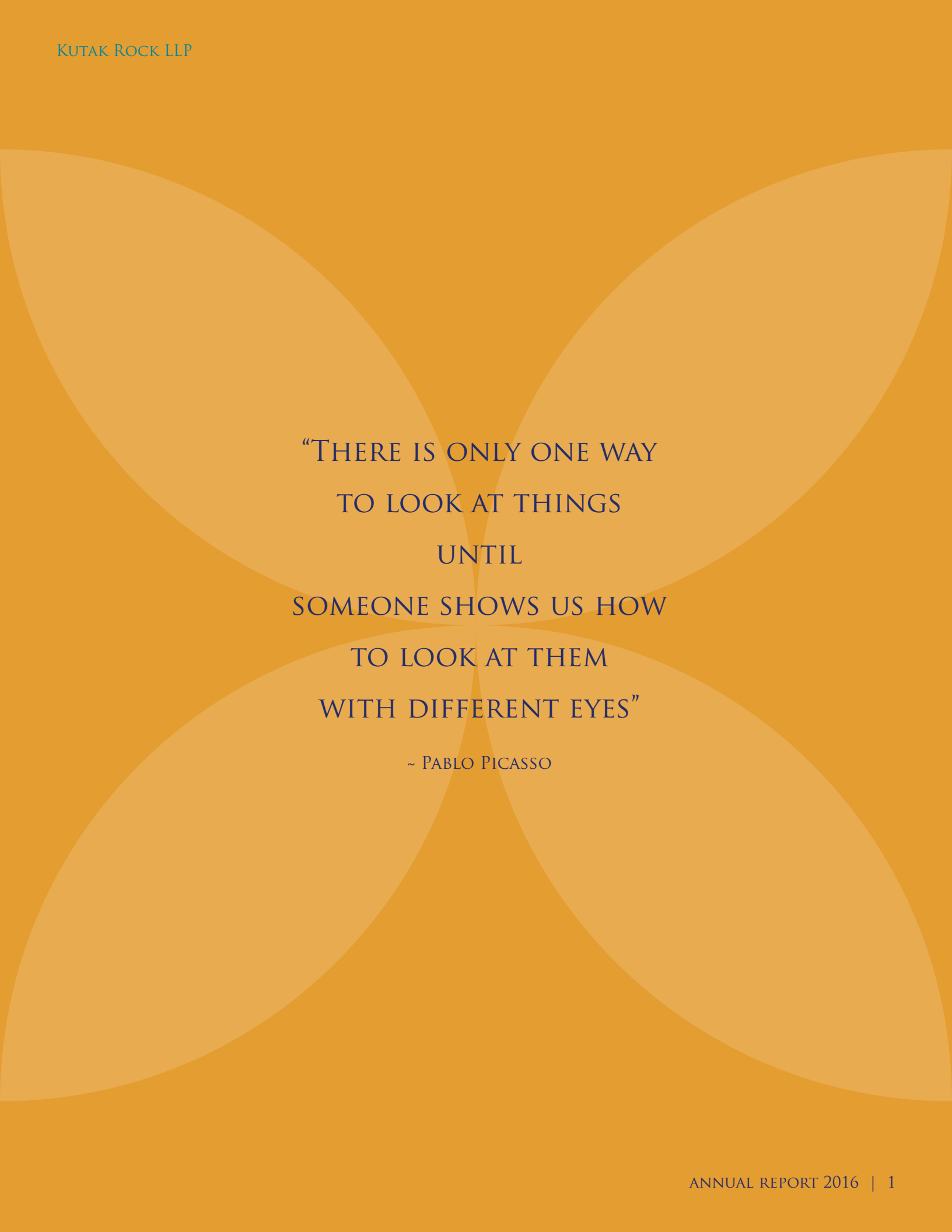
2016

THE ART OF INCLUSION IN PRACTICE



INCLUSIVENESS AND DIVERSITY

ANNUAL REPORT 2016



“THERE IS ONLY ONE WAY
TO LOOK AT THINGS
UNTIL
SOMEONE SHOWS US HOW
TO LOOK AT THEM
WITH DIFFERENT EYES”

~ PABLO PICASSO

INCLUSION IN PRACTICE

Kutak Rock opened its doors in 1965 with a stated commitment to a diverse and equal opportunity work environment and to improving diversity in the legal profession. That early commitment continues today in firmwide structures, such as the firm's national inclusiveness and diversity committee, in its three-year strategic plan, in annual tactics, and in multiple affinity groups and inclusiveness engagement groups designed to encourage every person at Kutak Rock to take responsibility for enhancing the firm's inclusive and diverse working environment. As a result, more than 50% of Kutak Rock's attorneys are women and/or minorities. The firm excels especially in the area of partner promotion with more racial and ethnic minority partners than the national average, LGBT partners at over two times the national average, partners with disabilities at over eight times the national average, and more women partners than the national average.

SURVEY AND STRATEGY

A COMMITMENT TO INCLUSIVENESS

Kutak Rock has had a long-standing commitment to inclusiveness and diversity in the legal profession. This commitment is evident in the firm's efforts to create and maintain an inclusive work environment. The firm's Inclusiveness Survey identifies contributors and barriers to an inclusive working environment, retention, and equal opportunities.

SURVEY RESULTS

The results of the survey form the base of a three-year strategic plan focused on systems and programs that support and foster inclusiveness and diversity. Creating an inclusive workplace and teams with diverse opinions, perspectives, and cultural references is a cultural and business imperative for Kutak Rock and our clients, and three-year goals and one-year tactics ensure continuous progress toward those goals.

EMPLOYEE PERSPECTIVES

PARTICIPATION

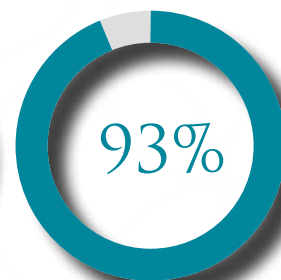
750



Over 750 attorneys and staff participated in the survey.



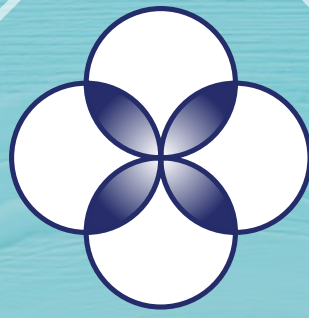
90% of Kutak Rock attorneys and staff enjoy being a part of Kutak Rock.



93% of Kutak Rock attorneys and staff feel that the work they do adds value to the firm.

GREAT THINGS ARE ACCOMPLISHED
BY A SERIES OF SMALL THINGS
BROUGHT TOGETHER

~ VINCENT VAN GOGH



FORUM

INCLUSIVENESS + ENGAGEMENT

- AFRICAN HERITAGE/AFRICAN AMERICAN/BLACK
- ALASKA NATIVE/AMERICAN INDIAN/FIRST NATIONS/
INDIAN/INDIGENOUS PEOPLES/NATIVE AMERICAN
- ASIAN/AMERICAN ASIAN/SOUTHEAST ASIAN
- HISPANIC/LATIN AMERICAN
- INDIGENOUS PEOPLES/NATIVE AMERICAN
- INDIVIDUALS WITH DISABILITIES AND
THEIR FAMILY MEMBERS
- LGBT AND ALLIES
- TRAINING AND EDUCATION
- VETERANS, SERVICEMEMBERS,
AND THEIR FAMILIES
- WOMEN
- WORKING PARENTS AND OTHERS RAISING CHILDREN

THE 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.

LANGUAGE IN THE WORKPLACE

Every year, the firm's Training and Education group offers a training program for attorneys and staff in each of the firm's offices. One of those training opportunities, entitled, "Language in the Workplace—Creating an Inclusive and Welcoming Work Environment," presented a collection

of videos, audio recordings and research about the assumptions that we might bring to our daily communication with clients and colleagues. A facilitated conversation followed each presentation, allowing both staff and attorneys the opportunity to reflect upon and discuss their own experiences and thoughts as they relate to the different accents, dialects and speech characteristics we encounter in our work environment, as well as how we might begin to challenge our assumptions in order to create a more inclusive working environment.

TRAINING HIGHLIGHT



DEB FROLING

MULTIGENERATIONAL WORKPLACES

In addition to the training opportunities available to staff and attorneys, the firm also makes available educational opportunities to learn more about working in the legal field. Deb Froling, a partner in the Washington, D.C. office and Past President of the National Association of Women Lawyers, presented "Multigenerational Workplaces." Ms. Froling shared her expertise on the changing workplace as it relates to generational differences, and offered strategies for addressing the challenges in order to create a welcoming workplace for everyone.

INDIVIDUALS WITH DISABILITIES AND THEIR FAMILY MEMBERS AFFINITY GROUP: CELEBRATING 40 YEARS OF IDEA

IDEA PANELISTS



Brad Boyer



Ed Marquette



Jeremy Fitzpatrick



Michael McDonnell



Kao Nou L. Moua

In October 2016, Kutak Rock hosted a special panel presentation in honor of the 40th anniversary of the Individuals with Disabilities Education Act (IDEA). Five Kutak Rock attorneys and staff shared their work with five different organizations and their efforts to improve the lives of individuals with disabilities and their families. They shared how the work of these organizations has been and will be shaped by IDEA in the past, present, and future.



MICHAEL SILLYMAN

HISPANIC AND LATIN AMERICAN AFFINITY GROUP

Michael Sillyman is a partner in the Scottsdale office. Mr. Sillyman has served as President of the Hispanic National Bar Foundation, an organization committed to encouraging and supporting Hispanic young people to pursue careers in the legal profession. In addition, Mr. Sillyman has served as Vice President of the Hispanic National Bar Association and as President of Los Abogados, Arizona's Hispanic Bar Association. At Kutak, Mr. Sillyman is an active member of the Firm's Hispanic and Latin American Affinity Group and a member of the National Inclusiveness and Diversity Committee.



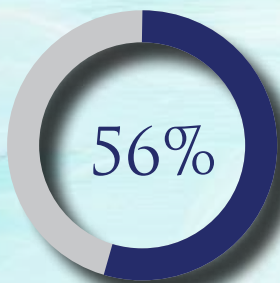
PIPELINE TO THE PROFESSION

Members of the Omaha pipeline group partnered with Creighton University professors to provide a number of presentations to students at Bryan High School throughout 2016. The focus of the presentation is how to pursue a legal career, and both Kutak attorneys and staff participate in sharing their personal and professional experiences.

BY THE NUMBERS

Kutak Rock is committed to creating and fostering an inclusive work environment for all. The firm's inclusiveness and diversity efforts ensure that all attorneys and staff can choose how to integrate their personal and professional lives.

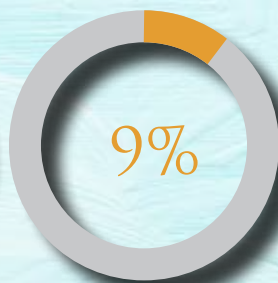
BY THE NUMBERS



56% of Kutak Rock's attorneys are women and or minorities.



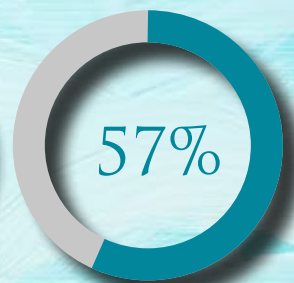
8 times the national average for partners with disabilities.



9% of Kutak Rock's partners are individuals of color.



2 times the national average for LGBT partners.



57% of newly-named partners are women.

LGBT AND ALLIES AFFINITY GROUP

Jane Sper, a partner in the Richmond office, serves as a member of the board of directors of Equality Virginia, a statewide, non-partisan education, outreach and advocacy organization that seeks equality for LGBT Virginians.

In addition, Jane has served as a director of the Virginia Equality Bar Association (VEBA) since its founding in 2013. VEBA's mission includes providing legal education, resources and information to the legal community and the public at large. Jane has been instrumental in developing the organization's Name and Gender Marker Change Clinic and its continuing legal education programs for attorneys and law students across Virginia.



JANE SPER

DIVERSITY: THE ART OF THINKING INDEPENDENTLY TOGETHER

~ MALCOLM FORBES

AFRICAN HERITAGE/AFRICAN AMERICAN/BLACK AFFINITY GROUP

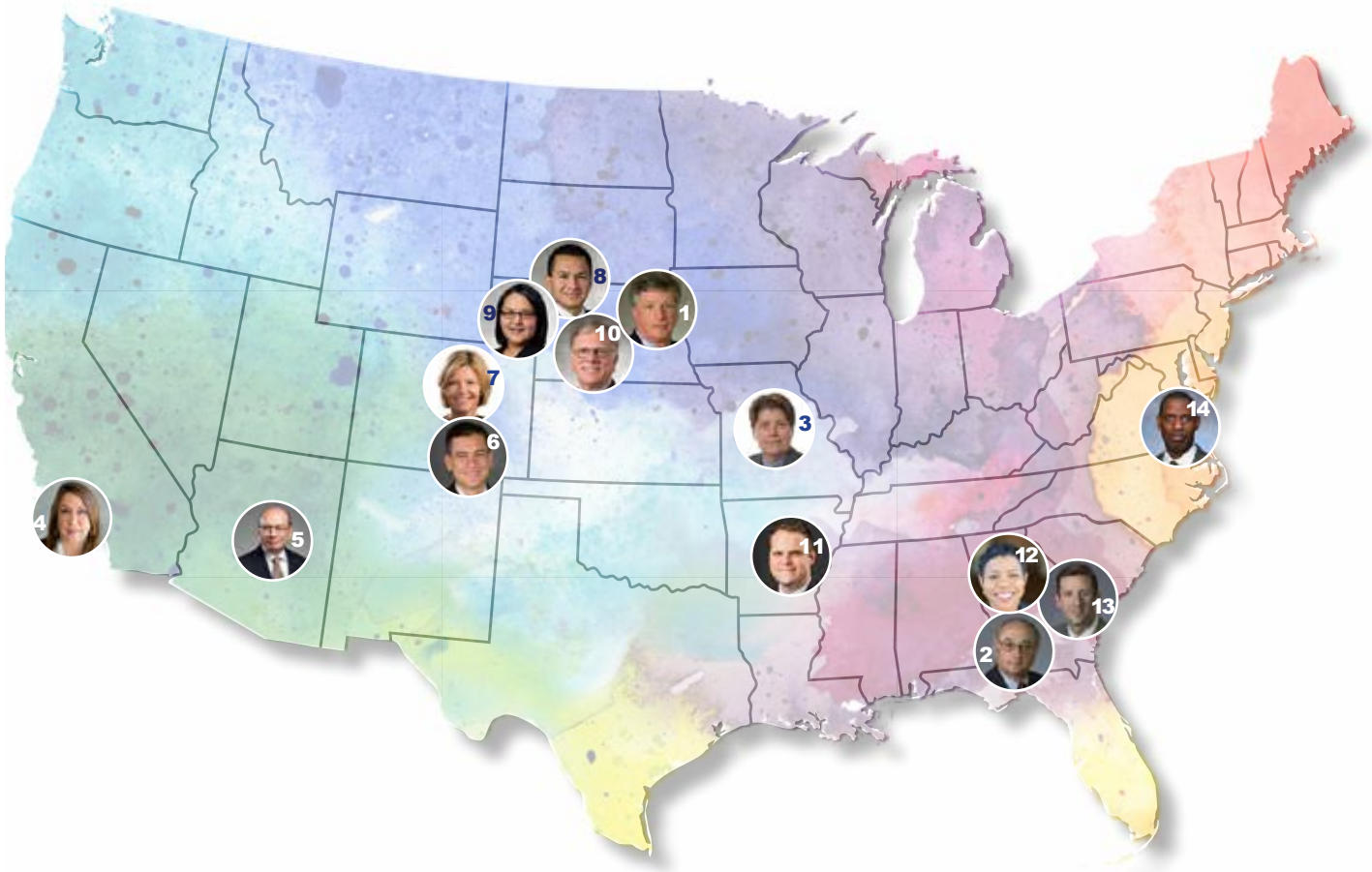
Each year, Omaha members of the African Heritage African American Black Affinity Group coordinate a few special events in recognition of Black History Month. This year, the Great Plains Black History Museum provided artwork and a number of artifacts to display in the Omaha office. Attorneys and staff were invited to view the exhibit and participate in a presentation by Mr. Rudy Smith, Chair of the Museum's Board.

(Right) Omaha members of the African Heritage African American Black Affinity Group created "Did You Know" cards, highlighting the many accomplishments of African Americans in this country.

"DID YOU KNOW" CARDS



2016 INCLUSIVENESS AND DIVERSITY COMMITTEE



DAVID JACOBSON, CHAIR OF THE FIRM, (1) AND DAVE AMSDEN, VICE-CHAIR (2) | *National*

COURTNEY KOGER, CHAIR OF THE COMMITTEE (3) | *Kansas City*

SAUNDRA WOOTTON (4) | *Los Angeles*

MICHAEL SILLYMAN (5) | *Scottsdale*

BARRY BURNS (6) AND TIFFANIE D. STASIAK (7) | *Denver*

ED GONZALES (8), WINNIE HAWKINS (9) AND TOM ROUBIDOUX (10) | *Omaha*

STUART HINDMARSH (11) | *Rogers*

RITA GARRETT (12) AND DREW MARLAR (13) | *Atlanta*

GIL BOYCE (14) | *Washington D.C.*

“I BEGIN WITH AN
IDEA
AND THEN IT BECOMES
SOMETHING ELSE”

~ PABLO PICASSO

KUTAK ROCK LLP

CONTACT US

Kim McKelvey

Director of Strategic Focus and Inclusiveness and Diversity
Kim.McKelvey@KutakRock.com

Kao Nou L. Moua

Inclusiveness and Diversity Analyst
KaoNou.Moua@KutakRock.com

KutakRock.com

