

# DIVERSITY

## A KEY INGREDIENT

### PERKINS COIE DIVERSITY RECRUITMENT

We believe in developing relationships and investing in people. At Perkins Coie, we strive to create a diverse and inclusive community where opportunities to succeed are available to all. Every person is a valued member of the team, and our firm culture is built on collaboration and mutual respect. The diverse perspectives and experiences of our attorneys and staff ensure that we deliver the best solutions to our clients.

Our recruitment efforts include building supportive relationships with student organizations, job fairs and programs designed to educate and expose students to the legal profession. Regardless of whether students plan to apply to Perkins Coie, we encourage all law students to speak with us so that we can help them better navigate the process. In these ways, we can extend our insight and experience to students.

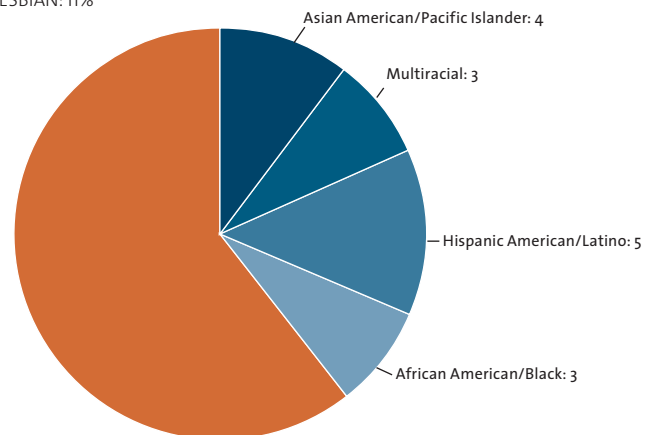
### PERKINS COIE 1L FELLOWSHIP

Through the Perkins Coie Diversity Student 1L Fellowship, we offer paid summer associate positions and \$7,500 in academic scholarships to several diverse law students. Fellows are selected on the basis of their academic record, interests and meaningful contribution to diversity programs at their law schools. Seventy-five percent of the student fellows receive offers for full-time employment. In 2011, we awarded five fellowships.

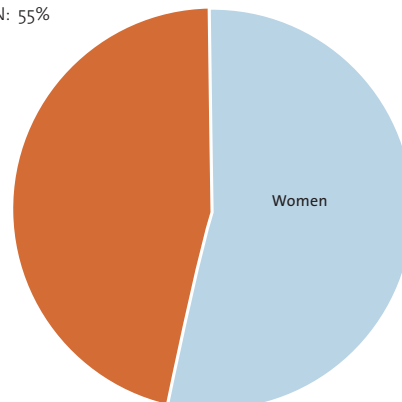
### DEMOGRAPHICS: THE 2011 SUMMER CLASS

The firm welcomed **38** law students to eight offices across the firm. The diversity demographics for the 2011 summer class are as follows:

WOMEN: 55%  
 MEN: 45%  
 ETHNICALLY DIVERSE: 39%  
 GAY & LESBIAN: 11%



WOMEN: 55%



## RECRUITMENT ACTIVITIES AND PROGRAMS

Perkins Coie is pleased to sponsor several events that support and promote diversity in the legal profession.

### SWEET HOME CHICAGO HOLIDAY RECRUITING RECEPTION

The Chicago Committee on Minorities in Large Law Firms sponsors a yearly Holiday Recruiting Reception. This year, Perkins Coie was proud to host the reception, which raises funds to help law students pay for school.

### ANNUAL SUMMER ASSOCIATE DINNER

Perkins Coie hosts a dinner in each office where summer associates can meet and greet one another. Summer associates are encouraged to network with their fellow associates and are given opportunities to attend several summer events.

### MICROSOFT WOMEN AND MINORITY LAW STUDENT IP SUMMIT

The IP Diversity Summit is an opportunity for women, minority and LGBT law students to learn about different career paths in intellectual property law while networking with attorneys from major companies across various industries and law firms.

### ASIAN AMERICAN BAR ASSOCIATION (AABA) OF THE GREATER CHICAGO AREA ANNUAL INSTALLATION DINNER AND SCHOLARSHIP AWARD BANQUET

Perkins Coie has sponsored this event and presented a scholarship in 2010 and 2011.

### THE ANNUAL ROBERTA PHILLIP SCHOLARSHIP RECEPTION & SILENT AUCTION

Perkins Coie was proud to support the Rosemary Anderson High School – Lewis & Clark Law School mentor program's annual reception and silent auction in April 2011. The funds raised will be used to assist diverse law students. One Lewis & Clark law student, who has been actively involved in the mentor program for two years, received a scholarship. This award recognizes the service of these law students and the positive impact that their mentoring has on the youth they support.

### ASIAN BAR ASSOCIATION OF WASHINGTON (ABAW) STUDENT SCHOLARSHIP FOUNDATION BANQUET

Perkins Coie was proud to sponsor the ABAW's Student Scholarship Foundation banquet at which scholarship awards were presented to diverse students.



## NATIONAL CAREER FAIRS AND CONVENTIONS

Perkins Coie is proud to sponsor and support several associations and career fairs that work for diversity in the legal profession.

- BAY AREA DIVERSITY CAREER FAIR
- COOK COUNTY BAR ASSOCIATION MINORITY JOB FAIR
- HISPANIC NATIONAL BAR ASSOCIATION CONVENTION AND CAREER FAIR
- IMPACT CAREER FAIR FOR LAW STUDENTS AND ATTORNEYS WITH DISABILITIES
- LAVENDER LAW CAREER FAIR AND CONFERENCE
- NORTHWEST MINORITY JOB FAIR
- OREGON MINORITY JOB FAIR
- SAN FRANCISCO INTELLECTUAL PROPERTY LAW ASSOCIATION BAY AREA JOB FAIR