

October 2019

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To All Perkins Coie Employees

**RE: Equal Employment Opportunity Policy Statement**

It is the policy of Perkins Coie not to discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, marital status, genetic information, sexual orientation, gender identity, disability, veteran status or any other basis of discrimination prohibited by local, state or federal law. It is also the policy of Perkins Coie to employ and to advance in employment all persons regardless of race, color, religion, sex, national origin, age, marital status, genetic information, disability or veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment.

Employees and applicants of Perkins Coie will not be subject to harassment on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, sexual orientation, gender identity, disability, veteran status or any other basis of discrimination prohibited by local, state or federal law. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As Managing Partner of Perkins Coie, I am committed to the principles of Equal Employment Opportunity. In order to ensure dissemination and implementation of our policies throughout all levels of the firm, Jennifer Bluestein, Chief Talent Officer, has been tasked with executing the program at Perkins Coie.

We request the support of all employees in accomplishing Equal Employment Opportunity.

Very truly yours,

  
William G. Malley  
Managing Partner