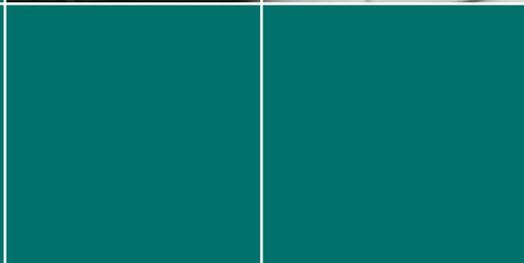


HUNTON &
WILLIAMS



A Commitment to Diversity:
Supporting Our Lesbian, Gay,
Bisexual and Transgender Lawyers



“I am proud of the firm’s continuing commitment to recruiting, retaining and promoting gay, lesbian, bisexual and transgender lawyers as part of the firm’s diversity initiative. Although the LGBT Initiatives Task Force is relatively new to the firm, its goals are strongly supported by firm leadership and planning is already underway to provide enhanced programs and activities for Hunton & Williams’ gay, lesbian, bisexual and transgender lawyers.”



— Timothy Toohey,
Partner, Los Angeles Office, Chair of the LGBT Initiatives Task Force

“Hunton & Williams is committed to maintaining a culture that welcomes and nurtures diverse attorneys, regardless of race, ethnicity, gender, sexual orientation or gender identity.”



— Wally Martinez,
Managing Partner

Hunton & Williams LGBT Programs

LGBT Initiatives Task Force

In January 2008, Hunton & Williams established a LGBT Initiatives Task Force affiliated with the firm’s Diversity Committee. Chaired by a firm partner and staffed by a diverse group of attorneys from across the firm’s U.S. offices, its mission is to develop and implement programs to help recruit, retain and promote LGBT lawyers.

LGBT Firmwide Affinity Group

Hunton & Williams’ LGBT Initiatives Task Force

also serves as the affinity group for the firm’s lesbian, gay, bisexual and transgender attorneys. Supported by the firm both financially and philosophically, it provides an opportunity to share common experiences and challenges, network and participate in LGBT activities on a national basis.

LGBT Recruiting

The firm recruits at numerous diversity and minority career fairs each year, including the annual National LGBT Bar Association’s Lavender Law Career Fair.

Hunton & Williams staff and attorneys also reach out to LGBT law students and organizations at the universities where they actively recruit.

Health and Insurance Benefits Supporting All Families

Hunton & Williams does more than simply provide benefits. It values and supports the families of LGBT attorneys through benefits and inclusion in firm activities, including holiday parties, summer associate events and informal social gatherings. Hunton & Williams provides medical plan options and access to dental and vision insurance plans for its lawyers, as well as their dependents, spouses or domestic partners. It also offers domestic partners access to accidental death and dismemberment insurance, dependent life insurance and firm-sponsored annual wellness screenings.

Pro Bono Support

The firm believes strongly in giving back to the community and together its lawyers dedicate more than three percent of their total billable hours each year to pro bono service. Pro bono work at the firm reflects the special interests of its attorneys, and legal services have been donated to a number of organizations that support the LGBT community, including Whitman-Walker Clinic in Washington DC, Broadway Cares, Equality Virginia, Richmond Organization for Sexual Minority Youth (ROSMY), Lambda Legal, Legal Hospice of Texas and Dallas Black Tie Dinner.

Leadership

Many Hunton & Williams LGBT attorneys hold

leadership positions within the firm, the legal profession and their communities.

Diversity Program

Hunton & Williams maintains a dynamic Diversity Program designed to attract and develop a workforce representative of the firm's global law practice. The firm believes that a diverse group of lawyers and staff members allows it to better serve its clients across the United States and around the world.

Equal Employment Opportunity Policy

The firm has long been committed to a broad policy of equal employment opportunity that exceeds legal mandates and covers all aspects of the employment process, from recruiting and hiring to training and promotion. Discrimination based on race, color, sex, religion, national origin, age, marital or veteran status, disability, genetic information, sexual orientation, gender identity or expression, or any other legally protected status is prohibited. Hunton & Williams' EEO Policy explains the firm's dedication to both the letter and spirit of equal opportunity. The firm's statement to the National Association for Law Placement also highlights its nondiscrimination policy and summarizes its firmwide minority recruiting efforts.

Collegial Working Environment

Hunton & Williams is equally committed to providing a congenial, professional working atmosphere for both lawyers and staff, free of physical, psychological or verbal harassment. The firm has adopted a strong policy against harassment, which applies to sexual harassment as well as to

harassment based on race, color, national origin, gender, sexual orientation, gender identity or expression, religion, disability, age, marital or veteran status, or any other protected category. Extensive training at all levels is held to ensure that lawyers and staff are aware of the policy and the reporting procedure for seeking corrective action.

Diversity Leadership

Hunton & Williams' commitment to diversity begins at the top. The firm's managing partner has responsibility for leading the planning, implementation and achievement of the firm's diversity initiatives and reports regularly to the firm's Executive Committee and its partners. Senior management and practice group leaders are directed to incorporate the firm's diversity goals and objectives in their overall planning process, and are held accountable for diversity results through

informal monitoring as well as a formal annual evaluation process.

Diversity Committee

The firm's Diversity Committee, co-chaired by three firm partners, has a two-fold mission: to determine how the firm's growing diversity can best be used to serve existing clients, develop new clients and further distinguish the firm; and to focus on the breadth and richness of the cultural, ethnic, gender and other differences of the firm's lawyers and staff.

Committee responsibilities include participating in ongoing team and individual attorney planning processes to ensure diversity is well considered; responding appropriately to clients who have stated diversity expectations; and reviewing firm communications, recruiting materials, professional development and social activities to determine how best to reflect the richness of the firm's diversity.

LGBT Initiatives Task Force

Chair:

Timothy J. Toohey, Partner, Los Angeles

Members:

Jason M. Beach, Associate, Atlanta

Ashley Cummings, Partner, Atlanta

James A. Deets, Counsel, Dallas

Ann Marie Mortimer, Managing Partner, Los Angeles

Marc Purintun, Counsel, Richmond

P. Watson Seaman, Partner, Richmond

Allison D. Wood, Partner, Washington, DC

Ex-Officio Member:

Amy McDaniel Williams, Diversity Committee Co-Chair and Partner, Richmond

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