

COLLABORATE

ALIGN

Straight Talk about

Diversity and Inclusion:

GOOD BUSINESS.

PERFORM

ANDREWS

ATTORNEYS

KURTH LLP

STRAIGHT TALK IS GOOD BUSINESS.®

DIVERSITY AND INCLUSION ARE

Andrews Kurth is committed to an inclusive culture that embraces and advances a diverse workforce—for the benefit of our firm, our clients and our communities. Utilizing the talents and perspectives of a diverse, high-performance team helps us understand the legal issues of our clients and align our representation accordingly through “straight talk.” The result is an energetic professional environment, which is central to our continuing a century-old tradition as a successful law firm.

This is why—at Andrews Kurth—diversity and inclusion are core values.

Key Areas of Focus

Elizabeth Campbell joined Andrews Kurth as a partner and full-time Chief Diversity Officer in 2007, making Andrews Kurth one of the first law firms in the U.S. to have such a position. A University of Michigan Law School graduate with more than 25 years of experience, including serving as a corporate executive and employment lawyer, Elizabeth reports to Andrews Kurth’s Managing Partner. Together they lead the efforts that make diversity and inclusion vital to the life of our firm.

For example, they have:

- Reinforced diversity and inclusion as a guiding philosophy in business development, recruitment, retention, professional development and procurement.
- Developed customized diversity orientation for lawyers and staff.
- Implemented a talent pipeline development strategy that includes enhancing relationships with diverse law student organizations.
- Expanded our community relations plan to support diversity-related activities and organizations in the cities where we have offices.
- Incorporated accountability measures for diversity and inclusion into lawyer timekeeping and self-evaluations used in the performance review and compensation processes.
- Reinforced inclusive benefits and policies through our non-discrimination and anti-harassment policies that also protect applicants and employees on the basis of sexual orientation and by offering healthcare benefits to the domestic partners of our employees.

CORE VALUES

“We believe that valuing

DIVERSITY *and*

Recognized Milestones

Our vision is to be a leader in the legal profession by building a high-performance team of diverse individuals to create a positive experience for our clients and our communities. A major accomplishment was our design and launch of a comprehensive diversity and inclusion strategic plan that addresses the areas of marketing, human capital and procurement.

Andrews Kurth’s achievements have been recognized by such organizations as Diversity Best Practices (making us one of only two law firms in the U.S. to receive the 2008 CEO award), the Texas Diversity Council and Working Mother magazine.

These are not just successes in themselves—they reflect our leadership and are milestones in the progression of diversity and inclusion at Andrews Kurth.

Bottom Line Advice That Addresses Specific Problems

Because diversity and inclusion are core values, we actively seek to incorporate the benefits of diverse perspectives into the advice we give our clients. This is an added dimension to the high-quality legal counsel that clients expect from us.

For example, our unique approach to diversity and inclusion may help clients:

- Demonstrate good faith efforts to address issues raised in employment litigation or during affirmative action plan audits.
- Evaluate workforce demographics in the wake of layoffs and restructuring.
- Build diverse litigation teams that enhance effectiveness with courtroom dynamics.
- Identify workforce diversity and inclusion implications and opportunities in mergers and acquisitions.

INCLUSION

enhances our ability to compete

for clients and talent.”

-Managing Partner, Bob Jewell

BROAD

perspectives generate

GREAT IDEAS.

*For straight talk about diversity and inclusion,
visit andrewskurth.com.*

DIVERSITY

and **INCLUSION**

*are integral to the life and
success of our firm.*

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