



DIVERSITY

Diversity is a core value at Vorys. Our commitment to diversity has created an atmosphere in which our people thrive and are encouraged to use their different talents, perspectives, backgrounds, and experiences to serve our clients. Likewise, we believe that through our commitment to diversity, we better serve the communities in which we live and work. Since 2006, *Multicultural Law* magazine has named Vorys a top law firm for diversity by recognizing the firm in the magazine's rankings of the Top 100 Law Firms for Diversity, The Top 100 Law Firms for Women, and The Top 25 Law Firms for African-Americans. And since 2008, Vorys has been recognized as one of the top gay-friendly workplaces in central Ohio by the Human Rights Campaign's Corporate Equality Index. Additionally, the firm has been a member of the Leadership Council on Legal Diversity since its inception.

Vorys is an equal opportunity employer. It is the policy of the firm to provide equal opportunity at all times without regard to sex, marital status, race, age, religion, national origin, ancestry, color, sexual orientation, gender identity, military/veteran status or handicap/disability.

Recruiting Diverse Talent

We are committed to recruiting the best and the brightest from diverse backgrounds and perspectives. Members of the Hiring Committee attend minority job fairs and participate in events to meet talented and diverse law students, judicial clerks, and lateral candidates. These include events sponsored by the Black Law Students Association and the career fair at the annual Lavender Law Conference, sponsored by the National Lesbian and Gay Law Association. Our lawyers also regularly visit school campuses, build relationships with student associations, and meet with law students in informal settings to discuss legal careers.

Vorys is proud to be a demonstrated leader in recruiting diverse talent into the legal profession. More than 20 years ago, a partner in our firm co-founded the nationally recognized Minority Clerkship Program sponsored by the Columbus Bar Association.

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Vorys has established the George Corey Scholarship program in memory of our beloved partner, George Corey, whose immense legal talent, professionalism, and warmth left an indelible mark on the Ohio legal community, and who was passionate about recruiting the best and the brightest from diverse backgrounds and experiences. The program awards a scholarship each year to a minority law student.

In addition, the Vorys Diversity & Inclusion Committee offers a fellowship program for highly motivated first-year law students who are members of a historically underrepresented racial or ethnic minority group. Vorys 1L Diversity Fellows are members of our 10-week Summer Associate Program. This includes numerous training sessions, associate and partner mentorship programs, real-world work experience on active matters, and frequent networking and social events. In addition, diversity fellows will have the opportunity to spend time on-site in the legal department of our client Abercrombie & Fitch. This unique partnership provides each Vorys fellow with a fantastic learning experience, enriching growth opportunity, and a great appreciation for the practice of law both at a large law firm and with an international corporate client.

Retaining Diverse Talent

Recruiting talented lawyers is only the first step. We are also dedicated to developing, retaining, and promoting our attorneys. In addition to a firm culture of collegiality and mutual respect, we have created mentoring and professional development programs to ensure that our lawyers receive every opportunity to achieve personal growth and professional success.

Some of these efforts include:

- **Mentoring program** - Every associate is paired with a partner mentor. They meet formally and informally to develop a personalized approach to the associate's training, development, and evaluation. In addition, informal mentoring relationships and an "open door" atmosphere are hallmarks of the Vorys work environment.
- **Training and Continuing Legal Education** - In all our practice groups, associates work directly with partners and receive training through hands-on experience and feedback on their work product. Some of our larger practice groups also have regular professional development and training programs designed to assist associates in developing specific skills. Our firm pays for Continuing Legal Education programs (CLEs), and we encourage our associates to work with their mentors to identify programs that address areas of interest and relevance to their particular practices.
- **Associate Relations Committee** - The Associate Relations Committee is made up of partners and associates. It provides a forum for addressing associate issues and fostering open communications and strong relationships between associates and partners. In addition, we are proud of our firm culture, which encourages daily, one-on-one contact between senior lawyers and associates.
- **Bar Associations and Community Groups** - Vorys provides substantial financial support to bar associations and other groups focused on women, minority, and LGBT issues. Our lawyers also actively participate and assume leadership roles in these organizations. In

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In addition, one of our African-American partners was the driving force behind the Columbus Bar Association's Managing Partners Diversity Initiative, which brought together the managing partners of all the major law firms in Columbus to work together to improve the hiring, retention and advancement of minority lawyers. This successful program, launched in 2001, has served as a model for other bar associations across the country.