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**For us, being diverse and inclusive goes beyond doing the right thing — it's who we are.**

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Joseph Leccese, Chairman

## Our Diverse Lawyer Network

Asian Lawyer Affinity Group

Black Lawyer Affinity Group

Flex-Time Lawyer Affinity Group

Hispanic/Latino Lawyer Affinity Group

LGBT Affinity Group

Proskauer Women's Alliance

Religious Observers Affinity Group

At Proskauer, diversity and inclusion are core values and fundamental to our history and culture.

While our top priority is to do the best for our clients, we can succeed only if we do the best for our people. We accomplish this by attracting, retaining and promoting a diverse and inclusive population.

- Our Diverse Lawyer Network provides a forum for members to share ideas and experiences, hold events based on themes and topics of interest, and celebrate the richness of backgrounds and perspectives that distinguishes us.
- We offer associates a variety of programs focusing on training, professional development, mentoring and coaching. We balance hard work with having fun — and offer associates plenty of opportunities to do so.
- We partner with numerous diversity-based organizations and community service programs. Associates are very active in these efforts.

## Noteworthy programs

The **Diverse Lawyer Mentoring Circle Program** aims to enhance the integration and development of junior-level diverse associates with one-on-one support from designated partner mentors. It amplifies the core benefits of individual mentoring — coaching, counseling and networking — by creating circles (i.e., teams) of mentor-mentee pairs, with each circle encompassing four or five mentees and their mentors.

Our **Women's Sponsorship Program** aims to retain our talented mid- and senior-level women lawyers by taking an active interest in their careers and providing them with the tools and support with which to assume leadership roles in the future.

The **Proskauer Caregivers Network** focuses on the needs and concerns of lawyers and staff who must devote significant time to caring for children, parents, other family members and friends. The network provides resources and support to help our professionals handle their caregiving obligations.

Our **Silver Scholar Program** — the Firm's signature pipeline initiative — is designed to increase diversity within Proskauer and the broader legal profession. The initiative is named after Edward Silver, the first elected Chairman of Proskauer and a premier labor lawyer of his time. The program reflects and is an outgrowth of Ed's lifelong commitment to diversity and equal opportunity. It provides a cash award of up to \$30,000 and a Proskauer summer associate position to first- and second-year law students who combine outstanding academic achievement with demonstrated leadership abilities and active community involvement.

## Fun stuff

Proskauer presents many associate-specific events. In the past few years, associates have attended:

National Basketball Association Draft

Friends & Family Reception

Tony Awards

Special film screenings

Upright Citizens Brigade comedy workshop

Three-course culinary class



For more information about diversity initiatives at Proskauer, please contact:

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For more information about Proskauer's recruiting efforts, please contact:  
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## Recent recognition

Proskauer's diversity and inclusion efforts have earned acclaim for their creativity and effectiveness. Recent highlights include:

### 2016 Vault Guide to the Top 100 Law Firms

Highly ranked among:

- Best law firms to work for
- Overall satisfaction
- Best summer associate program

### 2016 Chambers USA Diversity Awards

Nominated as Most Inclusive Firm for Minority Lawyers by the leading global law firm directory, Chambers & Partners, in its inaugural diversity award program

### New York Law Journal's 2015 Diversity Initiative Project

Recognized for innovative Diverse Lawyer Mentoring Circle Program and Women's Sponsorship Program

### Yale Law Women's 2015 Top Ten Family Friendly Firms

Recognized in Gender Equity category for having women lawyers comprise at least 50 percent of 2014 partner promotions in U.S. offices

### Minority Corporate Counsel Award (MCCA) Thomas L. Sager Award

Named a finalist for this prestigious award which recognizes law firms that have demonstrated a sustained commitment to advancing the hiring, retention and promotion of diverse attorneys.

### Women in Law Empowerment Forum's 2015 Gold Standard Certification

