

Pattishall, McAuliffe, Newbury, Hilliard & Geraldson LLP
Report on Promotion of Diversity
2010

I. Overview

- ❖ Over 70% of the Firm's lawyers are either currently or have recently been engaged in local, state and national diversity programs.
- ❖ Under the chairmanship of Jonathan Jennings and Bradley Cohn, new associates hired by the Firm in the past three years were 50% women and 20% minorities.
- ❖ In the past three years, 75% of our summer law clerks have been women and 58% minorities. In 2009, all three members of our summer associate class were minority women.
- ❖ As a Firm, 39% of our lawyers are women and minorities. Among our partners, 32% are women and minorities. 78% of our paralegals are women or minorities.

II. Efforts to Promote Diversity in the Community

1. In 2009, Joseph N. Welch, II, Managing Partner, completed his presidency of the Chicago Intellectual Property Alliance ("CIPA"), which is active in connection with minority students in the Chicago Public Schools ("CPS"). The Organization is working with CPS to develop intellectual property related education programs for students, and on a fund-raising project for the schools. For many years CIPA has been an awards sponsor for the Chicago Public Schools Science Fair – CIPA awards are presented to minority students in most cases.
2. For over ten years, Jonathan Jennings, Partner, taught inner city (primarily minority) Chicago school children about the U.S. Constitution through the Constitutional Rights Foundation of Chicago.
3. Jonathan S. Jennings was a patron of the 2009 METROsquash Windy City Open Squash tournament, which supports METROsquash (Chicago's urban enrichment program for under served youth), and has been active in its youth squash program. METOsquash is in its fifth season and has had a transformative impact on Chicago Public School students, and its minority-based student body who participates, through squash, academics, travel and community service.
4. Jonathan provides pro bono legal services to two organizations, FamilyCare of Illinois and Family and Children's Aid, Inc., which provide a variety of services to poor and minority families and children. FamilyCare of Illinois provides parenting training, clinical services, foster care and adoption, senior companion services, and visitation services. Family and Children's Aid provides a refuge for abused and neglected children by providing safe homes, food, educational and psychiatric services. It also provides services to seniors.

5. Brett August, Partner, is Chair of the Chicago-Paris Sister Cities Committee which organizes exchanges between the Chicago Public Schools students and their counterparts in Paris.
6. Raymond Geraldson, Jr., Senior Partner, is a Director of the Kendall College Charitable Trust and past Board of Trustee Chairman of Kendall College.
7. David Hilliard, Senior Partner, was the founding Chair of the 10,000 member Young Lawyers Section of the Chicago Bar Association which began a unique "Law Explorers" program for young men and women between the ages of 14 and 20 who are interested in careers in law and government. Today, volunteer lawyers meet with students from 100 Chicago area high schools every other Wednesday evening and participate in role playing concerning legal and ethical questions. The Law Explorers participate at the end of each year in a mock trial competition.
8. Phillip Barengolts volunteered his time in 2009 at Columbia Explorers Academy, a K-8 public school located in Chicago's Brighton Park neighborhood, which is 70% of Mexican origin.

III. Efforts in Law Schools to Promote Diversity:

9. Robert Sacoff, Partner - as Chair of the American Bar Association Section of Intellectual Property Law in 2003-2004, Bob led that Section in creating a new minority court clerkship initiative, which is now Section Special Committee 557, and part of the ABA's Judicial Intern Opportunity Program.
10. Mark Partridge serves as a career mentor at John Marshall Law School to current and former students, including women and minority students.
11. David Hilliard, Joe Welch and Uli Widmaier serve as mentors and faculty advisors to minority law students at Northwestern University and the University of Chicago.
12. Daniel Hwang, Associate, again served in 2010 as a speaker and advisor for the Asian American Pacific American Law Students Association (APALSA) organizations at DePaul University's College of Law, Loyola University Chicago School of Law, and the University of Illinois College of Law.

IV. Efforts in the Profession to Promote Diversity:

13. Joe Welch is involved with the American Intellectual Property Law Education Foundation, dedicated to increasing diversity in the Intellectual Property bar.
14. Joe Welch and Brett August have been volunteers in the Pro Bono Minority Adoption Program for a number of years and Joe is also the Firm's liaison for the Lawyers for the Creative Arts pro bono organization which serves many minority clients.

15. Joe Welch provides pro bono legal assistance to Young Chicago Authors, an organization that encourages self-expression and literacy in its mostly minority high school student members, through workshops, performance and publication opportunities, and college scholarships.
16. Bob Sacoff was appointed a member of the AIPPI United States Nominating Committee in 2008 which focuses on nominating women members of the Executive Committee. Bob also served as a member of the (global) AIPPI Nominating Committee where, at his suggestion, the Association adopted a policy in 2007 seeking out more women members to be groomed for Association leadership.
17. As Chair of the ABA IPL Section, Bob also institutionalized the Women Lawyers Breakfast Meeting at the Section's annual meeting, and chaired a panel discussion on diversity in the profession. In recognition of Bob's efforts, the American Bar Association honored the Intellectual Property Section as having the best Diversity Advocacy Program of any ABA Section.
18. Mark Partridge, Partner - Chaired the American Intellectual Property Law Association Strategic Planning Initiative which led to the formation of the AIPLA Education Foundation which is dedicated to finding ways to increase diversity within the intellectual property bar.
19. Mark also mentors young minority attorneys as a member of the AIPLA mentorship program, and in 2007 was mentoring black female attorneys as part of this initiative.
20. Mark provides pro bono legal services and business advice to Gloria Rojas, a Cuban-born speech pathologist, in the development and protection of a bi-lingual education program involving CDs and books to help Hispanic children learn English.
21. Jonathan Jennings serves on the Leadership Council of the ABA IPL Section which is actively engaged in a host of diversity initiatives. He has spoken on "Careers in Intellectual Property Law" before the ABA's Judicial Intern Opportunity Program, which provides minority and/or financially disadvantaged law students a chance to work with Judges.
22. Jonathan Jennings coached a female and a minority law student in preparation for a moot court competition in February, 2009.
23. Danielle Lemack volunteered for the Women Everywhere project sponsored by a consortium of Chicago bar associations until her recent move to Boston with her husband (where she continues as a Partner of the Firm).
24. Thad Chaloeintiarana is a member of and past Secretary of the Asian American Bar Association. He regularly participates in AABA's Law Student Forum Workshop, which provides mentoring to minority law students in the areas of interviewing and working and living in the legal world.

25. Belinda Scrimenti, Partner has contributed to the Women's Bar Foundation Scholarship Fund, which presents 10 scholarships annually to women law students at Illinois universities.
26. Raymond Geraldson was a founding member, past president and now board member of the Lawyers for the Creative Arts, based in Chicago and historically serving many minority clients.
27. David Hilliard was a founding member of the Illinois Commission on the Rights of Women.
28. David was a founder and first president of Illinois IOLTA program which has distributed over \$100 million to provide legal services to minorities and the under privileged. Two-thirds of the legal services Executive Directors in Illinois are women and/or minorities.
29. David and Ashly Iacullo are members of the Chicago Bar Foundation which has strong diversity advocacy programs. Ashly currently serves on the CBF's Young Professionals Board.
30. In 2009, David Beeman became Legal Counsel for the Neighborhood Writing Alliance which helps minorities develop writing skills and publishes their writings in a magazine called "The Journal of Ordinary Thought".
31. David Hwang has served as past Director of the Asian American Legal Services Clinic which strives to provide top-notch pro bono legal services to the Chicagoland Asian American community.
32. David Hilliard, Robert Newbury, Joseph Welch, Mark V.B. Partridge, Michael Monahan, Robert Sacoff and Jonathan Jennings are fellows of the American Bar Foundation, which, among other things, offers undergraduate summer research diversity fellowships in law and social science programs.
33. Our first woman partner, Helen Nies, became Chief Judge of the Court of Appeals for the Federal Circuit and for many years was the highest ranking woman in the Federal Judiciary after Justice Sandra Day O'Connor.
34. Phillip Barendolts and Scott Lonardo provided pro bono legal services to local minority hip-hop artists.
35. Jonathan Jennings and Ian Block provide pro bono services to a woman-owned business, We Sell Hoops LLC, that provides fundraising and fitness programs to schools.

V. Firm Efforts to Promote Diversity:

36. In 2010, Pattishall sponsored the Don Hubert Diversity Scholarship at John Marshall Law School.

37. In 2009, Pattishall was a sponsor of the Chicago Dragon Boat Race for literacy. This is a centuries old sporting tradition that is popular in the Chinese American community nationwide. The Dragon Boat Race will be combined with other festivities such as cultural events, guest appearances from local celebrities and performances by local organizations. Proceeds from the race go to the Chicago Public Schools' Office of Culture, Food, and Diversity as well as local non-profit community and cultural centers.
38. As in past years, the Firm continues in 2010 to sponsor the Cook County Minority Law Student Job Fair and various Chicago Bar Foundation's Minority Advocacy Programs.
39. Each year the Firm provides financial support to Chicago's primary minority assistance programs (CBA, CARPLS, PILI, CVLS, etc.)

Janet A. Marvel, Chair
David C. Hilliard
Firm Diversity Committee