

2017 ANNUAL REPORT

DIVERSITY & INCLUSION

PUBLISHED: JANUARY 2018

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
2018 DIVERSITY COMMITTEE	4
2017 DIVERSITY COMMITTEE	5
BY THE NUMBERS	6
DIVERSITY INITIATIVES	7
ASSOCIATION OF WOMEN LAWYERS	8
AWARDS & RECOGNITION	9
ORGANIZATIONS & ASSOCIATIONS	10
SEMINARS & SPONSORSHIPS	11

EXECUTIVE SUMMARY

As one of the largest litigation defense firms in the Southeast, Drew Eckl & Farnham has both extraordinary opportunity and a special responsibility to maintain a culture that nurtures diversity in interests, sexual orientation, age, religion, and physical ability. Not only is diversity extremely important to the firm but also to the clients that we are selected by and have sustained long-term relationships with over the past 35 years.

Our commitment to promoting and encouraging diversity is illustrated by policies, initiatives, and programs established across offices, including efforts in recruiting, training and retention. Our firm-supported affinity groups include those who self-identify as or are allied with African American, Hispanic, Asian, LGBTQ, and women lawyers.



2018 DIVERSITY COMMITTEE

Drew Eckl & Farnham formed, and has continuously had, an active Diversity Committee since 2006. Our Diversity Committee consists of 12 attorneys and 2 functional directors - Marketing and HR/Recruiting. The committee meets on a monthly basis and spearheads the firm's overall diversity efforts which exceed over 2,000 hours, both internal and external, over any given year.



2017 DIVERSITY COMMITTEE



+ Chris Bennett
Chairman



J.C. Roper



Rob Welch



Whitney Greene



Hall McKinley



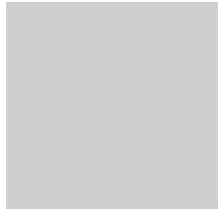
Lauren Loeb



Paul Burke



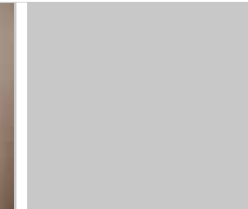
**Meredith Riggs
Guerrero**



Gary Beelen



Christina Jay



Lara Ortega



Douglas Burrell



Melody Kiella

BY THE NUMBERS

The Diversity Committee tracks gender and race for purposes of benchmarking them against national metrics issued by the National Association for Legal Placement (NALP).

As of December 2017, Drew Eckl & Farnham continues to meet or exceed the national numbers for diverse attorneys as published in 2017 by NALP.*

98

TOTAL NUMBER OF ATTORNEYS

1

CHAIRWOMEN OF THE BOARD OF DIRECTORS

10.6%

MINORITY PARTNERS
(7.5% NALP)

12.1%

MINORITY ATTORNEYS
(10.9% NALP)

3%

MINORITY WOMEN PARTNERS
(3% NALP)

47.1%

WOMEN ASSOCIATES
(40.7% NALP)

34.3%

WOMEN ATTORNEYS
(29.2% NALP)

7.9%

BLACK/AFRICAN-AMERICAN PARTNERS
(1.2% NALP)

15.7%

MINORITY WOMEN ASSOCIATES
(9% NALP)

40%

MINORITY WOMEN SUMMER ASSOCIATES
(9.6% NALP)

*NALP STATISTICS BASED ON LAW FIRMS WITH 100 OR FEWER ATTORNEYS.

DIVERSITY INITIATIVES

The Diversity Committee is responsible for leading initiatives that will increase awareness and improve the overall diversity of the firm. In 2017, the committee focused on:

- **EMPHASIZING INCLUSION BY SUPPORTING THE PROMOTION OF DIVERSE ATTORNEYS IN LEADERSHIP POSITIONS**
 - A female partner served as Chair of the Board for 2016 & 2017;
 - 2 diverse attorneys chair firm committees and 11 diverse attorneys serving as members of various committees;
 - 30% of associates promoted to the partnership were female.
- **PARTNERING WITH DIVERSE ORGANIZATIONS**

In addition to our involvement in the organizations mentioned in the organizations section of this brochure, we also serve as:

 - Corporate partner in the Georgia Hispanic Chamber of Commerce;
 - General Counsel for the Georgia Minority Supplier Diversity Council; and
 - Member of the prestigious certification committee for the Georgia Minority Supplier Diversity Council.
- **STRENGTHENING MENTORING PROGRAMS FOR ALL ATTORNEYS**
- **RECRUITING**
 - Southeast Minority Job Fair
 - Increased Diversity in Summer Associate Program

ASSOCIATION OF WOMEN LAWYERS (AWL)

The goal of this affinity group is to improve the retention and promotion of women attorneys at Drew Eckl & Farnham without harming the success of others.

In 2017, the completed initiatives include:

- Mentor Meetings
- Internal Women-only Social and Educational Events
- Charity Events - Dress For Success Donation Drive and Atlanta Legal Aid Run for Justice
- Expert Speakers at Bi-Monthly Meetings
- Increased Involvement in Organizations Promoting Women
- AWL Volunteer Day Supporting Children's Healthcare of Atlanta
- First Annual Women's Retreat



2017 AWL COMMITTEE



+ Sandra Cho
Chairwoman



+ Lara Ortega
Chairwoman



Leslie Becknell



Sherrill Britt



Sarah Dumbacher



Daedrea Fenwick



Whitney Greene



**Meredith Riggs
Guerrero**



Camile Hart



Gwen Havlik



Kelleen Huang Hubbs



Sonya Jacobs



Mary Alice Jasperse



Christina Jay



Julie John



Lauren Julian Loeb



Karen Karabinos



Melody Kiella



Lauren Julian Loeb



Barbara Marschalk



Megan Noble



Erika Oates

AWARDS & RECOGNITION



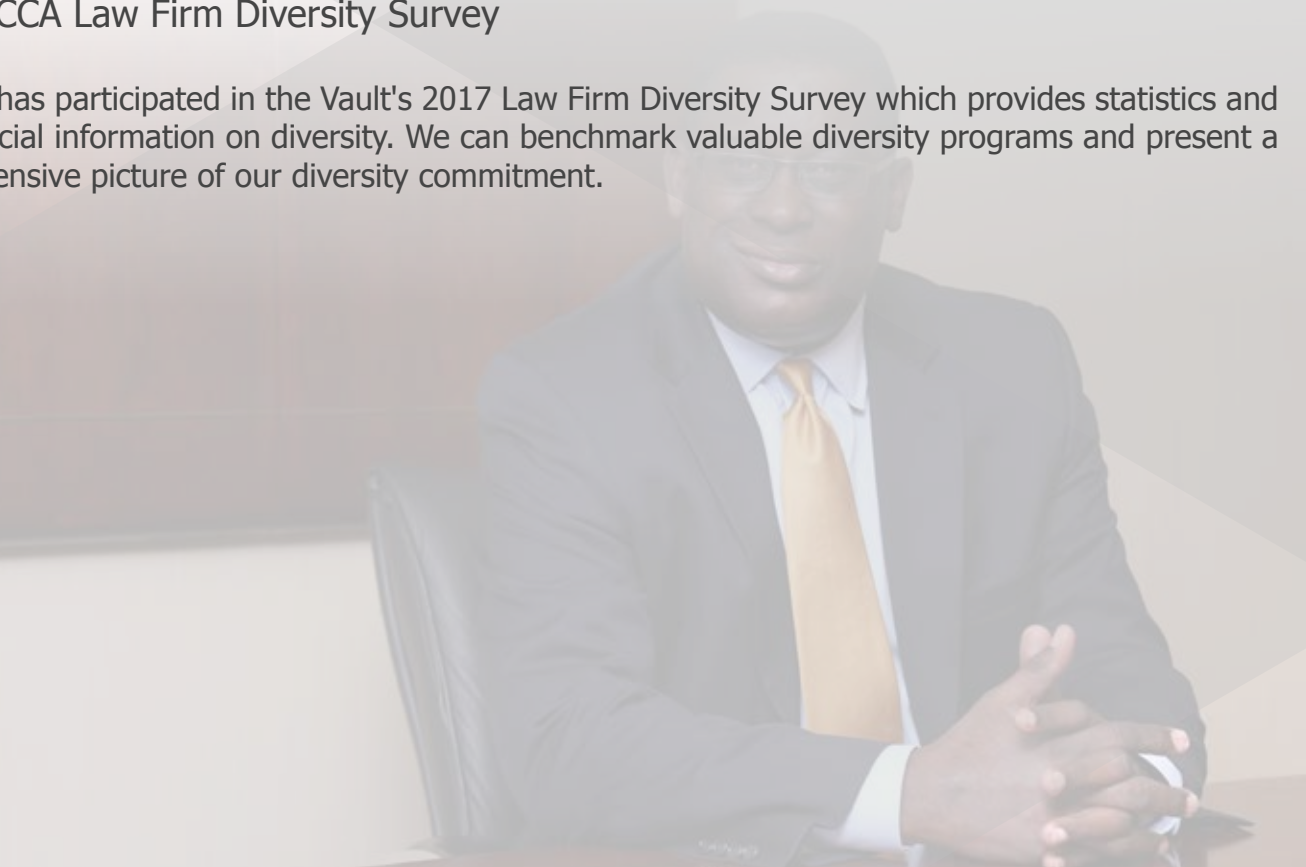
RICHARD H. KROCHOCK AWARD

Douglas Burrell received the DRI Richard H. Krochock award which honors an individual who has provided exemplary leadership to the DRI Young Lawyers Committee, and who has promoted those qualities which enhances the public image of the Civil Defense Trial Lawyers. He is also the DRI Secretary-Treasurer.



Vault/MCCA Law Firm Diversity Survey

Our firm has participated in the Vault's 2017 Law Firm Diversity Survey which provides statistics and other crucial information on diversity. We can benchmark valuable diversity programs and present a comprehensive picture of our diversity commitment.



ORGANIZATIONS & ASSOCIATIONS

Our attorneys actively participate in and attend events for organizations and associations that support the promotion of diversity and inclusion.

PARTNERSHIPS



DEFENSE RESEARCH INSTITUTE (DRI): Throughout history with DRI, our attorneys have served chair of the DRI Diversity Steering Committee, chair of the DRI Diversity for Success Seminar and Corporate Expo, members of the DRI Women in the Law Committee and co-authored the eBook "Women Rainmakers: Roadmap to Success."



GEORGIA HISPANIC CHAMBER OF COMMERCE (GHCC): The firm has made great strides to partner more formally with the organization to both educate and counsel its members on a number of legal topics.



GEORGIA MINORITY SUPPLIER DIVERSITY COUNCIL (GMSDC): We have been given the opportunity to have one of our partners serve as the General Counsel, executive committee, and board member for the organization as well as one of our associate serve on the prestigious certification committee that certifies minority business enterprises.

MEMBERSHIPS

- International Association Defense Counsel: Diversity Committee
- Georgia State Bar: Diversity Committee
- Atlanta Association of Insurance Professionals/National African-American Insurance Association
- Georgia Asian Pacific American Bar Association
- Gate City Bar Association
- Georgia Alliance of African American Attorneys
- National Association of Women in Construction
- Georgia Association of Black Women Attorneys

SEMINARS & SPONSORSHIPS

GEORGIA HISPANIC CHAMBER OF COMMERCE

- Legal Breakfast Series: An ongoing series and partnership providing education on various legal topics to their members.
- Leadership Conference Sponsor
- Annual Awards Gala Sponsor
- Golf Tournament Sponsor
- Business Expo - Presenter; Booth Sponsor

GEORGIA MINORITY SUPPLIER DEVELOPMENT COUNCIL

- Lunch & Learn Education Sponsor and Presenter

ANNUAL LEADERSHIP CONFERENCE FOR WOMEN OF COLOR

- Conference Attendee

DRI DIVERSITY FOR SUCCESS SEMINAR & CORPORATE EXPO

DRI ANNUAL CONFERENCE

- Diversity Sponsor

DRI WOMEN IN THE LAW SEMINAR

- Attendee

