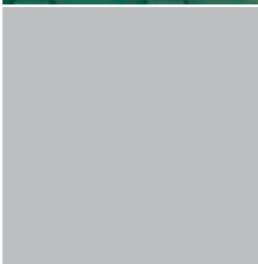
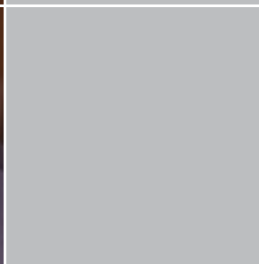
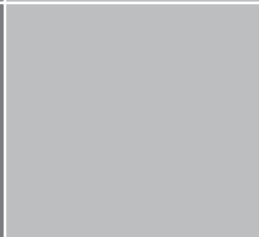
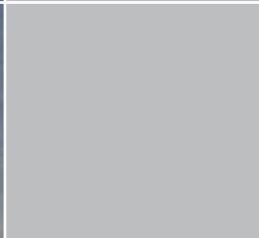
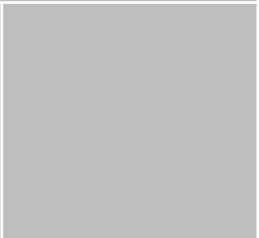
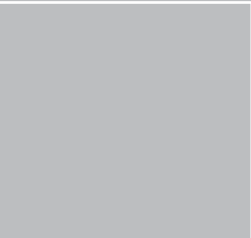


HUNTON &
WILLIAMS



A Commitment to Diversity:
Introduction to Our
Minority Lawyers





“Hunton & Williams values diversity and is committed to taking the steps necessary to recruit, retain and promote minorities and women within the firm. We see diversity as complementing our existing core values. It is an integral part of who we are and what we will be in the future.”

Walfrido J. (Wally) Martinez
Managing Partner

“We live in a diverse world. To meet and anticipate the ever-increasing needs of world-class clients, law firms must keep generating the fresh ideas that grow best where lawyers possess the breadth of experience, perspective and insight that come with diversity. At Hunton & Williams, we have worked hard—and will continue to work hard—to ensure that the firm as a whole and every practice group in the firm mirror the diversity of the world in which our clients operate. We also will continue to work hard to maintain the environment of teamwork and collegiality that encourages all our attorneys to keep generating those innovative ideas that sophisticated clients demand in the 21st century.”



Thurston R. Moore
Chairman, Executive Committee



The firm believes that a diverse group of lawyers and staff members allows us to better serve our clients across the United States and around the world.



"I came to Hunton & Williams in 1975. I was the first African-American lawyer at the firm. I made partner here in 1982, becoming not just the first African-American partner at this firm, but the first African American to move up the ranks from associate to make partner in any major white firm in the South. Hunton & Williams has been a leader in diversifying its corps of lawyers; a leader in changing the South; a leader in reaching out to a diverse world to give governments, businesses and individuals the benefits of its broad perspective on how best to solve problems. Hunton & Williams has built upon its historic firsts and is committed to fully developing lawyers of all races, creeds and colors to help solve the myriad of problems that arise under the law."

The Honorable John Charles Thomas



Diversity Program

Hunton & Williams maintains a dynamic Diversity Program designed to attract and develop a workforce representative of the firm's global law practice. The firm believes that a diverse group of lawyers and staff members allows us to better serve our clients across the United States and around the world.

Diversity Policy

Hunton & Williams has endorsed and enthusiastically supports the legal community's strong commitment to diversity outlined in BellSouth Corporation's *Diversity in the Workplace: A Statement of Principle* and Sara Lee Corporation's *Call to Action—Diversity in the Legal Profession*. An excerpt from BellSouth's statement reads, in part:

"Our companies conduct business throughout the United States and around the world,

and we value highly the perspectives and varied experiences which are found only in a diverse workplace. Our companies recognize that diversity makes for a broader, richer environment which produces more creative thinking and solutions. Thus, we believe that promoting diversity is essential to the success of our respective businesses. It is also the right thing to do."

Equal Employment Opportunity Policy

The firm has long been committed to a broad policy of equal employment opportunity that exceeds legal mandates and covers all aspects of the employment process, from recruiting and hiring to training and promotion. The firm prohibits discrimination based on race, color, sex, religion, national origin, age, marital or veteran status, disability, genetic information, sexual orientation, gender identity or expression, or any other legally



protected status. Our EEO Policy explains our dedication to both the letter and spirit of equal opportunity. The firm's statement to the National Association for Law Placement also highlights our nondiscrimination policy and summarizes our firmwide minority recruiting efforts.

Collegial Working Environment

Hunton & Williams is equally committed to providing a congenial, professional working atmosphere for both lawyers and staff, free of physical, psychological or verbal harassment. The firm has adopted a strong policy against harassment, which applies to sexual harassment as well as to harassment based on race, color, sex, religion, national origin, age, marital or veteran status, disability, genetic information, sexual orientation, gender identity or expression, or any other legally protected status. We conduct extensive training at all levels to ensure that lawyers and staff are aware of

the policy and the reporting procedure for seeking corrective action.

Affirmative Action

Hunton & Williams has an Affirmative Action Plan designed to foster diversity and equal employment opportunity. The plan includes an extensive analysis of our internal demographics and employment practices. It also contains goals for diversity enhancement, with reference to location-specific factors, such as the minority population in the surrounding recruiting area. The firm's legal recruiting program, which seeks to attract exceptionally capable lawyers, incorporates a focused minority recruiting effort, including regular participation in minority job fairs.

Work-Life Programs

The firm strives to provide a family-friendly work environment that recognizes the importance of our commitments to our



families as well as to our clients. Several committees and task forces within the firm—including the Women Partners’ Group, the Diversity Committee, the Associates Committee, and the firm-sponsored Women’s Networking Forum—regularly address options to assist lawyers and staff in the challenges of balancing work and family life, such as reduced-hour arrangements, leave policies, and child and adult care.

Community Outreach

Hunton & Williams’ community service and pro bono outreach initiatives reflect the broad interests of our lawyers and staff. We provide legal services and other types of assistance in all of our offices to a wide variety of pro bono clients and charitable groups. Projects supported by the firm include staffing an elder law clinic, assisting an AIDS service organization, working with groups to arrange adoptions

and guardianships, participating in domestic violence programs, supporting battered women’s shelters and representing individuals seeking political asylum.

Corporate Partnership

Hunton & Williams is a regular patron of a number of national diversity-related organizations such as the Minority Corporate Counsel Association. The firm also seeks to partner with clients in the area of diversity and has co-hosted several summer clerkships as well as diversity seminars. In addition, we continually work with our clients to ensure that the team of highly qualified lawyers we provide reflects the diversity of their organizations.



“Hunton & Williams’ deep commitment to diversity in the workplace, and in the legal profession, was a great attraction to me when choosing this firm. It is real, and it comes from the top down!”

Keila D. Ravelo

Diversity Initiatives

Diversity Leadership

Hunton & Williams’ commitment to diversity begins at the top. The firm’s managing partner has responsibility for leading the planning, implementation and achievement of the firm’s diversity initiatives and reports regularly to the firm’s Executive Committee and its partners. Senior management and practice group leaders are directed to incorporate the firm’s diversity goals and objectives in their overall planning process, and are held accountable for diversity results through informal monitoring as well as a formal annual evaluation process.

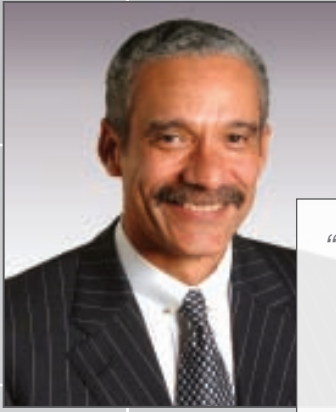
Diversity Committee

The firm’s Diversity Committee, co-chaired by three firm partners, has a two-fold mission: 1) to determine how the firm’s

growing diversity can best be used to serve existing clients, develop new clients and further distinguish the firm; and 2) to focus on the breadth and richness of the cultural, ethnic, gender and other differences of the firm’s lawyers and staff.

Committee responsibilities include:

- participating in ongoing team and individual attorney planning processes to ensure diversity is well considered;
- responding appropriately to clients who have stated diversity expectations; and
- reviewing firm communications, recruiting materials, professional development and social activities to determine how best to reflect the richness of the firm’s diversity and to provide teams and practice groups with the support and tools they need



"I chose Hunton & Williams because of its strong tradition as a leader in the legal community. With 7.6 percent of our partnership representing minority groups, we are well ahead of our peers in creating a diverse legal community."

Robert J. Grey, Jr.

to ensure the cultural leadership and versatility of the firm.

The Diversity Committee also has nine subcommittees, each charged with implementing initiatives and programs to support one of the following diversity areas: lateral recruiting, law school pipeline recruiting, flexi work arrangements, LGBT issues, mentorship, leadership, business development, professional development and diversity programming.

Minority Recruiting

The lawyers and staff members who make up the firm's recruiting committees in each office are charged with making diversity a priority. Minority recruiting efforts include:

- contacting law professors and minority organizations each year to identify

minority law students for employment consideration;

- participating in minority job fairs including the Southeastern Minority Job Fair, Mid-Atlantic Black Law Students Association (BLSA) Job Fair, Harvard BLSA Job Fair, National BLSA Job Fair, Sunbelt Minority Recruitment Program, Virginia Bar Association Diversity Job Fair, Council on Legal Education Opportunity Career Fair, and the Vault/MCCA Legal Diversity Career Fair;
- hosting and participating in a variety of diversity-related student events on law school campuses;
- engaging in pre-law and pipeline diversity outreach programs including participation in the Mid-Atlantic Pre-Law Conference,



The firm's efforts to foster diversity are part of a broader goal to enable all of our human resources to perform to their potential.

the National Black Pre-Law and Admissions Conference and the Hubbard Fellows Program at the University of Iowa; and

- supporting advertising efforts in national, regional and on-campus minority publications.

Office of Lawyer Resources and Development

To help coordinate ongoing efforts to recruit, retain and promote associates, the firm established a unique department several years ago, headed by a full-time firm partner. One of the key responsibilities of the Office of Lawyer Resources and Development is to work with the Diversity Committee, Recruiting Committee and Associates Committee to help guide programs related to inclusiveness at the firm.

Firm Partnerships

Hunton & Williams believes in supporting initiatives that help promote diversity within the legal profession. Some of these initiatives include:

- sponsoring the Minority Corporate Counsel Association's Annual Diversity Conference and its Mid-Atlantic Region Diversity Dinner;
- sponsoring the National Asian Pacific American Bar Association Annual Convention and the Hispanic National Bar Association's Annual Convention;
- partnering since 2006 with the Mecklenburg County Bar Association and local businesses to sponsor summer clerkships for minority students in Charlotte, North Carolina;



“Throughout my 20-year tenure with Hunton & Williams, the firm has shown an appreciation for the contributions that a diverse group of lawyers can offer to the firm’s clients and to the legal profession. The firm’s commitment to diversity is evident through its effort to recruit talented minority law students and to ensure that minority lawyers fully participate in professional opportunities available to all the firm’s lawyers.”

Sharon S. Goodwyn

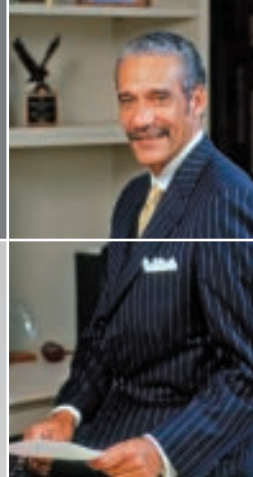
- participating in the New York City Bar’s Fellows Program to host a summer clerkship for a minority law student in the firm’s New York office;
- partnering with firm clients to provide summer clerkships for minority law students;
- hosting a seminar on diversity in law firms and corporate legal departments in Atlanta; and
- partnering with universities to sponsor diversity seminars for lawyers, corporate counsel and students.

Internal Programs for Minorities

Hunton & Williams strives to provide opportunities for minority lawyers to network and socialize, discuss issues of importance, provide feedback to firm leadership and learn more about life at the

firm from senior lawyers. Among these opportunities are the following:

- a multi-day retreat for minority lawyers and summer associates, held every two years in a major U.S. city, where attendees offer suggestions and provide feedback on issues related to diversity at the firm;
- regularly scheduled “Oneness Luncheons,” during which minority lawyers throughout the firm have the opportunity to share ideas with diversity and firm leadership via video conference;
- a minority mentoring program, where small groups of associates are matched with minority partners via telephone conferences every four to six weeks; and
- minority partners’ meetings held in conjunction with the firm’s quarterly partners’ meetings.



“Hunton & Williams’ commitment to diversity is genuine. It is an integral part of the firm’s culture—you see it in the firm’s leadership, recruiting and business development efforts.”

Yisun Song

Minority Leadership

Our minority lawyers play active roles on business development presentation teams and take leadership roles on substantive work for firm clients. In addition, they play key roles in firm leadership and within their communities.

Fernando Alonso, a partner on the Corporate team in the firm’s Miami office, chairs the Latin America practice group.

Todd Brown, a partner on the Litigation & Intellectual Property team in the firm’s Charlotte office, co-chairs the Diversity Committee and is a member of the

Associates Committee. He served on the Hunton & Williams Executive Committee from 1996 to 2002. He currently serves as Vice President of the Mecklenburg County Bar and as a member of the Bar’s Special Committee on Diversity.

Sam Danon, a partner on the Litigation & Intellectual Property team, serves as Administrative Partner for the Miami office and as co-head of the firmwide Commercial Litigation practice. He also is a member of the firm’s Executive Committee.



Hunton & Williams was listed among the 2009 Top 100 Law Firms for Diversity by *MultiCultural Law* magazine.

Frank Emory, a partner resident in both the firm's Charlotte and Washington, DC offices, is a member of the firm's Executive Committee and heads the firm's Litigation & Intellectual Property practice. He also is a former co-chair of the firm's Diversity Committee.

Robert Grey, a partner on the Regulated Industries & Government Relations team in the firm's Richmond and Washington, DC offices, is an ex-officio member of the firm's Diversity Committee. He serves as a member of both the Richmond Pro Bono and Recruiting Committees. He also served as

2004-2005 President of the American Bar Association.

Mike Martinez, a partner on the Litigation & Intellectual Property team in the firm's Richmond office, co-chairs the firm's Diversity Committee.

Wally Martinez, a partner on the Litigation & Intellectual Property team, serves as Managing Partner of the firm.



Founded in 1901, Hunton & Williams is an international law firm with nearly 1,000 attorneys serving clients from 18 offices around the world.



“The 21st century will be one of progress for people of color throughout the world, and Hunton & Williams is committed to helping in that process.”

Carlos E. Loumiet

Brian Otero, a partner on the Litigation & Intellectual Property team, serves as Administrative Partner for the firm’s New York office. He is a member of the Competitive Practices and Technologies Committee and the Ethics in Marketing Committee.

Keila Ravelo, a partner in the firm’s New York office, is Vice Chair of the firm’s Competition team.

Doug Selby, a partner on the Public Finance team, serves as Hiring Partner for the Atlanta office.

Yisun Song, a partner on the Litigation & Intellectual Property team, serves as the Washington Office Co-Hiring Partner.

John Charles Thomas, a partner on the Litigation & Intellectual Property team in the firm’s Richmond office, heads the Appellate practice group and is a mediator and arbitrator. He serves as a member of the Appellate Rules Advisory Committee of the Commonwealth of Virginia. In 1983, former Justice Thomas became the first African American and, at 32, the youngest person ever to serve on the Supreme Court of Virginia.



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