

TOP LAW FIRMS

FOR EQUALITY | 2012



Since 2002, the Human Rights Campaign Foundation's *Corporate Equality Index* (CEI) has surveyed major businesses to benchmark important employer benefits and protections for lesbian, gay, bisexual and transgender (LGBT) employees and their families as well as demonstrated corporate commitment to LGBT equality. Law firms have been surveyed as part of the CEI since 2006.

This year, more than 130 law firms, including a majority of American Lawyer 200 firms, participated in the CEI. Of these firms, 55 received a perfect 100-percent score, establishing law firms as the most represented industry among participants receiving a perfect score. Another 44 firms received a 90-percent score.

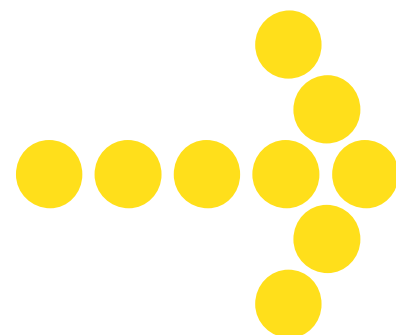
The HRC Foundation not only tracks law firms' progress, but also actively works with diversity managers and partnership committees, as well as with LGBT attorneys, to implement inclusive policies at the nation's most prestigious firms.

The CEI rates law firms on 40 specific policies and practices, 32 of which are new or more demanding this year. To achieve a perfect score and the coveted distinction of "Best Places to Work for LGBT Equality," firms must have fully-inclusive equal employment opportunity policies, provide equal employment benefits, demonstrate organizational LGBT competency, evidence their commitment to equality publicly and exercise responsible citizenship.

The 2012 *Corporate Equality Index* rated a total of 850 private employers in various industries. The full report is available at www.hrc.org/cei.

The Human Rights Campaign Foundation is the educational arm of the nation's largest civil rights organization dedicated to LGBT equality.

In this year's report, we are proud to announce 55 law firms earned the top rating of 100 percent. 44 additional firms earned ratings of 90 percent or more.



NOTE ON THE RESPONSIBLE CITIZENSHIP CRITERIA AND FOLEY & LARDNER LLP

Published CEI criteria provide for a 25 point deduction for a large-scale official or public anti-LGBT blemish on a business' recent record. In 2012, one firm – Foley & Lardner LLP – received this deduction for making anti-LGBT arguments and lobbying for legislation on behalf of the National Organization for Marriage. The firm earned a similar deduction in 2009 for its leadership and advocacy on behalf of another anti-LGBT client. HRC's November 2011 letter to Foley & Lardner LLP is available at www.hrc.org/FoleyAndLardnerLetter.

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The Human Rights Campaign Foundation congratulates the 55 law firms that achieved 100 percent ratings on the *Corporate Equality Index*. See the complete results online at www.hrc.org/cei.

Akin, Gump, Strauss, Hauer & Feld LLP	100	Orrick, Herrington & Sutcliffe LLP	100
Alston & Bird LLP	100	Patterson Belknap Webb & Tyler LLP	100
Baker & McKenzie LLP	100	Paul Hastings LLP	100
Bingham McCutchen LLP	100	Paul, Weiss, Rifkind, Wharton & Garrison LLP	100
Brown Rudnick LLP	100	Perkins Coie LLP	100
Bryan Cave LLP	100	Pillsbury Winthrop Shaw Pittman LLP	100
Carlton Fields PA	100	Robins, Kaplan, Miller & Ciresi LLP	100
Chapman and Cutler LLP	100	Ropes & Gray LLP	100
Choate, Hall & Stewart LLP	100	Schiff Hardin LLP	100
Clifford Chance US LLP	100	Sedgwick, Detert, Moran & Arnold LLP	100
Covington & Burling LLP	100	Seyfarth Shaw LLP	100
Crowell & Moring LLP	100	Shearman & Sterling LLP	100
Debevoise & Plimpton LLP	100	Sheppard, Mullin, Richter & Hampton LLP	100
Dewey & LeBoeuf LLP	100	Shook, Hardy & Bacon LLP	100
DLA Piper	100	Sidley Austin LLP	100
Dorsey & Whitney LLP	100	Simpson, Thacher & Bartlett LLP	100
Edwards Angell Palmer & Dodge LLP	100	Squire, Sanders & Dempsey LLP	100
Faegre & Benson LLP	100	Sutherland Asbill & Brennan LLP	100
Fenwick & West LLP	100	Thompson Coburn LLP	100
Fried, Frank, Harris, Shriver & Jacobson LLP	100	Troutman Sanders LLP	100
Gibson, Dunn & Crutcher LLP	100	Wachtell, Lipton, Rosen & Katz LLP	100
Hinshaw & Culbertson LLP	100	White & Case LLP	100
Hogan Lovells US LLP	100	Wilmer Cutler Pickering Hale & Dorr LLP	100
Jenner & Block LLP	100	Winston & Strawn LLP	100
K&L Gates LLP	100		
Kirkland & Ellis LLP	100		
Littler Mendelson PC	100		
McDermott Will & Emery LLP	100		
Morgan Lewis & Bockius LLP	100		
Morrison & Foerster LLP	100		
Nixon Peabody LLP	100		



www.hrc.org/cei