

2012 ANNUAL DIVERSITY REPORT



Preeminence
Requires
Diversity

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A MESSAGE FROM MANAGING PARTNER WADE COOPER

Since Jackson Walker established its Diversity Committee approximately 11 years ago, and its jw² Women's Initiative approximately 5 years ago, the quality and quantity of diversity of the firm has improved significantly. Among other things:

- Women/minority attorneys serve at all levels of firm management.
- Since 2008, nearly 50% of the firm's newly elected partners have been women and minorities. The numbers are even higher for newly elected partners in 2012 and 2013. Most recently, a national publication reported that Jackson Walker was one of five firms out of 183 national law firms where women constituted a majority in new partner classes of 10 or more – with Jackson Walker having the highest percentage – 63.6%.
- Nearly half of our associates are women and more than a quarter are minorities.
- Our summer clerk classes have trended upwards to over 50% women and approximately 40% minorities.
- Our attorneys serve in leadership roles in a number of important diversity focused organizations, including Dallas Women Lawyers Association (DWLA), Lambda Legal, Leadership Council on Legal Diversity (LCLD), and Texas Minority Council Program (TMCP).
- We adopted important new firm policies, including domestic partner benefits, partnership track alternative work schedule, paternity leave, and maternity leave mentoring.
- Our attorneys regularly take active roles at a host of law school and bar association diversity focused organizations, including programs relating to the hiring and mentoring of women and minority law students.

However, with all we have been able to accomplish so far, we know we still have quite a ways to go. We are a better law firm in part because of the diversity and inclusion we have been able to achieve so far. We are committed and determined to becoming an even more diverse and inclusive law firm, while we (a) remain an active member of the communities in which we practice and serve throughout the State of Texas, and (b) continue to serve our clients throughout the United States and worldwide.

LEADERSHIP

KATHLEEN LAVALLE

Partner / jw² Chair

"Recruiting, promoting and retaining high caliber women attorneys is a priority for the firm. Jackson Walker Women (jw²) helps focus our efforts, starting with adopting and implementing 'best practices' and sound policies to cultivate successful and satisfying long-term careers. Jackson Walker has been publicly recognized over the last several years for the high percentage of its new partners who are women."



BRUCE RUZINSKY

Partner / Diversity Committee Chair

"We strive to be proactive in our approach to diversity. It is (and will remain) an important firm goal to recruit, retain, and advance a diverse group of attorneys."



COMMITMENT TO DIVERSITY

Jackson Walker's Diversity Committee has dedicated a great deal of time and effort to ensuring that the Committee's activities are effective. The Committee meets quarterly and has six subcommittees that work on a variety of tasks. In addition to serving on the committee at large, each committee member also serves on one or more of the following diversity subcommittees:

Business Development/Marketing

Firm Policies

Lateral Hiring/Recruiting

Law School Hiring/Recruiting

Mentoring

Partnership

THE COMMITTEE SPENDS HUNDREDS OF
HOURS EACH YEAR FURTHERING THE FIRM'S
DIVERSITY INITIATIVES



2012 DIVERSITY COMMITTEE



Suhani Akhare
Associate
Houston



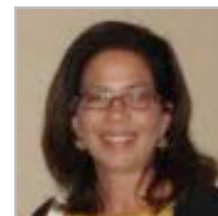
Melissa Bates
Recruiting Coord.
Houston



Chevazz Brown
Associate
Houston



Ling Chwang
Partner
Dallas



Alicia Duleba
Partner
Austin



Joseph Fonlon
Associate
Houston



Alesia Foster
Diversity Coord.
Houston



Joel Heydenburk
Partner
Ft. Worth



Suzan Kedron
Partner
Dallas



Scott McElhane
Partner
Dallas



Lauren Mutti
Associate
Dallas



Jorge Padilla
Associate
Austin



James Prappas
Partner
Houston



Josh Romero
Partner
Austin



Bruce Ruzinsky
Partner
Houston



Joan Sostek
Of Counsel
Dallas



Robert Soza
Partner
San Antonio



Marcello Tamez
Partner
San Antonio



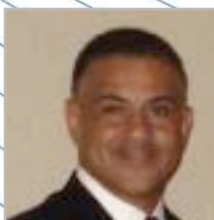
April Vasquez
Partner
Houston



Soraya Walden
Dir. Recruiting
Dallas



Jerry Webberman
Partner
Austin



Leonard Woods
Partner
Austin

WOMEN IN LEADERSHIP ROLES



RET TA MIL LER is a partner in the Litigation section of Jackson Walker's Dallas office, where she chairs the firm's litigation section (its largest practice group). Retta is also a member of the firm's management and compensation committees.

Retta is also a longtime community leader through organizations that help women reach their full potential. She has served as president of the Dallas Women's Foundation and is on the boards of the YWCA, the Family Place (a domestic violence shelter), and the Dallas affiliate of Komen for the Cure. Additionally, she served as President of the Dallas affiliate of Susan G. Komen. She also served as the founding chair of the Dallas Women's Business Conference – an event that is attended by approximately 2,000 women every year – and on the board of the Women's Business Council Southwest. "These activities have allowed me to meet many extraordinary people who share my passion for improving the lives of women in the community," Retta says.

S U S A N H A L S E Y is managing partner of the firm's Fort Worth office, where she also chairs the firm's substantial real estate practice (approximately 40 lawyers in six offices). Susan says that the biggest deals in commercial real estate are built on common ground. In addition to managing her own practice, Susan is also a member of the firm's management and compensation committees.



One of Susan's enduring accomplishments is her role in founding the Fort Worth Real Estate Council. Susan brought together a small group of Fort Worth commercial real estate leaders to discuss forming an organization to provide a unified voice for the industry. The Council has since grown to include more than 400 members and has become a powerful force for positive change in Fort Worth. The success of that organization again attests to Susan's ability to bring together and lead a diverse group for a common goal. Susan has also been very involved with the Fort Worth Chamber of Commerce over the years, serving on numerous committees. From April 1, 2013 through March 31, 2014, she will serve as the Chairman of the Chamber of Commerce. Susan will be the second woman to serve in this role in the 130-year history of the Chamber of Commerce.

KATHLEEN LAVALLE is a partner in the litigation section of Jackson Walker and head of the jw^2 initiative. She has developed a very successful commercial litigation and regulatory practice. She was included in the Dallas Business Journal's inaugural class of "Women to Watch" and is a long-time Board member of Dallas CASA (Court Appointed Special Advocates).



Kathleen's leadership was instrumental in the firm's adoption of a policy permitting attorneys on alternative work schedules to be eligible for partnership, a change that already has seen several women elected to partnership without returning to full-time practice. She also launched an innovative maternity leave mentoring program designed to ease the transition back to law practice.

JACKSON WALKER'S PROACTIVE APPROACH TO DIVERSITY

JACKSON WALKER'S EFFORTS TO ENSURE DIVERSITY ARE SHOWING RESULTS IN MANY WAYS

63.6% (7 out of 11) of the firm's new partners elected in February 2012 were women and 45.4% (5 of 11) were minorities.¹ 63.6% (7 out of 11) of the firm's new partners elected in February 2013 were women and minorities. An article dated March 3, 2013 in law.com listed Jackson Walker as one of five firms out of 183 national law firms at which women constituted a majority in new partner classes of 10 or more. Of those five firms, **Jackson Walker had the highest percentage of women in the new partner class with 63.6%.**



2012 Women and Minority Partner Promotions — Left to Right: Susan Ayres, Austin; Joel Heydenburk, Ft. Worth; Sara Chellete, Dallas; Josh Romero, Austin; Shannon Teicher, Dallas; Marlene Williams, Houston; Mary Emma Karam, Dallas; Marilyn Montano, Austin; April Vasquez, Houston.

2013 Women and Minority Partner Promotions — Left to Right: Crystal Parker, Houston; Elena Villaseñor Sullivan, San Antonio; Erin N. Tuggle, Austin; Marisela M. Peña, Houston; Monica Pace Messick, Dallas; Sara Dobson Mitchell, Dallas; Stephanie Collett Sparks, Dallas.

¹ In both 2010 and 2011, 60% of the firm's new partners were women and since 2008, almost 50% of the firm's newly elected partners have been women and members of ethnic minorities. In 2010 and 2011, Jackson Walker voted more women to partner than any other firm in the state (as reported by the [Texas Lawyer](#)).

RECRUITING AND RETENTION

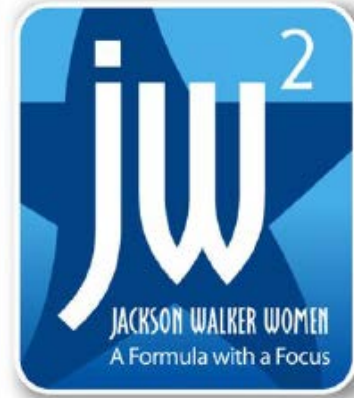
Our recruiting department participates in a variety of recruiting events targeting minority attorneys and law students, including the Dallas Consortium on Minority Hiring and Sunbelt Minority Hiring Conference. The firm also supports scholarship programs, student organizations and events that are designed to enhance opportunities in the legal profession for women, minorities, LGBT individuals and persons with disabilities. Jackson Walker has utilized lateral hiring efforts to target new prospects and increase the numbers of minority and women attorneys in the firm.

In 2012, 44.26% of our associates were women and more than a quarter of our associates were minorities. Additionally, 33% of the 2012 new fall associates were women and 27% were minorities. Also, 55% of the 2012 summer clerks were women and 40% were minorities.

The firm is committed to fostering an environment that minimizes attrition. Jackson Walker strives to attract and retain the most talented individuals and provide an environment of acceptance and inclusion through guidance, education, and assistance. One of the innovative approaches developed is the use of a professional development coach outside the firm to be available on a one-on-one basis in order to provide advice and practical guidance. The firm also provides professional skills development programs for all attorneys. Additionally, Jackson Walker holds firmwide training programs on important diversity-related issues.

Women and minority attorneys are encouraged to pursue (and are assisted with) business development opportunities. The firm offers many networking opportunities through which diverse attorneys can work with, get to know, and learn from senior attorneys. Jackson Walker hosts an annual women's retreat for its top women clients and partners. This retreat allows Jackson Walker's women attorneys to further strengthen their business development relationships with the firm's clients.

Jackson Walker regularly reviews its policies for update, correction and improvement. In 2012, the firm began offering domestic partner benefits. The firm also continued its Alternative Work Schedule Policy.



WOMEN'S INITIATIVE

jw^2 (Jackson Walker Women)

A FORMULA WITH A FOCUS

Jackson Walker Women (jw^2) is an initiative dedicated to the hiring, retention, and promotion of women professionals. Through its programs, jw^2 creates opportunities for women attorneys to build strong networks to sustain a successful and satisfying legal career. At the same time, jw^2 supports women in their efforts to make an impact in the community.

Women practice in all areas of the firm, serving as lead counsel in litigation, transactional, and regulatory matters. Currently, JW has nearly 100 women attorneys. Also, 25% of the firm's Management Committee are women. Many of JW's women attorneys have been recognized by their peers and professional organizations for their outstanding legal skills. JW's women attorneys are part of the firm's leadership, serving on management, compensation, and other committees and as practice group leaders. Publications such as the National Law Journal, Texas Monthly, and Texas Lawyer, and client and peer recognition organizations such as Chambers, Best Lawyers and Super Lawyers, have acknowledged JW's women attorneys as being exceptional in their practice.

AFFINITY ACTIVITIES

AUSTIN OFFICE HOSTS RECEPTION FOR BLACK ELECTED OFFICIALS

The Austin office hosted a reception of the Black Elected Officials program. The Capital City African American Chamber invited all the members of the Texas Congressional Black Caucus. The event was attended by over 150 community and governmental leaders. Austin partner Leonard Woods was the co-chair of the event. Ron Busby, Sr., President & CEO of the U.S. Black Chamber, Inc. (USBC) was the featured speaker for the event.



JACKSON WALKER HOSTS RECEPTION FOR AFRICAN AMERICAN MEN ATTENDING THE UNIVERSITY OF TEXAS

Austin partner Leonard Woods coordinated the event, which was sponsored by the African American Male Research Initiative (AAMRI), a division of Diversity and Community Engagement at The University of Texas at

Austin. The AAMRI's mission is to address the severe academic achievement gap that exists between African American males and other demographic groups within education. The program is a mentoring effort for the students and exposes them to local professionals in the community.

JACKSON WALKER HOSTS INAUGURAL DIVERSITY DINNER AND DIALOGUE

The Dinner was an informal gathering of African American clients and prospective clients of Austin partner Leonard Woods and of business and educational leaders from the Austin community. Invited guests participated in a round-table discussion about a number of diversity-related issues. African-American attorneys from the Austin and Houston offices attended the dinner and discussion, along with firm managing partner Wade Cooper, Austin managing partner Matt Dow, Judge David Folsom of the Texarkana office, and Diversity Chair Bruce Ruzinsky.

Right: Houston associate Chevazz Brown, Austin associate, Aron Burnett, Natalie Cofield, Houston Associate Jamila Brinson, and an invited guest



Left: Austin partners Leonard Woods and Alicia Duleba, and Diversity Chair Bruce Ruzinsky.

Below: Managing partner Wade Cooper and Judge David Folsom from JW's Texarkana office



DIVERSITY DINNER AND DIALOGUE

PARTNERSHIP WITH LEGAL COUNCIL ON LEGAL DIVERSITY (LCLD)

Jackson Walker participated in LCLD's Annual Meeting. The meeting gave attendees the opportunity to have a candid and constructive dialogue with law firm managing partners, general counsels and senior diversity professionals about all aspects of recruiting, advancing, and retaining diverse talent.

Managing partner **Wade Cooper** is a member of the LCLD Pipeline Committee. One of the key strategies of that committee is to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students.

Jackson Walker also joined LCLD's Individual Mentoring Program (IMP). The IMP is part of the Success in Law School undertaking that is an element of LCLD's Strategic Pipeline Initiative. The primary objective of the mentoring program is to ensure that law students of diverse backgrounds receive the mentoring and preparation that they need to maximize their potential in law school and through bar passage.

Jackson Walker also sponsored a 1L Scholar this past summer and participated in the LCLD's Group Mentoring Program. This program is designed to increase the quality and quantity of mentor-mentee relationships among minority law students at any stage in their law school careers and experienced lawyers.



Austin partner **Christopher Mugica** was selected as the first Jackson Walker LCLD Fellow. The Legal Council on Legal Diversity Fellows program is a year-long commitment that includes in-person conferences and virtual training on the fine points of legal practice, peer-group projects to foster collaboration and build relationships, and extensive contact with LCLD's top leadership along with managing partners and general counsel who volunteer to share their professional experiences and advice. The goal of the program is to produce a diverse generation of up-and-coming attorneys with strong leadership and relationship skills who are

committed to fostering diversity within their individual institutions and the profession at large. Emerging leaders who have distinguished themselves within their corporation or law firm are nominated by their employer to participate as a Fellow in the program. Each group of Fellows will also serve as mentors to future participants.

PIPELINE INITIATIVES

MINORITY OPPORTUNITIES IN THE LEGAL PROFESSION

Bruce Ruzinsky, partner and head of the Diversity Committee, has served on the Houston Bar Association's Committee on Minority Opportunities in the Legal Profession for over 10 years. He has twice co-chaired the Committee and has served as Chairman of the First Year Summer Clerkship Program Sub-Committee.

HOUSTON URBAN DEBATE LEAGUE

Jackson Walker supports the connection between urban debate and diversity in the legal profession. In addition to sponsoring two victory tournament trophies in the Houston Urban Debate League (HUDL), HUDL offers opportunities for attorneys at Jackson Walker to get involved in mentoring and coaching debate teams, judging debates, and interacting with students

THE CLEO CONNECTION

Houston associate **Chevazz Brown** participated as a panelist at the Council on Legal Education Opportunity (CLEO) Connection program. CLEO is a nonprofit organization committed to diversifying the legal profession by expanding legal education opportunities to minority, low-income and disadvantaged groups.

NATIONAL BLACK PRE-LAW CONFERENCE

Jackson Walker was a sponsor of the 8th Annual National Black Pre-Law Conference. The conference and job fair is designed specifically for aspiring African American lawyers. In addition to providing empowering information, the conference gives students access to resources and contacts that will assist them in becoming more strategic and competitive law school applicants and law students.

JUDICIAL INTERN OPPORTUNITY PROGRAM

Jackson Walker continues its support of the Judicial Intern Opportunity Program which provides opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession. The program also provides opportunities to students with disabilities, students who are economically disadvantaged and students who identify themselves as LGBT. Additionally, the program provides stipends for diverse law students to intern for state or federal judges.

RECOGNITION FOR DIVERSITY EFFORTS IN 2012

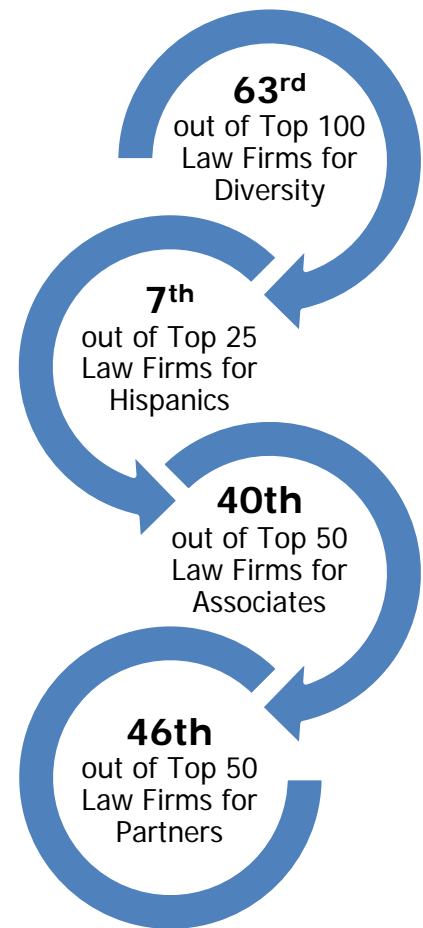
JW WAS ONE OF THREE FINALISTS FOR THE 2012 THOMAS L. SAGER AWARD

The Minority Corporate Counsel Association (MCCA) honors outstanding law firms at four Regional Networking Forums during the year. The firm was selected as one of three finalists out of approximately 20 law firms nominated in the South/Southwest Region. Pictured below: Managing partner Wade Cooper, Dallas partner and jw² Chair Kathleen Lavalley, Houston associate Alia Derrick, Dallas partner Suzan Kedon, Diversity Coordinator Alesia Foster, and Diversity Chair Bruce Ruzinsky at the Sager Awards



"TOP 100 LAW FIRMS FOR DIVERSITY"

Jackson Walker ranked 63rd in the official rankings of the 2012 "Top 100 Law Firms for Diversity" listing in MultiCultural Law Magazine (MLM). The "Top 100 Law Firms for Diversity" listing ranks the nation's top firms for excellence in ensuring that diversity and inclusion in the legal profession continues to be a priority. Jackson Walker also ranked in the top 25 and top 50 for law firms in the specialized listings by MLM.



"WOMEN... A MAJORITY IN NEW PARTNER CLASSES"

An article dated March 3, 2013 in law.com listed Jackson Walker as one of five firms out of 183 national law firms at which women constituted a majority in new partner classes of 10 or more. Of those five firms:

Jackson Walker had the highest percentage of women in the new partner class with 64%.



RANKED AMONG TOP 5 TEXAS FIRMS FOR DIVERSITY

Jackson Walker was tied for second place among Texas firms in American Lawyer's 2012 Diversity

Scorecard, an annual survey of the percentage of minority attorneys and partners at the nation's largest firms. Of the top 5 Texas Firms ranked, Jackson Walker was the only law firm with all of its offices located in Texas.

AUSTIN OFFICE GETS "A" GRADE ON DIVERSITY SCORECARD

The scorecard is a collaborative effort among three minority bar associations, the Austin Asian American Bar Association, the Austin Black Lawyers Association, and the Hispanic Bar Association of Austin. The annual Austin Law Firm Diversity Report Card evaluates and provides a grade for the 20 largest law firms in Austin based on the percentage of minority attorneys in each firm. Of the seven law firms earning the "A" grade, Jackson Walker is listed as having the most minority attorneys and the most minority partners.

2011 Austin Law Firm Diversity Report Card
Number of Minority Lawyers at Austin's Largest Law Firms

Name of Firm	Grade	Attys*(Min)	Partners (Min)	Weighted % Total**
Baker Botts L.L.P.	A	60 (12)	20 (3)	19.50%
Wilson Soriano Goodrich & Rosati	A	39 (8)	8 (1)	18.11%
Andrews Kurth LLP	A	45 (8)	15 (2)	18.00%
Jackson Walker L.L.P.	A	69 (17)	51 (7)	17.99%
Brown McDaniel L.L.P.	A	53 (10)	42 (6)	17.01%
Thompson Cook, Courten & Jones, LLP	A	32 (6)	18 (3)	16.00%
Bickelstaff Heath Delgado Acosta LLP	B	25 (4)	18 (3)	15.70%
Winstead PC	A	48 (8)	37 (4)	15.70%
Simon & Ekens LLP	B	44 (8)	32 (4)	15.50%
Scott Douglas & McGinnis, L.L.P.	C	44 (8)	32 (4)	15.50%
Fulbright & Jaworski L.L.P.	C	44 (8)	32 (4)	15.50%
Locke Lord LLP	C	44 (8)	32 (4)	15.50%
D'A Pige	C	44 (8)	32 (4)	15.50%
Dubois, Bryant & Campbell, L.L.P.	C	44 (8)	32 (4)	15.50%
Groves Dougherty Harman & Moody	C	44 (8)	32 (4)	15.50%
Reynolds & Gushki L.L.P.	C	44 (8)	32 (4)	15.50%
McCormac Leitchbridge & Kilgore, L.L.P.	F	27 (7)	24 (3)	10.95%
Reynolds and Doore, LLP	F	25 (5)	19 (1)	10.51%
Greene & Wilkerson, P.C.	F	23 (5)	17 (2)	6.96%
Lloyd Connerik Roachelle & Toernant, P.C.	F	42 (4)	11 (0)	6.00%
TOTALS		20 (3)	5 (0)	3.94%

Did not participate: 9/5 (17) / 457 (63) / 13.46%
*Information provided by individual law firms.

Grading Scale
 14% and above = A Excellent
 12% to 13.99% = B Good
 10% to 11.99% = C Needs Improvement
 8% to 9.99% = D Unsatisfactory
 Less than 8% = F Failing

**Weighted % Total =
 (% of minority attorneys among all attorneys x 7) +
 (% of minority partners among all partners x 3)

Prepared by: Austin Asian American Bar Association,
 Austin Black Lawyers Association, and
 Hispanic Bar Association of Austin
 Date: March 23, 2012.

HIGH MARKS FOR SUMMER CLERK CLASS

According to the latest Texas Lawyer survey of the 25 largest firms in Texas, JW had the highest percentage of minority summer clerks, and the fifth highest percentage of women summer clerks, for the summer of 2012 among the 22 firms that responded to the survey.

CULTIVATING LEGAL COMMUNITY RELATIONSHIPS

TEXAS MINORITY COUNSEL PROGRAM

Jackson Walker has been a sponsor of the Texas Minority Counsel Program (TMCP) for many years and has a very visible presence at the program. Austin partner Chris Mugica has served on the Steering Committee for the past two years. The firm also hosted "Save the Date" Networking Receptions in its Austin office for several years. The reception helps to promote the annual TMCP event.



L A M B D A L E G A L

Jackson Walker was a principal sponsor of this year's Lambda Legal Landmark Dinner. Dallas partner Tracey Wallace was co-chair of the Dallas Leadership Committee and was appointed to the National Board for Lambda Legal.

D W L A J U D I C I A L R E C E P T I O N

Jackson Walker was a top sponsor for the Dallas Women Lawyers Association (DWLA) Annual Judicial Reception this year. Senior counsel Christy Jump served as the President for 2012, and partner Stephanie Osteen served on the Board as a Director at Large. DWLA also presented scholarships to two students as part of its new "Study Stipend" program, awarding a scholarship to one student each from SMU law school and TWU law school to assist with expenses incurred while studying for the bar exam.



At the J.L. Turner Legal Foundation Gala: Houston associate Alia Derrick, Chief Justice Carolyn Wright of the 5th Court of Appeals, Dallas partner Suzan Kedron, guest Eddie Kola, Dallas associate James McFall, and guest, Bank of America in-House Counsel Cynthia Isoh.

J . L . T U R N E R L E G A L F O U N D A T I O N

Jackson Walker is a strong supporter of the J.L. Turner Legal Foundation. The firm is an annual sponsor of Scholarship and Awards Gala, which is the largest J.L. Turner fundraiser for scholarships awarded to law school bound college and high school students. This year Jackson Walker was recognized and honored with a crystal award for its sponsorship of the gala.

A W A J U D I C I A L R E C E P T I O N

Jackson Walker was a platinum sponsor for the Association of Women Attorneys Annual Judicial Reception. The reception honored all members of the Federal judiciary in Houston.



RISING STARS and SHINING ACCOMPLISHMENTS

Joel Heydenburk, Chris Mugica, Emilio Nicolas and Elena Villaseñor were recognized as 2012 Rising Stars by Thomson Reuters.

Rick Garza, Steve Ramon, and Robert Soza were selected best of 2012 San Antonio lawyers by S.A. Scene Magazine.

Willie Hornberger was named chairman-elect of the 29,000-member Texas Society of Certified Public Accountants (TSCPA). He will serve as chairman from 2013 to 2014.

Randy Farber spoke on "Hiring Attorneys with Disabilities" at the 3rd National Conference on Employment of Lawyers with Disabilities, in Washington, D.C.

Salvador Castañeda spoke on "Legal Considerations for Entrepreneurs" at a seminar organized by MexNet Alliance and hosted by Southwest Key's El Centro de Familia in Austin Texas.

Jorge Padilla was accepted to the Austin Bar Association/Austin Young Lawyers Association 2012 Leadership Academy.

Emilio Nicolas was elected to the advisory board of Texas Accountants and Lawyers for the Arts (TALA).

Tracey Wallace spoke on the Americans with Disabilities Act at a seminar on "Best Practices in ADA, FMLA, Workers' Compensation and Other Leave Laws in Texas," in Dallas, Texas.

Tracey Wallace was co-chair of the Dallas Leadership Committee of Lambda Legal and was appointed to the National Board for Lambda Legal.

Tracey Wallace spoke to the Association of Corporate Counsel's (ACC) Dallas and Fort Worth Chapters. Her one-hour CLE provided information on the new leaders of the NLRB and recent rules & decisions made by the organization.

Alex Frutos spoke on Preparing for an IPO to the Dallas/Fort Worth Institute of Management Accountants in Dallas, Texas.

Emilio Nicolas spoke on "Entertainment Contracts from the Litigator's Perspective, & Insurance for Film & Television Productions" at the 22nd Annual Entertainment Law Institute in Austin, Texas.

Carlos Treviño was named to Austin's Working Group on Sustainable Development. Austin mayor, Lee Leffingwell, and State Rep. Eddie Rodriguez, will co-chair the group.

Alia Derrick spoke to the Houston Texas Society of Certified Public Accountants Foundation, in Houston, Texas. Her presentation was titled "Employment Law Update: Healthcare, 401(k) Plan Fee Disclosures and Fiduciary Responsibilities, and Other Recent Changes."

As a firm and through the involvement of individual attorneys, Jackson Walker supports organizations that promote diversity within the legal and business communities

Examples include:

- Women's Business Conference
- Dallas Women's Foundation
- National Association of Women Business Owners
- Women's Business Council - Southwest
- Commercial Real Estate Women
- Texas Bar Association Minority Conference
- Lambda Legal
- Legal Council on Legal Diversity (LCLD)
- The Greater Dallas Asian American Chamber of Commerce
- J.L. Turner Legal Association
- Texas Minority Counsel program
- Minority Corporate Counsel Association
- Greater Austin Hispanic Chamber of Commerce
- San Antonio Hispanic Chamber of Commerce
- Attorneys Serving the Community
- Women's Finance Exchange
- Indo-American Chamber of Commerce of Greater Houston
- Judicial Intern Opportunity Program



Left: Houston associate Samir Najam accepting an appreciation award presented to Jackson Walker at the ALSA's dinner and reception. **Below:** Samir and UH-ALSA President, Stephen Mao.



JACKSON WALKER RECOGNIZED BY ASIAN LAW STUDENTS ASSOCIATION (ALSA)

BLACK LAW STUDENTS ASSOCIATION (BLSA)

The BLSA at The University of Houston's Law Center has for three consecutive years recognized Jackson Walker with plaques of appreciation for its support of the organization. Pictured below are Houston partner David Curcio and his daughter, Diversity Coordinator Alesia Foster, and Houston partner Marisela Peña attending the BLSA reception, and Houston associate Jamila Brinson, a University of Houston Law School Alumni and past President of the BLSA organization, accepting the award on behalf of Jackson Walker.



JW ATTORNEYS PROMOTE DIVERSITY IN MANY WAYS. BOTH AS A FIRM AND THROUGH THE INVOLVEMENT OF INDIVIDUAL ATTORNEYS, JACKSON WALKER SUPPORTS DIVERSITY WITHIN THE LEGAL AND BUSINESS COMMUNITIES.

MENTORING



Dallas Partner Ling Chwang is one of eighteen Jackson Walker attorneys who participated in the Dallas Bar Association's Transition to Law Practice mentoring program. The program paired seasoned lawyers as mentors to first-year lawyers. Jackson Walker was awarded a Presidential Citation for its participation and leadership efforts in the program.

ADVOCATE FOR YOUTH



Austin Partner Alicia Duleba frequently speaks to trade organizations and client groups about how to comply with employment laws, as well as how changes or updates to those laws will impact business. She routinely counsels employers on employment and human resource issues. She is a member of the YMCA of Austin Metro Board of Directors and is also on the Board of Directors of CASA (Court Appointed Special Advocates) of Travis County.

INSPIRATIONAL LEADERSHIP



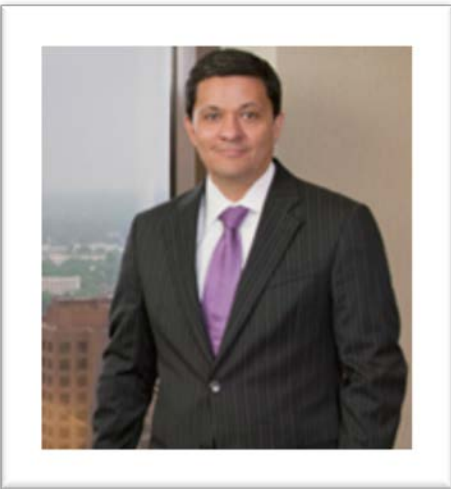
Houston Partner Randy Farber has demonstrated self-motivation and personal courage in embracing his visual disability. After 20 years of practicing law, and despite his visual impairment, he is still driven today by a work ethic that helps him maintain a very successful practice. He is a member of the National Association of Blind Lawyers, a division of the National Federation of the Blind, and a member of the State Bar Committee on Disability Issues.

GIVING BACK TO THE COMMUNITY



Houston Partner Marisela Peña has coordinated, for a number of years, JW's participation in the Adopt-an-Angel annual holiday gift drive. The program provides basic needs assistance to individuals and families in crisis. The firm also participated in the HBA Campaign for the Homeless Drive and collected toys for the Toys-for-Tots organization.

SUPPORTING DIVERSE CLIENTS



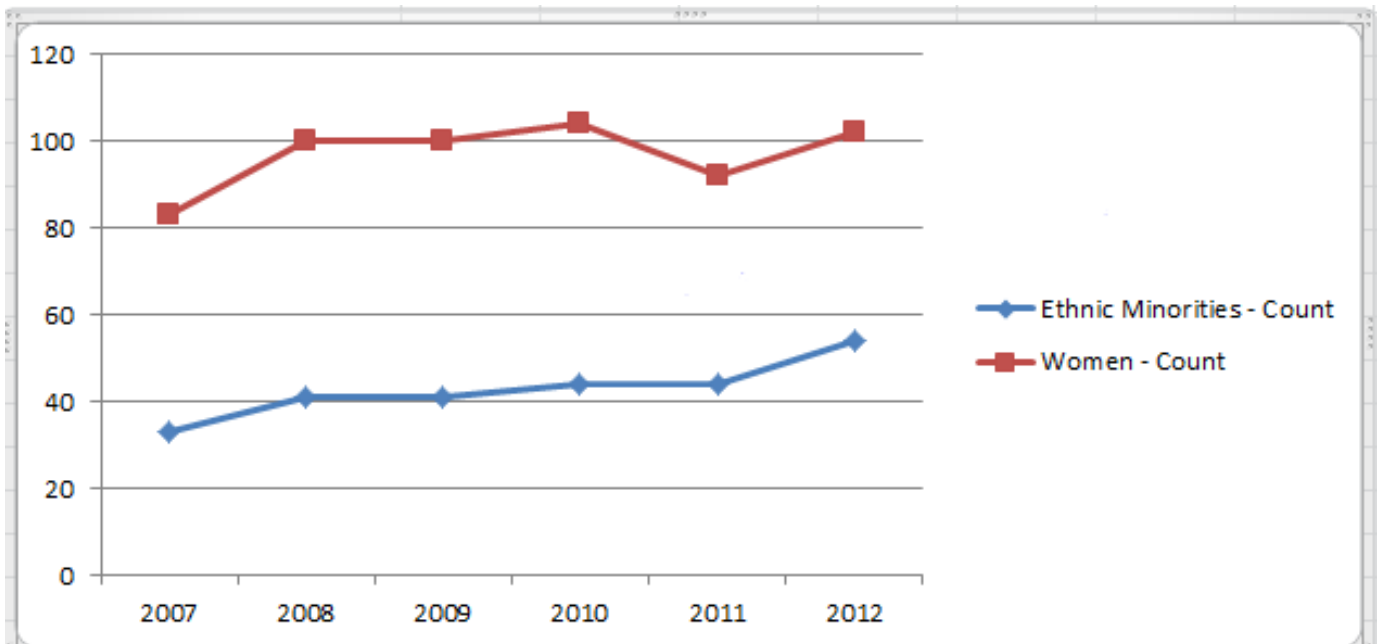
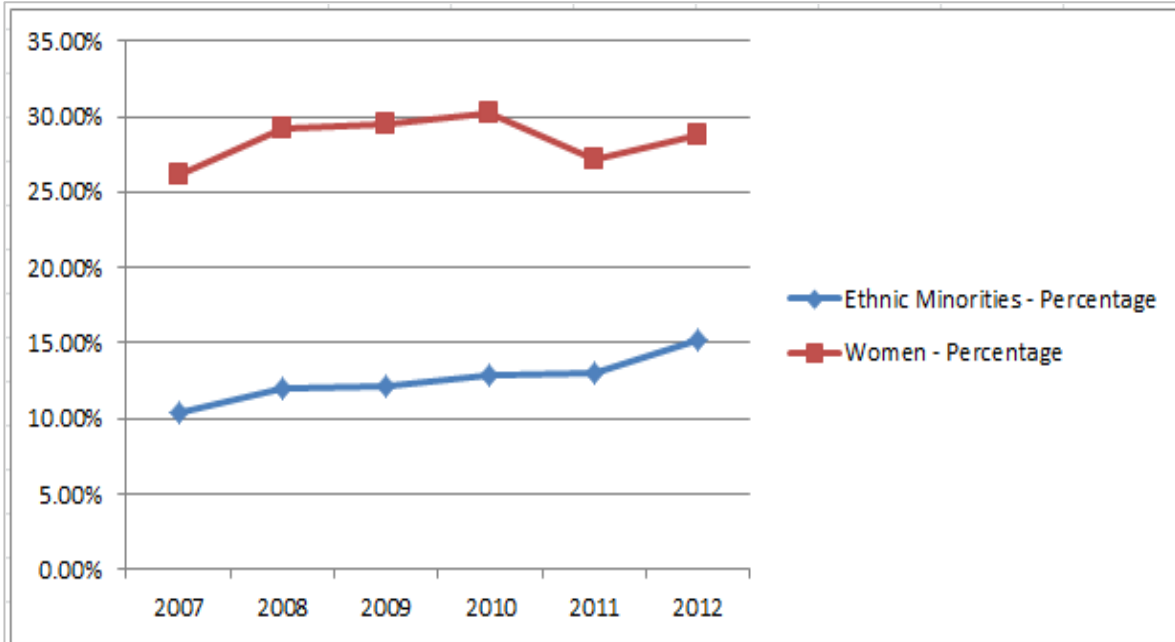
San Antonio Partner Robert Soza serves as a trusted advisor to his clients, helping them to navigate the intricacies of litigation or the complexities of doing business in the international arena. He considers helping his clients prepare for the future the most fulfilling role he can play. Robert was also selected as a "Leading Law Firm Rainmaker" by the Minority Corporate Counsel Association.

PROMOTING EQUALITY



Dallas Partner Tracey Wallace, Lambda Legal National Board Member, will work with other board members and groups to promote Lambda Legal's goal of equality in the nation's courts and in the court of public opinion. Tracy also serves on the Board of Directors of WHO Foundation (Women Helping Others) and is a Federal Club member of the Human Rights Campaign.

2012 YEAR-END FIRM DEMOGRAPHICS



ASSOCIATES AND SENIOR COUNSEL

55.74% - Male	44.26% - Female	25.41% - Minority
Race/Ethnicity		
	African American	6.56%
	American Indian/Alaskan	0.82%
	Asian	6.56%
	Hispanic	11.48%
	White	74.59%

PARTNERS

79.2% - Male	20.8% - Female	10.2% - Minority
Race/Ethnicity		
	African American	2.2%
	American Indian/Alaskan	0.4%
	Asian	1.8%
	Hispanic	5.8%
	White	89.8%

FIRMWIDE

71.3% - Male	28.7% - Female	15.2% - Minority
Race/Ethnicity		
	African American	3.7%
	American Indian/Alaskan	0.6%
	Asian	3.4%
	Hispanic	7.6%
	White	84.8%