VORYS

DIVERSITY, EQUITY AND INCLUSION

2019-2021 Report

Our philosophy is simple: If we take proper care of our people, they will take care of our clients and our communities.

Our Mission

To develop, maintain and facilitate the implementation of firm policies and practices relating to recruitment, retention, advancement and education of our attorneys and staff to achieve our firm's diversity, equity and inclusion objectives; to establish and maintain diversity, equity and inclusiveness as core values, major priorities and fundamental objectives of our firm; and to make diversity, equity and inclusiveness significant elements of our firm's overall business strategy and success.

Our Vision

To be recognized as a law firm that credibly demonstrates its commitment to diversity, equity and inclusion through enhanced efforts and meaningful progress, both internally and externally. Ultimately, to be an undisputed diversity, equity and inclusion leader in the legal industry.

Our Strategy and Guiding Principles

At Vorys, diversity, equity and inclusion are not only long-standing core values, but also key strategic priorities. We are a better, stronger firm, and more effective legal and business partners, when we recognize the value of diverse backgrounds, experiences and perspectives. We work each day to create an equitable and inclusive culture where everyone can feel meaningfully included in the entire firm experience, including enjoying a genuine sense of belonging and equal access to professional opportunities.

PEOPLE FIRST	DO BETTER	FORWARD TOGETHER
Our philosophy is simple: If we take proper care of our people, they will take care of our clients and our communities.	Our goal is and always has been to keep doing better each day – better than we were last week, last month and last year.	Everyone has a role in diversity, equity and inclusion. There is a lot of important work to be done, and we are truly committed, as a firm and as individuals, to advancing positive change together.

Our strategic initiatives break down into three primary categories:

OUR PEOPLE AND OUR CULTURE	OUR CLIENTS	OUR COMMUNITIES
This is our key focus – the recruitment, retention, advancement and education of our people. We believe that a continued focus on fostering an equitable and inclusive culture and developing our talent is what fuels innovation, growth and success within the law firm, our client relationships and our communities.	We collaborate with clients in a number of ways to advance diversity, equity and inclusion and to support our mutual goals of attracting, retaining, and advancing diverse talent and building inclusive teams. Importantly, we share best practices with each other, and ask for help when needed.	We support local, regional and national organizations who share in our mission and commitment to advancing diversity, equity and inclusion, often through membership, sponsorship, joint programming and pro bono efforts.

© 2021 Vorys, Sater, Seymour and Pease LLP

Demonstrating our commitment, Vorys has implemented or expanded a number of programs and initiatives to advance our diversity, equity and inclusion strategy.

Recognition of Our Commitment to Diversity, Equity and Inclusion

BEST PLACE TO WORK FOR LGBTQ EQUALITY

Since 2008, Vorys has been recognized as a top gay-friendly workplace by the Human Rights Campaign (HRC). For the fourth year in a row, Vorys received a perfect score in the HRC Corporate Equality Index, earning Vorys the distinction of being named a "2021 "Best Place to Work for LGBTQ Equality." Vorys earned this recognition for having non-discrimination policies, a firm-wide diversity group and for supporting the LGBTQ community, among other criteria.

WILEF GOLD STANDARD CERTIFICATION

For the second year in a row, Vorys received the Gold Standard Certification by the Women in Law Empowerment Forum (WILEF) for achieving high levels of firm partnership and leadership roles held by women. Vorys is one of only 48 firms in the U.S. to earn the 2020 WILEF Gold Standard Certification.

MANSFIELD RULE CERTIFICATION

Vorys achieved Mansfield Certification from Diversity Lab after completing the Mansfield Rule 4.0 program from July 2020-July 2021. The Mansfield Rule measures whether law firms have affirmatively considered at least 30% women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, senior lateral positions, and formal client pitch opportunities. The goal of the Mansfield Rule is to improve the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. Vorys is also participating in Mansfield Rule 5.0, which will run from July 2021-July 2022. Enhancements to the 5.0 certification program include tracking diverse lawyers nominated for external recognitions and the consideration of diverse staff for senior level positions within the firm.

OUTSTANDING CONTRIBUTION TO THE ADVANCEMENT OF DIVERSITY IN THE LEGAL PROFESSION

In 2019, Jolie Havens, Vorys' Chief Diversity & Inclusion Officer, was selected from 14 finalists nationally as the winner of the *Chambers and Partners* 2019 "Outstanding Contribution to Furthering the Advancement of Diversity in the Legal Profession" Award. Ms. Havens has also been recognized with multiple awards from the National Diversity Council.

© 2021 Vorys, Sater, Seymour and Pease LLP

Highlights From 2019-2021

Demonstrating our commitment, Vorys has implemented or expanded a number of programs and initiatives to advance our diversity, equity and inclusion strategy. Below are select highlights from the past two years.

Our People and Culture

RECRUITMENT AND PIPELINE INITIATIVES

- Vorys has prioritized the recruitment of diverse attorneys across all levels, in all markets and practices.

50%
diversity in our
2019 summer associate class.

60%
diversity in our
2020 summer associate class.

Summer associates and lateral hires are introduced to, and integrated into, our diversity, equity and inclusion programming immediately upon hire. Additional, special programming is provided for all summer associates and first year attorneys as well.

- Awarding the firm's George Corey Diversity Scholarship to three diverse law student-s in 2020. The George Corey Scholarship, established in 2006, is an annual scholarship of $10,000 for diverse law students whose spirit, drive and commitment leads them to pursue a career in the legal profession and who have demonstrated leadership in improving the quality of life in their communities and/or schools.
- Establishing a formal 1L Diversity Fellowship program for first-year law students who are members of a historically underrepresented racial or ethnic minority group and/or the LGBTQ community. These diverse 1L students spend most of the summer at Vorys, along with potential experiences on assignment working in a client's legal department. In 2019, we welcomed three 1L Diversity Fellows through this program. In 2020, we welcomed four 1L Diversity Fellows and will welcome four 1L Diversity Fellows in 2021 as well.
- Supporting a Pro Bono Fellowship through the Association of Women Attorneys Foundation for a third-year female law student embarking on her career to provide pro bono legal services in the Houston area. We also provide additional pro bono opportunities throughout the firm in support of our diversity, equity and inclusion mission.
- Hosting our annual affinity bar resume workshop and mock interview program for diverse law students from The Ohio State University Michael E. Moritz College of Law and Capital University Law School, in partnership with the John Mercer Langston Bar Association, Hispanic National Bar Association, the Asian Pacific American Bar Association and the Arab American Bar Association.
- Building our pipeline of diverse and female leaders within the firm. As one example, the Vorys Women's Network (VWN) Council, an advisory group designed to support the Chair of the Vorys Women's Network, is comprised of senior associates and junior partners and includes representation from all of our offices. In addition to building substantive leadership skills, and therefore adding more women at the firm to our leadership pipeline, the VWN Council also gives female attorneys another visible leadership platform at the firm.

RETENTION, DEVELOPMENT AND ADVANCEMENT INITIATIVES

Vorys continues to advance its diversity, equity and inclusion efforts internally to create an equitable and inclusive environment where our people thrive, feel meaningfully engaged within the firm, contribute to positive change, and are equipped with the resources, support and opportunities to succeed.

© 2021 Vorys, Sater, Seymour and Pease LLP

We engage in this work by continually evaluating the firm's policies and practices designed to provide equal access to opportunity and creating space for community and dialogue at all levels of the firm around important issues impacting diversity, equity and inclusion, as well as the firm's strategic growth and operations. We provide know-how and opportunities for our people to develop and grow their networks and relationships with colleagues, firm leadership, clients and community leaders through our affinity and advocacy groups, professional development programs, career development coaching, mentorship, and succession planning to develop the next generation of leadership at the firm.

Over the past year, these efforts have resulted in:

- Advancing women into the highest levels of leadership within the firm. In 2019 and 2020, women made up 50% and 40%, respectively, of the firm's advancements to equity partner. In 2021, women made up 60% of the firm's advancements to equity partner.
- Appointing women as new heads/co-heads of offices, practice groups and key firm committees (including the firm's management and compensation committees) to further demonstrate the firm's commitment to the development, promotion and advancement of women within Vorys' leadership and governance structure.
- Expanding the firm's parental leave policy and benefits for LGBTQ personnel. We are also currently working on an expansion of the firm's flexible work policy.
- Launching a new team-based attorney mentorship program (AMP) designed to enhance our attorneys' experience, ensure a consistent experience across the firm, better support their career development, and help our attorneys build relationships that foster more effective communication and transparency.
- Launching the Vorys Diversity Network (VDN) to create a dedicated space where our racially and ethnically-diverse, LGBTQ and differently-abled lawyers can build community, promote the professional and leadership development of the firm's underrepresented groups, and leverage their perspectives and experiences to support and advance broader firm initiatives. The VDN is also supported by a Council, including associates from each of the firm's offices, to build our pipeline of diverse leaders.
- Agreeing to pilot Mansfield Rule 4.0 to increase diversity in law firm leadership by broadening the pool of lawyers who are considered for significant governance roles, lateral openings and promotions. Vorys has committed to move forward on a path to achieve Mansfield Certification over the next year. To become "Mansfield Certified," participating firms are asked to affirmatively consider at least 30% historically underrepresented lawyers - including women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities - when making decisions on leadership and governance positions (including firm management roles and certain committee roles), formal pitch opportunities, senior associate and lateral partner openings, and equity partnership promotions.
- Expanding the firm's Diversity & Inclusion Committee to include associates and staff members
- Establishing a dedicated Talent Development Department to further strengthen our talent development and retention operations, processes and initiatives and to better integrate those functions across the firm.
- Increasing our focus on wellness through participation in Mental Health Awareness Month, hosting Vorys' Well-Being Week, and Launching Thrive @ Vorys, which provides online and self-directed activities and exercises to focus on all aspects of our mental health and well-being.
- Hosting a two-part, firm-wide community and conversation series on anti-racism and allyship and developing a resource guide to encourage additional learning.
- Issuing clear and direct statements, internal and external, from firm leadership in support of racial equality and LGBTQ+ equality.

© 2021 Vorys, Sater, Seymour and Pease LLP

- Hosting our third-annual, and first-ever virtual, Diversity & Inclusion Summit focused on mindsets and strategies for success in times of crisis and beyond. We spent the day discussing mindsets that are critical for success, and how to build and manage relationships and deliver excellent client service during these trying times. We wrapped up the Summit with a facilitated discussion to launch our new diverse attorney affinity and advocacy group, the Vorys Diversity Network. All summer associates are included in this event each year.
- Hosting our eighth annual Women's Summit for female attorneys and professionals across the firm for a day focused on shifting mindsets and innovation. We spent the day thinking differently about existing problems, discussing ways to leverage creativity to approach our careers and the business of law in new ways, and exploring growth opportunities for individuals and practices.

Collaborations with Our Clients

Vorys collaborates with clients in a number of ways to advance diversity, equity and inclusion. Below are a few examples of unique partnerships designed to support our mutual goals of attracting, retaining and advancing diverse talent and building inclusive teams.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Vorys has been a member of LCLD since its inception - an organization of more than 300 corporate chief legal officers and law firm managing partners dedicated to creating a diverse legal profession and to significantly advancing diversity and inclusion in the legal profession. Through LCLD, we have partnered with clients to host Leadership Luncheons and welcome receptions for their annual Fellows and Pathfinders Programs, development programs focused on foundational leadership skills, professional networks and relationship building skills, and career development strategies applicable to both in-house and law firm practice. Firm attorneys also participate as Pathfinders and Fellows in LCLD leadership development programming each year.

TALENT DEVELOPMENT & COACHING

We extend our talent development staff to clients to help design and host customized leadership development programs for entire legal teams and provide individual coaching and professional development resources to in-house counsel and law students. We recently hosted a day-long program for a 60-person legal department focused on leadership through inclusion.

CLIENT TEAMS

We work jointly with our clients to improve the diversity of our client teams as we continue to improve the diversity of our firm. We engage in a number of activities designed to build relationships and provide opportunities for our lawyers to develop and advance, including through tracking of meaningful work opportunities for the client, joint professional development and social activities and other community support initiatives.

EDUCATIONAL PROGRAMS AND JOINT NETWORKING EVENTS

We partner with clients on numerous diversity and inclusion events and programs throughout the year, including joint women's networking events and educational programs focused on topics such as gender equity, mentorship and sponsorship, generational differences, effective communication, career success and resiliency, and leveraging the power of our networks.

© 2021 Vorys, Sater, Seymour and Pease LLP

MENTORING

We have established formal mentoring relationships between our lawyers and clients where we have lacked representation of senior diverse counsel on certain mentorship teams to best position our lawyers for success in their career development.

Our Community Partnerships and Support

We support local, regional and national organizations who share in our mission and commitment to advancing diversity, equity and inclusion, often through membership, sponsorship, joint programming, charitable giving and pro bono efforts. We also endeavor to support minority-owned businesses in our communities by utilizing our substantive legal expertise. Below are a few highlights from the past year:

PRIDE

More than 300 Vorys attorneys, paralegals, staff, friends and family members marched in the 2019 pride parades held in Cleveland, Columbus, Cincinnati and Houston. This was the second year that Vorys participated in the Stonewall Columbus Pride Parade and the first year for participation in the Cleveland, Cincinnati and Houston pride celebrations. We were proud to showcase our support for our LGBTQ+ colleagues, clients, family members and neighbors. While Pride events have been cancelled more recently due to the pandemic, we continue to look for other ways to bring our firm together around matters of LGBTQ+ equality.

VORYS INITIATIVE FOR BUSINESS EMPOWERMENT

In 2020, we launched the Vorys Initiative for Business Empowerment, which provides legal support for minority-owned businesses. Our goal is to help create a strong legal foundation that allows our clients to navigate the challenges associated with business ownership. By providing legal services at no or low cost, and delivering valuable educational content and training, we strive to facilitate the development of minority-owned businesses from inception to maturity and through succession. This program is the brainchild of one senior associate, and supported by many attorneys just like her, who sought a concrete way to use her legal expertise to advance diversity, equity and inclusion in our communities. Vorys has already provided thousands of dollars in legal services at little or no cost to program participants.

ACC DIVERSITY CHAMPION, HOUSTON CHAPTER

Vorys is one of two recognized "Diversity Champions" for the Houston Chapter of the Association of Corporate Counsel. In this role, Vorys sponsors an annual Diversity Dinner and Reception for Houston-area in-house counsel and recipients of the chapter's diversity scholarships. In addition, Vorys presents CLEs on diversity, equity and inclusion topics for the chapter. Our 2020 program, "From Ally to Champion: Strategies For Corporations and Law Firms to Go Past Awareness to Action" provides strategies by which both law firms and corporations can disrupt racial inequity in their workplaces, as well as practical ways to support and sponsor Black employees during the pandemic and beyond.

© 2021 Vorys, Sater, Seymour and Pease LLP

GENDER EQUITY IN THE LEGAL INDUSTRY

Outside of the firm, Vorys is a contributing member of a unique coalition of law firms involved in planning and hosting Gender Equity in the Legal Industry (GELI) community conversations that have been happening throughout central and northeast Ohio since 2017. These intentional discussions with colleagues, clients and community leaders focus on gender equity and diversity, equity and inclusion and are meant to promote positive change within each organization, including addressing policies and practices that foster a more inclusive culture and provide equal access to opportunity.

HOCKEY IS FOR EVERYONE

During February of each year, we partner with the Columbus Blue Jackets hockey team in a variety of activities aimed at breaking down barriers to the sport in the community (e.g., LGBTQ+, Girls Hockey, Sled Hockey, Special Hockey), culminating in a game night celebration of diversity, equity and inclusion. Leaders and representatives from our organizations attend, along with clients, friends and law students.

CORPORATE CITIZENSHIP AWARD

For the past two years, Vorys received a Corporate Citizenship Award from *Columbus Business First* as one of the city's top 10 companies, with more than 250 employees in central Ohio that gave the most financial contributions and provided community service to central Ohio non-profit organizations.

NATIONAL CIVIL RIGHTS PRO BONO CASE

Tom McDonald, a partner in the Vorys Washington, D.C. office and former U.S. Ambassador to Zimbabwe, served as lead counsel for all of the plaintiffs, the Coalition for Education Reform, in a national civil rights pro bono case alleging race and disabilities discrimination by a school district, among other claims. The case, which is a civil rights case of national consequence, centered around the district's George Washington Carver Academy, a public school located in Frankfort, Delaware. The lawsuit alleged that this academy has been operated by the Indian River School District as a segregated dumping ground for African-American males ages 3 to 18 in the same school building. According to our research, over 1,000 African-American male students had been forced through this segregated public school over the last 20 years. Under the consent order, the Carver Academy program ceases to exist at the end of the 2019-2020 school year. In addition, an agreed-upon special master has been appointed to make sure that the Indian River SD follows through with the remedies outlined in the consent order and doesn't return to this discriminatory conduct/policies.

For additional information regarding our commitment to diversity, equity and inclusion and meaningful steps we are taking to further our mission and commitment, please contact your Vorys attorney or our Chief Diversity & Inclusion Officer, Jolie Havens at jnhavens@vorys.com.

2018 Diversity & Inclusion Report

© 2021 Vorys, Sater, Seymour and Pease LLP

VORYS