

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

WHO THIS APPLIES TO: Firm Wide
CATEGORY: Employment
CONTACT: Debbie Johnson
LAST UPDATED: May 2011
POLICY NUMBER:

I. SUMMARY:

The Firm's equal employment opportunity (EEO) guidelines are outlined in this policy.

II. DETAIL

Seyfarth Shaw is committed to the principles of equal employment opportunity. Firm practices and employment decisions, including those regarding recruitment, hiring, assignment, promotion and compensation, shall not be based on any person's sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, gender identity or expression, veteran status, citizenship status, or other protected group status as defined by law. Sexual harassment or harassment based on other protected group status as defined by law is also prohibited.

If you believe you have experienced or witnessed any conduct that you believe may be inconsistent with this policy, you are to immediately notify any of the following office Equal Employment Opportunity Coordinators:

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|------------------|-------------|
| John T. Murray | Atlanta |
| Dyann DelVecchio | Boston |
| Mary Kay Klimesh | Chicago |
| John L. Collins | Houston |
| David D. Kadue | Los Angeles |
| Peter Walker | New York |

Laura Maechtlen

San Francisco

Fred Sanderson

Sacramento

Charles Walters

Washington, D.C.

You may, in the alternative, notify any Firm Human Resources or Office Manager, any Office Managing Partner, the Firm-wide Equal Employment Opportunity Coordinator, Valerie J. Hoffman, the Firm's Managing Partner, the Firm's Chief Operating Officer, or any member of the Lawyer Development Committee or the Executive Committee. Any such authorized individual who receives a report of discrimination must notify the Firm's Equal Employment Opportunity Coordinator or the Firm Managing Partner.

All reports describing conduct that is inconsistent with this policy will be promptly and thoroughly investigated. It is the obligation of every Firm employee and partner to cooperate in any investigation of alleged or suspected violations of this policy. If an investigation confirms that a violation of this policy has occurred, the Firm will take corrective action, including discipline, up to and including dismissal of an employee or expulsion of a partner, as is appropriate under the circumstances.

Seyfarth Shaw forbids retaliation against anyone for reporting discrimination, registering a complaint pursuant to this policy, assisting in making such a complaint, or participating in an investigation, filing a charge of discrimination, or otherwise pursuing his/her rights under applicable state and federal Equal Employment Opportunity laws. Anyone experiencing or witnessing any conduct he or she believes to be retaliatory should immediately report it to any of the individuals named above.

Reports of violations of this policy will be investigated and handled as confidentially as possible consistent with the appropriate management of the Firm.