



Hinshaw has long been committed to the highest ethics and integrity, a devotion to collaboration, and a proven and continued priority of advancing diversity and inclusion. Our inclusive culture strengthens our creativity and innovative problem-solving, with diverse perspectives that enhance client service impact and decision-making. We are a better firm as a diverse firm.

Hinshaw strives to create an exceptional environment of diversity and inclusion, from our robust affinity networks to our engaged thought-leaders on the Diversity Committee, we celebrate our dedicated D&I staff, our allies, and our various programs and initiatives for the underserved, all highlighting our diverse culture. We will continue to invest in learning to increase awareness of potential unconscious biases and recognition of sensitivities.

Advancing diversity and inclusion is an ongoing process of improvement. A firm culture based on the respect and celebration of diversity and inclusion is not just aspirational, but rather is one by which we define ourselves. I am proud to present the 2017 Year-End Review reflecting our efforts for your consideration.

Kevin Joseph Burke Chairman

A MESSAGE FROM OUR CHAIRMAN



A diversity and inclusion conversation that is engaging, transparent and authentic is one that recognizes the cultural importance of all voices; strives to elevate our highest values and mitigates our imperfections. What makes us unique is what brings us together.

Daniel L. (D.L.) Morriss

Diversity and Inclusion Partner



Culture matters.

It has been said, "Give me the songs of a nation and I care not who makes its laws."* The way we feel and express ourselves is key to maintaining the type of order we want to see in the community we live and work. It's about being fully present; performing as your whole self rather than a fraction.

Far too often corporate culture is the first sacrificed and last considered. However, at Hinshaw we strive to build a sense of firm culture that believes diversity and inclusion involves everyone and shows it. We recognize achieving positive impact in (i) attorney development, (ii) relationship building, and (iii) community engagement takes commitment from every stakeholder top, down and across peers. It requires being a better neighbor, giving sincere thought to legacy, and continuously messaging what we desire to see exemplified. Diversity is critical, inclusion is how it is attained.

I am proud to provide this Year-End Review showcasing the incredible efforts our attorneys contribute towards the above three-fold initiatives. And while we may not literally be writing a song, our harmonies evidence that culture enhances performance.

*Andrew Fletcher, Scottish political activist (1655-1716)

Daniel L. (D.L.) Morriss

Diversity and Inclusion Partner

A MESSAGE FROM OUR DIVERSITY & INCLUSION PARTNER

COMMITMENT TO OUR PEOPLE

Diversity Committee



ur Diversity Committee is comprised of key stakeholders across the firm - Management Committee Members, Associate Hiring Chairs, Affinity Network Leaders, Practice Group Leaders and Partners in Charge. Diversity Committee members collaborate on a regular basis to review and ensure the advancement of our three-fold Diversity & Inclusion initiatives at Hinshaw.



ALBERT ANGELO Chicago



CHARCRETIA DI BARTOLO Boston



BARBARA FERNANDEZ Miami



MARY HESS Chicago



MATTHEW HEVRIN Rockford



JASON KIM Los Angeles



SPENCER KOOK Los Angeles



CONCEPCION MONTOYA New York



D.L. MORRISS Chicago



MARCIA MUELLER Rockford



ROBERT ROMERO San Francisco



ELLEN SILVERMAN New York



JOHN TERPSTRA Schererville



JENNY WANG Los Angeles



CHERYL WILKE Ft. Lauderdale, FL / Los Angeles

Affinity Networks



inshaw takes pride in our Affinity Networks that promote professional and business development, mentoring and community. Members also regularly facilitate and attend various events focused on advancing the interests of their respective affinity networks.

Affinity Network Chairs



WENDY
WEN YUN CHANG
Los Angeles
Asian Pacific
American Affinity
Network



RANDY AOYAMA Phoenix Asian Pacific American Affinity Network



RAVEN BURKE MACKEY Chicago Black Attorney Affinity Network



KHARDEEN SHILLINGFORD New York Black Attorney Affinity Network



DANIEL TREVINO Chicago Hispanic/Latino Affinity Network



MARIA QUINTERO San Francisco Hispanic/Latino Affinity Network



TODD YOUNG Chicago LGBTQ Affinity Network



ELIZABETH BAKER *Miami* Women Attorneys Network



CHARCRETIA DI BARTOLO Boston Women Attorneys Network

Attorney Life Committee Co-Chairs

Our Attorney Life Committee (ALC) is dedicated to developing and implementing policies and programs that create a collegial, positive and encouraging environment that promotes the professional and personal growth of our attorneys. The ALC, in consultation with firm management, practice group leaders and the other firm wide committees, uses unconventional thinking to identify creative ways in which it can make a positive difference in the lives of our attorneys.



CONRAD NOWAK Chicago



DAVID CREAGH Chicago

ALC Associate Sub-Committee

The Associate Sub-Committee builds out key initiatives and community among associates across the firm through various professional development and social events.



HAN SHENG BEH New York



LINDSEY CONLEY Chicago



JARED MATHESON San Francisco



KAYLEIGH NICHOLL Rockford



KATE SCHNAKE Chicago



JEREMIAH SNOWDEN Los Angeles



ANTHONY TORRENTE Miami

Mentoring Committee Co-Chairs

Hinshaw's firm-wide mentor program provides associates with a structure and resource for understanding the firm's expectations as well as developing strategies to achieve professional and developmental goals. The program formalizes mentoring efforts for all associates with a particular emphasis on orientation to the firm and its unique culture and development of legal and practice skills.



DAVID ALFINI Chicago



MARTIN ROSEN Los Angeles

Diversity & Inclusion CLE Programming

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wo training programs were presented that veered from the typical CLE model by being both purposefully provocative and engaging.

The first was "2nd Story: A Different Kind of D&I Discussion" held in the Chicago office on June 22, 2017. The event was facilitated by 2nd Story, an award-winning live-lit organization that simultaneously builds community and addresses sensitive issues through performance. D.L. Morriss collaborated with the 2nd Story Artistic Director to curate a show exclusively for Hinshaw, speaking to the themes of racial microaggressions and toxic masculinity. Hinshaw attorneys heard two expertly crafted stories written and performed by 2nd Story company members. In addition, the stories were accompanied with flamenco music by the Salcedo Group. The event also provided attorneys an opportunity to engage with one another



and share their own personal experiences regarding the themes that arose from the stories they heard. The evening provided a unique opportunity for discovery and discussion. The second event, "The Room Where it Happens: A Discussion on Diversity, Equity and Inclusion" was hosted in the New York Office and webcast firm wide on October 4, 2017. Presented in conjunction with Hinshaw University, the event featured Aileen Tejeda, Assistant Professor of Practice at the Relay Graduate School of Education. The interactive presentation had the audience examine and discuss their views on identity, unlearning bias, and diversity and inclusion in the workplace.

Hinshaw's Diversity Steering Committee's Inaugural Retreat

An important aspect of advancing Diversity & Inclusion at the firm includes recognizing the importance of having different voices at the table. The D&I Steering Committee was established in order to successfully plan out and accomplish key strategic initiatives in 2018 and over the next two years. Last November, key stakeholders from across the firm came together for a special Steering Committee Retreat in San Francisco, CA.

The retreat focused on three planning sessions:

(1) The promotion and advancement session looked at metrics of the firm's performance with regard to recruitment, retention and partnership track opportunities for diverse lawyers. It also benchmarked the firm's performance by national averages.



- (2) The business case session reviewed U.S. demographic trends, multi-cultural buying power, the contribution of diverse lawyers to Hinshaw's financial bottom line, diversity market reports, and the adoption by clients and competitor law firms of the Mansfield Rule diversity initiative.
- (3) The collaboration session reviewed individual goals for the representative groups of the retreat attendees.

The committee then prepared a series of proposed short term and long term action items for consideration by firm management, including increasing the number of diverse candidates for open attorney positions, as well as a series of training, recruiting, business development and mentorship initiatives.

We'd like to thank the Steering Committee members for their time and dedication to Diversity & Inclusion at the firm. Their insight and energy were invaluable and greatly appreciated.

Name	Role
David Alfini (Partner)	Mentor Committee Co-Chair and LGBTQ Affinity Network Member
Han Sheng Beh (Associate)	ALC Associate Sub-Committee
CharCretia Di Bartolo (Partner)	Women Attorneys Network Co-Chair
Barbara Fernandez (Partner)	Hispanic/Latino Attorney Network Co-Chair
Jason Kim (Partner)	Asian Pacific American Affinity Network Co-Chair
Maura McKelvey (Partner)	Management Committee
Raven Burke Mackey (Associate)	Black Attorney Affinity Network Co-Chair
Conrad Nowak (Partner)	Attorney Life Committee Co-Chair
Robert Romero (Partner)	Management Committee and Diversity Committee
Ellen Silverman (Partner)	Executive Committee and Diversity Committee
D.L. Morriss (Partner)	Diversity & Inclusion Partner

2017 DIVERSITY DEMOGRAPHICS

291

Partners*

34 Lawyers of Color

74 Women

17 Women of Color

5 LGBTQ

145

Associates*

36 Lawyers of Color

70 Women

21 Women of Color

7 LGBTQ

191 🕸

Total Diversity*

70 Lawyers of Color

148 Women

38 Women of Color

12 LGBTQ

*The diversity composition reflects diversity statistics as of December 31, 2017. Lawyers may be included in more than one category.

NATIONAL ORGANIZATIONS WE SUPPORT



Black Women Lawyers' Association



Corporate Counsel Women of Color



Cuban American Bar Association



Hispanic National Bar Association



Mexican American Bar Association



National Bar Association



National Association of Women Lawyers



National Asian Pacific American Bar Association



Leadership Council on Legal Diversity

COMMITMENT TO DIVERSITY IN THE LEGAL PROFESSION

Hinshaw Achieves Perfect Score on the 2018 Corporate Equality Index for Ninth Consecutive Year. Named one of the "Best Places to Work for LGBTQ Equality."

The CEI is administered by the Human Rights Campaign Foundation. It is a national benchmarking survey, which evaluates policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBTQ community.

"We remain steadfast in our commitment to ensuring equality and inclusion for members of the LGBTQ community at our firm," said Hinshaw Firm Chairman Kevin Joseph Burke. "We're proud of the initiatives and programs we have introduced to facilitate LGBTQ-inclusive workplace training, both for our clients and our own attorneys and staff. We will continue to closely align our firm with the Corporate Equality Index criteria."



COMMITMENT TO CO

Our diverse attorneys are not only recognized as leaders within the firm, but also recognized within the legal community. From being profiled in such respected journals as Emerging Lawyers Magazine and Daily Business Review to appointments, fellowships, and awards, we are proud to highlight the following:

Jason Santos Wins Best Team Pitch at Chicago Committee's 5th Annual Rate My Pitch Program



Associate **Jason Santos** was part of the winning team for the Best Team Pitch award at the Rate My Pitch Program in October. Hosted by Hinshaw's Chicago office, Rate My Pitch is a program organized by The Chicago Committee, and offers instruction and learning for diverse mid-to senior associates regarding skillsets and behaviors young lawyers must acquire to build successful business relationships. Sixteen associates from large law firms in the Chicago area participated this year, each of whom was nominated by his or her managing partner.

Santos is a commercial litigator with a focus on consumer class actions. His clients include Fortune 500 financial institutions, debt collection agencies and mortgage loan servicers.





Connie Montoya Elected to the Board of the LGBT Bar Association of Greater New York



Connie Montoya —a New York-based partner and member of Hinshaw's Diversity Committee— was recently elected to the board of the LGBT Bar Association of Greater New York (LeGaL), effective January 1, 2018. One of the nation's first LGBT bar associations, LeGaL is also one the largest and most active organizations of its kind in the country. LeGaL is dedicated to improving the administration of the law, ensuring full equality for members of the LGBT community, promoting the expertise and advancement of LGBT legal professionals and serving the larger community.

Montoya is a longstanding member of Hinshaw's LGBTQ Affinity Group, which she leads in New York. She also serves as a trainer for the firm's LGBTQ Harassment Prevention Training Program. "I am thrilled and honored to serve on LeGaL's board, and look forward to working with my fellow board colleagues to help advance the interests of our membership," said Montoya.

Montoya concentrates her practice in the areas of commercial litigation and consumer defense litigation. She is widely recognized for successful strategies that resolve litigation disputes involving consumer defense claims and employment law.

Raven Burke Mackey Selected for the 2018 Chicago Urban League IMPACT Leadership Development Program



Raven Burke Mackey was selected as a 2018 Fellow in the Chicago Urban League's IMPACT Leadership Development Program, which partners with the University of Chicago Booth School of Business. Mackey was one of 38 professionals chosen for the fellowship who hail from diverse backgrounds and industry sectors – including banking, finance, hospitality, transportation, construction, nonprofit, and talent management.

The mission of IMPACT—a fellowship program first launched in 2014—is to create a pipeline of "informed, motivated, perceptive, authentic, connected" African American professionals who will "form the next generation of Chicago leaders available to fill critical roles in the business, public, and nonprofit sectors." These emerging business leaders are paired with a mentor, and offered a series of educational modules focused on leadership skills sets, such as negotiation and decision making, power and influence, and ethics and values. Mackey's mentor for the duration of her fellowship is Carole L. Brown, Chief Financial Officer of the City of Chicago.

"It's truly an honor to be selected for this prestigious leadership development program," said Mackey. "I'm looking forward to learning how to grow as a leader to make Chicago better across all sectors, as well as meeting the other Fellows, and taking full advantage of the mentorship and educational opportunities provided by the IMPACT program."

"Leadership development and being impactful in our community is a big part of our focus when it comes to diversity and inclusion initiatives here at Hinshaw," added D.L. Morriss, the firm's Diversity & Inclusion Partner. "It all starts with hiring bright and talented people; it's our responsibility to ensure they have the support and opportunities they need to be successful."

Mackey concentrates her practice in the areas of personal injury and property defense, as well as white collar litigation.

Crain's Chicago Business Names Diane Webster One of Chicago's Most Influential Minority Lawyers

Diane Webster, Partner-in-Charge of the firm's Chicago office, was named to the publication's inaugural list of Most Influential Minority Lawyers in Chicago. Webster's focus is commercial litigation practice; she is active in the Latino legal community, and has devoted much of her career to helping other minority lawyers succeed.

Webster defends clients in commercial litigation, medical and healthcare claims, product and pharmaceutical liability, and medical/surgical device claims. She has resolved multimillion-dollar cases and obtained several key defense verdicts in the past year. She is currently defending clients in cases brought under the Illinois Biometric Information Privacy Act (BIPA) at a time when privacy issues generally and litigation under this statute are on the rise.

Webster concentrates her practice in the areas of medical and healthcare litigation, products liability, pharmaceutical liability and medical/surgical device litigation.

Hinshaw's Esperanza Segarra Named a Diversity MBA Top 100 under 50 Diverse Executive Leader for 2017



Esperanza Segarra, a partner in the firm's Miami office, was selected to Diversity MBA's eleventh annual list of Top 100 under 50 Diverse Executive Leaders for 2017. Diversity MBA is a national leadership organization that integrates diversity and inclusion with talent management. Its annual list of Top 100 under 50 emerging and executive leaders is selected from a broad spectrum of companies with a global reach, and recognizes individuals who have demonstrated "outstanding achievements in community, leadership and education."

"Many congratulations to Esperanza for this significant national recognition," said Karen A. Brimmer, co-Partner-in-Charge of the firm's Miami office. "Our clients benefit greatly from her talent and experience, and we value her highly as a colleague and as a friend."

Segarra focuses her practice in the areas of commercial and civil litigation. She also maintains an appellate practice.

Sergio Acosta Inducted as a Fellow of the American College of Trial Lawyers

Partner **Sergio Acosta** was selected as a Fellow of the American College of Trial Lawyers (ACTL). Acosta was one of only three Illinois lawyers selected, among 78 lawyers nationwide. The new Fellows were inducted at the 2017 ACTL Annual Meeting in Montreal, Canada, September 21, 2017.

The ACTL is composed of preeminent members of the trial bar from the United States and Canada and is recognized as the leading trial lawyers' organization in both countries. Fellowship is extended by invitation only to practiced trial lawyers of diverse backgrounds whose careers have been marked by the highest standards of ethical conduct, professionalism, civility and collegiality. Additionally, lawyers must have a minimum of 15 years of litigation experience to be considered for Fellowship, and membership cannot exceed one percent of the total lawyer population in any state or province.

Acosta serves as the national leader of Hinshaw's Government Practice Group. He represents companies, government entities and individuals in high-stakes matters involving the Foreign Corrupt Practices Act, health care fraud, complex financial fraud, criminal tax violations, export regulations and criminal and civil forfeiture. His practice also encompasses corporate governance, corporate internal investigations, regulatory enforcement, commercial litigation and gaming law. Earlier this year, Acosta was named one of the 50 Most Influential Latinos in the Chicago Area by Negocios Now.

Brette Bensinger Honored with 2017 Forty Attorneys Under 40 to Watch Award



Partner **Brette Bensinger** was honored by *Law Bulletin Media* with a 2017 Forty Illinois Attorneys Under 40 to Watch award. As recognized in a special supplement published by *The Chicago Lawyer*, recipients are selected for their "intelligence, passion, success in the office, and desire to help the community." More than 1,500 nominations were submitted for the award this year.

In a *Chicago Lawyer* profile, Bensinger is described as "an outstanding lawyer" and a "skillful litigator with exceptional instincts." Her work that resulted in Cook County Sheriff Thomas J. Dart's office becoming the first entity to ever achieve compliance with the Shakman Decree is highlighted, along with her "direct communication style, deep expertise in employment law, and dedicated advocacy."

Bensinger is also described as leader in the local community, specifically for her work with the Illinois Constitutional Rights Foundation's Edward J. Lewis II Lawyers in a Classroom program, her service on the Public Policy Committee of the Board of Directors of Ann and Robert H. Lurie Children's Hospital of Chicago, and her role as Chair of the Advocacy Committee for the hospital's Founders' Board.

Bensinger concentrates her practice in the area of labor and employment law.

COMMITMENT TO CIVIC ENGAGEMENT

A group of Hinshaw attorneys—
Dan Trevino, Todd Young, Kim Leung,
Jessica Watkins, Brittney Cato,
Raven Burke Mackey, Connie Mayer
and David Alfini—attended the 15th Annual
Unity Awards Dinner for the Diversity
Scholarship Foundation on November 29,
2017 at the Chicago Hilton. The Diversity
Scholarship Foundation is a not-for-profit
organization that provides scholarships
to diverse and deserving law students.
The event, of which Hinshaw was a cosponsor, included the swearing in of bar
presidents and the awarding of the diversity
scholarships to law students.



Hinshaw's Chicago office welcomed more than 140 guests—including Chicago Mayor Rahm Emanuel—at an event last October celebrating Polish Heritage Month. The event-which was co-sponsored by the Warsaw Committee of Chicago Sister Cities International and World Business Chicago brought the city's top business leaders, elected officials and members of the Polish community together to share breakfast with the Mayor and hear his remarks. Emanuel is pictured here with Hinshaw Managing Partner Robert Shannon, Hinshaw partner Scott Seaman—who has Polish ancestry—and Hinshaw partner Conrad Nowak, who is a member of the Warsaw Committee and had the privilege of introducing the Mayor to the quests.



Hinshaw's LGBTQ Affinity Network partnered with LAGBAC (The Lesbian and Gay Bar Association of Chicago) to present an ethics seminar titled "Bias and How It Impacts Lawyer Discipline." Hosted at our Chicago office, the program explored how explicit and implicit biases manifest within the legal profession. Hinshaw Partner **Tom Sukowicz** presented alongside Deborah Bjes of Swiss Re Corporate Solutions and Mary Andreoni of the Attorney Registration & Disciplinary Commission (ARDC). **Todd Young**, a Chicago-based partner and member of the firm's LGBTQ Affinity Network, introduced the trio who went on to review case law, ethics rules and the types of explicit biases that could result in professional discipline.



A team of Hinshaw partners—Ken Yeadon, Aimee Delaney, David Alfini and Adam Guetzow— presented at the Hinshaw 2017 Senior Care, Home Services and Home Health Symposium, held at the firm's Chicago office. The event provided attendees with educational sessions focused on laws and legal developments impacting the fields of senior care, home services and home health. Ken presented on medical billing disclosure obligations. David and Adam teamed up to present strategies to mitigate risk. Aimee—Chair of the Labor and Employment Practice Group—provided an employment law update.

Hinshaw partners **Todd Young**, **Aimee Delaney** and **David Alfini** participated in an Out & Equal Chicagoland program titled "Navigating the Changing Landscape of Corporate Diversity." Todd and David are members of the firm's LGBTQ Affinity Network, which regularly supports and partners with Out & Equal Chicagoland. Aimee, the leader of Hinshaw's Labor & Employment Practice Group, spoke at the event. In her program, she advocated for LGBTQ-specific workplace training programs geared toward managers and directors, while highlighting the LGBTQ Corporate Equality and Harassment Prevention program Hinshaw has developed for its clients, attorneys and staff.





LGBTQ - Corporate Equality & Harassment Prevention Training Program



Diversity & Inclusion in the workplace is a rapidly evolving area. LGBTQ rights and protections are fueling many of these changes. Heightened awareness and sensitivity is also fueled by new state specific compliance regulations and mandates.

How companies respond and adapt to these heightened demands can have an impact on employee engagement to brand reputation.

To help employers respond to this everevolving challenge, we offer a turn-key, highly customizable LGBTQ Corporate Equality & Harassment Prevention Training Program.

The goal is to provide a straightforward solution which:

- Supports proactive efforts to foster and integrate an inclusive workplace including LGBTQ awareness and best practices.
- Facilitates compliance with both national and ever-increasing state specific regulatory compliance requirements.

What Makes This Training Unique:

Addresses and complies with national and state regulatory policy requirements:

- Meets the specific requirements of the new 2018 California law which requires companies operating and/or located in California with 50+ employees to provide harassment training which includes LGBT-specific examples to all supervisors
- Complies with the myriad of state specific LGBTQ protections and requirements
- » Can be tailored to company-specific discrimination policies

Can have a positive impact on your financial bottom line:

- Viewed as a proactive and favorable deterrent by insurance carriers
- » Helps mitigate legal exposure and risk

Customizable to meet your specific needs:

- » Tailored for attendees can be customized for any/all employee categories including supervisors, managers and executives
- » Length and format flexibility
 - from 60-90 minutes
 - · delivered in-person or via webinar
 - hosted as a single session or as multiple daily sessions

Complies with the Human Rights Campaign's Corporate Equality Index (CEI):

- » Satisfies the LGBTQ anti-harassment training requirement
- Supports achievement of 100% score on CEI



Our stories are beautifully woven together; the history on I achievement of us all depends on one another."

Daniel L. (D.L.) Morriss

Diversity and Inclusion Partner

