
CAPITAL AREA MANAGING PARTNERS' DIVERSITY INITIATIVE

Statement of Purpose

The purpose of this diversity initiative is to significantly increase the number of minority lawyers who practice in the capital region. The signatories to this initiative promise leadership and resource commitment to short-term, intermediate and long-term projects which will meet the purposes of the initiative. The mutual support and commitment of the member firms will be aided by collaborative work with the region's bar associations and its two law schools.

Statement of Principles

We understand and accept the value of diversity in our legal organizations. We believe that diversity serves the interests of any vital, well functioning and successful business enterprise. However, changing the status quo requires us as leaders of our legal organizations to do more than pay mere lip service to the principles of diversity. Intellectual and moral commitment to diversity, by itself, will not lead to change. We believe that collaboration among the member firms, along with area bar associations and law schools, is important to long-term change, because common structural problems confront us in successfully attracting and retaining minority lawyers and staff. We also believe that effective change in our legal organizations will require sustained effort and material resources applied over many years.

Statement of Objectives

I commit myself and the law firm which I represent to the following:

- (a) Recruiting minority lawyers: Each year, beginning with 2004, our firm will conduct its recruiting efforts in a way that conscientiously seeks out, evaluates, interviews where appropriate, and considers for active employment, minority candidates. We agree to apply criteria to our recruiting, evaluating and hiring processes, which are consistent with the needs of the firm, and which give recognition to the full range of attributes of character, temperament, life experience and professional potential, which can contribute to the future success of our organization, along with such other academic record and achievements as are reasonably required to perform successfully in our organization.
- (b) Minority hiring: In accordance with (a), above, we will offer employment to minority candidates whom we determine meet those standards.

- (c) Mentoring of minority lawyers: Recognizing that lawyers' professional success is dependent on the support and guidance of peers and seniors in practice, we commit to a supportive program of mentoring for minority lawyers who are hired by our firm in order to maximize opportunities for our collective success in this effort.
- (d) Support of collective efforts through the bar associations: We commit our organization to financial and personnel support for those activities of the area's bar associations which will collaboratively support the initiative. For example, our support will take the form of active participation in the EPOC of the Dauphin County Bar Association, provision of scholarships to local minority students (through an appropriately-administered minority student scholarship program), and submission of statistical data to the bar association, in order to measure the practical accomplishments of this initiative on an annual basis.

Conclusion

The undersigned have signed this Statement of Purpose, Principles and Objectives of the Capital Area Managing Partners' Diversity Initiative this 24th day of March, 2004, to evidence their commitment to the objectives and the steps to meet those objectives, as set forth herein.

Buchanan Ingersoll, P.C.

By: *Jonathan Ziford, III*

Eckert Seamans Cherin & Mellott, LLC

By: *Samuel T. Cooper III*

Goldberg, Katzman & Shipman, P.C.

By: *[Signature]*

Keefer Wood Allen & Rahal, LLP

By: *Brad Donance*

Kirkpatrick & Lockhart LLP

By: *Carolee O'Straw*

McNees Wallace & Nurick LLC

By: *SK Weingart*

Mette Evans & Woodside, P.C.

By: *Debra B. Terzani*

Metzger, Wickersham, Knauss & Erb, P.C.

By: *[Signature]*

Pepper Hamilton LLP

By: [Signature]

Reed Smith LLP

By: [Signature]

Rhoads & Simon LLP

By: [Signature]

Saul Ewing LLP

By: [Signature]

Smigel, Anderson & Sacks, LLP

By: [Signature]

Thomas, Thomas & Hafer, LLP

By: [Signature]

Tucker Arensberg, P.C.

By: [Signature]

Dauphin County Bar Association

By: [Signature]

Harrisburg Black Attorneys Association

By: [Signature]

The Pennsylvania State University
Dickinson School of Law

By: [Signature]

Widener University School of Law
Harrisburg Campus

By: [Signature]