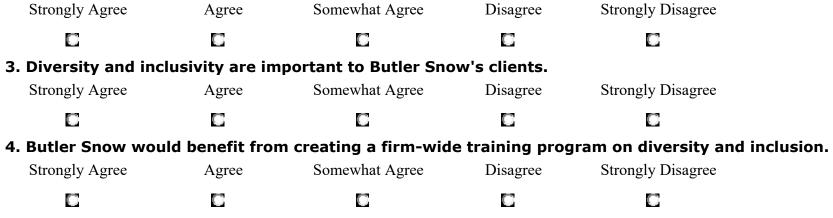
Please provide a response to the following statements.

1. Diversity at Butler Snow is important to you.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
C		C		0

2. Firm leadership is committed to diversity and inclusion and supports efforts to make Butler Snow more diverse and inclusive.



If possible, please provide examples or ideas that could be incorporated into a firm-wide diversity and inclusivity training program.



6. Butler Snow puts too little emphasis on diversity and inclusion.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree			
	0						
7. Butler Snow is committed to hiring diverse attorneys.							
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree			
	0						
8. Butler Snow is committed to retaining diverse attorneys.							
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree			
	0						
9. Butler Snow needs additional initiatives in place to retain diverse attorneys.							
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree			
		C					

If possible, please provide examples or ideas on possible initiatives focused on retaining diverse talent.

250 Character Limit.



10. At Butler Snow, the quality of work given to attorneys of color is comparable to the quality of work given to other attorneys.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	I Don't Know
		C	C	C	C

11. At Butler Snow, attorneys of color receive similar opportunities for work and success as other attorneys.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	I Don't Know	
8						
12. At Butler Snov attorneys.	v, women	attorneys receive	similar opp	portunities for	work and success a	s other
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	I Don't Know	
0						
13. At Butler Snow, LGBTQ+ attorneys receive similar opportunities for work and success as other attorneys.						
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	I Don't Know	
0			0			
14. At Butler Snov	v, there is	a perception that	attorneys	of color work a	s hard as other att	orneys.
Strongly Agree	Agre	ee Somewhat	Agree	Disagree	Strongly Disagree	
	0					
15. At Butler Snow, attorneys of color are perceived as equals among their colleagues.						
Strongly Agree	Agre	ee Somewhat	Agree	Disagree	Strongly Disagree	
	0					
16. At Butler Snow, women attorneys are perceived as equals among their colleagues.						
Strongly Agree	Agre	ee Somewhat	Agree	Disagree	Strongly Disagree	
C 17 At Butler Spoy	C	0				

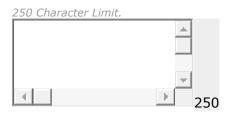
17. At Butler Snow, LGTBQ+ attorneys are perceived as equals among their colleagues.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
	0		0	

18. Diversity and inclusivity are intrinsically linked to the financial success of firms the size of Butler Snow i.e., the more diverse and inclusive firms are, the more financially successful they will ultimately be.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree		
0						
19. Butler Snow is a great place to work for diverse attorneys.						
Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree		
0	0	0	C			

Please elaborate on why you agreed or disagreed with the previous question.



Demographic Information Are you a lawyer of color? Yes No Prefer Not to Answer Gender? Male Female Prefer Not to Answer Do you identify as LGBTQ+? Yes No Prefer Not to Answer