

diversity scorecard

	Diversity Rank	Minority Percentage All U.S. Attorneys	Minority Percentage All U.S. Partners	Total Attorneys U.S./Non-U.S.	African American Partners/Nonpartners	Asian American Partners/Nonpartners	Hispanic American Partners/Nonpartners	Other Minority/Multiracial Partners/Nonpartners
Adams and Reese New Orleans	165	7.8%	4.4%	255/-	3/9	1/2	2/-	1/2
Akerman Senterfitt Miami	73	13.8%	12.2%	477/-	4/7	2/7	24/21	1/-
Akin Gump Strauss Hauer & Feld National	32	17.5%	10.1%	963/75	12/36	10/68	10/27	1/5
Allen Matkins Leck Gamble Mallory & Natsis Los Angeles	51	15.6%	4.8%	244/-	1/4	3/15	2/13	-/-
Alston & Bird Atlanta	82	13.1%	5.6%	799/-	9/42	5/26	2/12	1/8
Andrews Kurth Houston	126	10.8%	7.1%	407/3	3/6	2/16	7/7	2/1
Arnold & Porter Washington, D.C.	40	16.5%	8.3%	601/38	5/32	7/32	5/17	-/1
Baker & Hostetler National	108	11.6%	7.8%	603/-	7/18	10/14	7/13	1/-
Baker & McKenzie International	39	16.7%	9.7%	657/2861	5/13	17/46	10/19	-/-
Baker Botts Houston	73	13.8%	8.3%	725/51	10/14	2/24	6/25	3/16
Baker, Donelson, Bearman, Caldwell & Berkowitz Memphis	187	6.7%	4.7%	535/-	8/17	1/4	3/3	-/-
Balch & Bingham Birmingham	211	3.0%	1.4%	237/-	2/3	-/-	-/1	-/1
Ballard Spahr Andrews & Ingersoll Philadelphia	149	9.0%	4.0%	522/-	5/10	2/10	1/12	1/6
Barnes & Thornburg Indianapolis	160	8.1%	3.6%	430/-	6/13	2/11	-/1	-/2
Bass, Berry & Sims Nashville	192	6.4%	1.1%	220/-	-/11	-/2	1/-	-/-
Best Best & Krieger Riverside, California	19	20.1%	11.5%	194/-	1/2	4/13	5/13	-/1
Bingham McCutchen National	44	15.9%	8.7%	903/84	6/18	19/63	5/23	2/8
Blackwell Sanders¹ Kansas City, Missouri	181	6.9%	2.7%	346/2	4/6	1/7	-/5	-/1
Blank Rome Philadelphia	178	7.0%	2.2%	525/5	3/13	1/12	2/3	-/3
Boies, Schiller & Flexner National	61	14.9%	10.5%	221/-	2/7	2/8	5/9	-/-
Bracewell & Giuliani Houston	114	11.4%	5.3%	403/18	2/15	-/8	8/13	-/-
Briggs and Morgan Minneapolis	200	5.1%	2.7%	177/-	1/1	1/3	-/2	1/-
Brown Rudnick Berlack Israels New York	167	7.7%	5.3%	181/16	1/3	3/6	1/-	-/-
Bryan Cave St. Louis	102	12.0%	4.0%	826/54	6/36	4/30	2/17	-/4
Buchanan Ingersoll & Rooney Pittsburgh	149	9.0%	6.6%	524/-	5/9	7/13	9/3	-/1
Burr & Forman Birmingham	209	3.8%	2.7%	186/-	3/2	-/1	-/-	-/1
Butzel Long Detroit	181	6.9%	5.3%	232/-	2/4	-/5	4/-	1/-
Cadwalader, Wickersham & Taft New York	60	15.0%	7.0%	647/83	1/15	5/52	1/19	-/4
Cahill Gordon & Reindel New York	98	12.2%	4.2%	286/4	1/7	1/16	1/8	-/1
Carlton Fields Tampa	37	16.8%	10.8%	262/-	2/9	-/1	11/16	3/2
Chadbourne & Parke New York	81	13.3%	7.4%	294/130	2/8	3/15	2/9	-/-
Chapman and Cutler Chicago	149	9.0%	4.0%	221/-	3/3	1/10	1/2	-/-
Choate, Hall & Stewart Boston	174	7.2%	3.4%	194/-	1/3	1/5	1/3	-/-
Cleary Gottlieb Steen & Hamilton New York	1	26.9%	10.4%	590/395	3/35	2/64	6/46	-/3
Cooley Godward Kronish Palo Alto	47	15.8%	4.3%	644/-	-/8	6/54	3/24	-/7
Covington & Burling Washington, D.C.	50	15.7%	4.1%	586/64	5/34	-/30	2/16	-/5
Cravath, Swaine & Moore New York	6	22.5%	2.3%	493/15	1/25	1/45	-/25	-/14
Crowell & Moring Washington, D.C.	54	15.4%	8.7%	337/30	3/9	7/17	2/14	-/-
Curtis, Mallet-Prevost, Colt & Mosle New York	18	20.4%	19.2%	147/56	2/2	-/6	8/12	-/-
DLA Piper National	64	14.5%	6.3%	1515/2203	13/50	17/85	11/31	1/11
Davis Polk & Wardwell New York	11	22.0%	9.2%	559/86	1/13	8/64	3/29	1/4
Davis Wright Tremaine Seattle	93	12.6%	6.6%	493/9	2/9	10/25	5/6	2/3
Day Pitney Hartford	95	12.4%	5.5%	364/-	2/12	3/9	3/9	1/6
Debevoise & Plimpton New York	14	20.9%	6.1%	530/178	2/27	3/49	1/26	1/2
Dechert National	114	11.4%	3.3%	857/176	3/23	2/51	2/16	-/1
Dewey & LeBoeuf National	26	18.5%	7.9%	961/412	4/36	7/79	6/31	3/12

¹ Merged in February 2008 to form Husch Blackwell Sanders.

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Dickinson Wright Detroit	129	10.5%	7.5%	239/-	6/8	3/2	3/1	-/2
Dickstein Shapiro Washington, D.C.	72	13.9%	5.8%	404/-	5/18	1/19	2/10	1/-
Dinsmore & Shohl Cincinnati	207	4.0%	2.4%	326/-	2/6	1/3	1/-	-/-
Dorsey & Whitney Minneapolis	137	9.8%	8.1%	613/61	6/8	8/27	5/-	2/4
Drinker Biddle & Reath Philadelphia	154	8.7%	3.2%	669/-	6/17	-/21	2/9	1/2
Duane Morris National	148	9.1%	4.8%	602/18	8/8	7/19	3/8	1/1
Dykema Gossett Detroit	124	10.9%	7.0%	349/-	6/8	2/13	4/1	2/2
Edwards Angell Palmer & Dodge Boston	73	13.8%	5.6%	326/-	4/10	2/15	2/11	-/1
Epstein Becker & Green National	63	14.7%	9.1%	382/-	10/14	2/15	4/8	-/3
Faegre & Benson Minneapolis	149	9.0%	2.6%	467/49	3/10	1/16	1/6	1/4
Fennemore Craig Phoenix	110	11.5%	5.4%	191/-	-/2	1/5	4/4	1/5
Fenwick & West Mountain View, California	3	23.2%	7.1%	259/-	-/4	5/38	1/10	-/2
Finnegan, Henderson, Farabow, Garrett & Dunner Washington, D.C.	24	18.6%	5.7%	333/8	3/6	4/47	-/2	-/-
Fish & Richardson National	65	14.4%	5.7%	452/2	2/8	6/40	2/6	-/1
Fitzpatrick, Cella, Harper & Scinto New York	30	18.3%	3.7%	153/-	1/2	1/22	-/2	-/-
Foley & Lardner Milwaukee	124	10.9%	6.6%	1039/2	10/25	14/31	8/21	1/3
Foley Hoag Boston	119	11.1%	3.1%	235/-	2/7	1/13	-/3	-/-
Ford & Harrison Atlanta	146	9.3%	7.7%	194/-	4/4	1/3	3/3	-/-
Fowler White Boggs Banker Tampa	175	7.1%	3.6%	212/-	1/5	-/3	4/2	-/-
Fox Rothschild Philadelphia	194	5.9%	4.2%	424/-	3/3	5/8	2/4	-/-
Fredrikson & Byron Minneapolis	204	4.4%	2.4%	227/1	-/2	1/4	1/-	1/1
Fried, Frank, Harris, Shriver & Jacobson New York	44	15.9%	5.6%	535/134	2/13	2/44	2/17	1/4
Frost Brown Todd Cincinnati	199	5.3%	1.8%	359/-	1/9	-/4	2/-	-/3
Fulbright & Jaworski Houston	98	12.2%	6.3%	927/47	7/34	6/26	7/23	3/7
Gardere Wynne Sewell Dallas	159	8.3%	2.4%	278/14	1/5	1/5	2/7	-/2
Gibbons Newark	142	9.5%	5.4%	220/-	2/8	1/4	2/4	-/-
Gibson, Dunn & Crutcher National	83	13.0%	4.0%	798/91	2/9	2/51	5/25	1/9
Godfrey & Kahn Milwaukee	175	7.1%	2.9%	197/1	1/3	1/5	1/2	-/1
Goodwin Procter Boston	89	12.8%	4.0%	819/-	3/19	6/56	3/14	-/4
Gordon & Rees San Francisco	71	14.2%	8.6%	337/-	1/4	4/8	3/19	3/6
Goulston & Storrs Boston	187	6.7%	2.9%	194/1	1/1	-/8	2/1	-/-
Greenberg Traurig National	65	14.4%	8.9%	1700/66	17/41	14/60	36/73	1/2
Greenebaum Doll & McDonald Louisville	145	9.4%	6.1%	180/-	-/3	2/6	2/1	2/1
Harris Beach Rochester, New York	197	5.4%	1.0%	184/-	1/4	-/3	-/1	-/1
Haynes and Boone Dallas	95	12.4%	7.7%	458/18	4/6	5/17	6/17	-/2
Heller Ehrman San Francisco	78	13.6%	6.5%	596/35	4/10	9/45	3/9	-/1
Herrick, Feinstein New York	181	6.9%	1.5%	189/-	-/1	1/5	-/4	-/2
Hinshaw & Culbertson Chicago	119	11.1%	5.4%	476/-	3/11	6/10	6/12	1/4
Hogan & Hartson National	83	13.0%	6.4%	954/244	8/26	7/44	11/20	1/7
Holland & Hart Denver	162	7.9%	2.9%	369/-	-/-	1/4	1/18	3/2
Holland & Knight National	67	14.3%	9.5%	1153/-	22/30	6/21	29/39	6/12
Honigman Miller Schwartz and Cohn Detroit	181	6.9%	2.5%	232/-	3/6	-/4	1/-	-/2
Howrey National	26	18.5%	10.3%	574/110	6/27	14/36	4/13	-/6
Hughes Hubbard & Reed New York	24	18.6%	7.1%	318/25	1/18	1/20	4/15	-/-
Hunton & Williams Richmond	102	12.0%	6.3%	931/71	10/38	4/19	10/28	-/3
Husch & Eppenger ² St. Louis	210	3.5%	2.6%	288/-	2/5	1/1	1/-	-/-

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Ice Miller Indianapolis	197	5.4%	1.7%	260/-	2/7	-/4	-/1	-/-
Irell & Manella Los Angeles	78	13.6%	13.9%	221/-	3/1	6/13	2/4	-/1
Jackson Lewis National	93	12.6%	6.7%	429/-	2/13	6/18	5/8	-/2
Jackson Walker Dallas	133	10.0%	6.8%	320/-	2/3	3/3	7/13	1/-
Jenner & Block Chicago	110	11.5%	5.4%	503/-	6/9	2/28	4/6	-/3
Jones Day National	132	10.1%	6.0%	1699/668	13/38	14/68	8/28	1/1
Jones, Walker, Waechter, Poitevent, Carrère & Denégre New Orleans	178	7.0%	3.3%	228/-	2/9	-/-	2/3	-/-
Katten Muchin Rosenman Chicago	133	10.0%	4.3%	658/11	4/14	6/28	3/11	-/-
Kaye Scholer New York	85	12.9%	4.9%	502/35	4/20	2/20	1/18	-/-
Kelley Drye & Warren New York	41	16.4%	3.6%	365/2	-/17	3/22	2/11	-/5
Kennedy Covington Lobbell & Hickman Charlotte	200	5.1%	2.3%	196/-	1/5	1/1	-/2	-/-
Kenyon & Kenyon New York	26	18.5%	10.2%	173/-	1/4	5/19	-/3	-/-
Kilpatrick Stockton Atlanta	85	12.9%	5.4%	448/33	4/29	4/9	1/5	2/4
King & Spalding Atlanta	85	12.9%	6.0%	798/33	4/48	3/27	8/11	-/2
Kirkland & Ellis National	61	14.9%	9.0%	1232/101	9/28	25/86	8/22	2/4
Kirkpatrick & Lockhart Preston Gates Ellis National	98	12.2%	7.0%	1163/218	11/27	18/52	8/24	1/1
Knobbe, Martens, Olson & Bear Irvine, California	3	23.2%	14.9%	198/-	-/1	14/28	-/3	-/-
Kramer Levin Naftalis & Frankel New York	169	7.6%	4.1%	341/21	1/2	3/17	-/3	-/-
Lane Powell Seattle	181	6.9%	3.8%	175/-	2/4	1/3	-/-	1/1
Latham & Watkins National	17	20.7%	7.5%	1680/524	5/25	9/203	14/43	4/45
LeClair Ryan ³ Richmond	162	7.9%	5.2%	216/-	5/4	2/2	-/3	1/-
Lewis and Roca Phoenix	102	12.0%	4.3%	192/-	1/2	1/6	2/7	-/4
Lewis, Brisbois, Bisgaard & Smith Los Angeles	47	15.8%	9.9%	603/-	5/3	10/44	17/15	1/-
Littler Mendelson National	26	18.5%	10.5%	649/-	16/39	4/26	14/20	-/1
Locke Lord Bissell & Liddell ⁴ Dallas	91	12.7%	5.3%	716/1	7/25	5/22	4/21	2/5
Loeb & Loeb Los Angeles	142	9.5%	3.5%	284/-	2/7	3/13	-/2	-/-
Lowenstein Sandler Roseland, New Jersey	119	11.1%	5.6%	271/-	2/10	-/11	3/4	-/-
Luce, Forward, Hamilton & Scripps San Diego	127	10.6%	3.7%	207/-	-/3	4/11	-/4	-/-
Manatt, Phelps & Phillips Los Angeles	23	19.0%	8.4%	327/-	2/11	8/25	4/9	-/3
Marshall, Dennehey, Warner, Coleman & Goggin Philadelphia	169	7.6%	4.6%	384/-	6/12	2/2	1/5	-/1
Mayer Brown National	67	14.3%	4.4%	1122/469	7/44	7/65	3/24	2/9
McDermott Will & Emery National	67	14.3%	8.6%	1054/133	14/25	26/58	8/18	-/2
McGuireWoods Richmond	130	10.3%	7.0%	690/25	15/23	4/19	4/5	1/-
McKee Nelson New York	31	17.7%	7.8%	209/-	1/6	2/21	2/3	-/2
McKenna Long & Aldridge National	52	15.5%	6.8%	433/1	3/20	6/24	4/7	-/3
Michael Best & Friedrich Milwaukee	207	4.0%	2.8%	224/-	2/1	1/2	1/2	-/-
Milbank, Tweed, Hadley & McCloy New York	13	21.6%	8.8%	499/114	2/13	3/51	5/25	-/9
Miles & Stockbridge Baltimore	190	6.5%	2.6%	215/-	1/8	1/2	-/1	1/-
Miller & Martin Chattanooga, Tennessee	171	7.4%	5.1%	188/-	6/7	-/-	1/-	-/-
Miller, Canfield, Paddock and Stone Detroit	178	7.0%	3.0%	341/37	4/12	1/5	-/1	-/1
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo Boston	119	11.1%	7.0%	476/6	6/13	4/16	5/8	-/1
Moore & Van Allen Charlotte	187	6.7%	4.2%	284/-	1/10	1/1	4/1	-/1
Morgan, Lewis & Bockius National	54	15.4%	6.6%	1245/96	9/37	14/84	6/40	-/2
Morris, Manning & Martin Atlanta	140	9.6%	7.2%	167/-	3/7	2/3	-/-	1/-
Morrison & Foerster San Francisco	9	22.2%	9.4%	967/200	6/22	17/118	7/41	-/4

² Merged in February 2008 to form Husch Blackwell Sanders.

³ Submitted numbers as of January 1, 2008.

⁴ Submitted numbers as of October 10 to reflect demographics following the merger of Locke Liddell & Sapp and Lord, Bissell & Brook on October 2, 2007.

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Munger, Tolles & Olson Los Angeles	14	20.9%	13.6%	182/-	2/2	8/15	2/9	-/-
Neal, Gerber & Eisenberg Chicago	167	7.7%	4.0%	196/-	2/2	1/7	2/1	-/-
Nelson Mullins Riley & Scarborough Columbia, South Carolina	172	7.3%	3.7%	409/-	4/15	3/5	-/1	1/1
Nixon Peabody National	119	11.1%	4.0%	728/3	4/26	6/25	4/12	-/4
Ogletree, Deakins, Nash, Smoak & Stewart Greenville, South Carolina	105	11.9%	8.1%	411/-	12/15	3/7	2/10	-/-
O'Melveny & Myers Los Angeles	20	19.4%	8.6%	857/131	3/19	10/81	4/35	2/12
Orrick, Herrington & Sutcliffe National	5	22.8%	9.8%	747/303	4/23	15/91	3/28	2/4
Parker Poe Adams & Bernstein Charlotte	160	8.1%	3.1%	223/-	1/9	-/2	1/2	1/2
Patterson Belknap Webb & Tyler New York	42	16.3%	3.4%	178/-	1/5	-/21	1/1	-/-
Patton Boggs Washington, D.C.	137	9.8%	5.9%	519/8	7/14	-/9	4/10	2/5
Paul, Hastings, Janofsky & Walker National	44	15.9%	8.7%	940/239	5/24	9/72	8/26	1/4
Paul, Weiss, Rifkind, Wharton & Garrison New York	10	22.1%	9.6%	665/32	3/45	5/71	2/18	-/3
Pepper Hamilton Philadelphia	165	7.8%	3.0%	514/-	3/17	3/15	-/1	-/1
Perkins Coie Seattle	110	11.5%	6.4%	659/2	5/7	12/40	3/6	1/2
Phelps Dunbar New Orleans	158	8.5%	7.7%	259/-	7/12	-/-	2/1	-/-
Phillips Lytle Buffalo	206	4.1%	0.0%	171/-	-/4	-/1	-/2	-/-
Pillsbury Winthrop Shaw Pittman National	36	17.1%	9.3%	806/16	6/26	16/64	6/17	2/1
Polsinelli Shalton Flanigan Suelthaus Kansas City, Missouri	154	8.7%	1.6%	312/-	1/14	1/9	-/-	-/2
Powell Goldstein Atlanta	105	11.9%	6.3%	260/-	4/15	-/6	1/1	3/1
Quarles & Brady Milwaukee	133	10.0%	3.5%	472/-	4/7	2/14	3/14	-/3
Reed Smith National	73	13.8%	6.4%	1053/414	9/22	19/68	3/23	-/1
Robins, Kaplan, Miller & Ciresi Minneapolis	57	15.2%	7.2%	250/-	4/9	2/12	1/6	-/4
Ropes & Gray Boston	52	15.5%	7.5%	883/4	4/15	13/91	2/12	-/-
Ruden McClosky Fort Lauderdale	34	17.4%	6.1%	178/10	2/8	1/3	3/13	-/1
Saul Ewing Philadelphia	133	10.0%	2.1%	269/-	1/11	1/8	1/5	-/-
Schiff Hardin Chicago	142	9.5%	3.5%	400/-	5/15	2/13	1/1	-/1
Schulte Roth & Zabel New York	21	19.2%	6.4%	452/13	-/18	3/47	2/10	-/7
Sedgwick, Detert, Moran & Arnold San Francisco	85	12.9%	3.5%	395/12	1/6	1/29	1/11	1/1
Seyfarth Shaw National	116	11.2%	4.3%	751/2	2/31	8/24	2/15	2/-
Shearman & Sterling International	22	19.1%	7.3%	498/431	1/19	6/61	1/7	-/-
Sheppard, Mullin, Richter & Hampton Los Angeles	95	12.4%	5.4%	469/4	4/6	2/27	4/14	-/1
Shook, Hardy & Bacon Kansas City, Missouri	110	11.5%	11.9%	514/9	7/13	3/7	9/16	3/1
Shutts & Bowen Miami	59	15.1%	11.2%	192/1	1/2	1/1	12/12	-/-
Sidley Austin National	32	17.5%	7.2%	1558/258	10/64	26/129	5/35	1/3
Simpson Thacher & Bartlett New York	11	22.0%	3.9%	745/94	2/30	3/79	1/38	-/11
Skadden, Arps, Slate, Meagher & Flom National	37	16.8%	6.4%	1686/326	7/75	9/135	9/46	-/3
Smith, Gambrell & Russell Atlanta	175	7.1%	2.2%	183/1	1/4	1/6	-/1	-/-
Snell & Wilmer Phoenix	156	8.6%	6.8%	431/-	-/-	2/10	11/13	-/1
Sonnenschein Nath & Rosenthal National	77	13.7%	7.7%	666/3	7/16	14/26	3/15	3/7
Steptoe & Johnson Washington, D.C.	89	12.8%	7.0%	429/39	2/12	5/20	3/10	1/2
Stinson Morrison Hecker Kansas City, Missouri	202	4.9%	1.8%	366/-	2/4	1/7	-/3	1/-
Stites & Harbison Louisville	190	6.5%	0.8%	278/-	1/11	-/4	-/1	-/1
Strasburger & Price Dallas	149	9.0%	5.4%	178/1	1/2	2/1	3/6	-/1
Stroock & Stroock & Lavan New York	67	14.3%	4.9%	363/-	-/9	1/21	4/14	-/3
Sullivan & Cromwell New York	34	17.4%	5.4%	540/153	1/18	-/50	6/10	-/9

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Sutherland Asbill & Brennan Atlanta	107	11.7%	3.5%	513/-	5/25	1/19	1/7	-/2
Thacher Proffitt & Wood New York	56	15.3%	9.3%	327/22	4/6	2/23	1/14	-/-
Thelen Reid Brown Raysman & Steiner National	80	13.4%	5.4%	575/10	6/18	4/36	2/7	1/3
Thompson & Knight Dallas	91	12.7%	7.4%	370/78	3/15	-/5	8/12	2/2
Thompson Coburn St. Louis	205	4.2%	1.0%	333/-	2/8	-/-	-/1	-/3
Thompson Hine Cleveland	162	7.9%	5.0%	405/4	4/6	1/13	4/4	-/-
Townsend and Townsend and Crew San Francisco	8	22.3%	11.8%	211/1	1/2	9/30	-/4	-/1
Troutman Sanders Atlanta	146	9.3%	5.5%	642/25	12/21	4/15	1/7	-/-
Ulmer & Berne Cleveland	196	5.6%	1.1%	179/-	1/7	-/2	-/-	-/-
Vedder, Price, Kaufman & Kammholz Chicago	140	9.6%	3.6%	251/-	1/4	1/8	3/4	-/3
Venable Washington, D.C.	137	9.8%	6.0%	572/-	9/14	2/16	6/5	-/4
Vinson & Elkins Houston	101	12.1%	4.5%	710/55	6/19	-/28	7/23	-/3
Wachtell, Lipton, Rosen & Katz New York	131	10.2%	3.9%	206/-	1/5	1/11	1/1	-/1
Weil, Gotshal & Manges New York	16	20.8%	8.2%	994/301	5/32	7/91	9/51	-/12
White & Case International	6	22.5%	12.6%	821/1465	2/21	10/68	12/63	-/9
White and Williams Philadelphia	172	7.3%	2.2%	234/-	1/4	1/7	-/3	-/1
Wildman, Harrold, Allen & Dixon Chicago	116	11.2%	3.2%	179/-	1/6	1/7	1/4	-/-
Wiley Rein Washington, D.C.	156	8.6%	5.0%	280/-	2/4	3/8	1/6	-/-
Williams & Connolly Washington, D.C.	127	10.6%	7.4%	227/-	4/3	1/11	2/3	-/-
Williams Mullen Richmond	195	5.8%	3.4%	313/1	1/5	2/3	3/1	1/2
Willkie Farr & Gallagher New York	47	15.8%	5.9%	518/112	-/16	3/37	3/14	1/8
Wilmer Cutler Pickering Hale and Dorr National	43	16.1%	6.9%	1057/108	8/38	8/81	1/21	3/10
Wilson Elser Moskowitz Edelman & Dicker New York	116	11.2%	3.5%	797/-	3/24	3/36	4/19	-/-
Wilson Sonsini Goodrich & Rosati Palo Alto	2	25.3%	17.0%	649/5	2/16	16/98	9/16	1/6
Winstead Dallas	108	11.6%	8.7%	311/-	1/8	3/6	7/6	4/1
Winston & Strawn Chicago	57	15.2%	7.1%	863/76	9/30	10/50	9/22	-/1
Wolf, Block, Schorr and Solis-Cohen Philadelphia	193	6.3%	3.8%	332/-	4/8	2/5	-/2	-/-
Womble Carlyle Sandridge & Rice Winston-Salem	181	6.9%	4.0%	536/-	5/19	2/8	2/-	1/-
Wyatt, Tarrant & Combs Louisville	203	4.6%	4.1%	238/-	3/7	-/-	-/1	-/-

DEFINING DIVERSITY

METHODOLOGY—We surveyed 254 of the largest and highest-grossing firms in the country. We included the 250 biggest firms as ranked by *The National Law Journal*, as well as four firms that made *The American Lawyer's* Am Law 200 but didn't make the NLJ 250. (*The National Law Journal* and *The American Lawyer* are both sibling publications of *Minority Law Journal*.) A total of 211 firms reported ethnic data for this year's Scorecard.

Firms are identified by the office with the largest concentration of attorneys. If a firm has no more than 45 percent of its attorneys in one region, it is considered national. If more than 40 percent of the attorneys are located outside the United States, the firm is designated international.

Partner statistics include both equity and nonequity partners. Nonpartner figures include associates as well as special counsel, of counsel, and other staff

attorneys. The heading "other minority" includes Native Americans and those attorneys who said they were multiracial. Unless noted otherwise, all figures are as of September 30, 2007.

Our view is that ethnic diversity is defined first and foremost in American terms. When you ask whether a firm is achieving ethnic diversity, you're asking how well it's doing in hiring minority Americans. In the past, several firms had difficulty accurately reporting the citizenship of all their attorneys. For this reason, we've changed our methodology this year: We asked firms to count only their minority attorneys who are employed in U.S. offices. Then we divide that number by the number of attorneys at the firm who are employed in the U.S. The result gives the percentage of a firm's U.S. attorneys who are members of ethnic minorities.

NONRESPONDENTS—The following firms did not report ethnic data: Arent Fox; Armstrong Teasdale; Baker & Daniels; Bell, Boyd & Lloyd; Bradley Arant Rose & White; Broad and Cassel; Brownstein Hyatt Farber Schreck; Buckingham, Doolittle & Burroughs; Calfee, Halter & Griswold; Cozen O'Connor; Dow Lohnes; Eckert Seamans Cherin & Mellott; Fisher & Phillips; Fragomen, Del Rey, Bernsen & Loewy; GrayRobinson; Hiscock & Barclay; Hodgson Russ; Holme Roberts & Owen; Jeffer, Mangels, Butler & Marmaro; Kasowitz, Benson, Torres & Friedman; Kutak Rock; Lathrop & Gage; Leonard, Street and Deinard; Lindquist & Vennum; McCarter & English; McElroy, Deutsch, Mulvaney & Carpenter; Porter Wright Morris & Arthur; Proskauer Rose; Quinn Emanuel Urquhart Oliver & Hedges; Reinhart Boerner Van Deuren; Robinson & Cole; Roetzel & Andress; Schnader Harrison Segal & Lewis; Shughart Thomson & Kilroy; Sills Cummis & Gross; Squire, Sanders & Dempsey; Steptoe & Johnson, PLLC; Stevens & Lee; Stoel Rives; Taft Stettinius & Hollister; Vorys, Sater, Seymour and Pease; Waller Lansden Dortch & Davis; Warner Norcross & Judd.