

# Chapman and Cutler LLP

Attorneys at Law • Focused on Finance®

## Chapman and Cutler LLP Receives Recognition for Corporate Equality

*The Human Rights Campaign has again named Chapman and Cutler one of the Best Places to Work in its annual Corporate Equality Index.*

---

CHICAGO (November 14, 2012) – For the fourth year in a row, Chapman and Cutler received a perfect, 100% score on the Human Rights Campaign’s (HRC) Corporate Equality Index, earning the Firm a place among the HRC’s Best Places to Work.

The Corporate Equality Index rates businesses across the US according to their protections and benefits for lesbian, gay, bisexual, and transgender (LGBT) employees by examining corporate practices such as non-discrimination policies, diversity training, domestic partner benefits, availability of employee groups, and responsible advertising. In all categories, Chapman and Cutler received the highest rating possible and is one of 70 law firms being recognized this year, and among a record 252 companies across the country.

“Chapman considers equality, both in and out of the workplace, more than a goal to achieve but a standard to live by,” notes Tim Mohan, Chief Executive Partner of Chapman and Cutler. “A fair and inclusive work environment enhances our perspective and ability to provide creative and sensible solutions to the complex legal and business issues facing our clients.”

The Firm has long been committed to providing a fair and inclusive workplace. In 1998, Chicago Mayor Richard M. Daley and Equality Illinois gave Chapman and Cutler a special commendation for providing insurance benefits for domestic partners and encouraging broader participation in civic and pro bono activities.

Chapman attorneys participate in programs with Lambda Legal, a national organization for gay men, lesbians, bisexuals, and transgender people. Chapman’s internal GLBT Affinity Group monitors policies and helps implement the Firm’s Diversity Action Plan. In recent years, attorneys have been recruited through OUTLaw Coalition Chicago, an organization of law students from six Chicagoland law schools, and the annual legal conference of the National LGBT Bar Association.

### **About Chapman and Cutler**

*Chapman and Cutler has been focused on finance nearly 100 years and serves a broad spectrum of clients that participate in the global financial markets. Founded in 1913, the firm has 230 attorneys with offices in Chicago, New York, Salt Lake City, San Francisco, and Washington DC. For more information, please visit [chapman.com](http://chapman.com).*

### **About the Human Rights Campaign**

*The Human Rights Campaign is America’s largest civil rights organization working to achieve lesbian, gay, bisexual, and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all. For more information visit [HRC.org](http://HRC.org).*

## **Chapman and Cutler LLP Named One of the 50 Best Law Firms For Women By *Working Mother* and Flex-Time Lawyers**

*Chapman and Cutler has again been selected as one of the top law firms for women.*

---

Chicago, IL (November 14, 2012) — The legal leaders of today are offering new standards that retain and promote top female legal talent. Chapman and Cutler was today named one of the 2012 *Working Mother* and Flex-Time Lawyers “50 Best Law Firms for Women” for their family-friendly policies and business development initiatives that are retaining women and advancing them into the leadership pipeline.

Carol Evans, president of Working Mother Media, says, “Nearly one third of women lawyers are leaving the legal workforce independent of maternity leave. The Working Mother and Flex-Time Lawyers 50 Best Law Firms for Women have led the way in creating new models for the rest of their profession in promoting women and developing more generous work life policies. These firms deserve recognition for working to improve women’s advancement and to equalize their compensation and access to business development”.

Deborah Epstein Henry, president of Flex-Time Lawyers LLC, states, “These firms understand that their efforts towards women need to expand to not only focus on work life issues but also on women gaining access to sponsors as well as business development and leadership opportunities. We hope these firms will lead the charge to further improve the status of women in the profession by creating structural change within the law firm model as well as empowering women to take the individual action steps they need to make sustainable change.”

Tim Mohan, Chief Executive Partner of Chapman and Cutler, is pleased with the firm’s continued efforts to advance opportunities for women. “Fostering the growth of our female attorneys is an integral part of our culture here at Chapman. We take pride in the fact that this is the fifth year Chapman and Cutler has participated and the fifth time we have been named as a Best Law Firm for Women. This recognition is not only an honor, but a continued goal of which we never want to fall short.”

“We are extremely diligent at Chapman and Cutler in making sure that our policies meet both the demands of our clients and the needs of our attorneys,” said Stacey Kielbasa, director of professional development, attorney recruiting, and diversity at Chapman. “Our policies are supplemented by internal networking opportunities and affinity groups, which, when combined with our associate mentorship programs, create a supportive culture that values a healthy work-life balance.”

Chapman’s Women’s Affinity Group is designed to support and mentor the Firm’s female lawyers and is co-chaired by partners Andrea Bacon and Dianne Rist. “We use our meetings and one-on-one mentoring sessions to foster leadership among our female attorneys, advance business development, and create opportunities for client connections,” noted Bacon who practices in the Firm’s Public Finance Department. “This past year, we’ve organized or supported eleven events focused on women’s initiatives,” noted Rist who practices in the Firm’s General Litigation Department.

Chapman and Cutler, along with the other 50 Best Law Firms for Women will be featured in the December/January issue of the magazine, and on [workingmother.com](http://workingmother.com) and [flectimelawyers.com](http://flectimelawyers.com).

**About Chapman and Cutler**

*Chapman and Cutler LLP is a national law firm with a practice that is focused on financial services transactions and clients. Founded in 1913, the firm has more than 230 attorneys with offices in Chicago, New York, Washington D.C., Salt Lake City, and San Francisco. For more information, please visit [chapman.com](http://chapman.com).*

**About Flex-Time Lawyers**

*Flex-Time Lawyers LLC is an international consulting firm founded by Deborah Epstein Henry in the late 1990s, providing advisory, training and speaking services to employers and professionals on work life balance, retaining and promoting women and new models of legal practice. For more information, please visit [www.flectimelawyers.com](http://www.flectimelawyers.com).*

**About Working Mother Media**

*Working Mother Media, a division of Bonnier Corporation, publishes Working Mother magazine and its companion website. The National Association for Female Executives and Diversity Best Practices are also units within WMM. Working Mother magazine reaches more than 2 million readers and is the only national magazine for career-committed mothers. For more information, please visit [www.flectimelawyers.com](http://www.flectimelawyers.com).*