

Brown, Winick, Graves, Gross, Baskerville and Schoenebaum, P.L.C.

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Locations

666 Grand Avenue, Suite 2000, Des Moines, IA 50309; 616 Franklin Place, Pella, IA 50219

Diversity Leadership

Head(s) of Firm: Christopher R. Sackett, Managing Partner

Diversity team leader(s): BrownWinick does not have a diversity team leader.

Number of Attorneys as of March 2010

Firmwide: 55

U.S. offices only: 55

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2009)

	Men	Women
White/Caucasian	9	10
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	10	10

SUMMER ASSOCIATES (2009)

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	1

EQUITY PARTNERS (2009)

	Men	Women
White/Caucasian	24	8
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	1	0
Total	24	8

NON-EQUITY PARTNERS (2009)

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	1

OF COUNSEL (2009)

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	0

NEW HIRES (2009)

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	0

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

BrownWinick has placed a "Diversity" tab on their website - www.brownwinick.com.

Who has primary responsibility for leading diversity initiatives at your firm?

Michelle S. Tidwell / Human Resources Director

Does your law firm currently have a diversity committee?

No

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Not applicable

If yes, how many attorneys are on the committee, and in 2009, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: [No response]

Total hours spent on diversity: [No response]

Comments: BrownWinick requires all employees (attorneys and staff), every two years, to take a sexual harassment, discrimination and sensitivity training online course.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

No

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

No

If yes, is it formal or informal?

N/A

How often does the firm's management review the firm's diversity progress/results?

BrownWinick does not review or measure diversity progress/results.

How is the firm's diversity committee and/or firm management held accountable for achieving results?

BrownWinick does not review or measure diversity progress/results, so unable to be held accountable.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
		X	Undertake communication from firm management that diversity is a top priority of the firm
		X	Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide diversity training for all attorneys and staff
X			Focus on strengthening firm's mentoring program
		X	Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
		X	Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
		X	Increase the number of minority attorneys at the associate level
		X	Increase the number of minority attorneys at the partnership level
		X	Increase the number of minority attorneys in leadership positions
		X	Focus on strengthening firm's mentoring program for minority attorneys
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
		X	Institute a formal part-time policy that addresses partnership prospects
		X	Increase the number of women at the associate level
		X	Increase the number of women at the partnership level
		X	Increase the number of women in leadership positions
		X	Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
		X	Offer same-sex domestic partners the same benefits available to married individuals
		X	Increase the number of GLBT attorneys at the associate level
		X	Increase the number of GLBT attorneys at the partnership level
		X	Increase the number of GLBT attorneys in leadership positions
		X	Ensure that EEO and non-discrimination policies specifically address gender identity

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
		X	Increase the number of attorneys with disabilities at the associate level
		X	Increase the number of attorneys with disabilities at the partnership level
		X	Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

[No response]

Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: N/A

Other private schools: N/A

Public state schools: BrownWinick attends several on-campus law school interviews during the fall every year to help the firm identify qualified candidates for the firm's Summer Associate Program. The firm's purpose in this interview process is to find applicants who have all the necessary tools for an outstanding legal career and other qualifications that will allow those individuals to make a contribution to the firm, our clients and the community. BrownWinick's Summer Associate Program introduces second year law students to the practice of law. The Summer Associate Program is designed to offer summer associates the benefit of working at a full-service law firm, while providing the personal attention more characteristic of a smaller firm. BrownWinick attends on-campus interviews at the University of Iowa College of Law, Iowa City, Iowa and Drake University Law School, Des Moines, Iowa.

Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: N/A

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

No

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2009)

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	1

OFFERS MADE* (2009)

*Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

OFFERS ACCEPTED* (2009)

*Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

NEITHER ACCEPTED NOR DECLINED* (2009)

*Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2009)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

LATERAL OF COUNSEL HIRES (2009)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

LATERAL PARTNER HIRES (2009)

*Both equity and non-equity

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	0

NEW PARTNERS PROMOTED (2009)

*Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

NEW EQUITY PARTNERS* (2009)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2009

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	1

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	1	1

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	1

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2009

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

OF COUNSEL

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	3

EQUITY PARTNERS

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or attorneys with disabilities or physical challenges)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

No impact.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

None

Retention and Professional Development

PART-TIME ATTORNEYS (2009)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	20
Of counsel	0	0	0	1
Non-equity partner	0	0	0	2
Equity partner	0	0	0	32

Management Demographic Profile

FIRMWIDE COMMITTEES 2009

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	1

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	3

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	1

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	3	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	2

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Management Demographic Profile

OTHER LEADERSHIP ROLES 2009

Leadership positions (2009)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	13	6
Number of such positions held by:			
Minorities	0	0	0
Women	0	2	3
GLBT attorneys	0	0	0
Attorneys with disabilities	0	0	0

Management Demographic Profile

Please provide information regarding all diverse attorneys who currently (as of March 2010) headed offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 2

Minorities heading offices: None

Women heading offices: None

GLBT attorneys heading offices: None

Attorneys with disabilities heading offices: None

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None

Women heading practices: Camille L. Urban, Intellectual Property Practice Group (3); Valerie D. Bandstra, Energy Practice Group (18)

GLBT attorneys heading practices: None

Attorneys with disabilities heading practices: None

COMMITTEE LEADERS

Minorities heading committees: None

Women heading committees: Miranda L. Hughes, Recruiting Committee (5); Rebecca A. Brommel, Marketing Committee (6); Ronni Begleiter, Paralegal Committee (2)

GLBT attorneys heading committees: None

Attorneys with disabilities heading committees: None

The Firm Says

Additional steps the firm is taking to reduce the attrition rate of diverse attorneys:

Mentoring Program/Associates. Summer associates are encouraged to undertake projects in a variety of BrownWinick's practice areas, without a forced rotation system. Summer associates are given challenging assignments that reflect work typically done by junior associates. Lawyers at all levels work closely with summer associates and the firm strongly encourages the lawyers to involve summer associates in the cases and transactions on which they are working. The summer associates often have the opportunity to attend client meetings, help to prepare witnesses for their testimony at trial and to attend depositions, hearings and trials.

Provide a gender-neutral parental leave policy that covers adoptions. It is the policy of BrownWinick to grant up to 12 weeks of job-protected family and medical leave during any 12-month period to eligible employees, in accordance with the Family and Medical Leave Act. This policy is designed to allow you to meet your personal and family needs while continuing your employment with BrownWinick. The leave may be paid, unpaid, or a combination of paid and unpaid, depending on the circumstances and as specified in this policy. To be eligible for family and medical leave, you must have worked for BrownWinick for 12 months. These 12 months need not be consecutive months. You must have worked for 1,250 hours during the 12-month period immediately preceding the date the leave is requested to commence. Eligible employees may request up to 12 weeks of family leave within a 12-month period. The 12-month period will be measured forward commencing with the date of the employee's first family and medical leave. If you do not meet the above requirements but need to take a medical leave, please see Human Resources for further information. To be eligible for this type of leave, you must be taking it for one of the following reasons: 1) The birth of a child; 2) Placement of child for adoption or foster care; 3) Caring for a spouse, child or parent (not including "in-laws") with a serious health condition; 4) Your own serious health condition that makes you unable to perform the essential functions of your position.

BrownWinick's Diversity Statement. At BrownWinick, we are committed to acknowledging and appreciating ethnic, racial and gender diversity by creating an environment in which every individual's unique strengths and abilities are developed and valued. All BrownWinick employees share in the responsibility for creating this environment and are expected to demonstrate mutual respect and acceptance in the work place. At BrownWinick, we believe that utilizing our employees' uniqueness enhances communication, problem-solving and decision-making skills, thereby improving organizational productivity and performance. We also believe that if our employees mirror the diverse make-up of our community and the clients we serve, we will be able to better understand and more effectively respond to market changes.

BrownWinick has an established policy of EEO and Affirmative Action principles. The Firm's continued success depends on the full and effective utilization of qualified persons without regard to race, gender, national origin, religion, disability, age, sexual orientation, Veteran status, or any other classifications protected by federal, state or local law. The Firm's commitment to provide equal opportunity encompasses all phases of employment, including recruitment, selection, job assignment, classification, salary increases, promotion, demotion, transfer, layoff, training programs, and retirement. BrownWinick makes reasonable accommodations for qualified individuals with disabilities and other protected classes as required by law. BrownWinick bases employment decisions on merit, qualifications, and competence, and expects our employees to comply with the spirit and intent of equal employment