

Berkowitz Oliver Statement on Diversity

From its inception, the firm has associated itself with many clients and individuals who recognize the importance of creating and maintaining a multicultural and diverse workplace. In a personal and first-hand way, we have witnessed the productivity, camaraderie and success of our clients who have embraced this philosophy. We not only applaud the commitment of these clients and individuals, but are ourselves committed to duplicating their efforts and successes.

Accordingly, this firm is committed to recruiting, hiring, training, and retaining staff and attorneys of diverse races, religions, genders, national origins, ages, disability, sexual orientation, political views, and varied socio-economic backgrounds. We are dedicated to locating and recruiting qualified diverse candidates by traditional as well as non-traditional avenues, such as, but not limited to, contacting and maintaining relationships with specialty bar associations and local, regional and national organizations that have historically provided services and education to diverse members of our society.

We realize that the firm's commitment to diversity must be more than a policy statement that announces an intention to recruit diverse talent. A firm comprised of diverse people will not know a full amount of success unless it strives to maintain an environment where differences are acknowledged and accepted. To this end, the firm is committed to:

- Allocating the time, resources and effort necessary to develop and implement strategies to ensure that diverse candidates have necessary tools, such as proper training and mentorship, to become productive team members who are integral in helping the firm to continue providing exemplary legal services to its clients.
- Regularly providing sensitivity and diversity education, enrichment, and training to its staff and lawyers.
- Maintaining a Diversity Committee, comprised of individuals of diverse gender, ethnicity, ages and life experiences, which will collaborate with firm partners to ensure that the firm's goals are met.