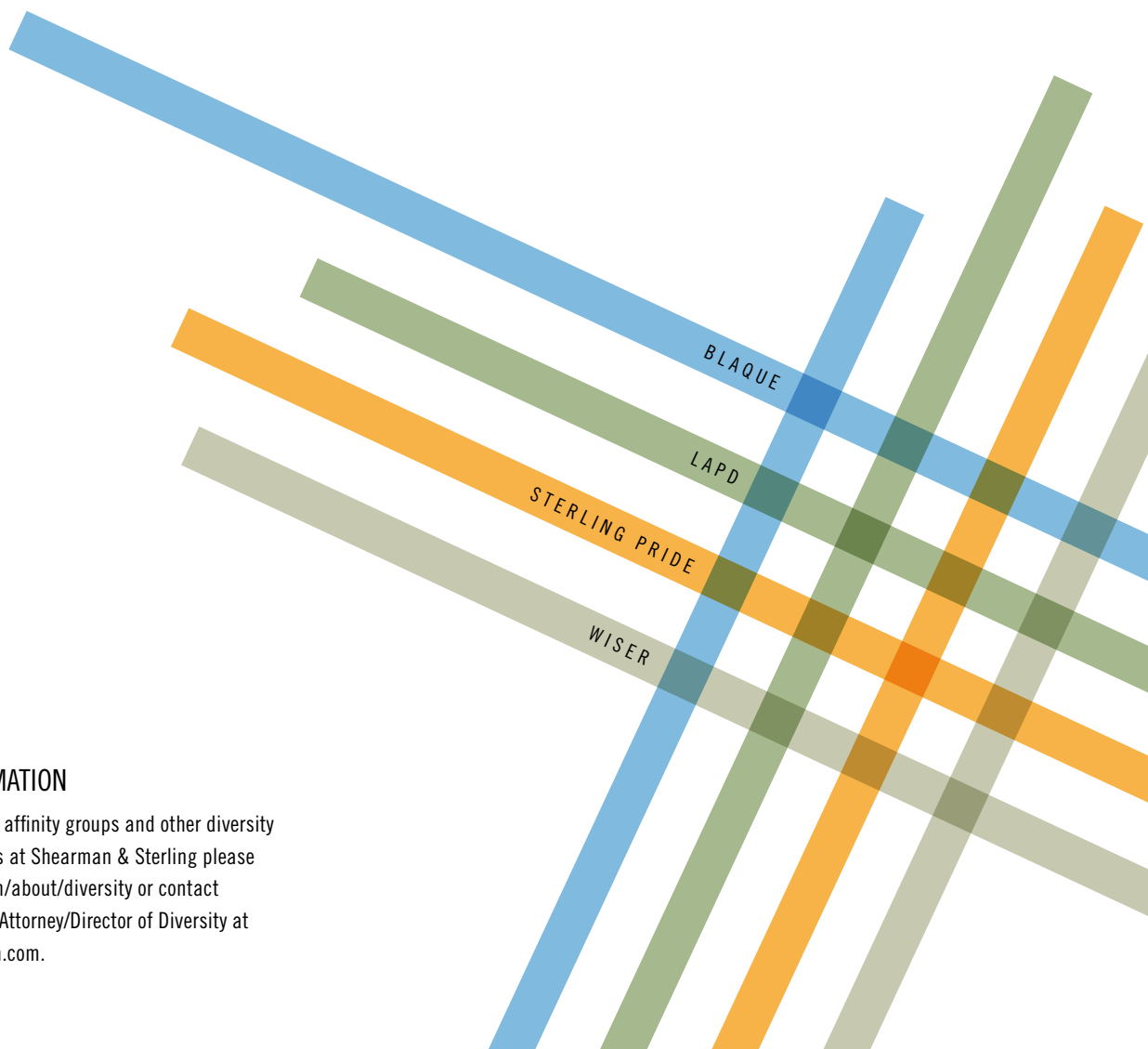


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diversity



FOR MORE INFORMATION

To learn more about our affinity groups and other diversity and inclusion initiatives at Shearman & Sterling please see www.shearman.com/about/diversity or contact Anna L. Brown, Special Attorney/Director of Diversity at anna.brown@shearman.com.

Affinity Groups at Shearman & Sterling:

Building diverse networks of leadership, mentorship and professional development

Forging strong working relationships among our lawyers, staff, and clients is a priority for Shearman & Sterling. To that end, we embrace diversity not merely as a philosophy, but as an essential component of who we are and how we do business. Underscoring the value we place on diverse perspectives, experiences, and backgrounds, we support several affinity groups created and directed by our associates. Formed voluntarily, these groups meet regularly to share ideas on professional and business development and to offer guidance and support to one another as the groups' members advance within the firm. The groups also host events of interest to people within and outside the firm, showing thought leadership and building relationships with colleagues and members of the broader legal and business communities.

Our dedicated and sustained commitment to a diverse and inclusive firm culture has led to recognition by a number of organizations and publications. This acknowledgment includes ranking as one of the Best Law Firms for Women by *Working Mother* magazine, receiving the prestigious Thomas L. Sager Award, and earning a perfect score on the Corporate Equality Index 2010 Survey in recognition of our LGBT-friendly practices and policies.

BLAQUE

Black Lawyers Aligned in the Quest for Excellence (BLAQUE) focuses on mentoring, networking, and professional development activities to support the recruitment and advancement of Black attorneys. The group works closely with campus law student organizations, hosts a variety of workshops, seminars, and events for our associates and summer associate classes, cultivates community and pipeline outreach through mentorship, and supports a variety of pro bono projects.

LAPD

The members of the Latin American Professional Development Group (LAPD) work together to leverage the group's cultural diversity by promoting individual and collective contributions to our work in Latin America. Group goals include mentoring, professional development, and providing leadership in business development initiatives focused on Latin America.

STERLING PRIDE

Sterling Pride provides leadership and support for an inclusive and respectful environment for lesbian, gay, bisexual, and transgender colleagues. Serving as a catalyst for candid dialogue on issues of concern to the LGBT community, Sterling Pride regularly hosts group discussions, has created a network with LGBT groups at other firms and institutions, and assists the firm in its efforts to recruit and support LGBT professionals. The group also sponsors events during Pride Week and holds luncheons and other informal events.

WISER

The Women's Initiative for Success, Excellence, and Retention (WISER) emphasizes mentorship, professional development, and awareness for all lawyers across offices and practice groups. Monthly meetings focus on promoting a supportive environment and include a popular "Spotlight on Partners" series. WISER has successfully established a professional network and has earned a reputation for mentoring and developing relationships within and outside the firm. The group frequently sponsors a variety of workshops, seminars, and other engaging events for firm lawyers and clients. WISER is actively engaged in community outreach efforts and has formed WISER Giving to conduct charitable gift drives and other community efforts.