

## OUR COMMITMENT TO DIVERSITY

Allen Matkins is dedicated to promoting diversity in our workplace and in the legal profession as a whole. Our attorneys and staff believe that diversity enhances the services we provide, the environment in which we work, and our ability to attract, retain, and promote talented lawyers and staff.

We actively recruit diverse candidates by working with professional search firms who focus on minority placement, and by recruiting at local minority job fairs. We are committed to promoting diverse timekeepers in the firm and in management. Many of our minority and women partners have management responsibilities and are key players in the discussion of strategic issues. We also strive to support and sponsor diversity-focused organizations as part of our firm's community outreach efforts.

Our commitment to diversity is an ongoing initiative and we are constantly seeking new ways of promoting diversity, with the knowledge that a diverse environment fosters creativity and encourages entrepreneurial spirit.

### Our Policy on Diversity

To Allen Matkins, diversity is reflected in how we operate daily. We strive to enhance diversity in all aspects of attorney hiring and development, including law school recruitment, lateral attorney searches, client representation and firm management.

Our commitment to enhancing diversity includes:

- Creation of a formal diversity and inclusion plan.
- Mentorship programs to further the retention, inclusion and professional development of our minority, female, and gay and lesbian associates.
- A Women's Initiative to enhance the retention, inclusion and professional development of all our women attorneys.
- Participation in various recruiting and outreach events for minority law students.
- Requiring that all lateral search firms include in their searches a plan to generate minority and women candidates for consideration.
- Sponsoring and participating in the California Minority Counsel Program.
- Supporting minority bar associations, social and cultural organizations where we live and practice.
- A Diversity Committee to oversee the implementation and ensure the success of our diversity initiatives.
- Institution of a *Pro Bono* program that is focused on historically disenfranchised groups and making a difference in the diverse communities where our attorneys and staff live.

### Diversity Sponsorships

As part of our diversity initiatives, we have provided a variety of sponsorships to a wide range of organizations with a minority focus in the business, legal and civic communities. The firm and its attorneys are active members and sponsors of the California Minority Counsel Program, an organization dedicated to promoting diversity among the state's attorney population. We support the Bar Association of San Francisco's Goals and Timetables for Minority Hiring and Advancement, and also sponsor the Bar Association of San Francisco's No Glass Ceiling Initiative, which is dedicated to the advancement of women in the legal profession.

Allen Matkins co-sponsors the biennial Northern California Real Estate Women of Influence awards ceremony, where dozens of women are honored for their contributions to the Northern California real estate industry. In Orange County, Allen Matkins started the Women's Leadership Roundtable, a network of leaders in the profession. Allen Matkins also founded REal Women, a networking association for women professionals in the commercial real estate industry.

Our firm actively participates in, and frequently sponsors, events for Commercial Real Estate Women, a network focused on advancing the success of women in commercial real estate. We also support the Women's Lawyer Association of Los Angeles, an organization committed to promoting the participation of women lawyers and judges in the legal profession. We are also involved in The Lawyers Club of San Diego, a specialty bar association seeking to advance the status of women in the law and society. The firm supports the Asian American Bar Association of the Greater Bay Area, one of the largest Asian American bar associations in the nation and one of the largest minority bar associations in the state. Allen Matkins is also a member of the Orange County Diversity Task Force, where professionals from leading Orange County law firms and businesses are committed to achieving cultural diversity in recruiting and retaining law students and attorneys in Orange County.

## About Allen Matkins

Allen Matkins, founded in 1977, is a California-based law firm with more than 200 attorneys in four major metropolitan areas of California: Los Angeles, Orange County, San Francisco and San Diego. The Firm's core specialties include real estate, real estate and commercial finance, bankruptcy and creditor's rights, construction, land use, natural resources, environmental, corporate and securities, intellectual property, joint ventures, taxation, employment and labor law, and dispute resolution and litigation in all these matters.

Allen Matkins is located on the web at [www.allenmatkins.com](http://www.allenmatkins.com).

## Our Offices

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## Pro Bono

Allen Matkins attorneys do *pro bono* work for a simple but compelling reason: to make the legal system accessible and fair, especially to the poor and disadvantaged and to the nonprofit organizations that serve them.

In addition to gaining the satisfaction of helping those who would otherwise be unrepresented, our more junior attorneys, working independently but under the supervision of more senior attorneys, gain valuable litigation skills through trials, arbitrations, administrative hearings and mediations.

We provide *pro bono* legal services to:

- Homeless shelters
- Non-profits providing supportive housing to formerly homeless individuals
- Arts organizations
- Other non-profit institutions

## Commitment to Community

Allen Matkins is committed to giving back to the communities that it serves. Information about the firm's activities can be found at: <http://allenmatkinsdiversity.com>



An Evening  
With Justice  
Cruz Reynoso

Allen Matkins and CMCP hosted a special screening of the documentary film, "Cruz Reynoso: Sowing the Seeds of Justice."



Bar Associations' Food From The  
Bar Campaign Breaks Records

Allen Matkins participates in local bar associations' annual Food From The Bar campaigns, raising money and volunteering at local food banks.



Boys and Girls Club of Hollywood  
gives every child the power to dream

Allen Matkins supports the Boys & Girls Club of Hollywood, which provides children with the tools needed to make their dreams a reality.



Rachel's Women's Center provides  
support for homeless women

Allen Matkins attorneys support Rachel's Women's Center, a place San Diego homeless women can receive the help they need to get back on their feet.