

DISCOVER. DEVELOP. THRIVE. THE K&L GATES EXPERIENCE.

As part of our continuing efforts to actively recruit and advance the recruitment, development and promotion of diverse lawyers, K&L Gates is participating in Diversity Lab's Mansfield Rule 6.0 initiative. The Mansfield Rule is named for Arabella Mansfield, the first woman admitted to practice law in the United States. It measures whether law firms affirmatively consider diverse lawyers for promotions, mid-and senior-level hiring and significant leadership roles. Under this initiative, we strive for a candidate pool consisting of at least 30% women, people of color, people with disabilities, and/or members of the LGBTQ+ community for all hires.

Solely for the purposes of tracking our Mansfield Rule goal of considering a diverse applicant pool, we ask that you tell us if you identify as a woman, person of color, person with a disability and/or member of the LGBTQ+ community. We will maintain this information in strict confidence.

K&L Gates does not discriminate on the basis of race, color, religion, sexual orientation, gender identity, gender expression, national origin, age, marital status, disability, military status or any other characteristic protected by applicable law.

This invitation to self-identify is modeled on a form developed by the EEOC's Advisory Council and is required by the federal government for programs that require employers who are subject to certain recordkeeping and reporting requirements. The definition for each category has been established by the federal government. If you choose to voluntarily self-identify, you may mark only one of the boxes for each question presented below. Your responses will greatly assist us in our ongoing diversity efforts. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information, if provided, will not affect your application for employment. If you choose not to provide the information at this time, we will not attempt to determine this information by visual survey or other available information. Thank you.

Please visit the [Diversity Lab's Mansfield Rule webpage](#) for more information about the initiative or click [here](#) to view the firm's Mansfield Rule 5.0 Certified Plus Status press release.