

AFFIRMATIVE ACTION FOR EQUAL EMPLOYMENT OPPORTUNITY A STATEMENT OF POLICY

Organizational progress in the legal profession, as in any other profession, is more heavily dependent on people than it is on any other resource. Just as the clients we serve are diverse – corporations, non-profit organizations, individuals and governments – so also are the people within the Firm who seek to provide the quality of service expected by our clients.

Because a fundamental objective of Alston & Bird is to render excellent service, we believe the vigorous recruitment and development of the most talented persons we can find is of paramount importance to our continuing vitality and growth. The policy of the Firm is to employ men and women of skill, integrity and enthusiasm and to provide them with the means to develop professionally and personally, without regard to race, color, religion, sexual orientation, gender, gender identity and/or expression, age, national origin, handicap, veteran status or genetic information.

The Firm also recognizes an obligation to provide present employees an environment which will encourage their personal and professional development and enhance their personal dignity. To this end, we seek to pursue and adopt personnel policies which make sound business sense and reflect contemporary management techniques in keeping with the highest traditions of business and legal ethics.

To give full effect to our commitment to fairness and to equal opportunity, it is important to reiterate and reaffirm our policy regularly and to formalize it in writing. Therefore, we are articulating in this document a broad policy for affirmative action – by no means new – expressed before many times and in a variety of ways. The purpose of this document is to restate the policy succinctly and comprehensively, in order to provide a continuing guide for action throughout the Firm.

The spirit of the Alston & Bird program of affirmative action for equal employment opportunity is achieved through an ongoing commitment to broad areas of development. These areas and our commitment to each are stated below.

Dissemination of Policy

We shall provide a copy of this policy statement to each recruiting source so that each may understand the reasons behind our desire for appropriate referrals. These sources will include law schools where we recruit and professional firms we may retain to assist us in our employment searches.

We shall continue to use internal means of communication – both verbal and written – to give further expression to our policy and to deal with specific points of application that have immediate significance.

Management Guidance

We shall provide overall direction and support to this program through a Partner who will serve as Affirmative Action Officer. This Partner shall be responsible for monitoring compliance with federal regulations, guiding and evaluating our Firm's programs in this area and recommending Firmwide improvements in affirmative action.

Personnel Development

Throughout the Firm there is an equal opportunity for attorneys to progress to partnership and for non-attorney employees to progress to other responsible positions, including management or supervisory positions within the Firm.

All personnel policies including compensation and benefits are administered without regard to race, color, religion, sexual orientation, gender, gender identity and/or expression, age, national origin, handicap, veteran status or genetic information.

We shall continue to encourage participation in outreach programs which involve personnel in a variety of activities supportive of minorities and of women and participation in public service activities that contribute to the social and economic advancement of persons from such groups.

This statement contains only the broad outline of our commitment at Alston & Bird to provide equal employment opportunity. As we gain additional perspective from progress toward our goal, we shall review and restate this policy to assure the success of our objective.



Richard R. Hays
Managing Partner