

People

Performance

Perspective

Diversity provides clarity to our vision





P E R S P E C T I V E | C L A R I T Y | R E S U L T S | P U R P O S E

Diversity is not about how we differ.
Diversity is about embracing
one another's uniqueness. | OLA JOSEPH

Commitment to a Broader Vision

Sound decisions result from understanding. At Porzio, Bromberg & Newman, our people—representing a range of cultural backgrounds—bring unique perspectives that balance and broaden our awareness, helping us to serve our clients better. Our Diversity Manager and Workplace Diversity Committee are dedicated to recruiting, retaining and mentoring a diverse team of legal professionals. Chaired by our managing principal, the committee is staffed by junior and senior personnel, many of whom manage recruitment and mentoring.

Diversity through Collaboration

We collaborate with those who shape the next generation of attorneys by partnering with law schools and minority bar associations on diversity initiatives. We reserve a position in our Summer Associate Class for a first-year student from the Rutgers-Newark Minority Student Program. Through the Porzio Fellowship and our Diversity Scholarship, we provide financial support for first-year law students who share our commitment to diversity.

Measuring Success by Results

The success of our commitment can be seen in the increasing diversity of our summer and fall classes. By recruiting people from many different backgrounds, we bring a deeper understanding and more balanced perspective to the challenges our clients face.

A Culture of Mentoring

We have an extensive program to orient, assimilate and retain personnel through a firm-wide culture of mentoring. The Women's Initiative Network, our first internal affinity group, is flourishing, and we are working to develop similar groups. We also encourage our people to join external affinity groups, business networks and bar and civic organizations.

We immediately involve new hires in firm management through task force and committee assignments, including those for Summer Associates, Law Student Recruitment, Attorneys, Workplace Diversity, Administrative Services, Business Development, Information Technology and Publication Review.

Diversity is Essential

Porzio's consistently high performance is due in large part to the diversity of our people. In recognition of our efforts to be more inclusive, Porzio was honored with the DuPont Legal Challenge Award. We recognize that diversity is critical to maintaining our position of leadership within the legal community.

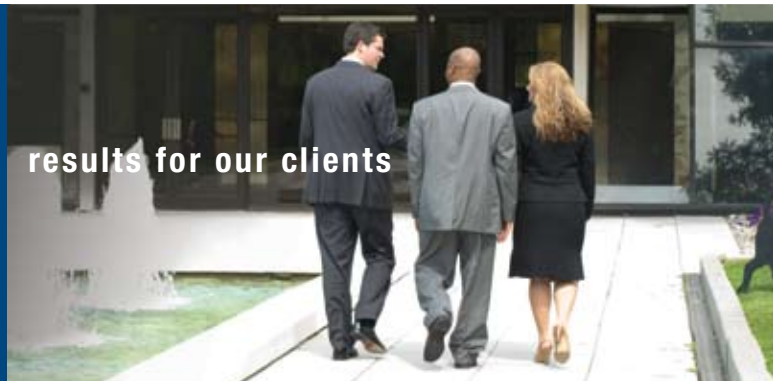
Please visit the Diversity section of our website at pbnlaw.com to obtain more information on our firm's diversity initiatives, recruiting efforts and upcoming events.



***At Porzio, diversity begins with recruiting.
We seek law students who will successfully
and dynamically represent our clients
while enriching our firm culture.***

WILLIAM A. KRAIS | PRINCIPAL

Diversity provides results for our clients



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Diversity provides purpose to our goals