AS ONE OF THE WORLD’S PREMIER LAW FIRMS, JONES DAY HAS MADE DIVERSITY AND INCLUSION PART OF THE VERY FABRIC OF THE FIRM. THIS INCLUDES OUR RECRUITING STRATEGIES, MENTORING ACTIVITIES, PROFESSIONAL DEVELOPMENT AND ADVANCEMENT, AND PRO BONO EFFORTS.

We are a global institution that transcends national boundaries in our devotion to the advancement of the rule of law. The Firm is a professional endeavor premised on the belief that the major economies and civilizations of the world are rooted in the same or similar principles of law and justice. Moreover, it is a lawyer’s skill in articulating those principles of law and justice that will protect the client. It will also make the authentic development of the rule of law a driving, positive force in the ongoing and inevitable process of globalization.

Within the Firm and in our relations with our clients, past rules of distance and difference no longer apply as important people and clients in our lives are spread across and amongst vast geographic, racial, ethnic, and multicultural characteristics. We see commonality and strive for unity of purpose in fulfilling the longstanding principles and values upon which the Firm has been built and which are set forth on the back cover.

We reject and fight biases and prejudices that have hurt or unfairly hindered so many. The work of the Firm has taken on a worldwide dimension, and it has broadened our opportunities and our responsibilities to serve our clients, to strengthen our Firm, to be a leader in the profession, and to contribute to advancement and development in the world. We are very blessed, and we try to share our good fortune and talents with and for others. We look forward to opportunities to work with you in common cause.

We hope that the information provided here illustrates that at Jones Day, diversity is not only enthusiastically endorsed, but diligently pursued. Diversity makes us better and helps us deliver the service our clients expect. By mentoring and promoting women, people of color, members of the LGBT community, and those who are disabled, we leverage the unique strengths and experiences of an exceptionally talented group of attorneys, while improving the atmosphere of our Firm.

Our lawyers come from all over the world. We have 42 offices in 19 countries on five continents. Jones Day lawyers are citizens of 54 nations; they speak 58 languages. They were trained in scores of law schools; they have served in the military, in government, in the judiciary, in academia, and in corporate offices. They truly reflect the entirety of the human race.

Having diverse leaders who serve as genuine role models is not an aspiration at Jones Day. Notably, 14 of our 20 office and regional leadership positions in the United States, and 26 of the 45 office and regional leadership positions worldwide, are held by women and/or lawyers of color.

We are proud of our accomplishments, and we remain unwaveringly optimistic about the Firm because of our people, who allow us to tap the true potential of our global organization.

Thank you for your interest in the Firm. Please visit www.jonesdaydiversity.com to learn more about our story and our people.
WHERE LAWYERS UNDERSTAND THAT DIVERSITY HELPS US PROVIDE THE HIGHEST LEVEL OF CLIENT SERVICE.

Jones Day’s commitment to diversity doesn’t stop with recruitment. In the U.S., 12 of our 17 offices are led by women and/or diverse lawyers. Globally, 26 of 45 office and leadership positions are held by women and/or lawyers of color.

“OUR GREATEST ASSET AS A FIRM IS OUR SINGULAR FOCUS ON THE IMPORTANCE OF TEAMWORK AND CLIENT SERVICE. INDIVIDUAL PERFORMANCE IS SECONDARY TO THE GOAL OF TACKLING TOUGH CHALLENGES AND ACHIEVING EXCEPTIONAL RESULTS FOR OUR CLIENTS.”

Brian Sun
Partner-in-Charge, Los Angeles
J.D., University of Southern California

RESULTS-FOCUSED CASEWORK ON PROMINENT MATTERS

From 17 U.S. offices and an additional 25 offices around the world, Jones Day’s 2,400 attorneys advise nearly half of the Fortune 500-listed companies on virtually every type of legal matter potentially impacting the modern national or multinational corporation.

Jones Day clients tap the professional skills of lawyers in more than 30 practice categories, ranging from the traditional (corporate litigation, antitrust, mergers and acquisitions, and government regulation) to more recently established and expanded areas (health care, life sciences, cybersecurity, and energy).

Recent high-profile matters entrusted to Jones Day include the City of Detroit’s chapter 9 plan of adjustment and Procter & Gamble’s $4.7 billion sale of its Duracell product line to Berkshire Hathaway.

Washington Partner-in-Charge Kevyn Orr meets with Jones Day summer associates. Prior to returning to Jones Day in 2015, Kevyn served as Emergency Manager for the City of Detroit, overseeing the largest and most complicated municipal bankruptcy in U.S. history.
MENTORING AT JONES DAY

At Jones Day, the learning never stops, and the Firm’s formal and informal mentoring opportunities benefit lawyers at every career stage. Providing valuable advice on everything from delivering effective client service to the keys to building a successful practice, mentoring relationships are critical to the success of Jones Day lawyers—and to the Firm as a whole. Jones Day’s One Firm Worldwide commitment is strengthened by mentoring activities that enhance productivity, bring broad perspectives to the issues confronting clients, and add specific skills and knowledge to the complex matters the Firm encounters every day.

As a complement to mentoring, the Firm offers supplemental programs on work/life balance and effective client engagement, along with office affinity groups and skills-development training.

WHERE SAMENESS IS NOT THE NORM AND INCLUSION IS NOTHING NEW.

Jones Day allows all attorneys the opportunity to thrive. New associates can find leaders throughout the Firm with whom they share similar backgrounds and experiences. Women make up more than one-third of the Firm’s Advisory Committee, and four of Jones Day’s Firmwide practices are led by attorneys of color.

“Jones Day makes every effort to provide its attorneys the tools to succeed, no matter their background. Whether through being staffed on challenging cases or through the Firm’s mentoring programs, at Jones Day, no doors are closed.”

Jennifer Everett
Associate, Labor & Employment
J.D., University of Virginia
THE FIRM OF CHOICE FOR SUPREME COURT CLERKS

Jones Day remains a destination firm for the best legal talent in the world, including former U.S. Supreme Court clerks. In 2013 and 2014 alone, the Firm hired 13 former clerks, more than any other firm. The group is ethnically diverse, and six of the 13 are women.

The 13 clerked for six different Justices. All have joined the Issues & Appeals Practice, applying their talents and experience on behalf of Jones Day clients. In total, 35 former Supreme Court clerks and more than 150 former federal appellate law clerks practice at Jones Day.

“Jones Day’s commitment to hiring the most talented lawyers from all backgrounds enables us to provide the best service possible to our clients and to maintain our Firm’s strengths and culture.”

Beth Heifetz
Partner and Firmwide Practice Leader, Issues & Appeals
J.D., New York University
TYING INDIVIDUAL PASSION AND INCLUSION TO PROFESSIONAL DEVELOPMENT AND CAREER ADVANCEMENT.

As a firm, Jones Day devoted nearly 111,000 attorney hours to pro bono work in 2014. Jones Day’s pro bono efforts continue to exceed conventional expectations. In May 2015, the Firm received Chambers & Partners USA’s inaugural Diversity Award, in recognition of the online publication Legal Recognition of Same-Sex Relationships.

THE FABRIC OF A GLOBAL LAW FIRM

"The law part is easy; I’m going to do that anyway. But as a person of color from a working-class neighborhood and a member of the LGBT community, culture means everything to me. Here at Jones Day, there is an earnestness about effecting that culture.”

Sam Lam
Associate, Intellectual Property
J.D., University of California, Irvine

A COMMITMENT TO INCLUSION AND ADVANCEMENT—AND A DEDICATION TO PRO BONO WORK

The fact that every Jones Day office has a designated partner in charge of pro bono, overseeing that office’s pro bono activities on a full-time, worldwide basis, is a testament to the emphasis the Firm places on public-service work. Through our pro bono efforts, we have fought for the rights of children, for access to health care, and for women’s issues—among other vital causes—while diligently promoting the rule of law throughout the world.

Recent pro bono achievements include the following:

• Providing counsel to unrepresented children and women fleeing political instability and violence in Central America.
• Dedicating significant attorney hours and additional resources to fighting human trafficking in Liberia.
• Providing counsel to a Chicago foundation establishing a nontraditional, entrepreneurship-focused high school curriculum.
• Securing asylum for an Ethiopian man who had endured constant and severe harassment from the Ethiopian government over a political matter.
• Representing Hurricane Katrina evacuees to ensure their access to housing and basic utilities.
• Reversing the summary judgment to prison officials with regard to religious-freedom claims by a group of Kentucky death-row inmates.
OUR FOUNDATION VALUES

INTEGRITY, both individually and institutionally, in dealings with our clients, the courts, our adversaries, and among ourselves;

A sense of PERSONAL ACCOUNTABILITY for every decision, judgment, and action on behalf of our clients or the Firm;

A level of COMPETENCE which is marked by creativity and judgment that makes the quality and value of our services distinctive, and which our lawyers will enhance by continued professional growth;

A DEDICATION to our clients’ interests and an INTENSITY OF EFFORT that distinguish our lawyers from others in the profession;

An INDEPENDENCE which does not detract from dedication to the interests of our clients, but which always enables us to determine and to advise what is in the best interests of our clients;

COURAGE in representing our clients in hostile and sometimes individually threatening environments;

An UNDERSTANDING of our clients that makes us more sensitive to their concerns and objectives and a DISCIPLINE that makes us more responsive to their needs;

A DETERMINATION to provide quality legal services to our clients with real efficiency and within an organization structured to facilitate, rather than impede, the achievement of these objectives;

A true UNITY OF PURPOSE among our lawyers which places the welfare of our clients and the Firm above that of any practice, region, office, or individual; and

COMMITMENT to this Firm as a professional endeavor, composed of people who have the same professional values and aspirations, the most important of which are contained in these principles.

JONES DAY GLOBAL LOCATIONS

ALKHOBAR AMSTERDAM ATLANTA BEIJING BOSTON BRUSSELS CHICAGO

CLEVELAND COLUMBUS DALLAS DETROIT DUBAI DÜSSELDORF FRANKFURT

HONG KONG HOUSTON INDIA IRVINE JEDDAH LONDON LOS ANGELES

MADRID MEXICO CITY MIAMI MILAN MOSCOW MUNICH NEW YORK

PARIS PERTH PITTSBURGH RIYADH SAN DIEGO SAN FRANCISCO SÃO PAULO

SHANGHAI SILICON VALLEY SINGAPORE SYDNEY TAIPEI TOKYO WASHINGTON

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