

Firm Culture

Laughlin, Falbo, Levy & Moresi LLP is committed to being a diverse work place that reflects the community in which we live and work. We respect and value individuality of all firm members and clients. We know that valuing diversity makes good business sense and helps us to ensure our future successes. We firmly believe that a diverse workforce makes us a better law firm. It enables us to bring a broader perspective to the problems that our clients face, leads to a higher quality of work, and enriches the work atmosphere itself. Accordingly, it is LFLM's goal to foster a firm-wide culture that promotes diversity so that all firm members are valued.

Laughlin, Falbo, Levy & Moresi LLP recognizes that true progress in the area of diversity requires making diversity a core value shared by all members of the firm. It requires involving key decision-makers who can take meaningful steps to implement diversity initiatives. LFLM has significant cross-membership between key committees that affect the recruiting, hiring and retention of diverse attorneys. The Firm cultivates active participation by women and minorities at all levels of management including the executive committee, practice group leaders and other vital firm committees. Every firm committee includes at least one woman. At LFLM, we consider our diversity efforts critical to the level of service that we provide to our clients. We also recognize that a commitment to diversity requires sustained attention and effort. Achieving and supporting diversity is an ongoing challenge, one that LFLM makes a priority of the firm's management, recruiting, and day-to-day practice.

Recruiting and Retention

Laughlin, Falbo, Levy & Moresi LLP seeks to recruit and retain new and lateral attorneys with strong legal skills and diverse backgrounds. Part of that recruiting effort is developing strong relationships with professional, educational and community groups that share LFLM's commitment to diversity. To further our diversity goals, we are committed to recruiting attorneys and staff through minority job fairs and by identifying and participating in other programs in the legal community designed to increase minority hiring. LFLM is also committed to maintaining a strong relationship with law schools that serve the state. In cooperation with the University of Santa Clara, Golden Gate University, and Western State, LFLM established Laughlin, Falbo, Levy & Moresi LLP scholarships for minority law students, and participates in minority job fairs. LFLM recognizes that recruiting alone is insufficient to create and maintain a diverse workforce that is critical to long-term success. The Firm's primary goal with respect to retention is to ensure that all attorneys receive the training, mentoring and support they need to succeed.

Current Diversity Activities:

Laughlin, Falbo, Levy & Moresi LLP has consistently ranked in the Top 10 of firms statewide with regard to the percentage of female partners. In 2016, 56% of the partnership consists of women and minority attorneys. LFLM is an annual participant in the BASF Diversity Career Fair since 2011, and an active part of the BASF Diversity Managers & Recruiters Group with the BASF Justice & Diversity Center. Our attorneys attend diversity receptions throughout the

year as well as events with a variety of minority bar associations including Black Women Lawyers of Northern California & Southern California and the Southern California Latina Lawyers Bar Association. LFLM is a participating member of the California Minority Counsel Program (CMCP) and one of the original signatories of The Bar Association of San Francisco No Glass Ceiling Initiative. We encourage all of our attorneys and law clerks to get involved with minority bar association events as well as participating in career fairs, mentoring outreach and scholarships. Please feel free to contact anyone on the Diversity Committee for more information: Carroll Wheatley (Committee Chair) (email: cwheatley@lflm.com), Nat Cordellos (email: ncordellos@lflm.com) and Omar Benhawa (obenhawa@lflm.com).

Sponsorships:

LFLM is proud to sponsor events with minority bar associations as well as other diverse events that our attorneys, law clerks and clients are involved with throughout California. Some of our past sponsorships include:

- Silver Sponsor for the 2017 & 2018 Santa Clara Law Diversity Gala, including support of the Thurgood Marshall Civil Rights Scholarship Fund.
- Sponsor of 2018 Lambda Fall Spectacular benefitting the Jeffrey Poile LGBTQ Memorial Scholarship at University of the Pacific McGeorge School of Law
- Platinum sponsor of the 2014 and 2015 Santa Clara University Diversity Gala
- Sponsor/participant in the 2014 BALIF Career & Networking Expo at Golden Gate University School of Law
- Sponsor of the first annual Black History Month Celebration held at the Berkeley Community Theater in Berkeley, California in 2014
- Gold sponsor at the 33rd Annual Installation Dinner of the Filipino Bar Association of Northern California in 2013
- Sponsored a table for the 16th Annual Awards Scholarship Dinner hosted by the Latina Lawyers Bar Association in October 2013
- Sponsor of the 2013 Orange County Hispanic Bar Association Dinner
- Sponsor of Juneteenth Festival in Berkeley, California from 2012 through 2014
- Sponsor for the UC Hastings Black Law Student's Association from 2013 through 2015 as well as the 2015 La Raza Students Association
- Sponsor of 2012 Orange County Hispanic Bar Association Installation dinner
- Sponsor of 2012 Filipino Bar Association of Northern California Installation dinner

Scholarships:

Laughlin, Falbo, Levy & Moresi LLP sponsored Diversity Book scholarships for law students in Northern and Southern California at a variety of law schools. One of our 2011 scholarship recipients, Martha Suarez Ballesteros, is now an attorney with our Anaheim office.

Past scholarship recipients include:

- 2018: Silvana Cordon and Jared Carillo from Golden Gate University School of Law
- 2017: Cesilia Fernandez and Dina Nehme from Golden Gate University School of Law
- 2016: Cristina Resendiz-Pineda and Kiara Robles Chavez from Golden Gate University School of Law
- 2015: Angela Giang and Cristina Resendiz-Pineda from Golden Gate University School of Law

- 2014: Davetta Selma from Southwestern Law School
- 2014: Rena Sera and Vandana Chand from Golden Gate University School of Law
- 2013: Jacqueline Ramirez and Diego Aviles of Santa Clara University School of Law; Marissa Weltmer and Francisco Alcala from Southwestern Law School
- 2013: Byron Suarez and Keeana Smith from Golden Gate University School of Law
- 2012: Patricia Alonzo and Melodie Arian from Western State College of Law; Lizbeth Najera from Santa Clara University School of Law

Laughlin, Falbo, Levy & Moresi LLP is proud to support:

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