

**WICHITA BAR ASSOCIATION
MANAGING PARTNERS' DIVERSITY INITIATIVE**

ACTION PLAN

INTRODUCTION AND STATEMENT OF PRINCIPLES

The Managing Partners Committee of the Wichita Bar Association, in conjunction with the leadership of the Wichita Bar Association (the "Committee"), has worked to develop an Action Plan to promote diversity in the legal community in Wichita. The following Action Plan includes several "best practices" for recruiting and retaining under-represented groups in Wichita firms as associates and partners in significantly higher numbers than in the past.

While the Committee's initial objectives reflected in the Action Plan are primarily designed to increase the participation of under-represented racial and ethnic groups in the local practice of law, the Committee acknowledges the importance of the inclusion of diversity in its many facets including, without limitation, race, ethnicity, gender, religion, ancestry, national origin, age, disability and sexual orientation.

All parties adopting this Action Plan agree that its implementation will be conducted in good faith with the intention of enhancing the diversity of our legal community by focusing on an approach to hiring and other initiatives that do not artificially interfere with or discourage the objectives of this Action Plan. We gratefully acknowledge the work of the Columbus, Ohio and Kansas City Metropolitan Area Managing Partners' Diversity Initiatives which served as a catalyst and template for the actions recommended here.

STATEMENT OF GOALS AND ACTION PLAN OBJECTIVES

GOAL NO. 1: The member firms will undertake to recruit, hire, train, and retain racially and ethnically diverse law students and/or attorneys in an effort to increase significantly the number of racially and ethnically diverse attorneys in every one of Wichita's large, mid-sized and small law firms.

To achieve meaningful progress toward attaining this goal, each of the member firms commits to the steps set forth in the following Action Plan as much as practicable for each firm:

1. Maintain statistics concerning the number of racially and ethnically diverse law students and lawyers who are interviewed, receive offers, are hired, and/or are promoted to partnership, by the law firms;
2. Report to the WBA each February statistical information maintained under the prior paragraph and report efforts undertaken by the member firm in furtherance of these objectives with the understanding that the WBA will maintain the information as confidential and, to the extent possible, in a manner such that the information is not identifiable to particular firms or individuals;
3. Attend a meeting twice each year, preferably just prior to the fall and spring recruiting seasons at the law schools, with other member firm managing partners, bar association leaders and law school representatives to share information and experiences,

evaluate and analyze results, address and correct shortcomings, and chart the progress made toward implementing the Action Plan to achieve these objectives;

4. Review criteria used to evaluate prospects (e.g. class rank requirements, law review membership) and consider whether such requirements serve disproportionately to screen out racially and ethnically diverse prospects and consider whether there are alternatives that accomplish the goals of recruiting qualified candidates.

5. Endeavor to recruit from law schools with a significant number of racially and ethnically diverse law students and post job opportunities at those schools;

6. Identify and recruit students of racial and ethnic diversity through law school placement administrators, faculty members, current or former summer clerks, and law student organizations;

7. Recruit more racially and ethnically diverse attorneys as lateral hires;

8. Encourage cooperation among firms to make referrals whereby law students or attorney applicants may be referred for consideration to other member firms with the permission of the applicant and support this effort in any way possible;

9. Establish, maintain or sponsor, where feasible, an internship or clerkship position for a student of diversity, for no more than 15 hours per week;

10. Encourage firm attorneys to participate in bar association or community mentoring, networking and leadership training programs;

11. Establish or contribute to, as their respective sizes and abilities permit, a scholarship program for diverse law students through the law school of the member firm's choice or through the WBA.

12. Attend and encourage firm attendance and sponsorship of a diversity training program to be organized and presented by the WBA in the fall of 2006, and annually thereafter designed to assist firms in achieving success under Goal No. 1; and

13. Review its firm marketing and recruiting materials and discuss its diversity efforts and its commitment to increasing diversity within the firm in its marketing and recruiting materials.

GOAL NO. 2: The Wichita Bar Association will undertake to support the efforts of member firms to recruit, hire, train and retain racially and ethnically diverse law students and/or attorneys in an effort to increase significantly the number of racially and ethnically diverse attorneys in Wichita.

To achieve meaningful progress toward attaining this goal, the WBA commits to the steps set forth in the following Action Plan:

1. Recruit and promote racially and ethnically diverse attorneys to participate as presenters at bar association sponsored CLE programs, as participants in leadership training

programs, as members and chairs of committees, task forces and special projects, and as leaders of the WBA on the Board of Governors and in officer positions;

2. Organize the presentation of an annual fall diversity training program for lawyers, staff, bar officers and bar staff, beginning in the fall of 2006 presented by an outside consultant;

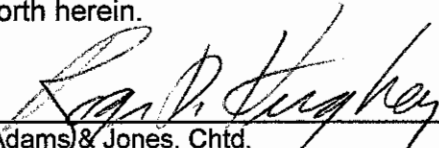
3. Attract and expose talented racially and ethnically diverse high school, college and law students and law graduates to the Wichita legal market through support of the "Grow Your Own Lawyer," Summer Intern programs and other activities of the WBA;

4. Create, maintain and share with member firms a resumé bank and data base of racially and ethnically diverse law students and attorneys;

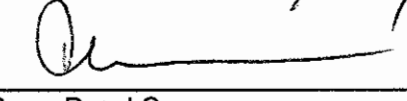
5. Receive and summarize the confidential statistical information reported by the member firms for evaluation and use in furthering these goals; and

6. Work closely with the Wichita Chamber of Commerce, the Wichita Convention and Visitors Bureau and other community based organizations and groups to develop and distribute materials and information designed to attract racial and ethnic minorities to Wichita. The WBA, through its Professional Diversity Committee, will schedule regular meetings with representatives of these organizations to achieve these results.

The undersigned have signed this Action Plan for the Wichita Bar Association Managing Partners' Diversity Initiative this 16 day of May, 2006, to evidence their commitment to the diversity goals and objectives and to the steps to meet those goals and objectives as set forth herein.

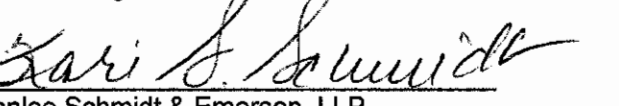

Adams & Jones, Chtd.



Ariagno, Kerns, Mank & White, L.L.C.


Bever Dye, LC



Brown, Dengler, Good & Rider, L.C.

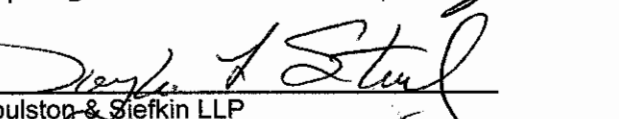

Gase, Moses, Zimmerman & Wilson, P.A.

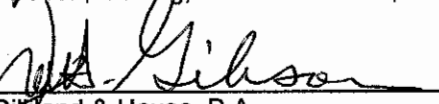

Conlee Schmidt & Emerson, LLP


Marc C. Davis


Depew Giffen Rathbun & McInteer, LC


Pipers, Gooing, Coulson & Kitch, L.L.C.

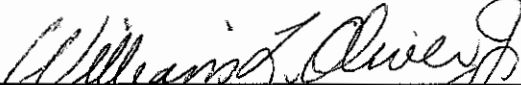

Foulston & Siefkin LLP



Gilliland & Hayes, P.A.



Hinkle Elkouri Law Firm, L.L.C.


Hite, Fanning & Horleyman, L.L.P.


Klenda, Mitchell, Austerman & Zuercher, L.L.C.


Martin, Pringle, Oliver, Wallace & Bauer, L.L.P.

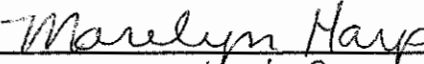

Morris, Laing, Evans, Brock & Kennedy, Chtd.


Redmond & Nazar, L.L.P.


Stinson, Lasswell & Wilson, L.C.



Wallace, Saunders, Austin, Brown & Enochs, Ch.


Woodard, Hernandez, Roth & Day, L.L.C.



Kansas Legal Services, Inc.

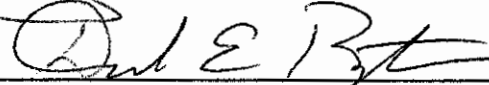

Hutton & Hutton Law Firm, LLC



Kutak Reck, LLP

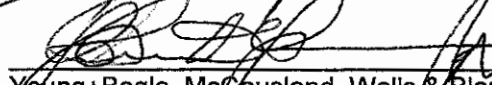

McDonald, Tinker, Skaer, Quinn & Herrington, P.A.

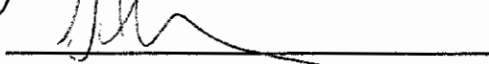

Powell, Brewer & Reddick, L.L.P.


Shore, Williamson & Ohaebosim, LLC


Stinson Morrison Hecker LLP


Wilson, Lee, Gurney, Carmichael & Hess


Young, Bogle, McCausland, Wells & Blanchard, P.A.


WBA President