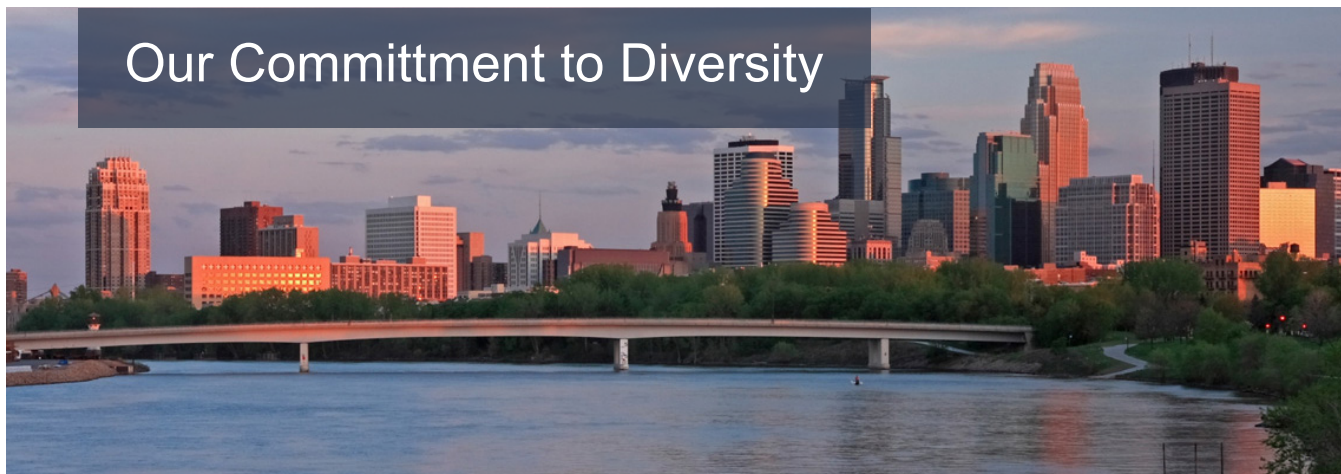


Our Commitment to Diversity



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Lockridge Grindal Nauen values diversity in its work environment, and strives to create a firm that reflects the diversity of our clients and our community. LGN is an equal opportunity employer, committed to a workplace that includes individuals from diverse and historically underrepresented backgrounds.

LGN's commitment to diversity is based on the belief that a diverse team is essential to the firm's long-term ability to provide outstanding representation to its clients.

LGN is also proud of our record of promoting and empowering our women attorneys. Half of the attorneys at LGN are women, including several who have been recognized as some of Minnesota's top women attorneys.

LOCKRIDGE
GRINDAL
NAUEN
P.L.L.P.

Attorneys at Law



LGN partners Susan Ellingstad, Heidi Silton, and Yvonne Flaherty were recognized once again in 2016 as some of the top women attorneys in Minnesota by SuperLawyers. Featured in Mpls. St. Paul Magazine.

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Programming

LGN has a longstanding Diversity Committee working to achieve the firm's goals for a diverse workforce and to promote opportunities for all attorneys and staff to learn more about diverse backgrounds and perspectives.

Since 2013, LGN has participated in the Minority Clerkship Program run by the Hennepin County Bar Association, and is again participating for the summer of 2017. Through this program, law students from diverse backgrounds join the firm's summer associate program. The students work as part of a team with the firm's litigation attorneys and are paired with associate mentors who provide guidance for assignments and feedback on their work. Many summer associates continue working as school-year clerks during law school. Many LGN associates are former clerks.

The firm often extends an offer to Summer Associates to work as school year law clerks – many LGN attorneys began their career as Summer Associates and the Minority Clerkship Program is a great asset to the firm in recruiting top talent.

"I can easily say that my summer clerking at LGN was the most formative and fulfilling legal experience of my law school career. Since the firm has a strong interest in giving clerks substantial legal experience, I was given a substantive role in a number of interesting cases. The summer program was also very well organized, giving a great balance between work, associate development, and social events. Moreover, the LGN attorneys are consummate professionals and brilliant practitioners that took an interest in me as a person and future attorney."

Sahr Brima

2013 Summer Associate who joined the firm as an associate in 2015

Serving Diverse Clients

Our attorneys serve as trusted counselors to many minority-owned businesses, particularly in the area of health care law where we serve clients of many nationalities including Russian, Hmong, Latino, and Somali business owners, to name a few. Our Government Relations team also represents the Leech Lake and Mille Lacs Bands of Ojibwe at the State Capitol. In all of these areas we actively engage in efforts to understand cultural issues that will assist us in our representation of all of our clients, no matter their background.

Standing up for Human Rights

LGN's attorneys and staff have also volunteered substantial time and energy with organizations serving disadvantaged communities and individuals in need. Many LGN attorneys have worked with Minnesota Advocates for Human Rights to secure legal residency for asylum seekers who fear harm or persecution in their home countries. As an example, LGN Associate Brian Clark helped a ten-year old girl who was a refugee from Liberia gain Special Immigrant Juvenile (SIJ) status, which allowed her to live permanently in the United States. As another example, LGN partner Anna Horning Nygren worked with a family of refugees from Tibet to help them secure asylum and citizenship.

Many of LGN's attorneys are members of the Volunteer Lawyers' Network and have taken cases through the federal judges' pro se referral program. Others have worked on guardian ad litem cases, veterans' benefits appeals, criminal appeals, and environmental matters.

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Standing up for Human Rights (Cont.)

LGN also is proud to have received the Children's Law Center's Distinguished Service Award for its work representing foster children and children who are wards of the state.

Each year, LGN is proud to have attorneys recognized as North Star attorneys for their commitment to pro bono work.

Our Commitment to Community

LGN has long promoted diversity in our community by volunteering and providing legal, legislative, and financial assistance to many organizations, including the following:

- Minnesota Black Women Lawyers Network
- Mille Lacs Band of Ojibwe
- Children's Law Center of Minnesota
- Boys & Girls Club Minnesota Alliance
- Serving Our Troops
- Neighborhood House
- Jewish Community Relations Council
- Minnesota Urban Debate League
- Minnesota Women Lawyers
- Page Education Foundation
- The Advocates for Human Rights
- Minnesotans United for All Families
- Minnesota Minority Recruitment Conference
- HCBA 1L Minority Clerkship Program
- Habitat for Humanity
- Dignity Center



Rick Linsk co-chairs Cardozo Dinner
October 2014



LGN has sponsored the Minnesota Urban Debate League for many years. Two LGN attorneys serve on its board.



LGN volunteers work with Project for Pride in Living to build community in a Minneapolis neighborhood

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