



## Kaufman Dolowich Earns Mansfield Certification for 2020; Commits to Mansfield Rule 4.0 to Further the Firm's Diversity Goals

Kaufman Dolowich & Voluck LLP (KD) is pleased to announce that the firm has achieved Mansfield 3.0 Certification for 2020 and is participating in the Mansfield Rule 4.0 certification program to further enhance diversity among its leadership. KD is one of only 100 law firms nationwide to achieve Mansfield 3.0 certification and will be one of 117 firms to participate in Mansfield 4.0.

"We are thrilled to again achieve Mansfield Certification. Guided by the Mansfield Rule principles, we are very pleased that our practice group leadership team now comprises one third historically underrepresented attorneys," said Michael A. Kaufman, co-managing partner of KD. "It is also gratifying to see the number of firms that are now pursuing Mansfield Rule 4.0 certification has nearly doubled since we signed on two years ago."

The Mansfield Rule Certification 3.0 measures whether law firms have affirmatively considered at least 30 percent women lawyers, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions.

Our Certification is the result of our Firm evaluating its leadership roles, client pitches, recruiting and protocols," said Katherine S. Catlos, KD's Chief Diversity & Inclusion Officer. "We strive to increase transparency, so our lawyers are included in the business of the law and have access to leadership opportunities. This in turn, has helped us create a competitive edge. KD understands the power of diversity, inclusion, equity, and belonging, and it is paying off in dividends with attorney retention, satisfaction, and increased business opportunities, especially significant in this dicey environment with the COVID-19 pandemic and the upcoming election. KD continues to invest in DIEB by signing on to Diversity Lab's certification for MR 2021/MR 4.0. We are looking forward to another year of this important work."

We are proud that these talented attorneys joined the ranks of our leadership teams. Their experience, expertise and unique perspectives will strengthen our culture and client experience.

- Abby Alexander (Florida) to chair, Managed Care Practice Group
- A. Jeanne Grove (Sonoma) to co-chair, Real Estate Practice Group
- Ashley Klein (San Francisco) to co-chair, Real Estate Practice Group
- Megan Yllanes (Woodbury) to partner, General Liability Defense Practice Group

"Our attorneys and clients value our firm's inclusive and diverse work environment," said Ivan J. Dolowich, co-managing partner of KD. "KD's town halls and joint initiatives with clients have been very rewarding and provide a great opportunity to engage in dialogue about diversity efforts."