

Chapman Recognized for LGBTQ+ Equality by the Human Rights Campaign Foundation for 14th Consecutive Year

The firm received a 100% score on the annual Corporate Equality Index and was again named among the Best Places to Work for LGBTQ+ Equality.

CHICAGO, November 30, 2023 — For the fourteenth year in a row, Chapman and Cutler LLP has earned a top spot among the Best Places to Work for LGBTQ+ Equality, receiving a perfect score on the Human Rights Campaign Foundation (HRC)'s Corporate Equality Index (CEI).

The 2023 CEI ranks Chapman among a record-breaking 545 businesses, which includes law firms, with 100 percent scores. The report evaluates an organization's LGBTQ+-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, an inclusive and supportive culture, and public engagement with and commitment to the LGBTQ+ community. In all categories, Chapman received the highest rating possible.

"Chapman considers equality, both in and out of the workplace, more than a goal to achieve but a standard to live by," said Greg Klamrzynski, Chapman's Chief Executive Partner. "Our collective diversity enhances our perspective and ability to provide creative and practical solutions to the complex legal and business issues facing our clients. We are honored to join all those on the roster of corporate leaders in LGBTQ+ equality."

John Luchristt, a partner in Chapman's Trusts and Estates Group and the leader of the firm's LGBTQ+ Attorneys Business Resource Group, added, "I am proud of Chapman's work as an LGBTQ+ diversity leader and appreciate the firm's continued commitment to diversity by championing inclusive workplace practices and continuing to support LGBTQ+ client collaborations, pro bono initiatives, and community engagements."

Chapman is proud of our long history of providing an inclusive and supportive work environment. We were among the early leaders offering insurance benefits for domestic partners (more than 30 years ago). Among our many LGBTQ+-focused initiatives, we participate in programs with Lambda Legal and other leaders in the LGBTQ+ legal community that work to advance and protect civil rights for LGBTQ+ people. Our LGBTQ+ Attorneys Business Resource Group assists the firm to shape Chapman's diversity policies and programs and collaborates with the diversity and employee resource groups of our clients. Chapman believes that the mentoring and sponsorship of diverse individuals are an essential part of our professional development platform, and a driver of our business practices focus and our commitment to supplier diversity.

About Chapman and Cutler LLP

Chapman is a law firm focused on finance, representing the most sophisticated financial companies and institutional investors in the world. Since our founding in 1913, Chapman has provided legal services to banks, corporations, insurance companies, investment funds, and other participants in the financial

services industry for a wide range of transactional, regulatory, tax, and litigation matters. For more information, please visit chapman.com.

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer people. For more information, visit HRC.org.