

## Diversity & Inclusion

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*"The time is always right to do what is right."—Martin Luther King Jr.*

CPM's employees come from different cultures and walks of life, and their unique experiences and insights contribute to the richness and vibrancy of our offices.

Our commitment to diversity and inclusion is not new or news. We have a long history of promoting women and people of color to the firm's leadership. The San Mateo County Bar Association Diversity Committee presented our founding partner, Joseph W. Cotchett, with the first ever Diversity Award in 2011. California Chief Justice Tani Gorre Cantil-Sakauye presented this honor to Cotchett, stating that he achieved the award by "demonstrating a meaningful and consistent commitment to increasing and maintaining diversity in San Mateo County at all levels of the legal profession."

At CPM, we consider diversity in each step of our business model, from recruitment, to retention, to investment. We attract diverse talent through the nature of our cases, bar association events, and good, old-fashioned word-of-mouth. We provide ample opportunities and extensive support for our employees' development and growth. And we prioritize the sponsorship of organizations and programs that support our diverse communities. Cotchett, Pitre & McCarthy, LLP is proud to be what other law firms call "progressive," though this is business as usual for us.

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"The Cotchett firm has few peers that equal their ability in litigation. Their **commitment** to the cause of justice and their ethical standards stand apart. They are people who give back to the community and give lawyers a good name."

— JUDGE OF THE SUPERIOR COURT