Constangy, Brooks & Smith Diversity Scholars Awards Application

To be eligible, you **must** be a second-year student enrolled in an accredited law school that is located in one of the following three (3) regions: Southern (Georgia, Florida, Alabama and Tennessee); Mid-West/West Coast (Texas, California, Illinois, Missouri, Wisconsin) and Eastern (North Carolina, Virginia/Washington, D.C., South Carolina, New Jersey and Massachusetts. Selection criteria will include your academic achievement (minimum GPA of 2.7); commitment to diversity in the community, or in your school or work environment; and personal achievement in overcoming challenges to reach your goals.

Any information provided in this application may be subject to verification by Constangy, Brooks & Smith. Also, each Award recipient's name and school may be published on the firm's website, in recruiting materials, in marketing materials, and in press releases. Your signature on the application provides consent to such publication. All other information provided in connection with this application will be kept confidential and will be used only for purposes related to your consideration for the Constangy, Brooks & Smith Diversity Scholars Awards.

Applications should be mailed or delivered to:

Margaret P. Zabijaka
Chair, Diversity Council
Constangy, Brooks & Smith, LLP
200 West Forsyth Street, Suite 1700
Jacksonville, FL 32202-4317.

To be considered for the Diversity Scholars Award, applications and all supporting materials, including the applicant's official sealed law school transcript, must be received at the address shown above on or before Monday, November 15, 2010. Documents sent via facsimile, e-mail or received after the deadline will not be accepted or considered.

Award recipients will be notified by December 20, 2010. Scholarship awards will be presented in early 2011.

If you have questions about your application, please direct them to Meg Zabijaka at mzabijaka@constangy.com.

Our firm's Commitment to Diversity is set forth below on page four (4). For more information about Constangy Brooks & Smith and our diversity initiatives, please visit our website at www.constangy.com.

I. **Personal Information.**

Name: _____

Address: _____

_____

Phone number where we may reach you: _____

E-mail address: _____

II. **Educational Background.**

	Name of Institution	Degree Awarded/Anticipated	GPA/Rank
Undergraduate:	_____	_____	_____
	_____	_____	_____
Graduate school:	_____	_____	_____
	_____	_____	_____
Law school: (minimum 2.7 GPA)	_____	_____	_____
	_____	_____	_____

Applicants must submit their official sealed law school transcripts with this application or make arrangements to have the official sealed transcript received on or before Monday, November 15, 2010.

III. Activities and Achievements. Describe activities and achievements that demonstrate your academic achievement; your contributions to promoting diversity in your community, in your school environment and/or at work; and your ability to overcome challenges in the pursuit of your goals. Attach additional pages if necessary.

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IV. <u>Personal Statement</u>. Describe why diversity is important to you personally and in the legal profession. Attach additional pages if necessary.

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Certification: I certify that the information on this application and on all accompanying materials is true and accurate to the best of my knowledge. I understand that misrepresentation of application information may result in the revocation of a scholarship award.

Signed: _____ Date: _____

Commitment to Diversity

Constangy, Brooks & Smith recognizes that our clients and their employees, customers, and suppliers represent an ever-increasing multicultural and diverse society. Therefore, we believe that the recruitment, hiring, and retention of individuals with diverse backgrounds is integral to our providing the highest quality of legal services possible. Our commitment to diversity encompasses a broad spectrum of individual characteristics and experiences, including but not limited to race, gender, national origin, age, religion, sexual orientation, and disability. We recognize the benefits of a diverse work environment on firm morale, productivity, and success and believe that such diversity attracts the talented and well-rounded types of people that make our firm thrive.

All of Constangy's policies, practices and processes benefit from having access to a range of different perspectives. Constangy takes into account these differences in its organizational structure, performance appraisal methods, recruitment and selection, and career development opportunities. Our firm recognizes that diversity makes a broader, richer environment that produces more creative thinking and solutions.

Constangy, Brooks & Smith is an equal opportunity employer. It is the policy of the firm, from recruitment through employment and promotion, including training and work assignments, to provide equal opportunity at all times without regard to race, color, religion, sex, sexual orientation, national origin, age or disability, or other status protected by federal or applicable state law. The firm provides an environment where all members, associates, administrators, managers and staff employees abide by the requirements of this policy so that no one associated with Constangy, Brooks & Smith is discriminated against.