

# A COMMITMENT TO QUALITY

Burke, Williams & Sorensen, LLP has been a trusted source for legal knowledge, strategy, and solutions in California since 1927.



## Promise.

For over ninety years, Burke, Williams & Sorensen, LLP has served the public agencies and private business entities of California.

Today, with over one hundred attorneys and ten offices throughout California, we are fully prepared to meet your legal needs. Our clients value not only our expertise and efficiency, but also our integrity and responsiveness. In each of our eight primary practice groups, our only focus is to serve our clients so that they may receive the very best possible result: Commitment.

## Earning Trust

The most important factor of all when you choose your legal representation is trust.

## Values.

For over ninety years, Burke, Williams & Sorensen, LLP has served the public agencies and private business entities of California.

In all our work, and in all our areas of legal expertise, our growth and strength have derived from a commitment to serve our clients while following sound business practices in an environment that celebrates diversity and fosters professional development. Our reputation, however, is based on more than just our flexible, task-oriented approach to providing high-quality legal services rooted in our attorneys' expertise, skills, and performance. Our clients also value us for our honesty, reliability, accessibility, efficiency, and prompt responsiveness, all qualities that form a foundation for the most important factor of all when you choose legal representation: Trust.

## A Culture of Inclusion.

Reflecting the diversity of our community and our clients.



## Diversity.

Burke is firmly committed to advancing diversity, equity, inclusion, and belonging within our firm and the legal profession. And, the firm is committed to creating a workforce that reflects the diversity of backgrounds, cultures and experiences shared in the communities where we practice and by the clients we serve. Burke understands that building diversity and inclusion in recruiting, hiring, training, mentoring and advancement is not only the right path to pursue, but it makes us better lawyers. Having a diverse team allows us to better understand our clients and their perspectives, which, in turn, allows us to provide a higher quality of legal services.

To promote greater diversity and inclusion, Burke established a Diversity, Equity, Inclusion and Belonging Committee. As a result of its strong commitment, the firm has achieved Mansfield Plus certification.

The Burke DEIB Committee has an independent annual operating budget, reports directly to the Firm's Management Committee, and provides regular updates to Burke's ownership group. The DEIB Committee has established four areas of emphasis: (1) Education; (2) Recruitment; (3) Retention and Employee Morale; and (4) Civic Engagement. Participation in the Burke DEIB initiative has flourished, with firm lawyers and professional staff volunteering to chair sub-committees and ad hoc working groups addressing issues of specific interest to them. The DEIB initiative has played a key role in creating pathways for collaboration, connection, learning and support.

Burke's Women's Forum launched in late 2016 and continues as a vibrant presence in the firm, offering mentoring and opportunities for empowerment, enrichment, and growth pertaining to women's careers.

The Women's Forum is a leadership initiative that promotes the recruitment, retention and advancement of women attorneys at the firm and aims to develop them into leaders within their practice groups, the firm, the legal profession and the community. In addition to networking events, informational luncheons and informal discussions, the Women's Forum has also sponsored multiple events that promote leadership and diversity in the workplace including the Women in Law & Leadership Summit: Silicon Valley that explores the career obstacles, risks and rewards on the path to a fulfilling and productive career for women lawyers.

Burke is proud to share some statistics demonstrating its record on its women's initiatives as of early 2021:

- Burke has 23 equity partners, 8 of whom are women (35% vs. 21% in 2019 National Association of Women Lawyers study/survey).
- Burke is over 46% women/minority owned.
- Two of the four highest compensated equity partners are women.
- Burke has 67 full-time non-equity partners, 27 of whom are women (over 40% vs. 31% in study).
- Its five-person management committee has two women and two minority members.
- The firm's five-person personnel committee has two women members and is chaired by a minority.

- In the previous 5 years, 6 of the 9 attorneys who were elevated to equity partner were women (67%).
- In the previous 9 years, 7 of the 15 attorneys who were elevated to equity partner were women (47%).

## A legacy of Service

A family business, innovating and leading the way since 1927.



## History.

Burke, Williams & Sorensen, LLP originated as a law firm in 1927, founded by two brothers, Louis H. Burke and Martin J. Burke, and Thomas P. White.

From its inception, the firm specialized in corporate law and business litigation. In 1938, the firm also embarked on what was at the time a unique specialty—the representation of public entities. Always striving for excellence in its attorneys, two of the firm's founding partners, Louis H. Burke and Thomas P. White, went on to serve as California Supreme Court Justices. Throughout its growth over the years, and into the new millennium, Burke has retained its roots in real estate and business law and litigation, and as one of the preeminent firms in the fields of public law, education law, and labor and employment law.

