

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Mark Zuckerberg
Chairman and Chief Executive Officer
Facebook, Inc.
1601 Willow Rd.
Menlo Park, CA 94025

Dear Mr. Zuckerberg:

Early this year, a group of more than 170 general counsel and corporate legal executives signed an open letter to large law firms committing to “direct our substantial outside legal counsel spend to those law firms that manifest results with respect to diversity and inclusion, in addition to providing the highest degree of quality representation.”¹ From the perspective of corporate social responsibility, such a commitment should not be a surprise. As evidenced by a *Washington Post* article entitled “Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that”, despite several law firm managing partners purporting to acknowledge the importance of diversity, dramatic inequalities within the legal industry continue to persist.² In particular, disproportionate promotion and attrition rates remain a significant concern, and some firms have failed to move the needle on diversity and inclusion in meaningful ways.

For a company broadly committed to diversity, strategically aligning outside legal spending with wider corporate responsibility initiatives is a logical step. Companies spend billions of dollars on outside legal counsel annually and the impact of client demands on the nature of law firm services is not immaterial. However, from the perspective of responsible corporate governance, robust outside legal spend on diverse teams is equally valuable. Law firms help companies to launch IPOs, safeguard customers’ privacy and data protection rights, litigate “bet the company” suits, bring life-saving drugs to market, navigate challenging regulatory obstacles, and engage in high stakes mergers and acquisitions.³ Outside counsel often serve as subject matter experts on issues deeply affecting this nation’s varied populations, and the indispensable perspective afforded by diverse teams is critical to good governance and foresight.⁴

We have been pleased to see some companies take concentrated steps to increase the percentage of legal spend on diverse teams of outside counsel, including those who have signed the American Bar Association’s Resolution 113.⁵ However, we are also frustrated that some companies who have failed to anticipate the full effect of their products and services have also

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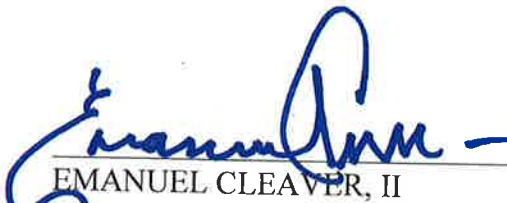
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failed to seek sufficiently diverse advice. To more fully assess the status of diversity efforts, we are writing to request the following information from your technology company:

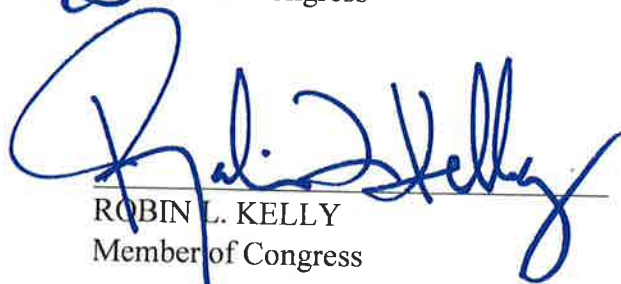
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- How does your company reward and/or penalize firms for compliance?
- What formal commitments, targets, or goals has your company made, or does your company plan to make, regarding contracting with diverse outside legal teams?


It is our hope that your company is among those that have demonstrated a commitment to this issue of critical importance. It is an indisputable fact that companies, and this nation, are best served with diverse teams that reflect the populations in which services are provided. We look forward to your response, and to further engagement in the near future.


Sincerely,


EMANUEL CLEAVER, II
Member of Congress


G.K. BUTTERFIELD
Member of Congress


ROBIN L. KELLY
Member of Congress


BARBARA LEE
Member of Congress


BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Michael Dell
Chairman and Chief Executive Officer
Dell Inc.
1 Dell Way
Round Rock, TX 78682

Dear Mr. Dell:

Early this year, a group of more than 170 general counsel and corporate legal executives signed an open letter to large law firms committing to “direct our substantial outside legal counsel spend to those law firms that manifest results with respect to diversity and inclusion, in addition to providing the highest degree of quality representation.”¹ From the perspective of corporate social responsibility, such a commitment should not be a surprise. As evidenced by a *Washington Post* article entitled “Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that”, despite several law firm managing partners purporting to acknowledge the importance of diversity, dramatic inequalities within the legal industry continue to persist.² In particular, disproportionate promotion and attrition rates remain a significant concern, and some firms have failed to move the needle on diversity and inclusion in meaningful ways.

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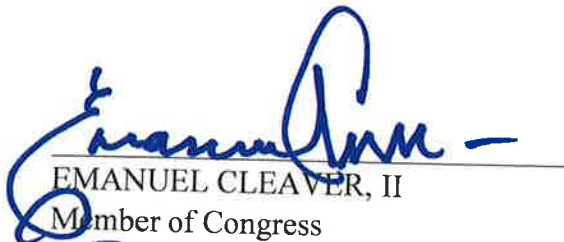
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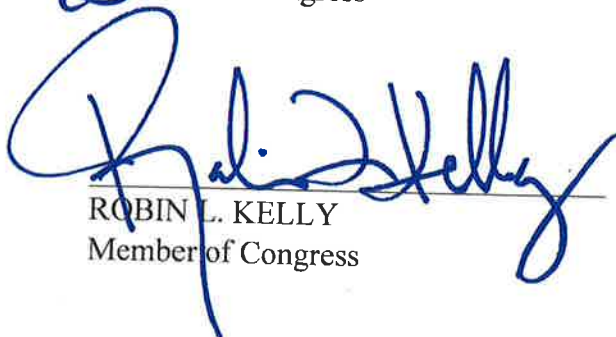
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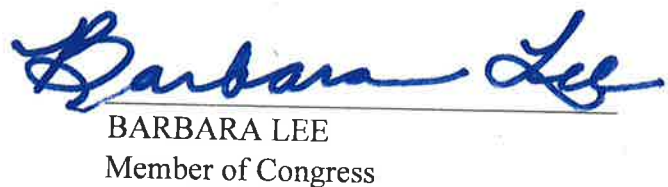
EMANUEL CLEAVER, II
Member of Congress



C.K. BUTTERFIELD
Member of Congress



ROBIN L. KELLY
Member of Congress



BARBARA LEE
Member of Congress



BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Charles Robbins
Chairman and Chief Executive Officer
Cisco Systems, Inc.
170 West Tasman Dr.
San Jose, CA 95134

Dear Mr. Robbins:

Early this year, a group of more than 170 general counsel and corporate legal executives signed an open letter to large law firms committing to “direct our substantial outside legal counsel spend to those law firms that manifest results with respect to diversity and inclusion, in addition to providing the highest degree of quality representation.”¹ From the perspective of corporate social responsibility, such a commitment should not be a surprise. As evidenced by a *Washington Post* article entitled “Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that”, despite several law firm managing partners purporting to acknowledge the importance of diversity, dramatic inequalities within the legal industry continue to persist.² In particular, disproportionate promotion and attrition rates remain a significant concern, and some firms have failed to move the needle on diversity and inclusion in meaningful ways.

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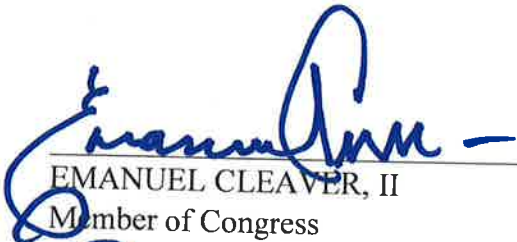
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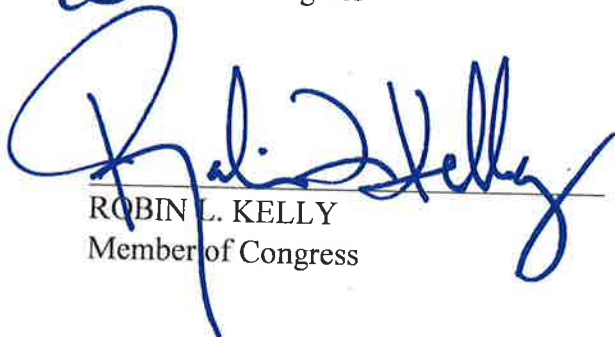
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Sincerely,


EMANUEL CLEAVER, II
Member of Congress


CHUCK BUTTERFIELD
Member of Congress


ROBIN L. KELLY
Member of Congress


BARBARA LEE
Member of Congress


BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Timothy Cook
Chief Executive Officer
Apple Inc.
1 Apple Park Way
Cupertino, CA 95014

Dear Mr. Cook:

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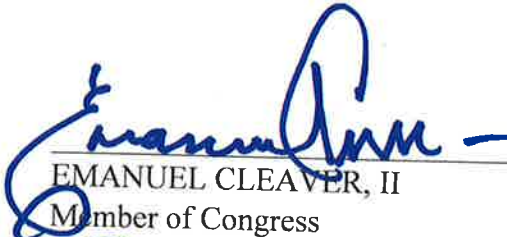
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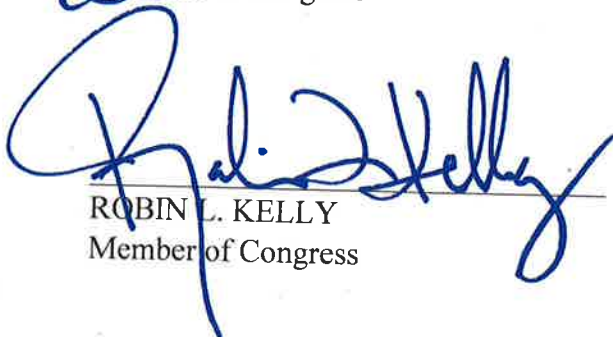
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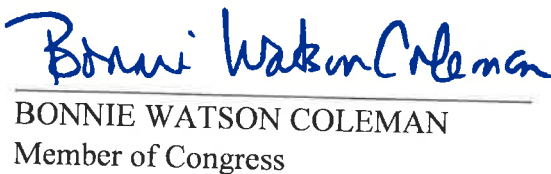
Sincerely,


EMANUEL CLEAVER, II
Member of Congress


C.K. BUTTERFIELD
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ROBIN L. KELLY
Member of Congress


BARBARA LEE
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BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Jeffrey Bezos
Chairman, President and CEO
Amazon.com, Inc.
410 Terry Ave. North
Seattle, WA 98109

Dear Mr. Bezos:

Early this year, a group of more than 170 general counsel and corporate legal executives signed an open letter to large law firms committing to “direct our substantial outside legal counsel spend to those law firms that manifest results with respect to diversity and inclusion, in addition to providing the highest degree of quality representation.”¹ From the perspective of corporate social responsibility, such a commitment should not be a surprise. As evidenced by a *Washington Post* article entitled “Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that”, despite several law firm managing partners purporting to acknowledge the importance of diversity, dramatic inequalities within the legal industry continue to persist.² In particular, disproportionate promotion and attrition rates remain a significant concern, and some firms have failed to move the needle on diversity and inclusion in meaningful ways.

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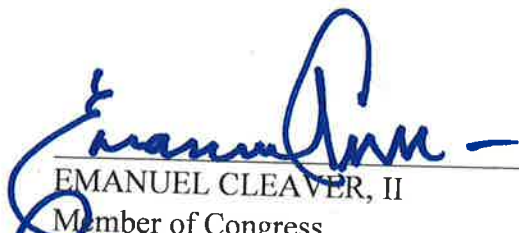
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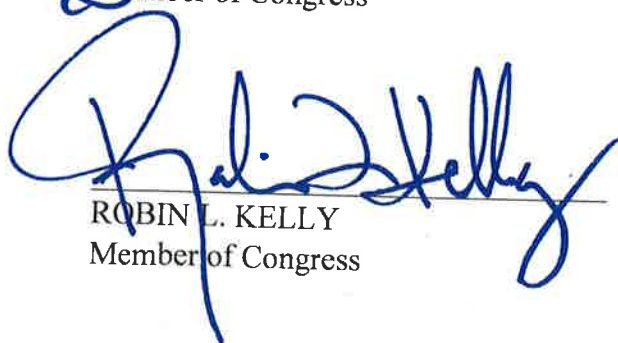
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Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Lawrence Page
Chief Executive Officer
Alphabet Inc.
1600 Amphitheatre Parkway
Mountain View, CA 94043

Dear Mr. Page:

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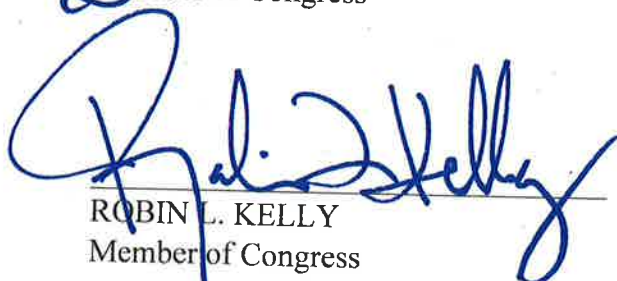
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Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Satya Nadella
Chief Executive Officer
Microsoft Corporation
1 Microsoft Way
Redmond, WA 98052

Dear Mr. Nadella:

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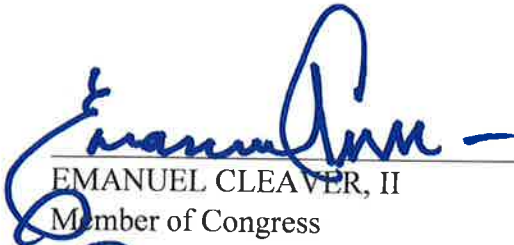
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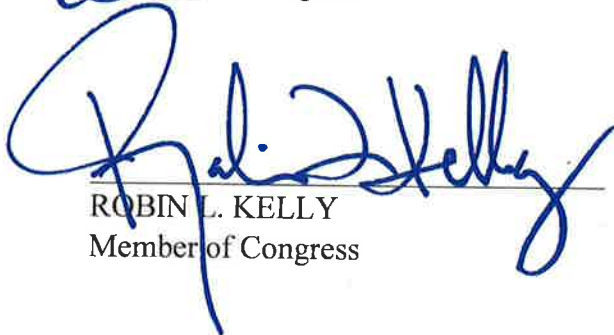
Sincerely,



EMANUEL CLEAVER, II
Member of Congress



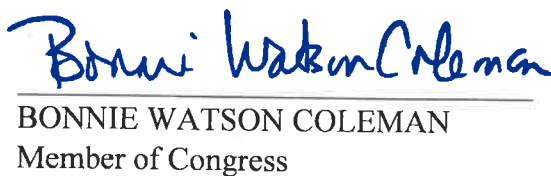
O.K. BUTTERFIELD
Member of Congress



ROBIN L. KELLY
Member of Congress



BARBARA LEE
Member of Congress



BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Robert Swan
Chief Executive Officer
Intel Corporation
2200 Mission College Blvd.
Santa Clara, CA 95054

Dear Mr. Swan:

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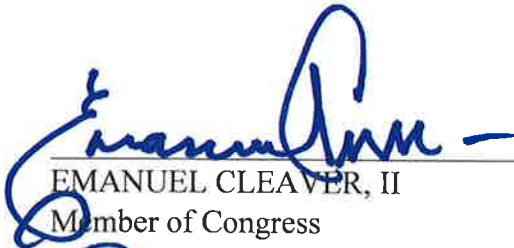
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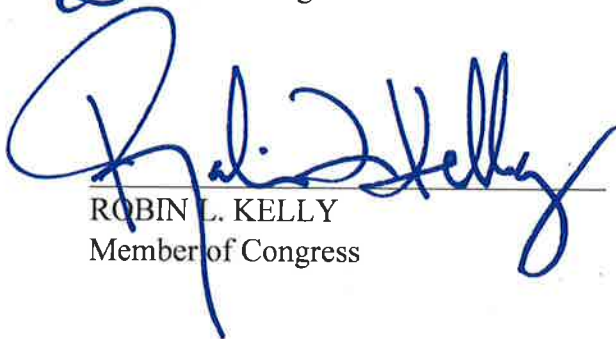
Sincerely,



EMANUEL CLEAVER, II
Member of Congress



G.K. BUTTERFIELD
Member of Congress



ROBIN L. KELLY
Member of Congress



BARBARA LEE
Member of Congress



BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Ms. Virginia Rometty
Chairman, President and CEO
IBM Corp.
1 New Orchard Rd.
Armonk, New York 10504

Dear Ms. Rometty:

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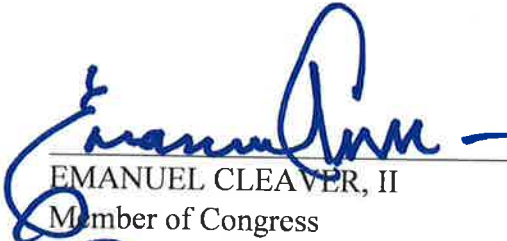
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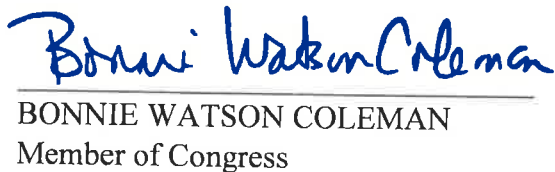
C.K. BUTTERFIELD
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BARBARA LEE
Member of Congress



BONNIE WATSON COLEMAN
Member of Congress

Congress of the United States
Washington, DC 20515

June 20, 2019

Mr. Dion Weisler
President and Chief Executive Officer
HP Inc.
1501 Page Mill Rd.
Palo Alto, CA 94304

Dear Mr. Weisler:

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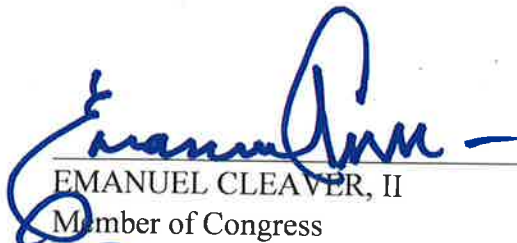
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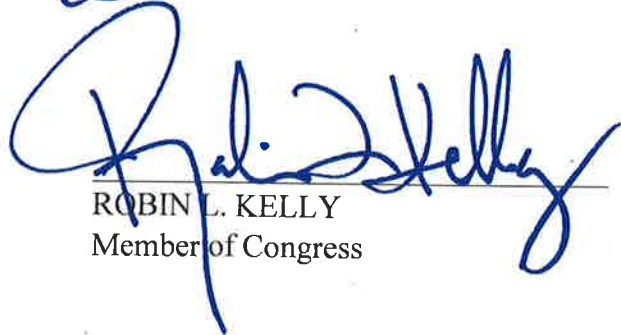
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