

## **Constangy, Brooks & Smith Diversity Scholars Awards Application**

Constangy, Brooks & Smith initiated its Diversity Scholars Awards program to recognize the achievements of law students who have demonstrated academic achievement, a commitment to diversity in their community, school or work environment, and personal achievements in overcoming challenges to reach goals. One student will receive a \$2,000 scholarship.

To be eligible, you **must** be a second-year student enrolled in an accredited law school that is located in one of the following states: Georgia, Florida, Alabama, South Carolina, Tennessee, Texas, California, Illinois, Kansas, Missouri, Wisconsin, North Carolina, Virginia/Washington, D.C., New Jersey and Massachusetts. Selection criteria will include your academic achievement (minimum GPA of 3.0); commitment to diversity in the community, or in your school or work environment; and personal achievement in overcoming challenges to reach your goals.

**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 below on or before Wednesday, December 11, 2013. Documents sent via facsimile, e-mail or received after the deadline will not be accepted or considered. Should you wish to confirm receipt of your application, please send it in a manner that notifies you of receipt (i.e., certified return receipt mail).**

The award recipient will be notified in early January, 2014. The Scholarship award will be presented in early 2014.

### **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.

Any information provided in the attached application may be subject to verification by Constangy, Brooks & Smith, LLP. Also, the 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.

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](http://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 3.0 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 Wednesday, December 11, 2013.**

**III. Personal Statement.** Describe activities and achievements that demonstrate your contributions to promoting diversity in your community, school environment and/or at work; and how diversity struggles have shaped the person you are today, including your personal achievement in overcoming challenges in the pursuit of your goals. Attach additional pages if necessary, but **limit your answer to three (3) typewritten, double-spaced pages.**

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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.