

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Timothy M. Lupinacci, Chairman and CEO	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **14**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm's diversity, equity, and inclusion initiatives?

Yes

Name and Title

Mark Baugh, Chief Diversity & Inclusion Officer

Christy Crider, Chair of Women's Initiative

Cheryl Hunt, Diversity & Inclusion Manager

Danielle Smith, Women's initiative Manager

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent?

Yes

In what year was the committee formed?

2002

Total Number of Attorneys on DEI Committee: 14

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials?

Yes

ATTORNEY DEMOGRAPHICS

Attorney Headcount

639 Total attorneys in U.S. offices

639 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

145 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	76	69	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	8	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	71	52	0	0
Two or More Races	0	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	2	0	0	0

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U.S. Equity Partners

195 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	150	45	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	4	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	141	44	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

132 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	85	47	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	80	42	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	2	0	0	0

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U.S. Counsel / Of Counsel

119 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	74	45	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	68	42	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	2	0	0	0

U.S. Non-Partner-Track Attorneys

48 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	28	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	27	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	1	0	0

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U.S. Law Clerks

36 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	18	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	13	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

U.S. Office Managing Partners

17 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Hiring Committee

13 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes** Racial/ethnic identity
- No** Gender identity and gender expression
- Yes** Sexual orientation
- Yes** Disability

Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes If yes, describe the firm’s targets:

Launched in April 2020, our D&I Compact

(https://www.bakerdonelson.com/webfiles/Publications/Diversity_Inclusion_Compact.pdf) sets the course for us to become an industry leader in D&I by December 31, 2025 by executing on four primary tenets:

- 1. Business Generation. Launching a signature program designed to support diverse attorneys that is structured around business generation training and execution*
- 2. Recruitment. Implementing a robust D&I attorney recruitment plan and committing to build a meaningful pipeline of minority and female attorneys through our recruitment and retention efforts*
- 3. Sponsorship. Offering robust support of diverse lawyers' progress and pathway success through formal sponsorship by Firm leaders and owners*
- 4. Benchmarks and Accountability. Tracking and reporting progress towards specific D&I benchmarks and correlating each leader's compensation directly to their diverse lawyers' progress*

Accountability

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes

If yes, explain how the firm holds partners accountable for DEI achievements?

The Firm has implemented clear measurement and tracking tools. All Firm leaders – including the board of directors, compensation committee, practice group leaders, department chairs and office managing shareholders – will be held accountable, and their compensation will be dependent on their achievements. Effective FY22, each leader's individual progress towards their diversity goals will be part of the overall consideration when determining how much working credit they will receive as compensation for their leadership role. The leader's Diversity Scorecard and annual 360 reviews will be used in this evaluation. Exceptional progress toward, or achievement of, diversity goals could make the leader eligible for an additional percentage of working credit.

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a

If applicable, describe any other initiatives taken:

RECRUITMENT AND HIRING

HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

Yes

If yes, which HBCUs does the firm hire from?

Baker Donelson will recruit either on campus or through a resume drop solicitation process at Howard, Texas Southern, North Carolina Central, Florida A&M, Southern and the University of District of Columbia.

Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

Yes

If yes, which law schools does the firm recruit at specifically for diversity purposes?

Baker Donelson recruits on campus or through a resume drop solicitation process at schools within our footprint with a significant population of students of color in the following markets: Texas, South Florida, Atlanta, DC/Baltimore, Mississippi and Memphis.

Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
Scholarships	
<p>The Baker Donelson Diversity Scholarship Program was established in 2008. Each year, the Firm awards 3 scholarships to diverse law school students who have completed their first year of law school. We award each recipient a salaried 2L summer associate position in one of the Firm's offices and, after the completion of the summer associate program, a \$10,000 scholarship to defray the cost of 3L tuition. Link: https://www.bakerdonelson.com/diversity-scholarship</p>	1

Internships

1L LCLD Scholar Program - Baker Donelson has been a member of the Leadership Counsel on Legal Diversity since its inception in 2009 and is deeply committed to advancing diversity in the legal profession. We award three (3) LCLD Scholar positions to diverse 1L law students each summer. Recipients are awarded a salaried 1L Summer Associate position in one of our office locations. The Baker Donelson Chattanooga office participates in the Chattanooga Legal Diversity Consortium (CLDC) and hosts a 1L diverse law student each summer by providing one salaried 1L summer associate position. Link: [1L LCLD Scholar Program - https://www.lclldnet.org/programs/1l-scholars/](https://www.lclldnet.org/programs/1l-scholars/)

5 LCLD 1L Scholars; 1 CLDC Intern Position

Fellowships

Link:

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Southeastern Minority Job Fair

Lavender Law Career Fair

Damali Booker Minority Job Fair

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The firm modified the evaluation forms to align with the qualities that are sought of Baker Donelson attorneys. Sample interview questions were then developed to help guide interviewers to measure and evaluate those skill sets. The recruiting committee members also are required to participate in annual candidate interviewing and evaluation training. Additionally, the firm conducts implicit bias training that is mandatory for each employee. One exercise in this training provides an example of implicit biases in reviewing resumes.

Summer Associates

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

In order to enable the diverse summer associates to become successful at the Firm and for the Firm to be able to successfully recruit the summer associate to a position as an associate, the Firm provides an additional mentor to all of the firm-wide diverse summer associates. They contribute to the development and implementation of each diverse summer associate and serve as a liaison to the Chief Diversity & Inclusion Officer and D&I Manager with regards to the SA's progress during the program and is involved in the associate offer process. The diverse summer associates also receive various professional development opportunities and exposure to resources and opportunities that would be available to them as a diverse associate.

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

12 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Diversity Program Participants

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2020 were hired through the firm's diversity scholarship/internship/fellowship program?

5

2021 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2020? **Yes**

24 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

2L Summer Associates Who Received Offers

15 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

12 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

1

New Attorneys Hired

28 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	11	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

BakerPride is Baker Donelson's large and active employee resource group for LGBTQ attorneys and staff, as well as "straight allies" in the Firm.

Baker IDEA (inclusion, diversity and employee awareness) is an affinity group who's mission is to promote equal engagement of all Firm employees by fostering a professional and inclusive workplace that:

- *Values the talents, skills, and individual contributions of attorney and non-attorney roles alike.*
- *Addresses common ground on issues important to our employee population.*
- *Nurtures courageous, honest, and difficult conversations amongst our employee population.*
- *Embraces lifelong education on issues of diversity, equity, and inclusion.*

Affinity Groups Cont'd

What kind of support does the firm provide for its affinity groups or networks?

We have regular meetings and events throughout our offices that help direct the goals of the affinity groups. We also sponsor and support numerous community and industry organizations and events in our footprint and provide a means for our employees to become involved in the Firm's efforts to promote diversity, equity and inclusion inside and outside our Firm.

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DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

Yes. *We host in-person bi-annual retreats for our diverse attorneys and diversity committee.*

Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

No

If applicable, elaborate on the firm's reverse mentoring program:

Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

If applicable, describe how the associate committee engages with the partnership:

The associate advisory board has a chair that serves as a liaison to the Board and other Firm management, as well as the equity shareholders.

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **Yes**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

Through Baker Donelson's Diversity Speaker Series, we routinely host events and opportunities to help bridge the gap of cultural awareness and break down barriers by celebrating various heritage months and other important dates. In addition to inviting speakers and putting together programming opportunities, we put together a solidarity action plan with concrete steps to help attorneys and staff serve as allies by leading with voices of love, support and justice for and with our black colleagues and community. As part of Baker Donelson's solidarity with our Black colleagues, clients and communities, and our continued commitment to work tirelessly to effect change in our communities and our world, we will commemorate Juneteenth each year as a day of service, engagement and education. The Firm's offices are closed on Martin Luther King, Jr. Day and Juneteenth, and employees are encouraged to spend the day on concrete actions or education.

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

Yes

If applicable, describe the mentoring or sponsorship program

Our D&I Sponsorship program is designed to empower diverse attorneys and provide resources to help them navigate and grow their practices and position them for leadership. These individuals are matched with leading stakeholders in the Firm, who serve as sponsors. Participants receive business development coaching, meet quarterly with the D&I Manager to discuss challenges and successes, and have individual calls with their sponsors to discuss potential leadership opportunities and barriers they can help remove. Participating sponsors include our CEO, COO, practice group leaders, department heads and board members.

Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

Baker Donelson has taken professional development measures to ensure that (1) diverse attorneys are given every opportunity to participate in our business and professional development programs; and (2) attorney sponsors are doing everything they can to help diverse attorneys become successful business developers and leaders within the Firm in business generation. Baker Donelson has a number of business development programs offered through multiple channels – Marketing & Business Development Department (MBD), Women’s Initiative (WI), and the Professional Development Department (PDD). Additionally, we engaged an outside consultant, GrowthPlay, in February 2020 for specific new business development programming and training with our diverse attorneys.

Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

Yes

Describe how the firm monitors work distribution

The Chief Diversity & Inclusion Officer and D&I Manager receive monthly reports to help monitor the hours for diverse attorneys. We also developed key client diversity scorecards that measure how diverse the client teams are.

External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

D&I Certificate Programs, Leadership Development Opportunities, etc.

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

Yes

If applicable, describe the firm's initiatives to mitigate implicit bias

Consistent monitoring of work allocation, active engagement in performance reviews and a seat at the table to discuss compensation and promotions by sponsors of the diverse attorneys, the Chief Diversity & Inclusion Officer and other key stakeholders from the Diversity & Inclusion Committee.

Upward Reviews

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

No

If applicable, describe the firm's initiatives to mitigate implicit bias

Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

Multi-tier Partnership

Does the firm have a multi-tiered partnership? **Yes**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

Baker Donelson employs Staff Attorneys, Advisors and Of Counsels.

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2020 who started as associates at the firm.

Promotions to Partnership

15 Total Number of Attorneys Promoted to Partner in 2020 (includes promotions effective in 2020, not announced in 2020)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

If so, how many hours can be applied to the firm’s billable hour target?

Currently, the firm provides billable hour credit for attorneys who help to facilitate firm-wide diversity & inclusion training. To spend intentional and consistent time to ensure we increase diversity and make Baker Donelson more inclusive, we award a maximum of 50 hours of working attorney credit for time spent on activities focused on the recruitment of diverse attorneys. With regards to leadership working credit, exceptional progress toward, or achievement of, diversity goals could make the leader eligible for an additional percentage of working credit.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

Compensation ranges.

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

Yes

Please explain how working an alternative schedule may affect an associate's path to partnership:

Our Alternative Work Arrangement policy ensures that any attorney, including a shareholder, may request an alternative work arrangement and remain eligible for an annual raise and bonuses and consideration for election to income and equity shareholder, and may maintain their status as a shareholder or equity shareholder.

Attorneys Working Reduced Hours

68 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	3	0	0
Equity Partners	0	1	0	0
Non-equity Partners	1	4	0	0
Counsel / Of Counsel	33	16	0	0
Non-Partner-Track Attorneys	4	6	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support
No

If applicable, describe the family-planning resources available:

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm offer parental leave for adoption?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

16 weeks

Parental Leave Policy

Describe the firm's parental leave policy.

We have implemented a gender-neutral parental leave policy that enables work-life balance by providing 16 weeks of paid leave for male and female employees.

Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

In addition to creating BakerVillage, an internal platform for parents to share resources, Baker Donelson implemented two new policies to ease the work-related anxiety of our timekeepers experiencing a lack of childcare and overseeing virtual learning following the outbreak of COVID-19:

1. Provided allotment of 50 hours of billable credit for time spent on child education through the end of FY21

2. For shareholder and equity advancement consideration, affirmed that the Compensation Committee will consider each individual's situation as it reviews numbers from an attorney's three-year average

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

In part (please elaborate):

Not for domestic partners

LGBTQ+ Inclusivity

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- No** Other (please elaborate):

Accessibility

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes "disability" as a protected category
- No** Other (please elaborate):

ATTRITION

Departures among U.S. Associates

20 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

22 Total Number of Departures among U.S. Partners in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

0

Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

27 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

SUCSESSES AND PRIORITIES

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#1

Achieving Certification Plus status in the Diversity Lab's Mansfield Rule. Adopting the Mansfield Rule has been a significant step in furthering our ongoing commitment to diversity and inclusion. Because of the transparency and accountability that are inherent in the Mansfield Certification process, it will improve our inclusivity and make this a more welcoming Firm.

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#2

Launching of the Diversity & Inclusion Compact, which sets the course for us to become an industry leader in D&I by December 31, 2025 by executing on four primary tenets: business generation, recruitment, sponsorship and benchmarks and accountability.

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#3

The execution of firm-wide diversity and inclusion training and other D&I initiatives during the pandemic.

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#1

Continuing to execute on the D&I Compact to ensure we stay on target to become an industry leader in Diversity & Inclusion.

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

2021 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#2

Continue to provide educational opportunities and resources that help foster D&I.

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#3

Focus on recruiting and retention.

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

We understand and salute the unique perspectives and approaches that are provided by differences in educational background, socio-economic background, personality profile, geographic location, job duties, marital and family status. Our goal is to create an atmosphere at our Firm that honors the diverse quality in each of our employees.