

Loeb & Loeb LLP

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

| Name and Title | Race/Ethnicity | Gender | Add'l Demo |
|-----------------------------|----------------|--------|------------|
| Kenneth R. Florin, Chairman | White | Male | |

Executive Committee

Total Number of Attorneys on Committee: 13

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|----------|-----------|----------|
| Race / Ethnicity | 10 | 3 | 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 | 10 | 3 | 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 | 1 | 0 | 0 | 0 |
| Individuals with Disabilities | 1 | 0 | 0 | 0 |

2021 Vault Law Firm Diversity Survey

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 |
|--|
| Nerissa Coyle McGinn, Chief Diversity Partner |
| Channing D. Johnson, Co-Chair, Diversity Committee |
| James D. Taylor, Co-Chair, Diversity Committee |

DEI Committee

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

Yes

In what year was the committee formed?

Total Number of Attorneys on DEI Committee: **26**

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 12 | 14 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 0 | 3 | 0 | 0 |
| Black or African-American | 3 | 4 | 0 | 0 |
| Hispanic or Latinx | 0 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 9 | 6 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 3 | 1 | 0 | 0 |
| LGBTQ+ Individuals | 3 | 1 | 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

395 Total attorneys in U.S. offices

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

U.S. Associates

122 Total number of U.S.-based associates

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 44 | 77 | 1 | 0 |
| American Indian or Alaska Native | 0 | 1 | 0 | 0 |
| Asian | 5 | 13 | 0 | 0 |
| Black or African-American | 1 | 6 | 1 | 0 |
| Hispanic or Latinx | 1 | 4 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 35 | 50 | 0 | 0 |
| Two or More Races | 2 | 3 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 1 | 8 | 1 | 0 |
| LGBTQ+ Individuals | 1 | 5 | 1 | 0 |
| Individuals with Disabilities | 0 | 3 | 0 | 0 |

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

84 Total Equity Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 71 | 13 | 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 | 67 | 12 | 0 | 0 |
| Two or More Races | 0 | 1 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 4 | 2 | 0 | 0 |
| LGBTQ+ Individuals | 3 | 2 | 0 | 0 |
| Individuals with Disabilities | 1 | 0 | 0 | 0 |

U.S. Non-Equity Partners

127 Total Non-Equity Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 85 | 42 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 3 | 5 | 0 | 0 |
| Black or African-American | 2 | 5 | 0 | 0 |
| Hispanic or Latinx | 0 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 80 | 31 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 3 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 1 | 2 | 0 | 0 |
| Individuals with Disabilities | 2 | 1 | 0 | 0 |

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

52 Total Counsel / Of Counsel

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 22 | 30 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 4 | 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 | 19 | 26 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 2 | 1 | 0 | 0 |
| LGBTQ+ Individuals | 2 | 1 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

U.S. Non-Partner-Track Attorneys

7 Total Non-Partner-Track Attorneys

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 1 | 6 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 0 | 0 | 0 | 0 |
| Black or African-American | 0 | 1 | 0 | 0 |
| Hispanic or Latinx | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 1 | 4 | 0 | 0 |
| Two or More Races | 0 | 1 | 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 |

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

3 Total Law Clerks

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 3 | 0 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 1 | 0 | 0 | 0 |
| Black or African-American | 0 | 0 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 1 | 0 | 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. Office Managing Partners

3 Total U.S. Office Managing Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 1 | 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 | 1 | 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 |

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

7 Total U.S. Hiring Committee Attorneys

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 4 | 3 | 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 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 3 | 3 | 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 |

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
- Yes** 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?

No If yes, describe the firm’s targets:

2021 Vault Law Firm Diversity Survey

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 ties a component of partner compensation to diversity efforts.

2021 Vault Law Firm Diversity Survey

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)?

If yes, which HBCUs does the firm hire from?

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.)

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

2021 Vault Law Firm Diversity Survey

Scholarships

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

If yes, provide the following:

| Description, opportunities available, and link | Number awarded in 2020 |
|--|------------------------|
| Scholarships | |

Link:

Internships

Link:

Fellowships

Link:

2021 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Lavender Law Career 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.)?

2021 Vault Law Firm Diversity Survey

Summer Associates

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

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

0 Total 1L summer associates at the firm in 2020

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 0 | 0 | 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 | 0 | 0 | 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?

2021 Vault Law Firm Diversity Survey

2L Summer Associates

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

0 Total 2L Summer Associates at the Firm in 2020

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 0 | 0 | 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 | 0 | 0 | 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 |

2L Summer Associates Who Received Offers

0 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 0 | 0 | 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 | 0 | 0 | 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 |

2L Summer Associates Who Accepted Offers

0 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 0 | 0 | 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 | 0 | 0 | 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

2021 Vault Law Firm Diversity Survey

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?

New Attorneys Hired

34 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 14 | 20 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 3 | 0 | 0 |
| Black or African-American | 0 | 4 | 0 | 0 |
| Hispanic or Latinx | 1 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 11 | 10 | 0 | 0 |
| Two or More Races | 0 | 2 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 0 | 1 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 1 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

Mandatory Arbitration

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:

Women's LEAD Network, Loeb Pride, ACED (Attorneys of Color and Ethnic Diversity), Black@Loeb

2021 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Every affinity group has a budget for programming and events. Each affinity group has a leadership structure, and all affinity groups are supported by the Chief Diversity Partner and Manager, Diversity & Pro Bono.

DEI Events

Does the firm host DE&I retreats or conferences?

Does firm leadership attend these events?

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

N/A

2021 Vault Law Firm Diversity Survey

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?

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

2021 Vault Law Firm Diversity Survey

Associate Committee

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

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

2021 Vault Law Firm Diversity Survey

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?

The Chief Diversity Partner circulates messages related to various cultural heritage months and important dates through our Diversity & Inclusion Academy Newsletter. The Newsletter highlights firm programming (where applicable), and provides resources and learning materials for the firm.

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

The firm is proud to participate in Diversity Lab's OnTrack Sponsorship program.

2021 Vault Law Firm Diversity Survey

Professional Development

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

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

2021 Vault Law Firm Diversity Survey

Work Allocation

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

Describe how the firm monitors work distribution

2021 Vault Law Firm Diversity Survey

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):

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

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

Upward Reviews

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

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

2021 Vault Law Firm Diversity Survey

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?

- No** The firm is Mansfield Certified
- No** 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:

2021 Vault Law Firm Diversity Survey

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

9 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 | 2 | 7 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 1 | 1 | 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 | 1 | 6 | 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 |

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?

25

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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

N/A

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:

Attorneys with part-time arrangements are eligible for partnership consideration. The period of time an associate has worked in a part-time arrangement will be taken into account in determining when the associate is eligible to be considered for partnership. Accordingly, a multi-year part-time arrangement will ordinarily lengthen the time before an associate will be considered for partnership.

2021 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

17 Total Number of Attorneys Working Reduced Hours

| Attorneys with Reduced-Hours Schedules | Men | Women | Nonbinary | Unknown |
|--|-----|-------|-----------|---------|
| Associates | 0 | 4 | 0 | 0 |
| Equity Partners | 0 | 0 | 0 | 0 |
| Non-equity Partners | 0 | 4 | 0 | 0 |
| Counsel / Of Counsel | 0 | 9 | 0 | 0 |
| Non-Partner-Track Attorneys | 0 | 0 | 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

If applicable, describe the family-planning resources available:

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

If yes, is the adoption leave gender neutral?

Primary & Secondary Caregivers

Does the firm offer parental leave for adoption?

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?

N/A

Parental Leave Policy

Describe the firm's parental leave policy.

2021 Vault Law Firm Diversity Survey

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?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- No** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- No** Offers child care resources, such as onsite day care, back-up child care, etc.
- No** 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.

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?

Yes

LGBTQ+ Inclusivity

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

- No 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
- Yes Other (please elaborate):
The firm's Transgender Policy affirms the right for all employees and guests to use the bathroom that fits their gender identity.

Accessibility

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

- No 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 | 6 | 14 | 0 | 0 |
| American Indian or Alaska Native | 0 | 1 | 0 | 0 |
| Asian | 1 | 2 | 0 | 0 |
| Black or African-American | 1 | 3 | 0 | 0 |
| Hispanic or Latinx | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 3 | 8 | 0 | 0 |
| Two or More Races | 1 | 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

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

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 6 | 4 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 0 | 1 | 0 | 0 |
| Black or African-American | 0 | 1 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 5 | 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 |

0

2021 Vault Law Firm Diversity Survey

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

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

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 6 | 1 | 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 | 6 | 1 | 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 |

SUCCESSES 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

2021 Vault Law Firm Diversity Survey

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

2021 Vault Law Firm Diversity Survey

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

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?

#1

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

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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?

#3

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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?

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