

Perkins Coie LLP

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Bill Malley, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 17

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	1	2	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	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

Genhi Givings Bailey, Chief Diversity & Inclusion Officer

DEI Committee

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

Yes

In what year was the committee formed?

2006

Total Number of Attorneys on DEI Committee: **19**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	10	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	3	0	0
LGBTQ+ Individuals	0	3	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**

1,216 Total attorneys in U.S. offices

1,226 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

527 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	261	265	1	0
American Indian or Alaska Native	1	1	0	0
Asian	20	56	0	0
Black or African-American	18	14	0	0
Hispanic or Latinx	19	18	0	0
Native Hawaiian or Other Pacific Islander	2	0	0	0
White	191	167	1	0
Two or More Races	10	9	0	0
Other or Unknown	0	0	0	0
Additional Demographics	24	18	1	0
LGBTQ+ Individuals	20	14	1	0
Individuals with Disabilities	4	4	0	0

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U.S. Equity Partners

541 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	385	155	1	0
American Indian or Alaska Native	0	0	0	0
Asian	21	11	0	0
Black or African-American	10	7	0	0
Hispanic or Latinx	14	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	335	128	0	0
Two or More Races	5	4	1	0
Other or Unknown	0	0	0	0
Additional Demographics	21	18	1	0
LGBTQ+ Individuals	6	11	1	0
Individuals with Disabilities	15	7	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

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U.S. Counsel / Of Counsel

122 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	84	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	3	0	0
Black or African-American	4	0	0	0
Hispanic or Latinx	5	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	69	34	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	0	0	0
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	3	0	0	0

U.S. Non-Partner-Track Attorneys

26 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	5	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	0	0
Two or More Races	1	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

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U.S. Law Clerks

7 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	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	1	0	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

U.S. Office Managing Partners

17 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	0	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	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	6	7	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	1	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?

Yes If yes, describe the firm's targets:

In 2017, the firm implemented the Perkins Rule in order to increase the diversity of the candidate pool for lateral hiring opportunities. Modeled after the National Football League's "Rooney Rule," the Perkins Rule requires that the firm seek to interview at least one diverse candidate for lateral associate, counsel, senior counsel or partner positions that are part of a proactive search process. The Perkins Rule requires that when (i) a search has been authorized for a lateral associate or counsel, or (ii) it has been determined that there is a need for a senior counsel or partner, then every proactive search process must include a formal effort to include diverse attorneys in the candidate pool and to interview at least one diverse candidate. If the firm is unable to identify diverse candidates with the requisite experience for a specific need, the Perkins Rule directs practice group leaders and sponsors responsible for the search to explore opportunities to develop a pipeline of possible future candidates. In 2020, the firm complied with the Perkins Rule in approximately 77% of our lateral hiring

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 Partner Compensation Committee takes into consideration the full scope of each partner's contributions, including "objective" factors such as billing hours and originating, leading, or supervising matters and clients, and "subjective" contributions such as the betterment of the firm and its strategic goals. One of the most significant of these is the firm's efforts toward diversity and inclusion. The firm rewards D&I efforts during the compensation process and is continuously improving how we recognize and reward such efforts. In 2020, we worked with the Partner Compensation Committee to include even greater clarity about D&I expectations and responsibilities in the partner compensation process and introduced expanded diversity metrics into the annual leadership performance survey.

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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
- No** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** 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?

Howard University

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?

Wash U (St. Louis); Univ of Florida

2021 Vault Law Firm Diversity Survey

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	

Link:

Internships

Link:

Fellowships

Perkins Coie offers diversity fellowships to law students in our summer program Link: **21**
<https://www.perkinscoie.com/en/about-us/careers/summer-program/1-opportunities.html>

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Bay Area Diversity Fair; Cook County Minority Job Fair; NBLSA, Lavender Law; Sunbelt Diversity Recruitment Program

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.)?

Perkins Coie engages a diversity consultant to present a training on combating implicit bias in interviews and assessments. We provide both live and on-demand content to support those who interview our candidates. All interviewers are also trained to use behavioral interview questions to further reduce and avoid bias.

2021 Vault Law Firm Diversity Survey

Summer Associates

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

All summer associates are assigned personal mentors who guide them through their summer. Before joining the firm, we ask all summer associates to identify which resource groups interest them. Summer associates are invited to participate in resource group and local D&I committee activities throughout the summer. In addition, all diversity fellows receive individualized writing training provided by an outside consultant.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

32 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	18	1	0
American Indian or Alaska Native	0	0	0	0
Asian	5	6	0	0
Black or African-American	2	6	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	1	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	1	0
LGBTQ+ Individuals	3	2	1	0
Individuals with Disabilities	0	0	0	0

We do not collect disability information for the summer associate class.

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?

21

2021 Vault Law Firm Diversity Survey

2L Summer AssociatesDid the firm hold a 2L summer program in 2020? **Yes****62** Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	9	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	20	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	4	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers**60** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	35	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	9	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	19	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	4	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers**54** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	34	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	8	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	19	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	3	2	0	0
Individuals with Disabilities	0	0	0	0

We do not collect disability information for the summer associate class.

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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?

9

New Attorneys Hired

131 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	63	68	0	0
American Indian or Alaska Native	1	0	0	0
Asian	7	17	0	0
Black or African-American	9	3	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	40	41	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	9	2	0	0
LGBTQ+ Individuals	9	2	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:

African American/Black, Asian Pacific Islanders, Latinx, Lawyers with Disabilities, LGBTQ+, Native American, Parents & Caregivers, South Asian/Middle Eastern, Veterans, Women of Color, and the Women's Forum.

Affinity Groups Cont'd

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

The firm provides administrative, logistical, programmatic, and financial support to the resource groups, so that they can meet regularly and develop educational programming for our attorneys, business professionals, and clients. Associates and counsel who serve in leadership roles are eligible for up to 50 hours of billable equivalent credit for time invested in qualifying activities.

The firm's resource groups assist with business and professional development opportunities, foster community, create mentorship and development opportunities, and maintain relationships with strategic diversity alliances and legal organizations that are devoted to the advancement of those who have been traditionally underrepresented.

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:

Perkins Coie holds two national D&I retreats that rotate on an annual basis: 1) the Lawyers of Color/LGBTQ+/Lawyers with Disabilities Retreat and 2) the all Women Lawyers Retreat. These retreats provide diverse lawyers with the opportunity to share common experiences, network with firm leaders, reinforce their sense of community, and discuss career-trajectory issues and concerns. Firm leadership, including Practice Group Leaders and members of the Management and Executive Committees, actively participate in the retreats. Programming includes topics such as evaluation and compensation, authenticity, time management, paths to success, personal and professional empowerment, connection, effective communication, and business development.

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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:

2021 Vault Law Firm Diversity Survey

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 & Counsel Committee interfaces with firm management on behalf of associates and counsel. The committee pursues a variety of initiatives aimed at improving and enhancing associate life at the firm. It comprises associates and counsel from all offices across the US and is chaired by a partner active in firm leadership.

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?

Juneteenth is a firm holiday. At the national level, our D&I Speaker Series celebrates heritage months (e.g., Black History Month, Women’s History Month, etc.) which, recently, has featured speakers on the topics of allyship, gender identity and expression, colorism within the Latinx community, and the rise in hate incidents against the AAPI community, among other topics. Our resource groups and local office committees also host events related to important dates honoring diversity.

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

Firm leaders nominate diverse attorney participants who are then each paired with a seasoned, influential partner. Each sponsorship pair is responsible for developing an action plan to achieve specific, clearly-defined, and obtainable goals, such as: promotion to partnership, increasing client opportunities, or developing subject matter expertise. The pairs work with our Diversity & Inclusion Department and an external consultant to facilitate communication, provide resources, and aid with goal achievement. Pairs are responsible for tracking their progress and annual metrics are reported to the firm's Executive Committee.

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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:

In addition to professional development programming at our national D&I retreats, we host a full-day retreat for historically underrepresented first-year associates; sponsorship and training; networking and personal branding opportunities; and promote our lawyers for external opportunities.

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 firm closely monitors the progress and growth of our diverse attorneys throughout their legal careers at Perkins Coie, from new associates through partnership. The CDIO meets regularly with leaders of the firm's practice groups to assess the development and performance of diverse attorneys and, where necessary, to provide proactive attention for individuals. Attorney performance is assessed in several areas, including production, mentoring, professional development, participation in pitches, client contact, cross-office work, and firm citizenship. Through these meetings, an action plan is put in place and monitored for any associate identified as needing additional support to achieve greater success.

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):

Yes, the firm supports associates participating in other external DEI-related activities such as any community, university, and/or high school programs/initiatives.

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

Perkins Coie has long offered diversity training opportunities several times throughout a given year for various members of the firm's "impact committees" and leaders, which include the Executive Committee, Partner Compensation Committee, Associate and Counsel Evaluation Committee, Practice Leaders, Office Managing Partners, local Hiring Partners, and Resource Group leaders. Attendance at these trainings, which is strongly encouraged by firm management, provides education and fosters dialogue around various D&I concepts and issues, while addressing biases that leaders may encounter in their roles. The firm retooled its training program to introduce the principles of cultural competence and to measure where individuals fall along the Intercultural Development Continuum, an online tool that assesses the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. In work allocation, many practice groups survey associates on a regular and frequent basis to determine availability for work and to help promote equitable distribution of new work. In promotions, the diversity of the pipeline and in the pool of eligible candidates is among several factors that are taken into consideration.

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

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?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- No** 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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

The firm offers a non-partner track alternatives such as our Senior Counsel, Of Counsel and Senior Attorney roles.

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.

33%

Promotions to Partnership

28 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	18	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	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	14	8	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	1	1	0	0
Individuals with Disabilities	2	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?

The firm announced a policy allowing associates and counsel to count up to 50 hours of qualifying D&I work as billable equivalent.

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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?

The firm publishes compensation ranges for associates, as a group, in each market in which we do business.

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 working less than a full-time schedule are eligible for partnership. Depending on the structure of the alternative schedule, it may take a little longer for the associate to reach partnership consideration, but they remain on partnership track. It is not uncommon to achieve partnership while working on an alternative schedule. In 2019 and 2020, four partners were promoted while working a reduced hours schedule at the time of their promotion. Our flexibility programs include reduced hours, flex-time, alternate career paths, remote work, and supporting policies, resources, and initiatives for our lawyers to continue to be successful in all phases of their career. The firm's flexible programs allow our lawyers to design a work-life integration plan that best meets their individual needs throughout their career.

2021 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

230 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	16	33	0	0
Equity Partners	53	40	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	55	23	0	0
Non-Partner-Track Attorneys	2	8	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
Yes

If applicable, describe the family-planning resources available:

The firm reimburses participants for all or a portion of the cost of adopting an Eligible Child. Adoption leave is provided on the same basis as parental leave. The firm reimburses participants for all or a portion of the cost of fertility treatment. In addition to the many existing family planning benefits, in 2021, the firm introduced expanded fertility preservation benefits.

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?

Yes

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

The primary care parent is the parent who is anticipated to provide the majority of the care, feeding, and nurturing of the child.

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

18 weeks

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

4-6 weeks

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.

Perkins Coie's paid parental leave policies do not differentiate with regard to gender, marital status, or sexual orientation, and specifically include adoptive parents. The firm provides a Primary Care Parental Leave Policy and a Non-Primary Care Parental Leave Policy. These policies are designed to give flexible options to each lawyer to customize his/her/their own leave. We offer up to 18 weeks paid leave in total for primary care parents and secondary caregivers (any gender) from four to six weeks. In addition, the 140 hours of transition time granted to primary caregivers for use transitioning in or out of leave is now available to all new parents, making it possible for secondary caregivers today to take up to 10 weeks of paid leave.

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.

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?

- 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

63 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	32	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	7	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	20	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	3	0	0
Two or More Races	1	1	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

0

2021 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	8	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	7	0	0
Two or More Races	1	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

The Perkins Rule is a formal effort to include diverse attorneys in our lateral candidate pipeline. Modeled after the National Football League's "Rooney Rule," the Perkins Rule requires that if (1) a search for a lateral associate or counsel has been authorized, or (2) a need for a senior counsel or partner has been determined, then every proactive search process must involve a formal effort to include diverse attorneys in the candidate pool and to interview at least one diverse candidate. In 2020, approximately 77% of our lateral hires were diverse (Women, Lawyers of Color, LGBTQ+, or Lawyers with Disabilities).

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

This past year, as part of our diversity recruitment strategy, we expanded our well-established 1L Diversity Fellows program to include 2Ls. This expanded program provides a \$25,000 stipend to the diverse fellow to help offset law school debt. The Fellows Program is designed to help the firm attract and recruit a greater number of diverse law students to the firm and to help us better retain them as part of a cohort of diverse junior lawyers. The news of the 2L program was very well-received during the On-Campus Interviewing process, and we are pleased to welcome 34 2L Diversity Fellows as part of our 2021 summer associate class. This program and other recruitment efforts are working: among the 2021 summer associates, 70% are racially/ethnically diverse, 60% are female and 10% are openly LGBTQ+.

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

Our resource groups provide a valuable sense of community to their members. This was especially evident during the past year and a half when the groups provided a safe space for lawyers to connect with one another on various issues including to discuss challenges with work from home; celebrate successes; and also to grieve losses and process trauma related to the pandemic and incidents of racism. They have contributed greatly to our retention and belonging goals. The groups and their members are also an invaluable resource to the firm in providing input and varied perspectives on various DEI topics.

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

Perkins Coie's vision is that we will be second to none in creating and fostering a diverse workforce that reflects the broader society, ensures opportunities for all attorneys, and advances Perkins Coie as the most trusted advisor to our clients.

Perkins Coie believes D&I to be essential to attracting and retaining the best talent and providing the best results for our clients. D&I is critical to our success.

The Strategic Diversity Committee (SDC) continues to develop firmwide diversity strategies and goals that are used to guide the implementation of existing programs and the creation of new strategic diversity initiatives. The committee is composed of diverse partners, many as client leads to some of our largest and most strategic clients, and firm executive leadership.

SDIP implementation. To help achieve our D&I goals, Perkins Coie has adopted a Strategic Diversity & Inclusion Plan (SDIP) focused on positioning the firm as "the best place to work for diverse attorneys." The plan—which defines "diverse" as people who are racially or ethnically diverse, women, LGBTQ+, veterans, or persons with disabilities—is organized around four pillars: business development, recruitment, retention, and evaluation.

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

Commitment to racial equality in our communities.

- Contributions to Promote Racial Equality. Perkins Coie is committed to contributing at least \$2.5 million dollars over the next five years to community-led local and national organizations promoting racial equality through legal representation, policy advocacy, and community-based activities.*
- Entrepreneurship Program. Perkins Coie supports Black and Latinx founders and entrepreneurs by helping them get greater access to capital through networking opportunities, educational resources, seminars, and alternative fee arrangements.*
- Black Boardroom Initiative. Led by Perkins Coie with critical support from Deloitte and others including Zillow, F5, Microsoft, Amazon, and Starbucks, the Black Boardroom Initiative is committed to increasing the percentage of Black executives on corporate boards in Washington state.*
- Pro Bono Initiatives Focused on Racial Equality. Perkins Coie has begun initiatives addressing racial inequality in policing, the criminal justice system, and economic justice. The firm has also joined the Law Firm Antiracism Alliance to address issues of systemic racism.*
- Racial Justice Fellowship. Perkins Coie introduced a new Pro Bono program that will offer current and incoming first-year associates the opportunity to spend one year doing legal work in a civil rights or criminal justice organization or other association that promotes racial equity and equality.*
- Supplier Diversity. We are accelerating the expansion of our Supplier Diversity Program to increase our spend with certified WMBEs.*

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

Commitment to D&I for all Perkins Coie professionals. The firm recognizes the need for community throughout the firm. In 2020, resource groups were created for our business professionals to supplement the long-standing resource groups for our attorneys. These groups are centered on community building, connection, education, and awareness. Our business professionals are included in nearly all our DEI programming. At Perkins Coie, inclusion includes everyone.

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?

Research a firm's engagement in DE&I work by looking at the company's website and reading their Vault profile. Have they won any DE&I awards, do they have a diverse executive committee, does their mission statement mention DE&I, and/or have they made any statements or announced any programs supporting DE&I? Do not hide who you are during the application process. Ask hard questions to prospective employers during the interview process to properly gauge a firm's commitment to DE&I. Some questions to ask when interviewing to assess the extent of a firm's commitment to DE&I include:

- Do you have a DE&I policy or strategic plan?
- What makes this a great place to work?
- Do you have a team dedicated to address employee's DE&I complaints or concerns?
- What is the diversity among your leadership ranks?
- How does the firm support the use of correct pronouns?
- Does your DEI strategy include staff?