

There is value in our differences

Kirkland & Ellis is proud to support
Vault in its commitment to
diversity and inclusion.



Kirkland & Ellis LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Jon Ballis, Chairman of Kirkland & Ellis LLP	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 17

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	3	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	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

2023 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

Joi Bourgeois, Global Director of Diversity, Equity & Inclusion

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes
 In what year was the committee formed?

2001

Total Number of Attorneys on DEI Committee: **71**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	34	0	0
American Indian or Alaska Native	0	0	0	0
Asian	11	4	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	21	0	0
Two or More Races	2	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

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**

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

2,943 Total attorneys in U.S. offices

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

U.S. Associates

1,692 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	923	769	0	0
American Indian or Alaska Native	2	1	0	0
Asian	103	151	0	0
Black or African-American	55	46	0	0
Hispanic or Latinx	63	57	0	0
Native Hawaiian or Other Pacific Islander	2	1	0	0
White	670	491	0	0
Two or More Races	28	22	0	0
Other or Unknown	0	0	0	0
Additional Demographics	90	62	0	0
LGBTQ+ Individuals	65	46	0	0
Individuals with Disabilities	25	16	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

1251 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	853	398	0	0
American Indian or Alaska Native	1	2	0	0
Asian	67	40	0	0
Black or African-American	16	13	0	0
Hispanic or Latinx	22	21	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	734	316	0	0
Two or More Races	13	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	34	18	0	0
LGBTQ+ Individuals	31	12	0	0
Individuals with Disabilities	3	6	0	0

Kirkland & Ellis does not distinguish between Equity and Non-Equity Partners for the purpose of external surveys.

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

Kirkland & Ellis does not distinguish between Equity and Non-Equity Partners for the purpose of external surveys.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

0 Total Counsel / Of Counsel

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

Kirkland & Ellis does not disclose Counsel/Of Counsel data for the purpose of external surveys.

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

Not applicable

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U.S. Law Clerks

0 Total Law Clerks

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

Kirkland & Ellis does not disclose staff data.

U.S. Office Managing Partners

0 Total U.S. Office Managing 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

Kirkland & Ellis does not have office heads or practice group/department leaders as part of its management structure.

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U.S. Hiring Committee

20 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	4	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

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:

2023 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?

Kirkland's commitment to advancing diversity is ensured by our Firmwide Diversity, Equity & Inclusion Task Force (DEITF), consisting of our chairman and senior leaders from key committees. This committee, along with our Firmwide Diversity, Equity & Inclusion Committee, drives diversity into existing work streams and facilitates Kirkland's diversity leadership in the legal industry. Our partner review process encourages broader sharing of key client relationships and credit among teams of lawyers. Contributions to our diversity mission and inclusive teams are explicit factors in the review criteria for equity partners.

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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
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

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?

In addition to OCI at Howard, we collect resumes from Florida A&M, North Carolina Central University, Southern University, Texas Southern University and University of the District of Columbia.

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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 2021
<p>Scholarships</p> <p>Kirkland's 1L Diversity Scholars Program is an elite program that provides early exposure to one of the world's leading law firms. Selected 1L law students are invited to join Kirkland attorneys, clients and alumni for our two-day program, which will help advance selected candidates' professional development by forming collegial and mentoring relationships. Scholars will have the opportunity to:</p> <ul style="list-style-type: none"> * Engage in interactive sessions led by Kirkland partners and high-profile clients of the Firm. * Participate in mentoring pods with Kirkland attorneys, clients and alumni who are committed to the scholars' career development. * Network with our attorneys, clients and other scholars representing the most promising law students from schools across the U.S. <p>Link: https://www.kirkland.com/content/1l-diversity-scholars-program</p>	<p>68</p>

Internships

Kirkland & Ellis has been a strong supporter of SEO for many years and is currently one of only two "underwriter" sponsor law firms, pledging financial support of over \$250,000. For several years, we have had a successful partnership with SEO through our support of the SEO Law Fellowship, SEO Catalyst and SEO Scholars programs. This continued support has allowed SEO to provide much needed resources and support to diverse students, so that they may better position themselves for entry into top, competitive law schools, and gain access to critical career development and internship opportunities in the legal profession. Link:

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Fellowships

The 2L Diversity Fellowship Program is available to second-year students at ABA-accredited law schools around the country. Diversity Fellows, selected after an application process from among those students holding offers to join Kirkland's summer associate program, are each awarded a \$25,000 stipend. Kirkland has sponsored this program since 2004 and has awarded nearly 400 fellowship grants totaling over \$10 million. Kirkland & Ellis launched a social justice fellowship to offer greater opportunities to students. During this program, 1L social justice fellow(s) will spend a portion of their summer at a Kirkland & Ellis office and spend another portion of their summer working at a public interest organization focused on social justice issues. In addition to working alongside diverse leaders in the legal and public interest sectors, 1L fellow(s) will gain robust work experience and will be exposed to a variety of work assignments from different practice areas. This program will advance selected candidates' professional development by forming collegial and mentoring relationships, and allowing the 1L fellow(s) an early view into public interest work. Link: <https://www.kirkland.com/content/2l-diversity-fellowship>

59 Diversity fellows; 2 social justice fellows

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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 Career Fair, Boston Lawyers Group Job Fair, Cook County Bar Association Minority Job Fair, Lavender Law annual conference and job fair hosted by the National LGBT Bar Foundation and Northeast BLSA 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 implemented implicit bias training that was mandatory for all attorneys and staff. We also conduct interview training with our attorneys.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

We offer a multitude of Firmwide and local diversity, equity and inclusion programming and networking opportunities over the course of the summer program. We are focused not only on providing our diverse summer associates exposure to our professional networks, but also ample opportunities to begin building their Kirkland network, especially with senior partners and executive committee-level members. Our diverse fellows also participate in a series of leadership sessions focused on enhancing professional readiness, including access to assessment tools that help provide frameworks and vocabulary to better understand one's self and navigate professional interactions.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

59 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	32	26	0	1
American Indian or Alaska Native	0	1	0	0
Asian	4	3	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	4	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	11	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	1
Additional Demographics	8	3	0	0
LGBTQ+ Individuals	7	2	0	0
Individuals with Disabilities	1	1	0	0

Diversity Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2021 (2 years ago) were hired through the firm’s diversity scholarship/internship/fellowship program?

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2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? Yes

467 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	257	208	0	2
American Indian or Alaska Native	0	1	0	0
Asian	36	38	0	0
Black or African-American	11	21	0	0
Hispanic or Latinx	17	16	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	170	122	0	1
Two or More Races	14	7	0	0
Other or Unknown	9	3	0	1
Additional Demographics	32	18	0	0
LGBTQ+ Individuals	27	14	0	0
Individuals with Disabilities	5	4	0	0

2L Summer Associates Who Received Offers

465 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	256	207	0	2
American Indian or Alaska Native	0	1	0	0
Asian	36	38	0	0
Black or African-American	11	21	0	0
Hispanic or Latinx	17	15	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	170	122	0	1
Two or More Races	13	7	0	0
Other or Unknown	9	3	0	1
Additional Demographics	32	18	0	0
LGBTQ+ Individuals	27	14	0	0
Individuals with Disabilities	5	4	0	0

2L Summer Associates Who Accepted Offers

420 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	230	188	0	2
American Indian or Alaska Native	0	0	0	0
Asian	33	36	0	0
Black or African-American	7	19	0	0
Hispanic or Latinx	17	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	153	112	0	1
Two or More Races	12	6	0	0
Other or Unknown	8	3	0	1
Additional Demographics	32	14	0	0
LGBTQ+ Individuals	27	10	0	0
Individuals with Disabilities	5	4	0	0

0

2023 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 2022 were hired through the firm’s diversity scholarship/internship/fellowship program?

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New Attorneys Hired

647 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	344	303	0	0
American Indian or Alaska Native	0	1	0	0
Asian	38	67	0	0
Black or African-American	26	22	0	0
Hispanic or Latinx	24	17	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	250	190	0	0
Two or More Races	6	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	36	28	0	0
LGBTQ+ Individuals	24	19	0	0
Individuals with Disabilities	12	9	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:

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Kirkland hosts professional networks for Black, Latinx, Asian, South Asian, active and/or retired military personnel, people with disabilities and LGBTQ+ attorneys, with a dedicated budget for the groups to meet regularly. Activities range from formal legal community events to informal social gatherings. The groups aim to build authentic friendships between senior and junior attorneys that span practice groups and provide the opportunity for candid conversation about diversity and inclusion-related issues.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The professional networks are supported by the Firmwide Diversity, Equity & Inclusion team, the DEI Co-Chairs, the DEI Committee and Attorney Engagement leads across our offices. Each professional network has a dedicated budget to support their programming and initiatives throughout the year.

2023 Vault Law Firm Diversity Survey

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:

Kirkland hosts a several retreats for women and diverse attorneys across our offices with a focus on formal professional development, training, mentoring, discussion panels and networking opportunities.

2023 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?

No

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

2023 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 Associates Committee is an integral part of Kirkland's culture. Comprising associates across practice groups and class years, the Committee focuses and responds to the changing needs, morale and retention of associates. Kirkland's Associates Committees have been instrumental in the development of numerous impactful initiatives, including: mentoring, volunteer opportunities, Practice Group Integration and Community-Building Events and more. The chairs of the Associates Committees coordinate with their respective Senior Director of Administration to present concerns and provide recommendations to the partnership.

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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?

Kirkland hosts several events to commemorate Heritage Months and important diversity-related celebrations throughout the year across all of our offices. The events include panel discussions, networking sessions as well as dinners and happy hours. We also recognize these important dates through firmwide communications and messages from Firm leadership, including our Chairman.

2023 Vault Law Firm Diversity Survey

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 Kirkland Pride professional network has an internal mentoring program to help build connections between partners and associate members and to address the unique challenges LGBTQ+ attorneys face at Kirkland and in the legal industry. The program includes professional development sessions hosted by mentors and subject matter experts with topics selected by participating mentees. These sessions happen every other month and highlight topics such as business development, networking, paths to partnership and building a book of business. Kirkland also offers mentoring circles for women in several of our U.S. offices, including the Bay Area, Boston, Dallas, Houston and Washington, D.C.

2023 Vault Law Firm Diversity Survey

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:

To further the professional development and retention of our diverse talent, we offer robust diversity programs across our offices, including the following: * Professional Networks: Kirkland's diversity community is robust and enhanced by affinity groups for Black, Asian-American, South Asian-American, Latinx, LGBTQ+, disabled and military attorneys. These groups aim to build authentic relationships between senior and junior attorneys that span practice groups and provide the opportunity for candid conversation about D&I-related issues. Each group has a dedicated budget to meet quarterly, and activities range from formal legal community events to informal social gatherings. * Women's Leadership Initiative (WLI): Kirkland's WLI promotes the recruitment, retention and advancement of our women attorneys and their development into leaders in their practice groups, the Firm, the legal industry and their communities. WLI delivers formal training, mentoring, discussion panels and networking opportunities. Our women attorneys often cite WLI as one of the Firm's strengths for its quality, broad visibility, global reach, hefty resources, financial investment, and substantive training and networking opportunities. * Inclusive Leadership Series (ILS): Kirkland's ILS is paving the way for a more equitable workplace. The ILS aims to proactively prepare the Firm's next generation of culturally fluent, global leaders across attorney levels, with programming focused on building diverse teams, fostering an inclusive culture, mitigating unconscious bias and communicating across differences. * We continue to make a substantial financial investment in our diverse attorneys by providing them with opportunities to attend a variety of Diverse Bar Association and Professional Development Conferences (i.e. Charter Your Own Course, Hispanic National Bar Association, National Bar Association, National Asian Pacific American Bar Association, Lavender Law, etc.). * Lastly, we provide our diverse attorneys confidential coaching through Kirkland's CareerLink program. We also provide external coaching opportunities to select a select group of diverse attorneys.

2023 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?

Yes

Describe how the firm monitors work distribution

We have professional development staff dedicated to managing and analyzing utilization metrics for diverse attorneys across the firm. In every office, work integration coordinators monitor and track utilization for all attorneys, with a focus on ensuring diverse attorneys are as engaged as possible. Across our offices, work integration coordinators monitor and track utilization for attorneys, with a focus on ensuring diverse attorneys are as engaged as possible.

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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):

Our firm hosted a number of successful networking events in other markets focused on our diverse client base and attorneys. Through the Firm's substantial investment in personalized professional development programs, such the Corporate Counsel Women of Color Career Strategies Conference, the Charting Your Own Course Career Conference and several Diverse Bar Association Conferences, many of our diverse associates have improved their leadership and communication skills and elevated their overall stature at the Firm. These events are paired with client receptions for creating new connections and nurturing existing client relationships. We also support various DEI organizations across the U.S. that provide associates with pro-bono and community impact related opportunities.

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

No

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?

No

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

2023 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
- 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? **Yes**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**

If applicable, describe the alternatives to partnership:

2023 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

70% - Kirkland & Ellis does not distinguish between Equity and Non-Equity partners for the purpose of external surveys.

Promotions to Partnership

158 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	91	67	0	0
American Indian or Alaska Native	0	1	0	0
Asian	8	9	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	76	53	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	4	0	0
LGBTQ+ Individuals	6	3	0	0
Individuals with Disabilities	2	1	0	0

We do not track non-binary self-identification. Kirkland & Ellis does not distinguish between Equity and Non-Equity partners for the purpose of external surveys. Data provided for Associates promoted to Partners.

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 number of hours credited will depend on the amount of time/work spent by the attorney on DEI efforts.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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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:

An alternative schedule or flexible work arrangement is open to all attorneys. Attorneys may request a flexible work schedule to accommodate personal circumstances in the form of a reduced hours schedule or making a gradual return from parental leave. While on this schedule, attorneys do not sacrifice merit-based compensation or opportunities for growth and will be compensated at year-end should hours meet billable estimates.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

37 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	7	0	0
Equity Partners	0	0	0	0
Non-equity Partners	7	22	0	0
Counsel / Of Counsel	0	0	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?
Yes

If applicable, describe the family-planning resources available:

Kirkland provides a comprehensive benefits program for attorneys. Some of Kirkland's family friendly practices include telecommuting, backup child and adult / elder care, Parenting-Link, Women's and Family Health services which is a dedicated maternity program through the Firm's medical coverage and includes access to free breast pumps for nursing mothers, enhanced fertility benefits through the medical program including a premier network of fertility specialists with higher success rates, our Mindful Return program, Nursing Mother's Program, and reimbursements for breast milk shipping programs. Kirkland's Adoption and Surrogacy Assistance Program also offers Firm employees reimbursement for certain adoption and surrogacy expenses. Our Nursing Mother's Program consists of online classes that employees and their spouse or partner can attend. Below is a sample of webinars that are available every Wednesday evening as a part of Kirkland's Nursing Mother's Program. * 5 Steps To A Healthier Pregnancy * Selecting and Evaluating Child Care * Essentials to Nursing Your Newborn * Sleepless in Chicago - Infant Sleep Patterns * Business Travel for the Nursing and Working Mom * Infant Safety * Communicating with your Baby (Sign Language and Dunstan Baby Talk) * Increasing Milk Supply / How to Wean

Kirkland reimburses for Milk Stork expenses for breastfeeding mothers when they are traveling for work. Through the service, attorneys who are traveling in the United States can pump and ship breast milk home via overnight delivery or transport the milk as they travel home in airport-friendly coolers. Kirkland also offers a Mindful Return e-course to expectant and new parents, designed to ease anxieties about the return-to-work process so that parents can focus on spending time with their children. The self-paced, four-week program helps participants develop a mindset for a smooth and successful return-to-work experience, brainstorm practical solutions to worrisome logistics, turn maternity/paternity leave into a leadership opportunity at work, and enter a supportive community of new parents going through the same experience. Kirkland attorneys are also eligible for up to 20 days of subsidized back-up care per calendar year to accommodate for a multitude of needs and unforeseen circumstances. Both center-based and home-based care options are available: * Center-based care: Access to high-quality care in the back-up childcare centers located near all Kirkland U.S. office locations. In addition, our attorneys can access over 260 additional Bright Horizons centers and over 1,900 partner centers nationwide to accommodate our attorneys' varied travel needs. The daily co-pay is \$15 per child with a maximum of \$25 per day per family. * In-home care: In-home back-up childcare through a network of childcare providers. Caregivers provide in-home childcare in the event that regular care arrangements are not available or in the event of common, short-term, non-contagious child illness. All caregivers are trained and experienced in childcare and meet stringent credentialing requirements. In-home care is also available for adults/elder relatives who are ill or need assistance, including out of town parents/grandparents. The standard co-pay for in-home care is \$6 per hour. Lastly, Kirkland offers a Dependent Care Assistance program (DCAP) that allows participants to set aside money on a pre-tax basis to be used for Dependent Care expenses. To ensure transparency and easy access to the information, all Kirkland benefits are made available on the Firm's intranet system.

2023 Vault Law Firm Diversity Survey

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's parental leave policy distinguish between primary and secondary caregivers?

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?

Associates - 10 weeks (additional 8 weeks for moms giving birth under Short-Term Disability benefit), Partners - 26 weeks

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

The Firm's parental leave policy is gender neutral and does not distinguish between primary and secondary caregivers. Parental leave can be used for purposes of baby bonding upon the birth or placement (through adoption, foster care, guardianship, or birth via surrogacy) of a child.

2023 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?

- 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.

2023 Vault Law Firm Diversity Survey

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
- No 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):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

0 Total Number of Departures among Associates in 2022:

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

For privacy reasons, Kirkland does not disclose this information.

Departures among U.S. Partners

0 Total Number of Departures among U.S. Partners in 2022:

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

For privacy reasons, Kirkland does not disclose this information.

2023 Vault Law Firm Diversity Survey

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

0 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

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

For privacy reasons, Kirkland does not disclose this information.

2023 Vault Law Firm Diversity Survey

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

We have developed robust strategic hiring efforts to attract and hire the very best diverse talent from law schools and laterally.

2023 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

We have built a strong professional networks that promote internal networking and engagement across diverse attorneys, allies, supporters and mentors.

2023 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

We have leveraged partner engagement to foster critical relationship building between senior partners and diverse associates, with the goal of mentorship and sponsorship across difference.

2023 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

Enhance Kirkland's culture of belonging and inclusion through wider engagement with all attorneys and across professional networks and expand networks into international offices.

2023 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

Strengthen leadership pathways for all aspiring diverse leaders by focusing on retention, advancement and promotion, especially through improved mentoring frameworks and institutionally driven sponsorship across difference. Kirkland's leaders understand that there is no diversity without equity and inclusion, and they are laser-focused on attrition through an array of professional and leadership development offerings for women and diverse attorneys.

2023 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

Continue strategic focus on impactful law school pipelines and lateral talent to recruit & retain the best diverse talent.

2023 Vault Law Firm Diversity Survey

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?

Candidates should ask for examples of what the firm is currently doing to achieve a diverse and inclusive work environment. How has the firm responded to any recent/current events? Were statements made and if no, why not? What programs and initiatives do they have to improve diversity, equity and inclusion (DEI)? How do you measure the success of these programs? How diverse are senior partners or leaders at the firm? They can also ask for representation metrics (when available) to get a better understanding of the diverse talent currently working at the firm.