

**Innovation powers growth.
Diversity powers innovation.
Inclusion powers people.**

The result is more creative thinking, more questioning of preconceived notions, more innovative solutions. Our Firm is committed to supporting the advancement of diverse leaders in the legal industry. We believe that diversity is much more than a policy or statement — it is who we are and how we do business. It's how we turn the ordinary into the extraordinary.

PAUL

HASTINGS

Paul Hastings is a leading global law firm with a strong presence throughout Asia, Europe, Latin America, and the United States.

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Paul Hastings LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Frank Lopez, Chair of the Firm	Hispanic or Latinx	Male	
Sherrese Smith, Managing Partner	Black or African-American	Female	

Executive Committee

Total Number of Attorneys on Committee: 19

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	8	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	5	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	1	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

Karlie Ilaria, Director Global Diversity and Inclusion

Sonia Montenegro, Senior Manager, Global Diversity and Inclusion

DEI Committee

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

1999

Total Number of Attorneys on DEI Committee: 1

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	1	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

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

898 Total attorneys in U.S. offices

1,199 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

525 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	285	240	0	0
American Indian or Alaska Native	1	0	0	0
Asian	38	54	0	0
Black or African-American	7	13	0	0
Hispanic or Latinx	19	27	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	195	125	0	0
Two or More Races	13	15	0	0
Other or Unknown	12	6	0	0
Additional Demographics	24	13	0	0
LGBTQ+ Individuals	8	4	0	0
Individuals with Disabilities	16	9	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

220 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	178	42	0	0
American Indian or Alaska Native	0	0	0	0
Asian	18	4	0	0
Black or African-American	8	3	0	0
Hispanic or Latinx	14	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	136	33	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	0	0	0
Additional Demographics	10	5	0	0
LGBTQ+ Individuals	5	4	0	0
Individuals with Disabilities	5	1	0	0

U.S. Non-Equity Partners

42 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	11	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	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	9	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	0	0	0
Individuals with Disabilities	2	1	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

91 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	66	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	3	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	55	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	1	0	0
Additional Demographics	5	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	4	0	0	0

U.S. Non-Partner-Track Attorneys

20 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	14	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	12	0	0
Two or More Races	0	0	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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

76 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	33	43	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	7	0	0
Black or African-American	3	7	0	0
Hispanic or Latinx	5	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	20	0	0
Two or More Races	1	4	0	0
Other or Unknown	3	0	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	4	4	0	0

U.S. Office Managing Partners

10 Total U.S. Office Managing Partners

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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

12 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	2	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

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?

Our Global Diversity & Inclusion Council is co-chaired by our global managing partner and diversity is included in partner performance questionnaires (PPQs). All of our Initiatives and Paul Hastings Affinity Networks (PHANs) are chaired by one or more partner advisors, who offer leadership, guidance, and mentorship, while helping to push forward the group's broader goals.

In 2019, the Diversity Council completed a thorough review of diversity departmental and practice group scorecards to understand gaps and opportunities within practices and offices. In 2020, the Diversity Champion Program was launched with 22 partners, appointed by leadership, working together to address gaps and opportunities within practices, offices, and firm overall. Four work streams formed, focusing on: Summer Recruiting; Lateral Recruiting; Sponsorship & Development; and Client/Marketing. Early successes include formalized recruiting goals, the launch of the Paul Hastings Diversity and Inclusion Budget Credit Program, and our Culture Interview program for lateral recruiting.

2023 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 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

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.)

No

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

2023 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 2021
Scholarships To attract diverse talent to our firm, since 2013, each year we have provided tuition scholarships to select 1L and 2L law students who demonstrate a commitment to promoting diversity and contributing to the firm's diversity goals, and who receive an offer to join Paul Hastings in one of our U.S. offices. In 2022, we awarded the diversity scholarship award to 8 summer associates. Link: https://www.paulhastings.com/paul-hastings-diversity-scholarship-award	9

Internships

Law in Technology Diversity Collaborative Link: <https://www.lawintechdiversity.com/> , <https://www.lawintechdiversity.com/for-students.html> 1

Fellowships

Each year, we nominate one diverse senior attorney as an LCLD Fellow. Following the Fellowship, attorneys join the LCLD Alumni for the remainder of their legal career Link:

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

No

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

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 heads of our talent acquisition and talent management teams serve on our Global Diversity Council and work with other firm leaders to ensure we interview and recruit the most diverse slate of attorneys. When hiring new staff or attorneys, we seek the best and brightest candidates who will become active contributors to our firm's success--regardless of race, color, national origin, religion, sex, disability, citizenship, marital status, gender identity, sexual orientation, genetic information, or any other status as defined and protected by applicable law. In addition to the firm wide multi-year Inclusive Leadership bias series, we have also offered targeted, focused sessions, including sessions on interviewing and recruiting for leaders of our Talent Acquisition Committee.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Paul Hastings supports a multitude of diverse law student organizations that aim to bring diverse students and attorneys together to network, discuss issues, learn important skills, and create mentor relationships. These initiatives are continued once summer associates join Paul Hastings with programs that include: a global diversity and inclusion overview led by affinity network leaders, an inclusive leadership/implicit bias training, partner panels and local affinity network happy hours and dinners. Some of these programs are open to all our summer associates to ensure our commitment to diversity and culture is inclusive, while other programs are led by our affinity groups and provide mentorship and more intimate opportunities for our diverse associates to connect. These initiatives not only benefit summer associates, but also provide enhanced leadership skills for our attorneys.

Summer associates are also encouraged to attend global diversity & inclusion programming open to all PH attorneys and staff that takes place during the summer program; and are invited to attend our programming virtually after they have accepted our full time offer to join the Firm.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

5 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	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 2021 (2 years ago) were hired through the firm’s diversity scholarship/internship/fellowship program?

1 - Law in Technology Diversity Collaborative (with client Snap)

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

76 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	33	42	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	12	0	0
Black or African-American	1	6	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	18	0	0
Two or More Races	3	1	0	0
Other or Unknown	0	0	0	1
Additional Demographics	6	4	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	6	4	0	0

2L Summer Associates Who Received Offers

72 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	40	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	12	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	17	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	1
Additional Demographics	5	4	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	5	4	0	0

2L Summer Associates Who Accepted Offers

68 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	30	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	11	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	17	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	4	0	0
LGBTQ+ Individuals	0	0	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?

8

New Attorneys Hired

210 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	124	86	0	0
American Indian or Alaska Native	1	0	0	0
Asian	16	13	0	0
Black or African-American	5	9	0	0
Hispanic or Latinx	11	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	81	45	0	0
Two or More Races	4	8	0	0
Other or Unknown	6	2	0	0
Additional Demographics	8	7	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	6	6	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:

Since 2006, the firm has been home to our Paul Hastings Affinity Networks (PHANs), which are open to all people at the firm, regardless of background, and include attorneys and professional staff. Our PHANs promote inclusion, while providing various leadership, professional, and business development opportunities. PHANs include:

- oGlobal groups: Black PHAN and PH Pride
- oLocal women's PHANs in most offices
- oUS-based: Asia and Latinx PHANs

Our three newest London-based PHANs: Racial and Ethnicity Network, Disability & Outreach Network and Social Mobility Network.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Each of the PHANs are provided an annual budget and asked to create a business plan for the year. The Firm's global managing partner chairs our diversity and inclusion efforts, ensuring a top-down approach and that diversity and inclusion are embedded in our core business strategy and remains top-of-mind. All of our Initiatives and PHANs are chaired by one or more partner advisors, who offer leadership, guidance, and mentorship, while helping to push forward the group's broader goals. Leadership further shows their visible support by ongoing participation in programs, hands-on support of our affinity networks, and by speaking internally and externally about diversity, inclusion and wellness at various programs around the world.

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:

For attorney members of our PHANs, we host individual, invite-only programs annually. The agenda typically features a client and alums discussion, a professional development workshop, and many opportunities for networking between PHAN members and firm leadership. At the program, members--including incoming first-year associates--have the opportunity to be paired with a mentor/mentee for the next year, and the meeting is concluded with a discussion on strategy moving forward and how to build on the initiatives for future progress.

Our PHANs and PH Balanced leadership have been responsible for many engaging events and programs, such as:

- oDiversity in Action Client Panel with MasterCard, Bank of America and Vertex Pharmaceuticals
- oIntersectionality, Health Equity and Women of Color with Dr. Amani Allen
- oEmpowering our Mental Health and Breaking Free from Unhealthy Habits with Patrick Krill
- oThe Intersectionality of the LGBTQ+ Civil Rights Movement
- oA Conversation About Being Asian in America with Laura Huang, Nilay Vora and Jerry Won
- oPartner and Business Professionals Perspectives: Building Resilience in a Pandemic
- oWomen's History Month Choosing to Challenge panel series featuring women leaders
- oA Fireside Chat with Dr. Makaziwe Mandela, daughter of the late Nelson Mandela

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 Paul Hastings Talent Development Committee (TDC) works to promote and enhance the professional development, integration, morale and working experience of all attorneys, and foster a strong Paul Hastings community.

The primary goals of the TDC are to:

- I. assist with the growth and development of attorneys by supporting career progression and providing substantive professional development events, client-facing networking opportunities, and mentorship programs;
- II. maintain and improve attorney morale by fostering an atmosphere of collaboration and community, and promoting a culture of coaching;
- III. facilitate communication and positive interaction between associates, of counsel, and partners to promote opportunities for personal and professional development;
- IV. promote cohesiveness and understanding of diverse practice groups through events and programs; and
- V. collaborate with the Global Talent Development team to promote and implement Global Talent Development initiatives and training programs.

The Committee continually evaluates each of the various programs in the business plan to ensure every program meets specified goals.

2023 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?

In recognition of heritage celebrations and diversity observances, the Global Diversity & Inclusion team circulates heritage month communications firm wide providing historical context, opportunities for engagement and additional resources to educate on the importance of the observance. As mentioned earlier in the survey, we also host a global speaker program open to all Paul Hastings attorneys and staff, and in most cases, PH alumni and clients.

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

Through our Women's Initiative, we identify opportunities to highlight our women as leaders within the firm and the legal profession, work to improve and expand upon our benefits and policies, create partnerships that facilitate meaningful business development opportunities, and help facilitate mentor/mentee relationships. For attorney members of our Black and Latinx PHANs, we host individual invite-only programs annually. The agenda typically features a client/alumni discussion, professional development workshop, and many opportunities for networking between PHAN members and firm leadership. At the program, members--including incoming first year associates--have the opportunity to be paired with a mentor/mentee for the next year, and the meeting is concluded with a discussion on strategy moving forward and how to build on the initiatives for future progress.

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:

We offer a variety of professional and business development programs to ensure that our people have the tools needed to succeed at the firm and in the legal industry at large. Some focused examples include:

I. Black PHAN and Hispanic Latine Network Annual Forums: For our attorney and senior staff members of these two PHANs, we host invite-only programs annually. The agenda for each program typically features a client discussion, professional development workshop, and many opportunities for networking between PHAN members and firm leadership. At the program, PHAN members—including incoming first year associates—have the opportunity to be paired with a mentor/mentee for the next year, and the meeting is concluded with a discussion on strategy moving forward and how to build on the initiatives for future progress.

II. Out & Equal: The firm has a deep partnership with Out & Equal (O&E), a nonprofit organization dedicated to achieving LGBT workplace equality. For several years, we have had partners on their Board of Directors and on the Global Champions Group, a select circle of corporate organizations with a multinational footprint. Since 2013, Paul Hastings has been one of the only law firm sponsors of the organization's Workplace Summit and have had PH attorneys speak each year as part of the conference agenda.

III. Williams Institute at UCLA Law: The firm works closely with the Williams Institute at UCLA Law, the premiere "think tank" on LGBTQ+ civil rights issues, and has been a national Gold-level supporter for several years. Two of our partners serve on the Founders Council, an equivalent of a board of directors and one senior associate serves on their NYC Leadership Council. We were the first law firm to serve as national sponsor, and we continue to work closely with Williams by inviting their leaders to speak at the firm. Additionally, our attorneys are often invited to moderate panels at Williams' programs.

IV. National Association of Women Lawyers (NAWL): Through our membership with NAWL, in addition to the opportunities provided to all our women attorneys, we nominate one Challenge Club member annually, who represents the firm and participates in several programs with other in-house and law firm Challenge Club members.

V. National Asian Pacific American Bar Association (NAPABA): The firm is a proud supporter of this organization as they are the nation's largest Asian Pacific American membership organization representing the interests of 60,000 attorneys, judges, law professors, and law students. NAPABA provides various developmental opportunities, and we send a large group of firm attorneys to its robust annual convention.

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?

No

Describe how the firm monitors work distribution

2023 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):

We provide various developmental opportunities via memberships in organizations such as:

- oAsian American Bar Association of New York
- oAssociation of Corporate Counsel (ACC) Women's Initiative Network
- oCHiPs: for women at the confluence of law, technology, and regulatory policy
- oCorporate Counsel Women of Color
- oHispanic National Bar Association
- oNational Asian Pacific American Bar Association (NAPABA)
- oLavender Law Conference & Career Fair
- oUCLA School of Law / Women LEAD Conference
- oWomen in Commercial Finance
- oWomen in Corporate Governance
- oWomen in Fund Finance Association

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?

Yes

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

Our chairman and both global managing partners are diverse, boasting 100% diversity in our top leadership. Our Talent Management team works hand-in-hand with leadership to mitigate bias in the advancement and development of our people. Our partners work closely with our clients to ensure we are providing them with the most diverse slate of timekeepers and for key clients, we track this information year over year.

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?

- 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? **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.

5200%

Promotions to Partnership

12 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	9	3	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	2	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	0	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?

Through the Paul Hastings Diversity and Inclusion Budget Credit Program, associates can receive up to 50 qualifying hours towards their bonuses for contributions on specific, pre-approved Global Diversity & Inclusion Council initiatives that advance diversity, inclusion and leadership development. Examples of qualifying activities include: oAttorney pipeline building oRecruiting and interview support oSummer associate program activities oParticipating in a diversity-sponsored mentoring program oLeading or presenting at a Firm Diversity, Talent Management, CLE or training program oCollaborating with client(s) on diversity and inclusion initiatives oRepresenting the Firm at client-facing diversity and inclusion events

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:

The innovative policies at Paul Hastings support people needing to work reduced hours and the Firm works closely with each individual to create a unique schedule that meets their needs.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

50 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	6	0	0
Equity Partners	7	1	0	0
Non-equity Partners	3	2	0	0
Counsel / Of Counsel	7	6	0	0
Non-Partner-Track Attorneys	3	10	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:

We currently offer the following family-planning resources:

- oEvaluation by a reproductive endocrinologist or infertility specialist
- oDrug therapy
- oIn vitro fertilization
- oEgg/sperm freezing
- oEgg/sperm retrieval
- oFrozen embryo transfer
- oIntrauterine Transfer
- oPre-Transfer embryology services

Further, our U.S. Health plan covers the diagnosis and treatment of underlying conditions that may be causing infertility

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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?

The Paul Hasting Parental Leave Program enables all new parents in the U.S. and London to take up to 14 weeks of paid Parental Bonding Leave. Birthing parents are eligible for up to eight weeks of Childbirth Recovery Leave, to be fully paid for up to 22 weeks of parental leave.

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Parental Leave Policy

Describe the firm's parental leave policy.

The Paul Hasting Parental Leave Program enables all new parents in the U.S. and London to take up to 14 weeks of paid Parental Bonding Leave. This is in addition to the U.K.'s statutory leave, and in the U.S., birthing parents are eligible for up to eight weeks of Childbirth Recovery Leave, to be fully paid for up to 22 weeks of parental leave. We also offer budget relief to timekeepers on leave, and there is no bonus impact.

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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.
- 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.

For returning mothers, there are wellness rooms in most of our U.S. offices, which have lounge seating, refrigerators, telephones, and computer stations. In addition, the firm offers curtains for breast-feeding mothers who have glass-walled offices. Paul Hastings has partnered with Milk Stork to support our working moms travelling on firm business so that they are able to ship or tote milk back home.

Through our partnership with Bright Horizons, we offer back-up care days that may be used at a nearby center, for reliable in-home care or tutoring. In addition, we are able to extend discounts for full-time child care tuition and nanny services, as well as access to a database of in-person sitters, virtual sitting, and pet care.

Our Employee Assistance Program covers every member of the household, including children

Our PH Balanced initiative seeks to redefine BigLaw culture by providing resources and support for better work-life balance. By hosting discussions, creating programming, enhancing our policies, and identifying resources that address family and parental topics, mindfulness, mental health, stress management, and wellness, we aim to create a motivating and inclusive culture for our attorneys and business professionals. Programming includes global and local options, with chapters in every U.S. office and London offering supplementary programming based on local need.

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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
- 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):

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ATTRITION

Departures among U.S. Associates

124 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	73	51	0	0
American Indian or Alaska Native	0	0	0	0
Asian	12	12	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	5	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	46	23	0	0
Two or More Races	3	5	0	0
Other or Unknown	4	0	0	0
Additional Demographics	5	5	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	1	3	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	6	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	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	4	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

0

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

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

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

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

As a multi-cultural firm, we are committed to ensuring that diversity and equality are a nonnegotiable cornerstone of our workplace and in the communities in which we live. Through our diversity and inclusion initiatives, we work to create a culture of inclusion and allyship, and we strive to create progressive and innovative initiatives that propel our efforts forward such as:

Inclusive Policies: In 2021, we launched the Paul Hastings Diversity and Inclusion Budget Credit Program, enabling associates to receive up to 50 qualifying hours towards their bonuses for contributions on specific, pre-approved Global Diversity & Inclusion Council initiatives that advance diversity, inclusion and leadership development.

Paul Hastings boasts one of the most progressive parental leave policies in the market. In 2019, the firm enhanced its Paid Parental Leave program to increase leave time and reflect full parity for all legal and business professionals at the firm. With this enhancement, any parent who works at the firm may benefit, regardless of how long they have been with us.

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

In 2016, the Firm published its first-ever Transgender Transition Guidelines, which overview steps that should be taken for the transitioning employee, HR, the employee's management, and peers, and discusses common transgender terminology and other pertinent information for all parties involved.

Funds to Help Our People and Our Communities: With COVID-19 creating a new world for all of us, PH Balanced leadership launched a COVID-19 Fund, distributing financial grants to Paul Hastings people and their family members who are experiencing financial hardships from both the direct and indirect impacts of COVID-19. More than 80 grants have been awarded to Paul Hastings attorneys and professional staff to date.

In the wake of the social unrest that has continued to plague the world, working with our Pro Bono Committee, our Global Diversity & Inclusion Council launched three funds committed to supporting racial justice: Racial Equality Fund, The Equitable Education Fund, and AAPI Solidarity Fund.

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

Thought Leadership: To raise awareness in the market, explore best practices, and highlight our clients and their progress in advancing diversity, we often collaborate with our clients and the industry on thought leadership. We recently partnered with Investment firm and leader in the funds sector on Environmental Social Governance (ESG), Pantheon, on our latest case study sharing research and interviews with senior Pantheon executives about ESG and D&I, and practical ideas that other organizations within the funds industry and beyond can adapt and use in creating purposeful and more inclusive cultures. In 2019 and 2020, we teamed up with Minority Corporate Counsel Association (MCCA) to publish additional case studies further exploring how inclusion creates stronger corporate cultures and yields better end results. In 2017 and 2018, we worked with GC Magazine to produce the GC Diversity and Inclusion Report, an examination of innovative actions of the legal community.

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

At Paul Hastings, we have a longstanding commitment to making a difference by actively supporting the advancement of equality, justice, and sustainability within our organization and the communities we serve.

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

Our strong global diversity and inclusion efforts focus on four key areas:

- oCulture of Inclusion: Create an environment that fosters engagement, inclusion, and belonging.
- oTalent Management and Development: Attract, recruit, develop, and promote top diverse talent.
- oClient Engagement: Collaborate with clients and the industry on programming that drives change.
- oBrand, Reputation and Community: Create a dialogue around inclusion and diversity with our clients, business partners, and communities.

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

Our priorities for advancing diversity are grounded in these focus areas. Each year, we hone in on specific areas of opportunity, with our 2023 priorities focused on strengthening our global community of women, expanding our discussions on intersectionality and allyship, and developing and spotlighting our pipeline of future diverse leaders.

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?

The best way for a candidate to gauge a Firm's culture and commitment to diversity, equity and inclusion is to see if the people with whom you interview proactively talk about these topics. How involved is Firm leadership? Is the Firm only doing paid sponsorships or are they looking at how their attorneys experience the firm? Are they Mansfield Certified?