

Diversity, equity, inclusion and belonging are fundamental to Fried Frank's culture and deeply ingrained in our history. We firmly believe that a strong commitment to these principles benefits our people, our clients and the communities we serve.

FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP

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2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David Greenwald, Firm Chair	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 12

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

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

Stephanie Quappe, Director of 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?

Unknown

Total Number of Attorneys on DEI Committee: 11

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	5	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

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

674 Total attorneys in U.S. offices

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

U.S. Associates

449 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	238	210	1	0
American Indian or Alaska Native	0	0	0	0
Asian	22	31	0	0
Black or African-American	13	18	0	0
Hispanic or Latinx	16	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	159	142	1	0
Two or More Races	9	3	0	0
Other or Unknown	19	8	0	0
Additional Demographics	23	25	2	0
LGBTQ+ Individuals	14	14	1	0
Individuals with Disabilities	9	11	1	0

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2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

158 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	127	31	0	0
American Indian or Alaska Native	0	1	0	0
Asian	3	3	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	117	24	0	0
Two or More Races	2	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

Fried Frank has both equity and non-equity partners; our survey response reports diversity data for partners as a whole in the equity columns. At Fried Frank, non-equity partners are treated similarly to equity partners in many important ways (e.g., they exercise the right to vote on firm matters, receive information on the firm's business, participate in partner meetings and service on firm committees). Further, Fried Frank treats information on which partners are equity and which are non-equity as confidential, and does not release that information to third-parties.

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

Fried Frank has both equity and non-equity partners; our survey response reports diversity data for partners as a whole in the equity columns. At Fried Frank, non-equity partners are treated similarly to equity partners in many important ways (e.g., they exercise the right to vote on firm matters, receive information on the firm's business, participate in partner meetings and service on firm committees). Further, Fried Frank treats information on which partners are equity and which are non-equity as confidential, and does not release that information to third-parties.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

67 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	21	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	1	0	0

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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

91 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	45	46	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	4	4	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	31	1	0
Two or More Races	0	2	0	0
Other or Unknown	3	0	0	0
Additional Demographics	4	7	0	0
LGBTQ+ Individuals	4	7	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

2 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	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	2	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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

16 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	7	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

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 2022, Fried Frank joined Mansfield Rule 6.0 Certification, a U.S. initiative to increase diverse representation in the legal profession.

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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 Diversity and Inclusion Council, led by Firm Chair David Greenwald, meets quarterly to advance the long term change strategy. Regular updates are presented to the Governance Committee, at partner meetings and in firmwide townhalls. During inclusive leadership and allyship conversations, partners focus on strategies to grow relationships, expand opportunities, and demonstrate allyship, which inform their annual business plans (practice group business plans). Business plan results are factored into annual compensation decisions.

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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
- 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 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.)

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 \$25,000 each for 2L summer associates Link:	3

Internships

Link:

Fellowships

Link:

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Northeast Black Law Students Association, Southern Minority Job Fair, Lavender Law

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.)?

We have provided interview training, guidance for interview questions (what is appropriate to ask, behavioral interviewing questions), and a dedicated recruitment committee who review s all hiring decisions. We allow candidates to request to meet with members of the Employee Resource Groups during their callback interview, as well as follow-up initiatives, This year, the Attorney Recruitment Team partnered with Fringe Professional Development to offer all partners "The Inclusive Interviewers Toolkit: Strategies for Identifying Top Talent in the Modern Workplace."

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Our summer associates are allowed to request mentors from Employee Resource Groups. We also provided an additional tier of mentoring with associates from our Ethnically Diverse Group of Employees (EDGE) and Pride Alliance (LGBTQ+) ERG groups separate from the formal mentoring program. There are dedicated events for our diverse summer associates with the employee resource groups as well.

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2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

13 Total 1L summer associates at the firm in 2022

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

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?

0

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

78 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	41	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	29	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	0	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

78 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	41	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	29	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	0	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

71 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	33	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	28	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	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?

3

New Attorneys Hired

193 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	98	94	1	0
American Indian or Alaska Native	0	0	0	0
Asian	11	12	0	0
Black or African-American	6	8	0	0
Hispanic or Latinx	7	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	60	67	1	0
Two or More Races	6	0	0	0
Other or Unknown	8	4	0	0
Additional Demographics	8	13	2	0
LGBTQ+ Individuals	5	9	1	0
Individuals with Disabilities	3	4	1	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:

EDGE (Ethnically Diverse Group of Employees) Employee Resource Group; Women's Forum Employee Resource Group; Pride Alliance Employee Resource Group; Working Families Employee Resource Groups

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 Firm has four Employee Resource Groups (ERGs) for women, people of different cultural and ethnic backgrounds, members of the LGBTQ+ community and working families. The Firm's ERGs meet regularly to create community among their members, develop mentorship opportunities

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DEI Events

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

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

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

Fried Frank hosted its inaugural Attorneys of Color Retreat, "Fostering Career Success," which brought together more than 120 attorneys, including associates, special counsel and partners. The retreat kicked off with opening remarks from firm chair, David J. Greenwald, and throughout the event attendees focused on professional development and spent quality time with colleagues and firm leadership.

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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:

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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 Committees are comprised of Fried Frank associates who are invested in enhancing associate life at the Firm. The committees serve as a platform for associates to discuss current Firm events with management, propose initiatives, and evaluate the office environment with the goal of promoting communication, accountability and institutional excellence at Fried Frank. Meetings provide firm leadership with the opportunity to see associate input on key issues.

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?

For almost a decade, the Firm has hosted Culture, Law, and Policy Series events. Our goal is to address thought-provoking topics and raise awareness, broaden understanding, and encourage the exchange of ideas and perspectives. There are firmwide communications and events sponsored by the Employee Resource Groups and Diversity and Inclusion Team. These events are open to 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

The Firm's mentoring program exists at multiple levels and is fostered through both formal and informal relationships among attorneys. While the mentoring program is designed to achieve myriad goals, one key goal is to provide assistance and support to attorneys to ensure the successful integration of everyone, including summer and new associates and lateral hires at all levels. The partner/associate mentoring program focuses on the development of professional skills, individual career development, and the advancement of associate-partner relations.

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:

The Firm supports its diverse population by provided high-quality professional development and networking opportunities by sponsoring our associates' attendance at in-person and virtual conferences including Charting Your Own Course (CYOC), Corporate Counsel Women of Color (CCWC), Women in Law & Leadership, National Bar Association (for black attorneys). In addition, the Firm participates every year in the Leadership Council on Legal Diversity (LCLD), an organization comprised of chief legal officers and law firm managing partners that is dedicated to improving diversity in the legal profession. The Firm selects one Fellow and two Pathfinders every year from along our associate and special counsel to participate in LCLD programming throughout the year, which includes attending conferences and participating in webinars and other networking events. Many LCLD Fellows who have participated in the program have gone on to become partners at the Firm.

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):

The Firm supports its diverse population by providing high-quality professional development and networking opportunities by sponsoring our associates' attendance at in-person and virtual conferences including Charting Your Own Course (CYOC), Corporate Counsel Women of Color (CCWC), Women in Law & Leadership, National Bar Association (for black attorneys).

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

Fried Frank rolled out firmwide mandatory unconscious bias training. Performance evaluations of diverse (6 years and above) are reviewed for actionable feedback by the Director of Diversity and Inclusion, the Director of Professional Development and the Chairman. Diverse associates in the partner pipeline are discussed at the Governance Committee level and allocated a "Responsible Partner."

Upward Reviews

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

Yes

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

Associates have the opportunity to provide anonymous upward feedback for senior associates, special counsel, and partners. Feedback is requested annually through our online evaluation systems. Associates also have the opportunity to provide optional feedback without a formal request in place.

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

Multi-tier Partnership

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

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**
If applicable, describe the alternatives to partnership:

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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.

37%

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	8	4	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	0	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	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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Further Fried Frank treats information on which partners are equity and which are non-equity as confidential, and does not release that information to third-parties.

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?

125 plus an additional 25 hours for ERG leaders

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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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?

N/A

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

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

Yes

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

Attorneys working an alternative schedule are considered for promotion eligibility in line with their seniority class. There are numerous considerations that go into recommending an attorney for promotion, including among other things, performance and excellence in providing level services to clients, a need in the subject area of the attorney's expertise and an overall business case.

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2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

0 Total Number of Attorneys Working Reduced Hours

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

Fried Frank declines to provide statistics on our attorneys who worked a reduced schedule in 2022. Reduced work scheduled are challenging in a law firm setting and we do not want to take any step that might discourage eligible employees from using this benefit.

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:

Fried Frank partnered with Kindbody to offer reimbursement of up to \$25,000 per event for eligible donor and surrogacy expenses and \$25,000 per event for adoption expenses with a maximum of up to two (2) qualifying events per lifetime. For eligible special needs adoption expenses Fried Frank offers an additional \$7,500 per child (up to 2 events per lifetime). Fried Frank offers up to \$25,000 per lifetime for fertility treatment and applicable fertility medication.

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?

12 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

All attorneys, regardless of gender, may take up to twelve (12) weeks of Paid Parental Leave at 100% of the attorney's base salary, for baby bonding purposes in connection with the leave take in connection with the birth, adoption, guardianship proceedings or foster care placement of a child, as applicable. Unpaid leave is also available.

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.

Primary Caregivers are automatically eligible to work a 75% schedule for the first six (6) months upon returning from parental leave with no impact to their compensation.

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?

- 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
- Yes** Other (please elaborate):
Provided disability inclusion training firmwide from an outside consultant

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

85 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	44	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	4	0	0
Black or African-American	4	6	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	19	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	1	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	1	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	0	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

0

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2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	1	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	4	1	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

SUCCESSSES 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 Firm has four very active Employee Resource Groups (ERGs) for women, people of different cultural and ethnic backgrounds, members of the LGBTQ+ community and working families. The Firm's ERGs meet regularly to create community among their members, develop mentorship opportunities, offer professional development through workshops, generate awareness on important topics through discussions and events and affect change inside and outside the Firm. The ERG leaders engage regularly with the Firm's leadership to foster a place of inclusion and belonging for all.

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

Fried Frank has robust policies in place alternative work arrangements, adoption, parental leave and part time on-ramping, equal employment opportunity, disability accommodations, and gender transition. These policies are regularly updated and most recently expanded benefits to same sex and domestic partners.

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

Fried Frank offers a comprehensive series of learning events and resources firmwide to educate on diversity, equity and inclusion topics and allyship actions. These include fireside chats with renown subject matter experts, inclusive leadership discussions with partners, and access to a library of online courses. We are proud of the public recognition of our inclusive culture. In the 2023 Vault Associate Satisfaction Survey, the firm ranked #14 (out of 130) for Overall Diversity #16 for LGBTQ Diversity, #19 for Racial and Ethnic Diversity, and #15 for Individuals with Disabilities. In addition, the firm achieved a 100% rating on the Human Rights Campaign Corporate Equality Index for fourteen consecutive years, a reflection of the firm's policies and practices protecting LGBTQ+ employees from discrimination based on sexual orientation and gender identity and expression, its diversity training, and its healthcare and domestic partner benefits.

Fried Frank is proudly certified by the National LGBT Bar's Diversity, Equity, and Inclusion Consulting Practice, Lavender Law 365, the only LGBTQ+ inclusion coaching and consulting program designed specifically to enable the implementation of best practice standards for LGBTQ+ equity across law firms, law schools, and companies. The Leadership Council on Legal Diversity (LCLD) has named Fried Frank as a 2022 Compass Award winner. This designation recognizes firms who commit to building more diverse organizations and a more inclusive legal profession by publishing a Leader's Pledge, appointing an LCLD fellow and LCLD pathfinders, and participating in their mentoring and 1L pipeline programs.

Since 2015, Fried Frank has been recognized as a leading firm in the annual "Best Adoption Friendly Workplaces" list published by the Dave Thomas Foundation for Adoption. Fried Frank is committed to supporting all of our working parents, including those who grow their families through foster care or adoption. In 2018, Fried Frank received the Flex Impact Award from the Diversity & Flexibility Alliance for our reduced hours/full compensation return to work after parental leave provisions, and in 2019, the Firm was awarded the Diversity Champion Award by the South Asian Bar Association of North America (SABA).

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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

Encouraging partner engagement and accountability

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

Developing inclusion skills firmwide; embedding diversity and inclusion into policies and processes for people, client and 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?

#3

Elevating Employee Resource Groups (ERGs) as catalysts for change

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?

It is important to understand what a firm's long term efforts are to improve systems and processes for greater diversity, equity and inclusion, rather than focus solely on short term actions. Ask for the firm's commitment to D&I and how the interviewer sees their role in creating a diverse workforce and inclusive environment. Do diverse associated have a voice at the firm and are they in positions of leadership? Ask for the type of programs and resources that are available to support diverse attorneys. Ask for an opportunity to meet with an ERG member or someone of a similar background.