

INCREASED EFFORT INCLUSIVE CULTURE INTENTIONAL IMPACT

At Gunderson Dettmer, we are committed to fostering an **equitable** and **inclusive** work environment in which each employee can excel and **thrive**.

We believe that a workforce comprised of individuals with a broad set of backgrounds, experiences and beliefs who openly and authentically engage with each other is essential to advising our clients effectively and providing fresh and innovative legal solutions.

[Learn more at gunder.com/careers](https://gunder.com/careers)



Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

| Name and Title | Race/Ethnicity | Gender | Add'l Demo |
|-------------------------------|----------------|--------|------------|
| David Young, Managing Partner | White | Male | |

Executive Committee

Total Number of Attorneys on Committee: **11**

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 7 | 4 | 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 | 6 | 3 | 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 | 1 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Jane Rhee, Chief Talent Officer

Michele Logan, Diversity & Inclusion Manager

DEI Committee

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

Yes

In what year was the committee formed?

2018

Total Number of Attorneys on DEI Committee: 6

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

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials?

Yes

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

380 Total attorneys in U.S. offices

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

U.S. Associates

242 Total number of U.S.-based associates

| Demographics | Men | Women | Nonbinary | Unknown |
|---|------------|------------|-----------|----------|
| Race / Ethnicity | 121 | 121 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 18 | 30 | 0 | 0 |
| Black or African-American | 11 | 12 | 0 | 0 |
| Hispanic or Latinx | 8 | 7 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 1 | 0 | 0 |
| White | 78 | 62 | 0 | 0 |
| Two or More Races | 4 | 3 | 0 | 0 |
| Other or Unknown | 2 | 6 | 0 | 0 |
| Additional Demographics | 7 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 7 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

118 Total Equity Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 90 | 28 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 5 | 3 | 0 | 0 |
| Black or African-American | 1 | 2 | 0 | 0 |
| Hispanic or Latinx | 2 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 75 | 21 | 0 | 0 |
| Two or More Races | 1 | 0 | 0 | 0 |
| Other or Unknown | 6 | 0 | 0 | 0 |
| Additional Demographics | 2 | 2 | 0 | 0 |
| LGBTQ+ Individuals | 2 | 2 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

20 Total Counsel / Of Counsel

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|----------|-----------|----------|
| Race / Ethnicity | 13 | 7 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 0 | 0 | 0 |
| Black or African-American | 0 | 1 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 8 | 6 | 0 | 0 |
| Two or More Races | 1 | 0 | 0 | 0 |
| Other or Unknown | 1 | 0 | 0 | 0 |
| Additional Demographics | 1 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 1 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 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 |

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

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 |

U.S. Office Managing Partners

7 Total U.S. Office Managing Partners

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

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

14 Total U.S. Hiring Committee Attorneys

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 9 | 5 | 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 | 8 | 5 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 0 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

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
- No** Sexual orientation
- No** 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:

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

Accountability

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

No

If yes, explain how the firm holds partners accountable for DEI achievements?

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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:

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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 School of Law

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?

Berkeley, Fordham, Georgetown, Hastings, Harvard, UC Irvine, USC

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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 | |

Link:

Internships

Link:

Fellowships

Gunderson Dettmer 1L Diversity Fellowship -- number of opportunities for 2024 will be decided in fall 2023. In 2023, there were 4 opportunities available. Link: <https://www.gunder.com/careers/law-students/> 13

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

Bay Area Diversity Career Fair, Boston's Lawyers Group Diversity Job Fair and Lavender Law Career Fair.

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

Interviewer training, revamp of evaluation form and processes, recruiting committees and behavioral interviewing.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Structured mentor teams for all summer associates; 1L Diversity Fellows receive an additional mentor to remain connected throughout the academic year. Summer associates are invited to join as a member of an affinity group and are able to attend meetings and affinity group events, along with firm-wide D&I trainings.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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 | 4 | 8 | 1 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 4 | 0 | 0 |
| Black or African-American | 0 | 3 | 0 | 0 |
| Hispanic or Latinx | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 1 | 0 | 1 | 0 |
| Two or More Races | 1 | 1 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 2 | 3 | 1 | 0 |
| LGBTQ+ Individuals | 2 | 2 | 1 | 0 |
| Individuals with Disabilities | 0 | 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?

12

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

48 Total 2L Summer Associates at the Firm in 2022

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 23 | 25 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 3 | 8 | 0 | 0 |
| Black or African-American | 2 | 3 | 0 | 0 |
| Hispanic or Latinx | 1 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 1 | 0 | 0 | 0 |
| White | 12 | 8 | 0 | 0 |
| Two or More Races | 2 | 4 | 0 | 0 |
| Other or Unknown | 2 | 0 | 0 | 0 |
| Additional Demographics | 0 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

2L Summer Associates Who Received Offers

40 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 18 | 22 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 3 | 8 | 0 | 0 |
| Black or African-American | 1 | 3 | 0 | 0 |
| Hispanic or Latinx | 1 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 1 | 0 | 0 | 0 |
| White | 10 | 7 | 0 | 0 |
| Two or More Races | 1 | 2 | 0 | 0 |
| Other or Unknown | 1 | 0 | 0 | 0 |
| Additional Demographics | 0 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

2L Summer Associates Who Accepted Offers

36 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 15 | 21 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 3 | 8 | 0 | 0 |
| Black or African-American | 1 | 3 | 0 | 0 |
| Hispanic or Latinx | 1 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 1 | 0 | 0 | 0 |
| White | 8 | 7 | 0 | 0 |
| Two or More Races | 1 | 1 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 0 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

There were 5 2L summer associates who were JD/MBAs and were not eligible for a full-time offer. However, they received offers to return the following summer when they will be eligible for a full-time associate offer.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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?

7

New Attorneys Hired

107 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 60 | 47 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 12 | 15 | 0 | 0 |
| Black or African-American | 4 | 6 | 0 | 0 |
| Hispanic or Latinx | 4 | 5 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 31 | 20 | 0 | 0 |
| Two or More Races | 5 | 0 | 0 | 0 |
| Other or Unknown | 4 | 1 | 0 | 0 |
| Additional Demographics | 1 | 1 | 0 | 0 |
| LGBTQ+ Individuals | 1 | 1 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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:

Asian American Pacific Islander, Black, International, LGBTQIA+, People of Color, Unidos (Latinx), Veterans, Women, and Parents and Caregivers.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Budget for events and professional development opportunities, dedicated support from Attorney Talent Team, hiring of facilitators/trainers for workshops.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

DEI Events

Does the firm host DE&I retreats or conferences? **No**

Does firm leadership attend these events?

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

N/A

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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:

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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:

Some offices have a dedicated Associates Committee. Through the committee, appointed associates work closely with partners and other members of firm leadership to collaborate on important firm initiatives related to areas, such as: training, career development, mentorship, integration, retention, and community.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

Cultural celebrations are recognized in a number of different ways: by spreading global awareness through firmwide communications to educate, inform, and increase allyship; and through affinity group sponsored social hours, internal and external networking opportunities; disbursement of educational resources; film screenings and discussions; sharing of personal reflections; DEI trainings and workshops; alumni and partner panels; donations, and community service initiatives.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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 Women's Mentoring Pod Program is intended to provide support by fostering connections and creating pathways for women attorneys to share candid experiences, strategies for success, tips for overcoming obstacles, and best practices.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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:

Charting Your Own Course, Afro Tech, Lavender Law, Women In Business Law Mentorship Program, NYC Bar, California Minority Counsel Program, National Asian Pacific American Bar Association, Valence BONDS program, and South Asian Bar Association North America.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

As a part of the work assignment process, hours and assignments are reviewed by a dedicated member of the Attorney Development team and a Staffing partner.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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?

- No** 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):

California Minority Counsel Program (CMCP) and South Asian Bar Association, Prep for Prep Lilac Ball, LGBTQ Bar Association Foundation of Greater New York Annual Gala, Habitat for Humanity Framing the Future Dinner, SEO Annual Awards Dinner, and Asian American Bar Association Annual Gala.

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

The firm has implemented several measures to help counter implicit bias. Our staffing coordinators work with staffing partners to review work assignments and the allocation process to ensure work is distributed in a fair and equitable way. Attorneys are also actively encouraged to voice any concerns they have regarding bias in the work distribution and evaluation processes. Written performance evaluations are audited to safeguard against implicit bias and training is also provided to all attorneys participating in our evaluation processes to raise awareness, discuss expectations, and share best practices for fostering a fair and inclusive work environment.

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

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

The Of Counsel role at the firm is flexible and includes senior attorneys who may continue on the path to partnership while others may continue on in their Of Counsel role.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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.

68%

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 | 7 | 5 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 1 | 1 | 0 | 0 |
| Black or African-American | 0 | 0 | 0 | 0 |
| Hispanic or Latinx | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 6 | 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 |

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?

Up to 100 hours can be counted as billable credit for work spent on firm-approved diversity, equity and inclusion efforts.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

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?

No

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 partner promotion process takes into account many different criteria for success and an alternative schedule is just one factor among many that is considered.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

12 Total Number of Attorneys Working Reduced Hours

| Attorneys with Reduced-Hours Schedules | Men | Women | Nonbinary | Unknown |
|--|-----|-------|-----------|---------|
| Associates | 0 | 8 | 0 | 0 |
| Equity Partners | 0 | 0 | 0 | 0 |
| Non-equity Partners | 0 | 0 | 0 | 0 |
| Counsel / Of Counsel | 1 | 3 | 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:

Benefit eligible employees and partners (including spouses/domestic partners) with access to Maven for support through fertility and preconception; pregnancy and postpartum; adoption; surrogacy; and early pediatrics.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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?

Yes

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

Our program trusts our employees to determine which partner is primary and which is secondary. Also, an employee who classifies him/her/their self as secondary caregiver initially can later become primary and receive the balance of the greater benefit of 16 weeks if caregiving duties change.

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

16 weeks

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

10 weeks

If no: How much paid leave is available to those taking parental leave?

N/A

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

The firm's Parental Leave benefit provides salary continuation benefits of 100% of their base salary to attorneys who take family leave for the purpose of being a caregiver for a newborn child or a child recently placed with the employee for adoption or foster care. Primary caregivers receive 22 weeks of pay, which includes disability time (though it may be longer depending upon duration of disability). Secondary caregivers are provided 10 weeks of paid leave. Full-time employees and part-time employees who work 25+ hours per week are eligible for this benefit. Note that an employee's pay is reduced by state-paid benefits the individual may be entitled to receive, whether it's disability pay or paid family leave.

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.

In addition to a generous paid leave policy, the firm offers the following family friendly programs: a backup childcare program with Bright Horizons (this benefit also includes other programs to help support families); one-on-one support for first time and experienced parents to connect with experts in birth, newborn care, infant sleep, breastfeeding, breastmilk shipping and more (Maven is the name of the program); Mindful Return is an e-course (and community) dedicated to helping new parents have a successful transition back to work following parental leave; and mental wellness resources with Spring Health and the firm's employee assistance program.

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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
- Yes** Other (please elaborate):
At this time we have gender-neutral restrooms in our Redwood City/Silicon Valley, Ann Arbor and Los Angeles offices.

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):

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

152 Total Number of Departures among Associates in 2022:

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 83 | 69 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 13 | 19 | 0 | 0 |
| Black or African-American | 6 | 7 | 0 | 0 |
| Hispanic or Latinx | 10 | 7 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 41 | 31 | 0 | 0 |
| Two or More Races | 8 | 1 | 0 | 0 |
| Other or Unknown | 5 | 4 | 0 | 0 |
| Additional Demographics | 3 | 2 | 0 | 0 |
| LGBTQ+ Individuals | 3 | 2 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

Departures among U.S. Partners

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

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 4 | 1 | 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 | 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

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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 | 4 | 2 | 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 | 2 | 2 | 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 |

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Affinity Group Initiatives_(e.g., addition of staff into affinity group membership and Women's Mentoring Pod Program)

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Global Heritage Month Programs

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Awareness Trainings

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Diverse leadership pipeline

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Retention of attorneys from underrepresented backgrounds

Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP

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

Data collection and management

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?

Get involved in job/career fairs focused on DEI and do not hesitate to reach out to attorneys to ask them about their experience at firms of interest to you. Ask questions: what does your firm do to promote diversity and inclusion? Are there any programs your firm provides to support DEI? Are partners involved in your D&I efforts? If not connected with interviewers of similar backgrounds, then ask to be connected to someone with a similar background to be better informed.