



# No. 1 Best Summer Program for Attorney Interactions

— Vault's 2024 Law Firm Rankings

And that's not all. Kramer Levin was also named by Vault the No. 2 Best Summer Associate Program, the No. 2 Best Summer Program for Career Development and the No. 5 firm for Pro Bono.

We have long understood that our future as a top law firm depends on developing world-class lawyers with a wide range of perspectives, experiences and social identities. We therefore regard it as imperative that we create and maintain an environment in which all members of our community can flourish.

# Kramer Levin Naftalis & Frankel LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Howard Spilko, Managing Partner	White	Male	
Paul Schoeman, Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0			
Asian	1	1		
Black or African-American		1		
Hispanic or Latinx				
Native Hawaiian or Other Pacific Islander				
White	7	1		
Two or More Races				
Other or Unknown	1			
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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**

Nada Llewellyn, chief diversity and inclusion officer

Matthew Pucciarelli, associate director, 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?

2004

Total Number of Attorneys on DEI Committee: 22

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native		0	0	0
Asian	2	8		
Black or African-American	1	1		
Hispanic or Latinx	1	1		
Native Hawaiian or Other Pacific Islander				
White	2	5		
Two or More Races		1		
Other or Unknown				
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals		1		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**

334 Total attorneys in U.S. offices

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

**U.S. Associates**

156 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>86</b>	<b>70</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	10	13	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	5	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	63	41	0	0
Two or More Races	1	2	0	0
Other or Unknown	6	7	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	1	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

74 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>64</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	53	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	6	1	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	2	0	0	0

**U.S. Non-Equity Partners**

34 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>11</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	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	17	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	5	1	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

45 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>20</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	17	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

25 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>13</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	4	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	7	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	2	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

5 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
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	3	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

8 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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?

A detailed question is included in our partner compensation questionnaire. DEI engagement is part of the calculation of partner compensation.

**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
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- No** Includes DEI training in on-boarding process for new associates and/or summer associates
- 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**

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**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
<b>Scholarships</b> THE FIRM HAS A DEI FELLOWSHIP. 2L SUMMER ASSOCIATES ARE INVITED TO APPLY. APPLICANTS MUST DEMONSTRATE A COMMITMENT TO DIVERSITY AND INCLUSION. APPLICANTS FROM HISTORICALLY UNDERREPRESENTED BACKGROUNDS ARE ENCOURAGED TO APPLY. PAYMENTS ARE MADE STARTING WITH THE END OF THE 2L SUMMER AND CONCLUDING AT THE END OF THE ASSOCIATE'S SECOND YEAR. Link: <a href="https://www.florecurit.com/v2/app/kramerlevin/jobs/Mjg1M35iNUduemdvVFZLWGJaS2c5OExuT1Q2eXlzdFRtTHo=/apply">https://www.florecurit.com/v2/app/kramerlevin/jobs/Mjg1M35iNUduemdvVFZLWGJaS2c5OExuT1Q2eXlzdFRtTHo=/apply</a>	2 (but typically 1 per year)

**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

1L AND 2L DIVERSITY FAIRS

### **Combating Implicit Bias**

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

THE FIRM ENGAGED A CONSULTANT TO PROVIDE BOTH INTERVIEW TRAINING AND THE CULTIVATION OF BEHAVIORAL INTERVIEW QUESTIONS.

**2023 Vault Law Firm Diversity Survey**

**Summer Associates**

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

ALL SUMMER ASSOCIATES ARE GIVEN A MENTOR AND NUMEROUS TRAINING OPPORTUNITIES, IN ADDITION TO OPPORTUNITIES TO ATTEND EVENTS SPONSORED BY THE D&I TEAM AND AFFINITY GROUPS. HISTORICALLY UNDERREPRESENTED SUMMER ASSOCIATES HAVE THE OPTION TO SELECT AN ADDITIONAL PARTNER MENTOR. THE D&I TEAM ALSO MEETS WITH ALL SUMMER ASSOCIATES. FINALLY, HISTORICALLY UNDERREPRESENTED SUMMER ASSOCIATE ARE INVITED TO PARTICIPATE IN LOCAL DIVERSITY TRAINING PRESENTATIONS THROUGH VARIOUS ORGANIZATIONS THAT THE FIRM SUPPORTS (E.G. NYC BAR OFFICE OF DIVERSITY PROGRAMMING, ETC).

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

2 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
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	1	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	1	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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?

NONE -- FELLOWSHIPS ARE ONLY AWARDED TO 2L STUDENTS WHO HAVE RECEIVED AN OFFER OF SUMMER EMPLOYMENT.

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

14 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	1	0	0	0
Other or Unknown	2	7	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

14 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	1	0	0	0
Other or Unknown	2	7	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

14 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	1	0	0	0
Other or Unknown	2	7	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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?

NONE -- 2L STUDENTS ARE INVITED TO APPLY FOR THE FELLOWSHIP AFTER THEY RECEIVE A SUMMER OFFER.

**New Attorneys Hired**

83 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>48</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	11	0	0
Two or More Races	0	1	0	0
Other or Unknown	18	14	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	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:

**2023 Vault Law Firm Diversity Survey**

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

We have affinity groups for Attorneys of Color, Employees with Disabilities, LGBTQ+ employees, and Working Parents; an Attorney Ally Resource Group; Women's Circles; and a Women's Initiative.

**2023 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

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

FINANCIAL AND PEOPLE RESOURCES; THE DIVERSITY & INCLUSION TEAM PROVIDES SUPPORT AND GUIDANCE TO ALL GROUPS.

**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

**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 MANAGING PARTNERS ARE ROUTINELY UPDATED WITH THE PROPOSED CHANGES, NEW IDEAS AND CONCERNS OF THE ASSOCIATE COMMITTEE.

**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?

THE FIRM HOSTS FIRMWIDE PROGRAMMING IN HYBRID FORMAT SO ALL OFFICES CAN PARTICIPATE. EXTERNAL SPEAKERS ARE ENGAGED AND CLE CREDIT IS OFTEN OFFERED.

**2023 Vault Law Firm Diversity Survey**

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**Mentoring & Sponsorship**

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

**No**

If applicable, describe the mentoring or sponsorship program



**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:

THROUGH OUR PARTNERSHIPS WITH THE LEADERSHIP COUNSEL ON LEGAL DIVERSITY AND CORPORATE COUNSEL WOMEN OF COLOR, WE ARE ABLE TO PROVIDE RACIALLY DIVERSE ATTORNEYS WITH ACCESS TO TAILORED PROFESSIONAL DEVELOPMENT PROGRAMS.

**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

PROFESSIONAL DEVELOPMENT EMPLOYEES ARE EMBEDDED IN BOTH OUR LITIGATION AND OUR CORPORATE PRACTICE GROUPS -- THEY ARE RESPONSIBLE FOR ASSIGNING MATTERS TO ASSOCIATES.

## 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):

THROUGH A PARTNERSHIP WITH THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY, THE FIRM SENDS ONE FELLOW AND TWO PATHFINDERS TO CONFERENCES/EVENTS, IN ADDITION TO MONTHLY CALLS WITH THEIR RESPECTIVE COHORTS.

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**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

AS DESCRIBED ABOVE, PROFESSIONAL DEVELOPMENT EMPLOYEES ASSIGN MATTERS IN OUR LITIGATION AND CORPORATE DEPARTMENTS. ADDITIONALLY, THE PERFORMANCE REVIEW FORMS ARE REVIEWED ANNUALLY, USING AN EQUITY LENS.

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

### Multi-tier Partnership

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

### Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

THE FIRM RECOGNIZES THAT NOT ALL ATTORNEYS WISH TO PROGRESS TO PARTNER. WE ARE NOT AN UP OR OUT FIRM. ATTORNEYS MAY REMAIN ASSOCIATES OR BE CONSIDERED FOR COUNSEL/SPECIAL COUNSEL POSITIONS.

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.

45%

**Promotions to Partnership**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
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	3	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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?

ATTORNEYS ARE ELIGIBLE TO RECEIVE UNCAPPED BILLABLE CREDIT FOR ATTENDING DEI TRAININGS DESIGNATED BY THE CHIEF DIVERSITY AND INCLUSION OFFICER. ATTORNEYS CAN ALSO RECEIVE CREDIT FOR ENGAGING IN UP TO 100 HOURS OF DEI PROGRAMMING.

**Compensation**

Are associate salaries lockstep or discretionary?

Lockstep

**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?

**EACH YEAR THE FIRM PUBLISHES AND DISTRIBUTES A BONUS POLICY.**

**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:

**N/A**

**FOR THE "FORMAL FLEX-TIME POLICY" QUESTION ABOVE, NOTE THAT ATTORNEYS CAN REQUEST FLEXIBLE FULL-TIME HOURS ON A CASE-BY-CASE BASIS THROUGH A CENTRAL MECHANISM.**

**2023 Vault Law Firm Diversity Survey**

**Attorneys Working Reduced Hours**

20 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	3	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	3	8	0	0
Non-Partner-Track Attorneys	2	1	0	0

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**WORKING PARENTS**

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**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:

INFERTILITY TREATMENTS, IN VITRO FERTILIZATION AND OTHER FERTILITY TREATMENTS, INTRAUTERINE INSEMINATION, ABORTION, CONTRACEPTION.



**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

**2023 Vault Law Firm Diversity Survey**

**Parental Leave Policy**

Describe the firm's parental leave policy.

ELIGIBLE EMPLOYEES ARE GRANTED A 12 WEEK PAID LEAVE OF ABSENCE IN CONNECTION WITH THE BIRTH, ADOPTION OR FOSTER CARE PLACEMENT OF A CHILD. IN THE CASE OF EMPLOYEES WHO EXPERIENCE A PERIOD OF DISABILITY IN CONNECTION WITH PREGNANCY OR CHILDBIRTH, THE 12 WEEK PAID LEAVE UNDER OUR PARENTAL LEAVE POLICY IS IN ADDITION TO ANY PERIOD OF PAID DISABILITY RELATING TO PREGNANCY AND/OR DELIVERY.

## 2023 Vault Law Firm Diversity Survey

### Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

**2023 Vault Law Firm Diversity Survey**

**INCLUSIVENESS AND ACCESSIBILITY**

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**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
- Yes** Other (please elaborate):  
WE HAVE AN LGBTQ+ EMPLOYEES AFFINITY GROUP.

**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):  
WE HAVE AN EMPLOYEES WITH DISABILITIES AFFINITY GROUP.

2023 Vault Law Firm Diversity Survey

**ATTRITION**

**Departures among U.S. Associates**

38 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>15</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	9	0	0
Two or More Races	1	0	0	0
Other or Unknown	4	4	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>
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	1	1	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

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
<b>Race / Ethnicity</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>
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	7	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	1	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

**SUCSESSES AND PRIORITIES**

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**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**

Creation of our 1L Racial Justice Initiative Scholars program for first year law students enrolled in certain NY law schools

**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**

Creation of our \$50k DEI Fellowship, as mentioned above



**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**

Creation of an Employees with Disabilities Affinity Group

**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**

RECRUITMENT OF HISTORICALLY UNDERREPRESENTED ATTORNEYS

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#2**

RETENTION OF HISTORICALLY UNDERREPRESENTED ATTORNEYS

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#3**

PROMOTION OF HISTORICALLY UNDERREPRESENTED ATTORNEYS

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

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**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?

ASK INTERVIEWERS TO DESCRIBE THE FIRM'S DEI INITIATIVES THEMSELVES, WITHOUT REFERRING CANDIDATE TO THE DIVERSITY PROFESSIONALS. ALSO MAKE SURE YOU INTERVIEW WITH ATTORNEYS FROM HISTORICALLY UNDERREPRESENTED BACKGROUNDS. UNDERSTAND WHAT PUBLIC COMMITMENTS THE LAW FIRM HAS MADE.