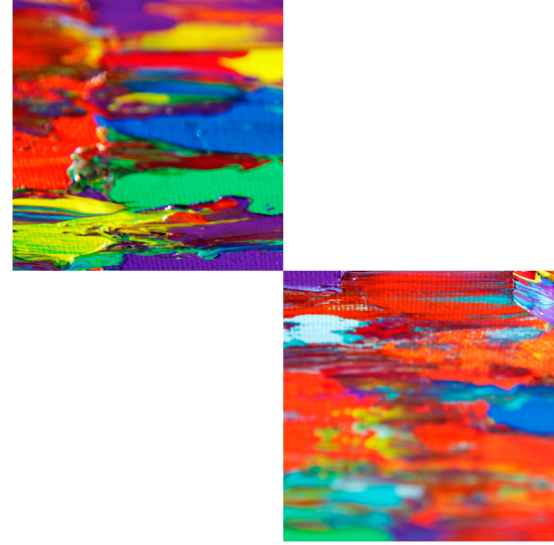




**SCHULTE
ROTH +
ZABEL**



Our Commitment to Diversity, Equity and Inclusion.

DEI is at the heart of our ethos. We strive to create a work environment where our people irrespective of their religion, race, ethnicity, gender identity and expression, sexual orientation, age, disability, social class or any other dimension of diversity are supported and empowered to reach their full potential.

We firmly believe that a diverse, equitable and inclusive workforce leads to better decision-making, more innovative solutions, and ultimately, superior outcomes for our clients. And just as importantly, we are working to build a firm that better reflects the diversity of the world in which we live.

To learn more, visit srz.com/dei.

Schulte Roth & Zabel LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David J. Efron, Co-Managing Partner	White	Male	
Marc E. Elovitz, Co-Managing Partner	White	Male	LGBTQ+

Executive Committee

Total Number of Attorneys on Committee: 8

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

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

Rachel Simmonds-Watson, Director of Diversity, Equity & Inclusion

DEI Committee

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

In what year was the committee formed?

Around 2009

Total Number of Attorneys on DEI Committee: 15

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

While we do not currently track nonbinary as a category, we are currently working on updating our systems to provide that category for self-identification. We are proud to have received a 100% Corporate Equality Index rating from the Humans Rights Campaign Foundation Best Places to Work for LGBTQ Equality.

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

355 Total attorneys in U.S. offices

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

U.S. Associates

195 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	107	88	0	0
American Indian or Alaska Native	0	0	0	0
Asian	13	11	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	4	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	83	58	0	0
Two or More Races	3	3	0	0
Other or Unknown	1	1	0	0
Additional Demographics	10	9	0	0
LGBTQ+ Individuals	8	8	0	0
Individuals with Disabilities	2	1	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

82 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	63	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	59	18	0	0
Two or More Races	0	0	0	0
Other or Unknown	3	0	0	0
Additional Demographics	4	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	1	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

Schulte Roth & Zabel does not have non-equity partners.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

70 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	48	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	47	20	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Partner-Track Attorneys

8 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	3	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	5	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

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

8 Total U.S. Office Managing Partners

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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

6 Total U.S. Hiring Committee Attorneys

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

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:

We use a data-driven approach to identify the firm’s strengths and opportunities in its recruiting, retention and promotion of diverse talent, design and implement initiatives aimed at hiring, retaining, developing and promoting diverse legal talent; and to assess the firm’s achievements in diversity, equity and inclusion.

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?

2023 Vault Law Firm Diversity Survey

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

Yes

If yes, which HBCUs does the firm hire from?

Howard 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?

To broaden the pool of applicants, and extend more opportunities to students with backgrounds underrepresented in the legal profession, we have strategically increased the number of law schools we visit to conduct on-campus interviews.

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

Schulte sponsors two Diverse Attorney Pipeline Program (DAPP) fellows. DAPP is a job placement and career-readiness program for first-year, women of color law students. 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

Harvard BLSA Career Fair, Lavender Law Career Fair, Northeast BLSA, NYC Metro Area LGBT Legal 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.)?

To ensure that we are all operating from the same baseline of understanding, we have provided foundational education in diversity, equity, and inclusion to accelerate learning opportunities for all our employees. We successfully implemented required online training on understanding and managing unconscious bias in a range of workplace scenarios for all lawyers and professional staff, as well as an inclusive hiring workshop with our full Recruiting Committee and targeted training for our interviewers. To effectuate systemic change in our talent management practices, we engage industry leading experts to expand the foundational training with custom designed programs applying an equity lens to enhance processes with respect to work allocation, feedback and more.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Each summer associate is given three mentors so that they can receive advice and guidance from seasoned attorneys and feel a greater sense of connectedness to the firm. Additionally, we monitor the assignments that summer associates receive to ensure they are getting quality work and access to opportunity. The firm's affinity groups are actively engaging the summer associates in programming, networking and social events. Finally, we offer DEI training for summer associates and a foundational financial literacy program.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

4 Total 1L summer associates at the firm in 2022

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

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?

2

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

50 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	14	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	1	1	0	0

2L Summer Associates Who Received Offers

50 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	14	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	1	1	0	0

2L Summer Associates Who Accepted Offers

45 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	13	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	1	1	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?

1

New Attorneys Hired

55 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	28	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	14	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	1	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	1	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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Schulte is committed to a fostering a culture of belonging and continuing to build a sense of community at the firm. The Firm currently supports eight affinity groups that include all interested lawyers and business staff, and provide opportunities for professional growth and development, firm programming and informal networking. Our eight groups are: API Affinity Group, Black Affinity Group, First Generation Professionals Affinity Group, Latinx Affinity Group, LGBTQ+ Affinity group, Caregiver Affinity Group, Veterans Affinity Group and Women's Affinity Group.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Our affinity groups are an integral part of our DEI Strategy. Supporting our affinity groups is a key component of our strategy to build a more inclusive culture and to address DEI in a more holistic, community-based way; as well as our DEI strategy and efforts in recruitment, retention, mentoring, and career development. Our affinity groups receive support for their programming and event planning, regular meetings with our managing partners and members of our Executive Committee, and support from our Affinity Groups Steering Committee, DEI Committee and DEI Department. We are investing in our commitment. Time spent attending DEI training is included in one category for bonus consideration, and the time of those leading groups and planning programming included in higher reward category.

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 Associate Committee serves as a forum to ensure an ongoing dialogue and facilitate more effective communication between partners and associates on matters concerning associate life and of general firm importance. The committee is responsible for discussing and making suggestions on these matters and members present proposed policy and procedure changes to firm management as appropriate.

Each year, the committee conducts a Listening Tour, where members of the committee speak, individually, with every associate at the firm to surface issues of importance and ensure that the committee's agenda accurately reflects the needs of the entire associate population. Committee initiatives have included providing the associate perspective on the firm's hybrid work model, working with associates, partners and business staff to create a new mentor program, establishing a Wellness at Work initiative, enacting or improving several firm policies, enhancing the firm's feedback process, developing specifically tailored training programs, and much more.

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?

We are committed to creating a diverse and inclusive workplace where we all have a sense of belonging and where we each have equity in our opportunity to develop to our full potential. We aim to create a workplace that celebrates our diversity, and the diversity of the communities in which we practice. Important dates honoring diversity are commemorated with one, or more, speakers who address the firm and are introduced by the firm's managing partners or DEI Committee partners. We also publish an email communiqué to all at the firm, in all offices, sharing resources to explore, learn about and support the communities being commemorated. Our affinity groups will often host events for their members, as well as for the firm more broadly.

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 SRZ Mentor Network supports mentees' professional development through advice and guidance from more seasoned attorneys, provides mentors with the opportunity to strengthen their own leadership and coaching skills, and gives all participants a greater sense of connectedness to the firm. The SRZ Mentor Network is designed to provide associates and special counsel with a personalized network of multiple attorneys who can help you establish and meet your various professional goals at every stage of your career. The formal goals of the program are to: (1) encourage the sharing of knowledge regarding the firm, legal practice and our clients across a broad spectrum of seniority levels and practice groups; (2) provide each associate and special counsel with a personalized network of mentors who can support their development by offering long-term career guidance, and also acting as a resource for day-to-day issues that arise; (3) promote diversity and inclusion by encouraging collaboration across different demographics, (4) improve work satisfaction and integration by expanding the connections among attorneys across all areas of the firm; and (5) enhance attorney engagement and the development of firm culture.

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:

In addition to the broad suite of PD programming available to all our attorneys, Schulte participates in the New York City Bar Diversity and Inclusion professional development programs -- Associate Leadership Institute (ALI) and ALI LITE. The firm nominates two diverse associates each year to participate in ALI, an ABA award-winning series of high-level development trainings for mid-level and senior associates, including keynote speakers, intensive training modules, and networking opportunities. We nominated five junior associates to participate in the ALI LITE, which will focus on developing skills imperative to career progression for junior associates, including business development, leadership, and management skills.

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

Utilization is monitored at the most senior levels at the firm, with managing partners, members of our Executive Committee, and the DEI Committee Chair actively monitoring on a monthly basis and meeting with the practice head(s) to review staffing to ensure that associates are being afforded equity of opportunity to develop to their full potential.

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):

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

We mitigate the effect of implicit bias beginning with our recruiting and hiring processes and continuing through the full range of the professional development experience in the firm. We are critically examining our processes to ensure that they are robust and inclusive, including using a data-driven strategy to review our work allocation, performance reviews and promotions systems and outcomes. We continue to provide DEI training at each point of emphasis in our professional development cycle to identify, address and mitigate implicit bias in our systems and processes and to ensure that we are intentionally inclusive at each stage of the process.

Upward Reviews

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

No

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

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

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

We are affirmatively soliciting and considering women, attorneys of color, LGBTQ+ lawyers and attorneys with disabilities for recruitment, governance roles, partner promotions, and inclusion in formal pitch presentations to clients.

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:

We have Staff Attorneys who are not on partnership track.

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.

44%

Promotions to Partnership

6 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	2	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	2	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?

50

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

N/A

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

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

Yes

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

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

8 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	1	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	5	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:

Schulte partners with WINFertility to offer a comprehensive and inclusive family building benefit. WINFertility provides 24/7 access to specially trained nurse care managers to answer questions and help find providers, referrals to reproductive endocrinologists, information about the causes, treatments, medication and finding the right doctors for someone's individual needs, and assists members with an individualized care plan including treatment recommendations based upon individual risk level and the success rate of options available to each member.

Three cycles of fertility treatment and related medications are covered with or without a diagnosis of infertility. Elective sperm or egg freezing, including one year of cryopreservation, is covered as well. WIN's team of experts are available throughout the member's journey offering access to a host of valuable resources.

In addition, Schulte families are provided up to a \$25,000 lifetime maximum reimbursement of eligible expenses associated with Adoption and Surrogacy. WIN provides personalized guidance and support including education and advice on the adoption, surrogacy and donor processes, direction to surrogacy and adoption agencies, including pre-negotiated discounts. Access to Nurse Care Managers 24/7 is integral for emotional guidance and support during these processes.

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?

N/A

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

18 weeks

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

4 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.

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Support for Parents

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

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- 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 returning from parental leave work a 75% schedule for the first three months upon returning from leave with no reduction in salary.

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INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

LGBTQ+ Inclusivity

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes Provides an opportunity for employees to share preferred pronouns
- 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
- No Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

0 Total Number of Departures among Associates in 2022:

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

Schulte Roth & Zabel does not provide attrition information.

Departures among U.S. Partners

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

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

Schulte Roth & Zabel does not provide attrition information.

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

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

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

Schulte Roth & Zabel does not provide attrition information.

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#1

Women partner promotions: our new partner class was up of more than 50% women

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

Summer associates: 62% women; 45% Persons of Color and 13% LGBTQ+

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

Inclusive DEI Committee and Affinity Groups: our committee and affinity groups are comprised of lawyers and professional staff

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

We are instituting programming and initiatives to drive inclusion strategies to the practice areas and business departments.

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

We are focused on increasing engagement to deepen the sense of belonging for every member of the Schulte community, including through allyship.

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

We are designing organizational processes to mitigate unconscious bias at every stage of our talent cycle to provide equity of opportunity and successful professional outcomes

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?

We recommend that candidates ask about training, formal and informal opportunities, work allocation and assigning systems and how the firm holds itself accountable for providing equity of opportunity.