

Cahill Gordon & Reindel LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Jennifer B. Ezring, Co-Chair of the Executive Committee	White	Female	
William M. Hartnett, Co-Chair of the Executive Committee	White	Male	
Herbert S. Washer, Co-Chair of the Executive Committee	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 10

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

2023 Vault Law Firm Diversity Survey

DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

Yes

Name and Title

Adam M. Dworkin - Chair of the Diversity, Equity & Inclusion Committee, Partner & Member of the Executive Committee

Tammy L. Roy - Chair of the Women's Initiatives Committee, Partner & Member of the Executive Committee

Artemis Anninos -- Pro Bono and Diversity & Inclusion Counsel

DEI Committee

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

In what year was the committee formed?

More than ten years ago

Total Number of Attorneys on DEI Committee: 17

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	9	0	0
American Indian or Alaska Native	1	0	0	0
Asian	1	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	0	0	0

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

306 Total attorneys in U.S. offices

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

U.S. Associates

164 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	92	72	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	7	0	0
Black or African-American	2	8	0	0
Hispanic or Latinx	10	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	71	49	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	6	0	0
LGBTQ+ Individuals	7	5	0	0
Individuals with Disabilities	0	1	0	0

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U.S. Equity Partners

68 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	50	18	0	0
American Indian or Alaska Native	1	0	0	0
Asian	1	3	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	46	14	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	3	0	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

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U.S. Counsel / Of Counsel

40 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	12	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

34 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	13	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

2 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	0	0	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	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Hiring Committee

9 Total U.S. Hiring Committee Attorneys

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

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:

Our goal is to increase representation of women and other diverse lawyers at all levels, as well as in leadership. The firm measures progress through metrics in these areas and routinely reports to the Executive Committee. Satisfaction of internal goals and standards is our main accountability mechanism. In addition, we report to our clients on diversity measures as well as the media (for example, NALP and Law360).

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Accountability

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

Yes

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

The Executive Committee reviews this annually.

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DEI Training

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

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** 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
- No** 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?

Together with our hiring partner, we review all applicant submissions, which allows us to identify applicants from HBCUs and actively pursue candidates from these schools.

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?

A key focus of our recruiting efforts at numerous law schools is forming relationships with diverse student organizations and performing outreach with the goal of meeting a diverse group of candidates.

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

Cahill offers one 2L Diversity Fellowship. The fellowship is in addition to a 10 week 2L Summer Associate internship. The 2L Diversity Fellowship recipient will be awarded \$50,000 paid in the following installments: \$15,000 upon joining our summer program; \$15,000 upon starting with the Firm as a first-year associate; \$10,000 at the completion of the first year of practice at Cahill; and \$10,000 at the completion of the second year of practice with the Firm. Link: <https://www.cahill.com/careers/summer-program/cahill-2l-diversity-fellowship>

The 2L Diversity Fellowship is a new opportunity for 2023.

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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

We have historically participated in the LeGal Career 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.)?

We conduct interviewer training annually. In this training session, we discuss implicit bias, and help our interviewers explore successful ways to conduct behavioral interviews. Our Hiring Partner takes time to speak individually to every on-campus interviewer to help determine our strategy and our callbacks; at that time she asks questions to help us challenge any unconscious bias that may be previously undetected. We also make sure that each candidate meets with a diverse group of attorneys as part of their callback to make sure we are able to listen to different voices weigh in on each candidate. We also offer periodic Diversity Equity and Inclusion training from outside consultants to our attorneys and staff where the topic of implicit bias is discussed.

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Summer Associates

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

Our affinity groups reach out to all Summer Associates who self-identify and ask to join our affinity groups right away. Additionally, affinity group events are offered throughout the course of the Summer Program, including a reception for all affinity groups/diverse attorneys and Firm leaders as well as a reception for women Summer Associates and women lawyers of the Firm. The training and mentoring programs we offer are engaging, and led by our own partners, who look to form meaningful professional relationships with the members of the Class. Partner mentors also help our Summer Associates connect with the work that interests them most, and they work together to make sure that work is equitably distributed to the members of the Class.

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1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm 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

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?

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

38 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	16	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	14	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

2L Summer Associates Who Received Offers

37 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	15	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	13	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

2L Summer Associates Who Accepted Offers

36 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	21	15	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	13	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

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?

0

New Attorneys Hired

53 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	17	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	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:

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CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Black Lawyers Group; Asian, Middle Eastern and North African (ASMENA) Affinity Group; Hispanic/Latinx Affinity Group; LGBTQ & Allies Affinity Group; Working Parents Affinity Group; Women Lawyers of Cahill

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Affinity Groups Cont'd

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

Cahill provides, among other things, financial and logistical support to its affinity groups, which in turn provide an additional support network and resource for our attorneys. We encourage formal and informal mentoring within members of affinity groups and support internal and external professional and social events that can foster professional relationships and friendships. Affinity events are held regularly and may be as formal as attendance at the NAACP Legal Defense Fund annual awards dinner or our annual reception for women lawyers and summer associates, or as informal as a dim sum lunch celebrating Asian-American traditions.

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DEI Events

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

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

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

We host a variety of DEI related events in cooperation with the Diversity, Equity & Inclusion Committee, Women's Initiatives Committee and our affinity groups--ranging from a training program on Becoming Pro-Active Allies for Diversity, Equity and Inclusion to women's luncheons/receptions featuring panel discussions and guest speakers covering current women's issues and initiatives. Our Women Attorneys Leadership Program hosts a series of programming throughout the year. For example, one installment featured a workshop presented by certified executive coach Randi Braun of Something Major on Cultivating Confidence from Within: Quieting our Inner Critic.

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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?

Yes

If applicable, elaborate on the firm's reverse mentoring program:

Our partners and associates are formally paired together as mentors and mentees, and they are constantly learning from one another. Our Professional Development Committee offers guidance each year to all mentors and mentees on how to both contribute to and benefit from these pairings. Additionally, we offer mentoring circles, lunches and dinners so that groups of mentors and mentees can further connect and learn from one another.

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Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

If applicable, describe how the associate committee engages with the partnership:

The Firm's Associate Liaison Committee (ALC) addresses the collective concerns and evolving preferences of our associate community. Comprised of both associates and partners, the ALC discusses a variety of associate concerns and proposes solutions, often aimed at work/life balance, workplace environment and firm policies. In addition, there are both associates and partners on the Firm's Diversity, Equity and Inclusion Committee and the Women's Initiatives 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 honors Juneteenth as a holiday, and has done so for three years. The Firm also holds regularly scheduled events in celebration of diversity through the year, including Asian American and Pacific Islander Heritage Month, Black History Month, Hispanic Heritage Month, Women's History Month, and Pride. These events have included art gallery and museum tours, panel discussions, luncheons featuring diverse speakers, celebrations of elections to the partnership or other promotions, movie screenings, participation in city-wide diversity events, and donations to prominent organizations involved in racial and social justice.

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

Our Executive Committee members are actively engaged in mentoring our diverse attorneys. They are fully committed to being personally involved in the success of our diverse attorneys. In addition, the Chairs of our Diversity, Equity & Inclusion Committee and our Women's Initiatives Committee are members of the Executive Committee.

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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:

As a signatory of the New York City Bar Association's Statement of Diversity Principles, and as participants in the Association's Leadership Institute, our diverse associates are offered opportunities to engage in the Leadership Institute's professional development programs. In addition, we offer our Women Attorneys Leadership Program which focuses on programming of particular interest to our women attorneys throughout the year. For example, one module featured a workshop presented by certified executive coach Randi Braun of Something Major on Cultivating Confidence from Within: Quieting our Inner Critic.

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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

Members of our Professional Development Committee as well as our Diversity, Equity and Inclusion Committee discuss this regularly.

2023 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

We support a variety of external organizations and encourage our associates to participate in events related to these organizations. For example, the firm is a Leadership Sponsor of the NYC Bar Association Office for Diversity & Inclusion, which entitles us to nominate associates to participate in their Associate Leadership Institute (ALI) LITE program. ALI LITE is a professional development program for junior associates (first -- third years) focusing on developing skills such as business development, leadership, and management skills.

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 added extra mentors several years ago. The extra mentors work with the Professional Development Committee to oversee all of the work allocations and the mentoring relationships to help identify and prevent implicit bias in work allocation, performance reviews, and promotions. We also offer periodic Diversity Equity and Inclusion training from outside consultants to our attorneys and staff to provide additional implicit bias education, awareness and discussion.

Upward Reviews

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

Yes

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

Associates can review counsel and other associates at all levels, and they may opt to keep their feedback anonymous.

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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):

The members of the Executive Committee engage in a thorough and inclusive process when considering promotions and leadership roles at the Firm. The Chairs of the Diversity, Equity and Inclusion Committee and the Women's Initiatives Committee are members of the Executive Committee to help ensure that diversity is considered in hiring and job-related decisions. Our Hiring Committee is laser focused on the goal of hiring a diverse Class each year, as well as diverse lateral hiring.

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:

Associates are also eligible to be considered for Counsel and Senior Attorney positions.

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Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

87%

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
Race / Ethnicity	2	1	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	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

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?

We do not have a billable hours target.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

The Firm circulates bonus information by Class year.

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:

Each associate is evaluated individually for consideration for partnership. Working an alternative schedule or taking parental leave will not affect the timing or the merits of partnership decisions.

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Attorneys Working Reduced Hours

2 Total Number of Attorneys Working Reduced Hours

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

Benefits include testing and treatment of underlying causes of infertility or related medical conditions, treatment and procedures, including surgery, to correct infertility, and artificial insemination.

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?

Being a primary caregiver means having primary responsibility for the full-time care of a child during the period of primary caregiver leave.

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

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Parental Leave Policy

Describe the firm's parental leave policy.

The Firm will provide paid parental leave ("Parental Leave") to an eligible lawyer following the birth or adoption of the lawyer's child. If the lawyer is the primary caregiver for the child, the Parental Leave is 18 consecutive weeks (90 business days). Being a primary caregiver means having primary responsibility for the full-time care of a child during the period of primary caregiver leave. If the lawyer is the secondary caregiver for the child, the Parental Leave is 4 weeks (20 business days). Lawyers on Parental Leave will be eligible to receive 100% of base salary during the period of the Parental Leave.

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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.

Our parental leave program includes a published parental leave checklist to help new parents successfully prepare for their leave. Two partners serve as Flex-Time mentors to help parents make transitions to and from alternative work arrangements. In addition to our Wellness Room, we also offer the shipping of breast milk while on business travel through the Milk Stork program. Our Working Parents Affinity Group is available to parents and to those who are considering being parents as a supportive network and to provide guidance on parenting and work-life integration. The Working Parents Affinity Group holds regular luncheons to discuss topics of interest to working parents, such as educational resources and college savings plans.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No** Other (please elaborate):

Accessibility

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- No** Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

32 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	12	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

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

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	4	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	3	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

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

We are very proud of the inclusive environment we have created at the Firm. Cahill is a place where everyone is fully supported in being their authentic self, and where we cherish al the diversity at the Firm.

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

We have put a lot of effort into recruiting diverse associate classes. Our past three first year associate classes have been 38% diverse on average with a range of 32-48% diversity.

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

Almost half (46%) of our U.S. partner promotions the past five years have been women.

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

Continuing to enhance mentoring and promotion of diverse 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

Continuing to expand our recruiting pipeline of diverse attorney candidates

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

Dedicating more personnel support for DEI efforts and our expanded DEI programming

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 encourage candidates to engage in dialogue about the environment at the Firm - diversity, equity and inclusion are such important values and candidates should feel comfortable asking questions that will help them understand what the culture of the firm is truly like. Questions candidates can ask related this are: In what ways do you contribute to the culture of the Firm to help elevate the DEI initiatives at the Firm? Has your firm issued statements of solidarity with social justice movements? What do they mean to you? Has your firm instituted any programs to help diverse attorneys succeed at the firm?