

Lowenstein Sandler LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Gary M. Wingens, Chair and Managing Partner	White	Male	

Executive Committee

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

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

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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

J. Danielle Carr, Chief Officer of Inclusion

DEI Committee

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

In what year was the committee formed?

2005

Total Number of Attorneys on DEI Committee: 12

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

375 Total attorneys in U.S. offices

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

U.S. Associates

120 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	59	61	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	4	0	0
Black or African-American	4	6	0	0
Hispanic or Latinx	3	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	40	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	5	0	0
LGBTQ+ Individuals	3	5	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Equity Partners

64 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	52	12	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	50	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

63 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	45	18	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	17	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	0	0	0
LGBTQ+ Individuals	5	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Counsel / Of Counsel

55 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	19	0	0
Two or More Races	3	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	4	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Partner-Track Attorneys

54 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	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	26	17	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Law Clerks

19 Total Law Clerks

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

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U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	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

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:

Please keep these measurements confidential:

Advance to the top 75 on the ALM Diversity Scorecard

Advance to the top 125 on the NLJ Women in Law Survey

Increase LGBTQ representation to 3.5%

Increase the representation of attorneys of color in core leadership positions to 20%

Increase the representation of women in core leadership positions to 33%

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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?

On an annual basis, all Partners are required to discuss their efforts to enhance diversity in their Partner Retrospectives, and these are reviewed when making compensation decisions. In addition, the firm measures the allocation of work to underrepresented attorneys, and Partners who exceed department and firm averages are compensated for the same.

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?

Columbia University Law School, Duke University School of Law, Emory Law School, Fordham University School of Law, Georgetown University Law Center, Harvard Law School, Howard University School of Law, New York University School of Law, University of California at Berkeley, University of California, Hastings College of the Law, University of Iowa College of Law, University of Pennsylvania Law School, and Washington University in St. Louis School of Law

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 Lowenstein Sandler 1L Scholar Program Link: https://www.lowenstein.com/careers/careers-law-students	4

Internships	
Link:	0

Fellowships	
SEO Law Internships Link: https://www.seo-usa.org/law/ourprogram/fellowship/	2

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

Columbia Law School Diversity Expo for 1Ls, Lavender Law Career Fair, National Black Students Association Job Fair, and the Veterans 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.)?

Lowenstein's Chief Officer of Inclusion is a member of the Entry Level Recruiting Committee, and all Recruiting Committee members are provided with implicit bias interview training. In addition, resume review is grade blind, and the firm hired an independent consultant to do an analysis of the firm's recruiting efforts. The consulting firm is also charged with handling the resume screening process for all law students and lateral candidates. The screening process is based on non-biased, objective hiring criteria.

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 paired with mentors and provided the hard and soft skill training needed to support the development of the firm's future attorney talent. The firm's Employee Resource Groups also meet with Summer Associates to provide all with an appreciation for the work each group undertakes and to connect with the summer associates on a social basis. All Summer Associates are encouraged to attend firm diversity training and cultural education programs over the summer. The Recruiting Committee regularly reviews Summer Associate workloads, supervising attorney feedback and opportunities for them to work on a wide variety of assignments and get exposure to a diverse group of attorneys.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

5 Total 1L summer associates at the firm in 2022

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

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2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

28 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	7	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

2L Summer Associates Who Received Offers

28 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	7	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

2L Summer Associates Who Accepted Offers

28 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	7	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

0

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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?

2

New Attorneys Hired

65 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	41	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	5	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	13	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Diversity Leadership Network; LGBTQ+ Alliance; Women's Initiative Network; Women's Enrichment Initiative; Lowenstein Parent Network; Chronic Conditions and Support; Lowenstein Employees Advocating Diversity; LS Veteran and Allies Corps; Mental Health and Wellness

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The firm supports all Employee Resource Groups (ERGs) by providing financial and administrative support. Timekeepers also receive billable hour credit for the work they do in support of ERG programming.

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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:

As part of Lowenstein's diverse attorney pipeline initiative, the Diversity Leadership Network maintains the Lowenstein Institute, which consists of four meetings that offer professional development and mentorship opportunities for underrepresented law students. The firm also provides a continuing legal education program for firm attorneys and alumni, which addresses ABA Model Rule 8.4(g). The firm also provides funding for underrepresented attorneys to attend affinity bar association conferences and events. One of the firm's signature programs that is attended by people from around the world is VentureCrush. VentureCrush was launched by the firm's Tech Group to bring together underrepresented investors and founders.

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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?

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 Partner Relations Committee is a group of attorneys with varying levels of experience from different departments of the firm. They meet to discuss issues that impact the Associate/Counsel workplace experience and bring Associate/Counsel perspectives to the attention of firm management.

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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?

Lowenstein celebrates cultural heritage months and other diversity related events by providing educational and social events; some of the programming is family friendly. The firm also distributes a holiday calendar that provides an overview of all holidays that take place each month. Set forth below is a list of the diversity and cultural heritage months the firm observed in 2022. Such observations included educational and social programming, and community service. * Asian American Pacific Islanders Cultural Heritage Month * Black History Month * Galentine's Day * Take Your Child to Work Day * Lunar New Year * Ramadan * World Autism Day * LGBTQ+ Pride Month * Hispanic Heritage Month * Spirit Day * International Women's Day * Dr. Martin Luther King Jr. Day * Jewish Cultural Heritage Month * Juneteenth * Multicultural Day * Military Appreciation Month

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

Participants in the firm Sponsorship Program are primarily diverse attorneys but white women and men also have benefited from the program. Lowenstein was thoughtful about who is allowed to apply for the program and decided to open it up to all attorneys who met the minimum participation requirements to remove any negative stigma that could be associated with participating in the program.

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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 with the firm Sponsorship Program, the extensive professional development programming offered by the firm is open to all attorneys. Subject matter that includes information that may apply differently to underrepresented attorneys is regularly explored by all participants. The firm's employee resource group for attorneys of color also has "real talk" conversations with the firm's attorneys of color to provide an additional level of support for attorneys of color.

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

Appreciating that long-lasting change does not happen by chance, Lowenstein leadership launched a pilot program whereby each department adopted a Diversity, Equity & Inclusion Action Plan. A key component of each DEI Action Plan is adoption of a formal work allocation system that is monitored by one or more dedicated people in the group to ensure that associate and lateral attorney work assignments are equitable and done in a manner to best support the full development of an attorney's skill set.

2023 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

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

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

The firm regularly sponsors DEI-related events and organizations and supports attorney and business service group member participation. For example, the firm is sending seven attorneys and two business service group members to the 2023 Lavender Law Conference. We also provide meeting space to the Korean American Lawyers Association of Greater New York.

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's DEI Action Plans, Work Allocation Program and diversity and inclusion training all help mitigate implicit bias in the workplace. The firm also provides each department with a bi-annual Diversity Scorecard that tracks underrepresented attorney utilization, attrition, hiring, promotion, and pitch team assignments.

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
- Yes** 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:

Off-track work arrangements include Staff Attorney, Senior Counsel, Special Counsel, Of Counsel, and Management level administrative position.

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.
 32%

Promotions to Partnership

7 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	4	3	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	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

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?

As with billable hour credit for pro bono work, there is no maximum number of hours that may be devoted to diversity work.

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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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?

No, it doesn't.

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:

It may delay the partnership window, only so that the attorney has more time to develop skills and participate in experiences that will help them achieve partnership.

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Attorneys Working Reduced Hours

40 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	3	0	0
Equity Partners	0	0	0	0
Non-equity Partners	1	2	0	0
Counsel / Of Counsel	7	7	0	0
Non-Partner-Track Attorneys	6	9	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:

The firm benefit plan offers pre-natal maternity care; DNA testing; breastfeeding support; supplies and counseling; contraceptive drugs; maternity coverage; infertility treatment; comprehensive infertility services; elective fertility services; advanced reproductive technology; vasectomy; and tubal ligation.

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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?

24 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

All attorneys and exempt staff members who have been employed by the firm full-time, who are regularly scheduled to work 30 or more hours per week or a 70% schedule for attorneys, and who meet the 3-month service requirement, are eligible to take advantage of the firm's Parental Caregiver Leave. Non-exempt staff members are eligible to take advantage of this leave, provided they meet the 6-month service requirement and all other eligibility criteria.

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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.

Lowenstein reduced the target billable hours required immediately prior to leaving the firm for parental leave and also provides for a reduction upon return to work.

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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
- Yes Other (please elaborate):
Employees may include their pronouns on their website bios, email signature lines, on business cards, and office/workstation name plates. The firm also prepared a Sexual Orientation, Gender Expression and Identity Resource Guide. The firm offers multiple education programs in conjunction with Pride Month, Spirit Day, and Coming Out Day to help educate all at the firm on LGBTQ+ topics. The firm's dress code allows employees to dress in the attire of their choice and use the restroom of their

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):
The firm supports a Chronic Conditions & Support employee resource group.

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

36 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	5	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	9	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

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

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	10	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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

The firm appointed a woman of color to the Executive Board.

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

Seventy-one percent of the attorneys elevated to partner in 2022 were underrepresented attorneys and fifty-seven of the attorneys appointed to counsel were underrepresented attorneys.

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

The firm added a diversity metric to the equity partner review process.

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

Launch a Supplier Diversity program.

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

Develop a more objective entry-level candidate review system.

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

Update the firm's DEI Strategic Plan.

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?

Do your homework and don't focus solely on compensation and size of the firm when deciding which firm may be a good fit for you. Unfortunately, there are very few law firms that have attorneys of color in the partnership ranks and leadership roles but don't let this discourage you from a big law practice as more and more firms, such as Lowenstein, are doing the work necessary to address systemic inequities that have been largely ignored. Please be sure to ask firms for specifics regarding what they are doing to advance diversity and inclusion within the firm, the legal profession and the communities they serve. These questions, if asked enough, will hopefully drive firms that seem blind to the benefits that stem from having a diverse workplace to rethink how they do business. If you don't feel comfortable asking, take note if anyone who is not diverse mentions diversity and inclusion during the interview. If no one broaches the topic, this could be a big, red flag. Set forth below are eight core questions you may ask to assess a firm's commitment to fostering a diverse and inclusive workplace: 1. What are the firm's core values? 2. Is diversity, equity, and inclusion important to the firm? If so, why? 3. Please share some of the things the firm is doing to foster an inclusive workplace. 4. What recruiting strategies has the firm employed to enhance diversity at the firm? 5. What is the firm doing to develop the diverse attorney pipeline? 6. What is the firm doing to ensure that work, pitch team opportunities, and career development opportunities are equitably allocated? 7. Does the firm have a dedicated diversity, equity and inclusion staff that is charged with doing much of the administrative work needed to advance the firm's initiatives? 8. How does the firm hold practice group leaders and partners accountable for diversity and inclusion metrics and goals?