

# Nelson Mullins Riley & Scarborough LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
James K. Lehman, Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 9

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

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
Mike Brown, Chief DEI Partner
Kat Taylor, DEI Director
Patrece Simmons, DEI Coordinator

**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: 75

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>31</b>	<b>44</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	5	0	0	0
Black or African-American	4	10	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	20	29	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	1	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

971 Total attorneys in U.S. offices

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

U.S. Associates

328 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>167</b>	<b>161</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	5	17	0	0
Black or African-American	15	14	0	0
Hispanic or Latinx	13	15	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	132	108	0	0
Two or More Races	2	6	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	11	0	0
Individuals with Disabilities	6	2	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

232 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>187</b>	<b>45</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	6	1	0	0
Black or African-American	5	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	172	39	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	0	0	0
Individuals with Disabilities	0	1	0	0

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

295 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>202</b>	<b>93</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	0	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	7	5	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	184	78	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	1	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

97 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>45</b>	<b>52</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	46	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

11 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

6 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>
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	0	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

29 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

36 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>11</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	10	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

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:

In our pursuit to become Mansfield certified we have put in place considerations and transparent practices for the following roles: Executive Leadership, Practice Management Group, Office Management Position, and Committee Leadership. In these practices we formally consider at least 30% of more diverse candidates. Additionally, we have instituted new practices that consider 30% of candidates for promotion at every level of the Firm, recruitment and marketing opportunities are diverse. By adopting these practices and actively seeking diverse candidates for various roles and levels, our organization demonstrates its commitment to diversity, equity, and inclusion. It aligns with our goals of creating an equitable and inclusive culture which aims to increase representation and opportunities for underrepresented groups in the legal profession.

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### 2023 Vault Law Firm Diversity Survey

#### **Accountability**

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

**Yes**

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

It is a component of partner evaluations and in feedback surveys for practice leaders. In addition, sponsors in the firm's unique and personal sponsorship program are assigned to promote and assist their diverse sponsee's reaching their goal.



**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

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** 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
- 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**

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**HBCUs**

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

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University School of Law and North Carolina Central 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?

University of California -- Irvine and Nova Southeastern University

2023 Vault Law Firm Diversity Survey

**Scholarships**

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<b>Scholarships</b>	
Nelson Mullins Diversity Scholarship Program Link:	5

**Internships**

Toyota Fellowship Link:	1
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**Fellowships**

Eli Lilly Fellowship and Honeywell Fellowship Link:	1 each
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## **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

Lavender Law, Minnesota Minority Recruitment Conference, Southeastern Minority Job Fair, Southern Region of the Black Law Students Association, Atlanta Bar Minority Clerkship Program, Diversity Attorney Pipeline Program, Twin Cities Diversity in Practice

### **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.)?

Sample interview questions are sent to those interviewing along with a Do's and Don'ts guide. Diverse interviewers are selected from Equity Partners to first year Associates to ensure a level of experience and relatability during the interview process.

**2023 Vault Law Firm Diversity Survey**

**Summer Associates**

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

Diversity Summer Associate Retreat; Women's' Luncheon; encourage participation in affinity group along with other firm programming.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

32 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>22</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	13	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**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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## Nelson Mullins Riley & Scarborough LLP

### 2023 Vault Law Firm Diversity Survey

#### 2L Summer Associates

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

**49** Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>19</b>	<b>30</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	19	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	0	0	0

#### 2L Summer Associates Who Received Offers

**39** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>25</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	15	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	0	0	0

#### 2L Summer Associates Who Accepted Offers

**34** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>21</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	12	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	0	0	0

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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?

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**New Attorneys Hired**

258 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>140</b>	<b>118</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	9	0	0
Black or African-American	9	10	0	0
Hispanic or Latinx	12	10	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	113	83	0	0
Two or More Races	0	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	7	0	0
Individuals with Disabilities	5	4	0	0

**Mandatory Arbitration**

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

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

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



**2023 Vault Law Firm Diversity Survey**

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

- \*AANAPI Affinity Group
- \*BRIDGE -- Together Affinity Group
- \*LGBTQ+ Affinity & Ally Group
- \*Unidos Affinity Group
- \*WOGO 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?

Funding and overall support along with funding from local

**2023 Vault Law Firm Diversity Survey**

**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:

- oAffinity groups have annual meetings
- oOur women attorneys cocktail hours
- oFirst annual diverse attorney retreat in 2021
- oAnnual diverse summer retreats

**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:

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### 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:

Associates Committee Chair who represents the full committee engages with the Executive Committee and Firm Managing Partner.

**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?

Informative content; volunteer opportunities; office observances; and cultural holidays.

## Nelson Mullins Riley & Scarborough LLP

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### 2023 Vault Law Firm Diversity Survey

#### NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

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##### **Mentoring & Sponsorship**

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

**Yes**

If applicable, describe the mentoring or sponsorship program

Lawyers at every level from Equity Partner to first year associate have been paired with sponsors that are vested in each lawyer's success. The process is monitored monthly by the highest levels of firm leadership and the sponsors' own evaluations include an assessment of the sponsee's success.

## 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:

Nelson Mullins, through its DE&I Committee, has established two development programs for high potential diverse attorneys: High Potentials Program (HPP), designed for our women attorneys; and, Diverse Attorney High Potentials Program (DAHP), designed for diverse attorneys. Each program is designed with the purpose to advance the careers of the participants, including learning how to generate business from internal and external sources and development of leadership potential. The program participants of each work with designated sponsors and both internal and external executive coaches. The HP Program has received numerous awards and award nominations. Our firm is among one of three law firms to be recognized for the Profiles in Diversity Journal's Award of Excellence. Nelson Mullins made the shortlist for Chambers and Partners' Most Innovative Gender Diversity Initiative in 2018 for our High Potentials Program (HPP) and was recognized at the Chambers Women in Law Awards in New York. The Institute for Inclusion in the Legal Profession (IILP) highlighted the program in its Review 2019: The State of Diversity and Inclusion in the Legal Profession publication. The HP program started in 2016 while our DAHP program kicked off in March of 2021.



**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

Distribution of work is part of the diverse attorney sponsorship program

**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):

Nelson Mullins is a member of the Leadership Council on Legal Diversity, an organization of more than 200 corporate chief legal officers and law firm managing partners whose mission is to create a truly diverse U.S. legal profession. In addition, Pathfinder and 1L Scholar programs. Associates are selected to participate in the Annual Charting Your Own Course (CYOC) Career Development Conference. Nelson Mullins is a member of the Minority Corporate Counsel Association (MCCA) which is committed to advancing the hiring, retention and promotion of diverse lawyers in law departments and law firms by providing research, best practices, professional development and training; and through pipeline initiatives. Nelson Mullins is participating in the MCCA's Sources of Success Program

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

**Yes**

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

Nelson Mullins conducted our first phase of unconscious bias training in 2018 -2019. Those sessions were conducted by Kathleen Nalty, a nationally recognized attorney and speaker who helps organizations develop inclusion strategies to eliminate hidden barriers to success for employees in underrepresented groups. Kathleen has extensive experience assisting individuals and organizations in making changes needed to retain and advance female and diverse talent. Our DEI Committee also worked with Brad Wilkinson who through his company Bradley Lew Management Consulting provided a one hour session on "Implicit Bias, Micro Aggressions, and Responding to Biased Comments at the 2020 Associates Committee Retreat.

**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

Feedback and surveys are conducted on practice team and group leader(s) where the members of the practice groups are able to provide feedback on their team and group leaders.

**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
- Yes** 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:

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.

**Promotions to Partnership**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>20</b>	<b>14</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	12	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	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?

**Discretionary**

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:

May lengthen progress to partnership. An Associate generally may fall one year behind their incoming class.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

93 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	28	14	0	0
Counsel / Of Counsel	15	30	0	0
Non-Partner-Track Attorneys	1	5	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:

Family forming benefits are included in the Firm's health plan benefits. Surrogacy, adoption assistance, IVF Fresh and Freeze, FET, and Pre-transfer Embryology services are included. FMLA benefits are available for leaves of absence. Paid and unpaid leaves are available.

**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?

The primary caregiver is the parent who, during the first year after birth, adoption or foster care placement, has the principal childcare responsibility, and the child is not cared for more than half-time by a spouse or partner. The secondary caregiver is the parent who, during the first year after birth, adoption or foster care placement, has less than half the childcare responsibility, and the child is cared for more than half-time by a spouse or partner.

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

16 weeks of paid leave (salary continuation), running concurrent with FMLA leave.

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

4 weeks of paid leave (salary continuation), running concurrent with FMLA leave. Additional leave up to a total of six (6) weeks may be available based on circumstances.

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

N/A



## **2023 Vault Law Firm Diversity Survey**

### **Parental Leave Policy**

Describe the firm's parental leave policy.

The firm provides time off to support parents upon the birth or adoption of a child(ren). Primary Caregiver leave is the parent who, during the first year after birth, adoption, or foster care placement, has the principal childcare responsibility, and the child is not cared for more than half-time by a spouse or partner. Secondary caregiver is the parent who, during the first year after birth, adoption, or foster care placement, has less than half the childcare responsibility, and the child is cared for more than half-time by a spouse or partner. Primary Caregiver Leave can provide up to 16 weeks of paid leave. Secondary Caregiver leave can provide 4 weeks of paid leave but may provide up to six weeks of paid leave depending on circumstances. As appropriate, all timekeepers will receive goal reductions for Primary and Secondary Caregiver Leave. Timekeepers may be eligible for goals reductions for Adoption Leave.

## 2023 Vault Law Firm Diversity Survey

### Support for Parents

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

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- No** 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.

(This is not a policy within the firm but a gender neutral process as part of the transition back to work from leave) As part of a Mindful Return back to work, the Firm works with attorneys returning from Parental Leave to review requests made for options for flexibility in hours, Flexible Schedules, Billing Goal Adjustments where appropriate, etc. With Team and Management Group Leader support, an attorney may request a modified work schedule, a formal reduction in hours/goals, or a flex schedule to work from home where needed. The Firm supports Mindful Return and requests are made by Team leadership to the appropriate Firm Committee (Associates Committee, Partner/Counsel Committee, etc.)

**2023 Vault Law Firm Diversity Survey**

**INCLUSIVENESS AND ACCESSIBILITY**

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**Equity in Benefits**

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

**Yes**

**LGBTQ+ Inclusivity**

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

- No** Provides gender-neutral restrooms/facilities
- No** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- No** Uses gender-neutral pronouns in its policies and materials
- No** 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

75 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>44</b>	<b>31</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	4	0	0
Black or African-American	7	2	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	30	22	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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## Nelson Mullins Riley & Scarborough LLP

### 2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>15</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	13	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

**SUCSESSES AND PRIORITIES**

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**Top Three Accomplishments**

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

**#1**

70% of all diverse attorneys met annual collection goal at equal rate to non-diverse attorneys in 2021, because of our Diverse Sponsorship Program and High Potential Program

**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**

Firm Leadership voted to expand the Executive Committee from 14% diverse committee members to 44% diverse committee members in December 2021.

**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**

A Diversity Equity and Inclusion Collection Credit Policy was created to cement our commitment to the recruitment, promotion, retention, succession, and success 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?

**#1**

Developing new pathways to attract law school and lateral candidates who bring diversity to the firm, including with newly launched diversity scholarships at selected law schools.

## Nelson Mullins Riley & Scarborough LLP

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### 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

Renewing efforts to address issues of firm culture and inclusion, including through robust affinity group activities.

## Nelson Mullins Riley & Scarborough LLP

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### 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

Focusing on retention through sponsors program and professional development programs.

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

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**Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Does the firm have a commitment to DEI? What are their forward-looking steps towards creating an inclusive and equitable environment for their employees?