

Troutman Pepper Hamilton Sanders LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Thomas J. Cole Jr. Managing Partner	White	Male	
Stephen E. Lewis. Chair	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	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	8	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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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

Erin Cannon Director of Diversity, Equity & Inclusion

DEI Committee

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

In what year was the committee formed?

2020

Total Number of Attorneys on DEI Committee: 32

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	15	0	0
American Indian or Alaska Native	3	0	0	0
Asian	3	1	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	7	9	0	0
Two or More Races	0	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

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

1,196 Total attorneys in U.S. offices

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

U.S. Associates

535 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	264	270	1	0
American Indian or Alaska Native	1	0	0	0
Asian	12	31	0	0
Black or African-American	14	30	0	0
Hispanic or Latinx	8	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	216	183	1	0
Two or More Races	8	8	0	0
Other or Unknown	5	8	0	0
Additional Demographics	17	13	1	0
LGBTQ+ Individuals	16	12	1	0
Individuals with Disabilities	1	1	0	0

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U.S. Equity Partners

256 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	213	43	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	2	0	0
Black or African-American	7	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	182	37	0	0
Two or More Races	4	2	0	0
Other or Unknown	10	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

223 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	151	72	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	3	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	133	65	0	0
Two or More Races	1	1	0	0
Other or Unknown	5	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Counsel / Of Counsel

60 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	34	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	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	31	24	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

121 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	61	60	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	52	51	0	0
Two or More Races	1	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	2	3	0	0
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	0	0	0	0

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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

23 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	12	4	0	0
Two or More Races	1	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

89 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	44	45	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	6	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	33	38	0	0
Two or More Races	1	2	0	0
Other or Unknown	1	1	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	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:

Troutman Pepper is Mansfield 5.0 Certified Plus, and we are participating in Mansfield 6.0. As a result, the firm pledges to adhere to Mansfield rule in all hiring decisions. Our firm has internally expanded these criteria as a model for tracking demographics for all leadership roles and committees, with the goal of increasing diverse representation throughout the firm.

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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?

A component of partner compensation is tied to diversity efforts. The firm's partner compensation system is subjective, not formulaic, based on the partner's total contribution to the firm. The firm rewards a variety of factors, including the development and utilization of other attorneys, with a particular emphasis on diversity and inclusion. Each partner's compensation review process includes a review of data showing the demographics of the attorneys working on the partner's matters. Each partner is also asked to describe his or her efforts to advance the firm's goals of attracting, retaining, developing, and mentoring other attorneys, particularly women and underrepresented attorneys.

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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
- 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

Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

No

If yes, which law schools does the firm recruit at specifically for diversity purposes?

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
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Scholarships

Our firm pioneered an award-winning partnership with Villanova University Charles Widger School of Law (Villanova). This multifaceted program earned the George B. Vashon Innovator Award from the Minority Corporate Counsel Association- a high honor, "given to in-house legal departments, law firms, and bar associations that have led the way with innovative best practices to assist attorneys from underrepresented groups." Villanova annually awards two, three-year, full tuition scholarships in the firm's name in perpetuity. The recipients are racial or ethnic minorities, and the scholarships are awarded on merit and financial need. The firm also hires two Villanova students from underrepresented backgrounds as 1L summer associates. The firm is also a perpetual sponsor of the Martin Luther King, Jr. keynote address, which is held during Villanova's annual week-long commemoration of the life of Dr. King Link:

Internships

Link:

Fellowships

Link:

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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

Lavender Law, Southeast Minority Job Fair, Philadelphia Area Diversity Job Fair, Delaware Minority Job Fair, Western Regional Black Law Students Association Job 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.)?

Resumes are redacted to remove GPAs and we conduct blind writing sample reviews for all students.

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Summer Associates

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

Our summer associates are invited to connect with our affinity groups through a variety of social networking opportunities. Our DEI team participates in summer associate orientation, and holds additional programming throughout the summer, including local happy hours and LCLD events.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

25 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	4	1	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	4	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	2	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	1	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?

23

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

59 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	20	0	0
Two or More Races	2	1	0	0
Other or Unknown	1	2	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

59 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	20	0	0
Two or More Races	2	1	0	0
Other or Unknown	1	2	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

56 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	30	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	19	0	0
Two or More Races	2	1	0	0
Other or Unknown	1	2	0	0
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	3	3	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?

8

New Attorneys Hired

214 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	114	100	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	12	0	0
Black or African-American	11	11	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	80	66	0	0
Two or More Races	5	3	0	0
Other or Unknown	7	4	0	0
Additional Demographics	9	9	0	0
LGBTQ+ Individuals	9	9	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 Attorney Affinity Group, Asian Pacific American Affinity Network, Latino Caucus at Troutman Pepper, Pride at Troutman Pepper, South Asian Affinity Group, Troutman Pepper Veterans Group, Women's Leadership Committee

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Affinity Groups Cont'd

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

Our affinity groups are supported by our Diversity and Inclusion team and Committees for their programing, networking, and professional development needs. The firm provides an opportunity for our attorneys to align with the group of their choice, while creating a safe space to raise issues and concerns, exchange knowledge, elevate their profiles within the firm, and build community. The groups also offer leadership roles and exposure to the firm leaders, while also providing opportunities for relationship building within the firm and with alumni; professional and business development; and social and educational activities. Through planning and collaboration, our affinity groups are able to offer external, firm-wide, and group programming throughout the year that is responsive to their needs and goals. Attorneys from underrepresented groups, including members of our affinity groups, are also invited to join local and national bar associations and attend a variety of external professional development programs and conferences with the support of the firm.

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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:

In addition to their regular programming, we offer our affinity groups the opportunity to host retreats focused on professional development and building connections across the firm. We collaborate with each group to develop programming that is responsive to the goals and needs of the group, and work with other departments across the firm to bring the programming to life.

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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:

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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 Associate Development Committee (ADC) consists of partners who advise on the integration, development, compensation, and advancement of all our associates. The Associate Liaison Committee (ALC) consists of associates and serves as a liaison between all associates and Firm Management, the Associate Development Committee, and the Legal Talent Development team. Members of the ALC meet regularly to discuss associate development, engagement, programs and initiative that enhance the associate experience.

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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?

Our Diversity and Inclusion team, affinity groups, and Diversity and Inclusion Committees collaborate to plan educational, celebratory events and programs to highlight holidays, commemorative, and heritage dates throughout the year. In addition to programming that is open to all firm personnel, we send educational messages inviting the firm to learn more or attend internal or external events. Some events held this year include: virtual pride month trivia, women's history month book club, and a cooking class to celebrate black history month.

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NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

Yes

If applicable, describe the mentoring or sponsorship program

The professional development and DEI teams at Troutman Pepper have been working closely with senior leadership over the past year to develop a new mentorship program for our attorneys from underrepresented groups. This mentorship program will utilize advanced software to connect attorneys from underrepresented groups with their mentors and guide their relationship development. The program is being piloted through our Black Attorneys Affinity Group and we are looking forward to offering continued formal mentorship for our attorneys from underrepresented groups.

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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:

Professional development programs available to our attorneys from underrepresented groups include discussions on the path to partnership, business development, navigating the evaluation and performance review process; affinity group newsletters promoting the professional success of our attorneys from underrepresented groups; and panels on substantive legal topics featuring our attorneys from underrepresented groups. In addition, Troutman pepper offers an intensive, multi-month Client Development and Executive Leadership Program for select partners. Admission to the program is by application, and each program class includes a diverse group of attorneys from various backgrounds.

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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

To help partners quickly identify associates with availability to staff matters, Troutman Pepper's Innovation team, in collaboration with practice group leadership, custom built the Engage platform. It is a forward-looking survey tool that uses artificial intelligence to simplify the challenges of workload allocation and capacity planning. Engage has additional features that help advance the areas of associate career development, mental wellness, and diversity. This platform, available via web app and mobile app, allows practice leadership to manage work more quickly, assign work that aligns with associates' career development goals, and adhere to critical firm objectives, including DEI.

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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 associate participation and leadership in external DEI-related activities such as the Leadership Council on Legal Diversity's Pathfinder Program¹; Charting Your Own Course First Year Academy and Conference; Corporate Counsel Women of Color Conference; National Association for women Lawyers; Lavender Law Conference and Career Fair; Georgia Association for Women Lawyers; South Asian Bar Association, National Asian Pacific American Bar Association, National Bar Association, Hispanic Bar Association of Georgia; Hispanic Bar Association of Pennsylvania; Georgia Latino Law Foundation; Atlanta Women's Foundation

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

Troutman Pepper has developed Engage, an award-winning tool to assist practice groups with equitable staffing and workload management based on associate availability and relevant experience. Through an automated weekly survey, Engage allows associates to self-select availability on a forward-looking basis. Practice groups use Engage to facilitate informed staffing decisions by matching the right work with the right associate at the right time. Engage allows practices to staff across offices and teams, balance associate workloads, and foster integration and connection across practices by discouraging siloed staffing. We also regularly audit our review, compensation, and bonus processes to ensure that there is no bias in the processes and that diverse associates are not disadvantaged in these processes.

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:

The firm currently has the following roles as alternatives to partnerships: Staff Attorneys and Counsel

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.
 24%

Promotions to Partnership

21 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	13	8	0	0
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	12	8	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?

Up to 100 hours

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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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?

No

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:

Attorneys on an alternative work schedule (AWS) are eligible for promotion based on the same criteria as attorneys on standard schedules. Several factors are taken into consideration in this process, but the criteria is the same for someone working on an AWS and someone working full time.

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Attorneys Working Reduced Hours

44 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	11	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	2	9	0	0
Non-Partner-Track Attorneys	4	14	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:

We offer benefits that cover nontraditional family planning such as in vitro fertilization and infertility. These benefits are available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status.

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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?

6 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

Under the Firm's short-term disability policy, associates disabled due to pregnancy will be granted a twelve-week presumptive period of disability following the date of birth of the child. Under the Firm's Parental Leave Policy, associates may take up to six weeks of paid leave within six months of the date of birth or adoption of a child.

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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.

Additional benefits include: Prescription; Emergency Child Care Facility and At-Home; Dependent Care Reimbursement Program; On-Ramping Schedules following Family and Medical leaves of Absence; Milk Stork Delivery Program.

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

107 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	61	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	12	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	43	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	41	12	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

0

Troutman Pepper Hamilton Sanders LLP

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	5	0	0
Two or More Races	1	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

SUCCESSSES 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 successes and highlights of Troutman Pepper's diversity efforts span across several aspects of our firm. For example, Troutman Pepper has been recognized by leaders in the industry for our diversity efforts. We received a 100 percent rating on the Human Rights Campaign Foundation's Corporate Equality Index for the 14th consecutive year and received the Leadership Council on Legal Diversity (LCLD) 2022 Top Performer and Compass Awards. Additionally, we are Mansfield 5.0 Certified Plus. Our firm applies the criteria for Mansfield to all attorney hires, all committees, and all leadership roles. The integration of these standards across our firm has been critical as we continue to develop our internal culture.

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

To further our internal efforts, we retained an external consultant to conduct a data-driven DEI culture assessment and develop strategic recommendations. The assessment, which included an inclusion survey, data analysis, focus groups, process reviews, and leader interview, helped identify gaps, strengths, and barriers related to diversity, equity, and inclusion. In partnership with our consultant, we have developed responsive strategies to enhance our inclusive culture and have begun rolling out a firmwide diversity strategic plan. The first phases of our strategic plan, which includes a relaunching of our affinity groups and inclusivity training for firm leadership, have been incredibly successful.

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

Likewise, as part of our action plan to address racial injustice externally and internally, Troutman Pepper implemented several planned initiatives and programs. These programs enhance opportunities for attorneys from underrepresented groups at our firm and engage staff and attorneys in important DEI conversations. Selected planned initiatives under the action plan include evaluating work allocation processes and providing additional professional development resources for attorneys and staff; education and training events with firm leaders on inclusive leadership and DEI topics; the Diversity Dialogue series, where meaningful conversations, education, and relationship-building can occur in safe spaces; evaluating partnership and contribution opportunities (e.g., time, resources, or financial) with organizations committed to social and racial justice; and further building DEI efforts and goals into the compensation and 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

Troutman Pepper will continue to advance diversity, equity, and inclusion within the firm. Following the completion of a data-driven DEI culture assessment, we are currently implementing our firm wide diversity, equity, and inclusion strategy to incorporate the findings and recommendations, including expanding educational opportunities related to inclusive leadership and inclusive culture.

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

The firm will continue to create opportunities for strengthening existing relationships and building new relationships across departments, offices, and practice groups through integrated programming led by our DEI team. We will also continue to integrate our Diversity, Equity and Inclusion partners in each practice group. These partners focus on the DEI issues and opportunities in each practice group related to the work allocation and career development of associates, counsel, and partners; recruiting; training and programs at the practice group level; and facilitating discussions and resolutions involving the experiences of underrepresented attorneys.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

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

#3

Lastly, Troutman Pepper will continue to work with our local offices, practice groups, and affinity groups to assess on-going and new opportunities to develop educational programs and experiences to understand processes and systems across the firm. Troutman Pepper will also continue to explore ways to support attorneys from underrepresented groups through internal initiatives and supporting external opportunities that foster their professional development.

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?

In addition to asking about the firm's current programs and initiatives related to diversity, equity, and inclusion, candidates should ask about the firm's goals for improving their efforts, how their approach to DEI has changed over time, and what has informed the change. Also, ask if you can be connected with attorneys or staff at the firm to learn about the firm's culture and the opportunities available at the firm that will support your growth as an attorney and professional.