

Pillsbury Winthrop Shaw Pittman LLP

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David Dekker, Firm Chair	White	Male	
Michael Finnegan, Firm Managing Partner	Hispanic or Latinx	Male	

Executive Committee

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	6	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	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

2024 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

Rosa Walker, Chief Diversity & Inclusion Officer

Rohonda Williams, Firmwide Diversity & Inclusion Coordinator

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes
 In what year was the committee formed?

2013

Total Number of Attorneys on DEI Committee: **9**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	5	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	3	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

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**

2024 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

647 Total attorneys in U.S. offices

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

U.S. Associates

215 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	104	111	0	0
American Indian or Alaska Native	0	0	0	0
Asian	14	25	0	0
Black or African-American	6	7	0	0
Hispanic or Latinx	7	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	68	64	0	0
Two or More Races	7	3	0	0
Other or Unknown	2	4	0	0
Additional Demographics	10	7	0	0
LGBTQ+ Individuals	9	7	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Equity Partners

259 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	187	71	1	0
American Indian or Alaska Native	0	0	0	0
Asian	11	8	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	167	50	1	0
Two or More Races	4	4	0	0
Other or Unknown	2	0	0	0
Additional Demographics	7	2	0	0
LGBTQ+ Individuals	6	2	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

20 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	3	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2024 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

84 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	38	0	0
American Indian or Alaska Native	0	1	0	0
Asian	0	9	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	27	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Partner-Track Attorneys

62 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	43	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	13	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	1	0	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Law Clerks

5 Total Law Clerks

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	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

11 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	7	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Hiring Committee

9 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	1	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	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:

Pillsbury has earned Mansfield Rule 6.0 Plus certification, which affirms that we are considering a diverse slate of candidates for open positions. The firm is expanding upon that notion and aims for each of its legal practice section teams to consist of 50% diverse attorneys.

2024 Vault Law Firm Diversity Survey

Accountability

Does the firm include achievement with respect to diversity, equity, and inclusion as a component of partner compensation?

Yes

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

Pillsbury's partner compensation plan states that partners who assume leadership roles and produce results in this area will be recognized.

2024 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
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2024 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; Thurgood Marshall School of Law.

2024 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 2023
Scholarships	

Link:

Internships

Link:

Fellowships

Pillsbury's 1L Fellowship for Advancing Diversity in the Profession allows 1L students to Summer at the firm, participate in the LCLD 1L development program, have the opportunity to work in-house with a client for a portion of the Summer, and they are eligible to return as 2L Summers. Fellows are also eligible for grant money to defer the cost of law school. 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

Bay Area Diversity Fair, Lavender Law, Mid-Atlantic Black Law Student Association (MABLSA).

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.)?

Interview training with all local hiring committee leaders and members; training focused on biases in the virtual interview realm; and unconscious bias training.

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Summer Associates

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

The summers participate in the 1L LCLD Scholars Summit. The program is designed specifically for 1L Scholars and focuses on relationship building and career development strategies. Each summer is assigned a junior associate as a "Buddy" and a partner as a mentor. Pillsbury hosts a 2-day retreat for summers across the firm to meet and learn from each other and attorneys from across the firm who were previously summer associates at the firm. The talent development teams host an array of practical professional training sessions where summers may apply their law school education to practical principles of practicing law.

2024 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

8 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	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 2022 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

8

2024 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2023? Yes

38 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	6	0	0
Two or More Races	0	3	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

2L Summer Associates Who Received Offers

35 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	5	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

35 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	5	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	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 2023 were hired through the firm's diversity scholarship/internship/fellowship program?

15

New Attorneys Hired

45 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	11	0	0
Two or More Races	2	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	1	0	0	0

Mandatory Arbitration

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

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

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

2024 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:

Attorneys of Color Network; B.E. (Black Excellence); DiverseAbilities; M.E.R.G. (Military Employee Resource Group); Pillsbury First (First-generation Employee Resource Group); Pillsbury Pride; Women's Impact Network

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Affinity Groups Cont'd

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

The Diversity and Inclusion Committee extends financial support to the affinity groups and collaborates with the leads to develop programming, create a budget, market events internally and externally, and create a pipeline to firm senior leadership. The firm develops programs to promote diversity and inclusion and works with the firm's senior leadership, committees and business group units/practice groups in their efforts to create diverse teams to serve our clients.

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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:

The Diversity and Inclusion Committee hosts a biennial Attorneys of Color Conference and, in alternating years, a Pride Retreat. The conferences are held over two to three days and include programming that focuses on personal and professional development, a wellbeing session, a team building event and a community service event. Prior conferences have included presentations on the firm's career and leadership coaching services, benefits, client teams and a deep dive from the Attorney Development Committee, which oversees the review and advancement of associates, senior associates, and counsel. In 2025 the firm is going to invest in an Inclusion Summit to bring all the affinity and employee resource group leaders together for a day of collaboration.

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Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

Yes

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

A reverse mentoring program is in its pilot stage. Participants have included senior leaders, such as the Firm Chair, Board Members, and Summer Associates.

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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 Attorney Development Committee ("ADC") works closely with global business units and practice group leaders in three important firm functions: 1) oversee the review and advancement of associates, senior associates and counsel to ensure that firm policies and standards are applied in a consistent manner; 2) provide an independent review to the Executive Team and the Board of candidates nominated for partnership; and 3) work in conjunction with Firm leadership, associates, and Human Resources in developing policies and procedures related to all associates and counsel. The ADC includes an Associate Committee, with members elected by the non-partner attorneys in their respective offices. Each spring the Associate Committee elects two co-chairs and establishes goals and priorities for the coming year. Firm leadership and the ADC's Chair and Vice Chair meet regularly with the Associate Committee.

2024 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?

Local Diversity and Inclusion Committees ("LDIC") function as an extension of the local management team and work with the firmwide Diversity & Inclusion Committee to help implement firmwide diversity and inclusion initiatives and goals. The LDIC's primary goal is to be inclusive by recognizing different cultures and lifestyles through programming that fosters education, community involvement and social events. Furthermore, the Diversity & Inclusion Committee sponsors firmwide programs in recognition of important months or days of celebration or awareness.

The LDIC's have executed programming for Black History month, Veterans Day, Hispanic Heritage Month, Disability Awareness Month, Pride Month, and Father's Day.

2024 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

Pillsbury recognizes the value and effectiveness of mentorship as a tool for professional development and growth. As a result, the firm has implemented a comprehensive and multi-faceted mentorship program to support its attorneys. The program includes one-on-one formal mentorship, in addition to on-demand topic-specific guidance. Attorneys have access to "mentorship rosters" that cover various areas such as substantive practice area skills, firm cultural guidance, work/life integration, business development, reduced hours schedules, personal caregiver responsibilities, path to partnership, and other relevant life and professional categories. The mentorship program is designed to address broad aspects of an attorney's life to promote retention, sustained well-being, and personal and professional growth. This approach ensures that mentees can seek advice on specific areas of interest or challenges they may encounter in their careers.

2024 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:

Pillsbury's diversity and inclusion strategic plan is designed to optimize both diversity and inclusion through complementary internal and external initiatives. Core internal initiatives focus on enhancing the experience of our diverse attorney population, increasing our retention and promotion rates, which includes providing individualized training, support and/or resources to best position attorneys for success, ensuring those attorneys in leadership roles represent diversity in backgrounds and perspectives, and growing the number of diverse equity partners. Diverse attorneys are encouraged to gain skills and support within their practice section, through programs offered through the firm's Talent Development department, and we support the participation in external programs. Pillsbury has consistently sponsored attendance at the Hastings Leadership Academy for Women at UC Hastings College of the Law and Harvard Law School's Women's Leadership Institute. These immersive executive programs are designed for law firm partners and in-house counsel to achieve the highest levels of success in their firms, organizations, communities and in the larger legal profession. As a member of the Leadership Council on Legal Diversity ("LCLD") the firm sponsors associates and counsel as LCLD Pathfinders and/or Fellows. The LCLD programs train high-performing attorneys in critical career development strategies including leadership and the building of professional networks. Pillsbury also encourages attorneys to attend network and/or skill-building conferences or seminars hosted by LCLD, Minority Corporate Counsel Association, California Minority Counsel Program, Corporate Counsel Women of Color, and various bar associations.

In 2023 the firm piloted an Advisory Program which is structured around specific and measurable goals. Advisees work with advisors to develop relevant and realistic goals and milestones.

2024 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

Pillsbury's Diversity and Inclusion Committee collaborates and strategize with firmwide practice sections, client teams, local office management, and with firmwide business development teams to monitor whether diverse attorneys have equal access to quality assignments that align with their experience and to create opportunities for diverse attorneys to take on visible leadership roles and engagements, and to highlight their talents and professional successes. Pillsbury also has two Board commissioned committees, the Board Committee on the Advancement of Women Attorneys and the Board Committee on the Advancement of Diverse Attorneys, which are tasked with finding solutions that create more opportunities for women and diverse attorneys to advance to partnership. Among the committees' responsibilities is to monitor work allocation and assist with the formation of client teams.

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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):

2024 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

Work allocation, performance reviews and promotions are monitored by the alliance between the Diversity and Inclusion Committee, Client Growth team, Attorney Development Committee, national practice sections leaders and the Board Committees. Practices are closely monitored to assure that attorneys are not overlooked, and that goal setting is structured to achieve growth. Work allocation, performance reviews and promotions are monitored by the alliance between the Diversity and Inclusion Committee, Client Growth team, Attorney Development Committee, national practice sections leaders and the Board Committees. Practices are closely monitored to assure that attorneys are not overlooked, and that goal setting is structured to achieve growth.

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

2024 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
- 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:

Special Counsel opportunities are available on a case-by-case basis.

2024 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2023 who started as associates at the firm.

12%

Promotions to Partnership

15 Total Number of Attorneys Promoted to Partner in 2023 (includes promotions effective in 2023, not announced in 2023)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	6	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	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?

25

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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

Base compensation and hours bonuses for associates and counsel are published.

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:

Depending on the duration of the part-time schedule, and the experience and skill set of the individual attorney, part-time/flex-time attorneys may be eligible for partnership consideration with their class. Alternatively, consideration may be deferred if it is determined that the attorney would benefit from additional time to develop important skills or experience prior to consideration.

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Attorneys Working Reduced Hours

45 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	1	0	0
Equity Partners	12	3	0	0
Non-equity Partners	3	2	0	0
Counsel / Of Counsel	1	16	0	0
Non-Partner-Track Attorneys	3	2	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:

Pillsbury's medical insurance coverage provides fertility and family-planning benefits for coverage-eligible employees. All covered services are subject to a deductible and must be qualified medical procedures that are medically necessary. In vitro fertilization has a \$2M lifetime maximum.

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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?

12 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

The firm offers a comprehensive gender-neutral parental leave policy to both primary and contingent caregivers, inclusive of adoptive and surrogate parents. After taking leave, lawyers caring for children may choose to take advantage of a phase-back program that assumes a reduced schedule for the first 60 days. A partner liaison or human resource advisor is assigned as the primary point of contact throughout new-parent leave and helps with reintegration and ramp-up upon return.

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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?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- No** 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.

Below is a snapshot of Pillsbury's benefits aimed at balancing work with personal responsibilities: * Flexible scheduling. * Phase-back program: After taking leave, lawyers caring for children may choose to take advantage of a phase-back program that assumes a reduced schedule for the first 60 days. * Generous personal time off policies. * Options to work reduced hours without special authorization or risk of penalty. * A robust suite of benefits and programs for families, such as resources for child and elder care, mental health resources, health and wellness programs, and a counseling referral program. The firm offers family benefits that provide access to subsidized child and elder care resources. To assist with the increased and unexpected demands placed on working parents, Pillsbury expanded the Care.com benefits to include one's personal network. This benefit eased the anxiety and health risk of having an unfamiliar caregiver in the home during the pandemic. These services are provided free-of-charge to all Pillsbury employees and their dependents. Pillsbury also partnered with Tutor.com to provide one-to-one virtual tutoring services for students from grade school to college. These services are provided free-of-charge to all Pillsbury employees and their dependents.

2024 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
- Yes** Other (please elaborate):
Pillsbury has instituted gender confirmation guidelines as a resource for HR advisors, firm and client leaders and co-workers. The Pride retreat and quarterly Pride member events bring the community together and create a psychological safe space for expression.

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):
Pillsbury has an ERG (DiverseAbilities) dedicated to advocating and providing resources and support to persons with disabilities. Additionally, Pillsbury's sponsorship of Disability:In includes access to resources, which we are able to share across the firm to support employees and/or dependents with disability-related needs. Through our medical coverage provider we have offered programs to educate on invisible disabilities.

2024 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

31 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	20	0	0
American Indian or Alaska Native	0	1	0	0
Asian	1	1	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	9	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

22 Total Number of Departures among U.S. Partners in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	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	15	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

0

2024 Vault Law Firm Diversity Survey

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

17 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	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	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

2024 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

Pillsbury has successfully achieved Mansfield Rule 6.0 Plus Certification—earning Plus status for having at least 30% underrepresented lawyer representation in leadership roles in addition to meeting baseline certification requirements. Mansfield Rule 6.0 Plus Certification, which signifies that the firm has not only affirmatively considered at least 30% women, attorneys of color, LGBTQ+ attorneys and attorneys with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions, but has filled significant leadership roles at Pillsbury with at least 30% of Mansfield diverse candidates.

2024 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

Pillsbury is committed to collecting accurate data to track the diversity of our firm and measure our progress. We are incentivizing leaders across the firm to achieve our diversity and inclusion goals, in recruiting and in the work we undertake for clients. We will also incentivize administrative managers to attract, foster and advance diverse staff. Our 2023 diversity percentages of women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities included: 33% of partners; 66% of associates and counsel; 81% of non-lawyer professionals; 53% of 2022 partner class; 80% of summer class; and 50% of lateral partners.

2024 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

Pillsbury's medical benefits no longer require a medical diagnosis to receive reimbursement and/or treatment for in vitro or other fertility treatments. This policy change will allow opportunities for more families.

2024 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

Improving Retention

2024 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

Investing in and optimizing external programming focused on business development

2024 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

Expanding and diversifying our lateral recruitment efforts.

2024 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?

Candidates looking for a diverse and inclusive work environment should ask questions about the firm's strategic plan, accountability and about the engagement and involvement of senior leadership. Benefits can also be a key indicator of a firm's culture and inclusive model.