

Winston & Strawn LLP

2025 Vault Law Firm Culture & Inclusion Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Steve D'Amore, Chairman	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 26

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

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Does the firm have a Chief Diversity Officer, Director of Inclusion, or other professional(s) leading the firm’s inclusion initiatives?

Yes

Name and Title

Sylvia James, Chief Opportunity and Inclusion Officer

DEI Committee

Does the firm have an inclusion committee or the equivalent?

Yes

In what year was the committee formed?

2004

Total Number of Attorneys on DEI Committee: 22

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	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

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

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Attorney Headcount

908 Total attorneys in U.S. offices

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

U.S. Associates

488 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	241	246	1	0
American Indian or Alaska Native	0	1	0	0
Asian	24	35	1	0
Black or African-American	17	28	0	0
Hispanic or Latinx	21	25	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	162	135	0	0
Two or More Races	10	13	0	0
Other or Unknown	7	9	0	0
Additional Demographics	27	57	1	0
LGBTQ+ Individuals	13	32	1	0
Individuals with Disabilities	14	25	0	0

Winston tracks attorneys that identify as Middle Eastern/North African. This data is reflected within the "Other" category.

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349 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	254	95	0	0
American Indian or Alaska Native	0	0	0	0
Asian	11	7	0	0
Black or African-American	8	5	0	0
Hispanic or Latinx	11	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	221	73	0	0
Two or More Races	2	2	0	0
Other or Unknown	1	3	0	0
Additional Demographics	10	7	0	0
LGBTQ+ Individuals	8	6	0	0
Individuals with Disabilities	2	1	0	0

Winston tracks attorneys that identify as Middle Eastern/North African. This data is reflected within the "Other" category.

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

We are a single-tier partnership firm; we do not have non-equity partners.

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64 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	41	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	1	0	0
Additional Demographics	5	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	2	0	0	0

Winston tracks attorneys that identify as Middle Eastern/North African. This data is reflected within the "Other" category.

U.S. Non-Partner-Track Attorneys

29 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	13	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

This data includes practice attorneys and senior attorneys.

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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

The law clerks are included in the associate number.

U.S. Office Managing Partners

11 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	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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Schools

Does the firm recruit at law schools specifically to broaden the pool of applicants?

If yes, please list these law schools.

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Does the firm offer scholarships, internships, or fellowships?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2024
Scholarships	
10 Link: https://www.winston.com/en/opportunity-and-inclusion/recruitment-initiatives	10

Internships	
0 Link:	0

Fellowships	
9 Link:	9

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Does the firm participate in career fairs specifically to broaden the pool of applicants?

Yes

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

CCBA Minority Job Fair, Bay Area Diversity, Lavender Law, Southeastern Law School Consortium (SELC), Sunbelt Diversity Job Fair

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

WORK EXPERIENCE

Law students who join Winston's summer program work on a wide variety of corporate and litigation projects with outstanding attorneys who are welcoming, kind, and genuinely invested in their professional growth and satisfaction. Summer associates work on meaningful and challenging assignments, including interesting client work and impactful pro bono matters.

TRAINING

Summer associates participate in a best-in-class series of legal and professional skills-training programs. The trainings span a range of professional development topics, including hard skills such as impactful legal writing, arguing a motion, and negotiating a purchase agreement, as well as soft skills, such as effective networking.

MENTORING

Each Winston summer associate is assigned an associate mentor and a partner mentor. Associate mentors serve as the first point of contact and guide throughout the program. Associate mentors assist with obtaining work assignments, hosting lunches, reviewing written work product, and are available to answer questions. Partner mentors provide shadowing opportunities as well as assist with obtaining work assignments and making introductions to other attorneys across the firm.

OPPORTUNITY & INCLUSION

At Winston, we're committed to expanding access to opportunity and fostering an inclusive environment where our people can grow, thrive, and have a fulfilling career. Our summer associates are supported and able to get involved in various ways, including:

- 1.Lawyer Networks: Winston is proud to offer 10 affinity groups, which are open to all lawyers and summer associates within the firm and serve as platforms for connection, networking, and community.
- 2.Training/Education: Throughout the year, we host an array of firmwide heritage and awareness month events featuring renowned speakers, which summer associates are invited to attend. We also host programs during the summer that are particularly relevant to summer associates, including on financial wellness/planning and navigating the legal profession and law firm environment as a first generation professional.

PRO BONO OPPORTUNITIES

Community service is ingrained in our culture, and we encourage summer associates to participate in Winston's substantial Pro Bono matters. This work serves a critical need in the community while providing valuable legal experience. Many of our incoming associates also participate in Winston's Pro Bono Fellowship program the summer after their law school graduation. This program provides a \$10,000 stipend for incoming associates performing 300 hours of pro bono legal services at local public interest law organizations of their choice.

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Does the firm hire 1L summer associates?

Yes

21 Total 1L summer associates at the firm in 2024

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	6	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

Fellowship Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2024 were hired through the firm’s scholarship/internship/fellowship program?

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2L Summer Associates

Yes

72 Total 2L Summer Associates at the Firm in 2024

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	44	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	7	0	0
Black or African-American	7	8	0	0
Hispanic or Latinx	1	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	17	0	0
Two or More Races	3	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	7	11	0	0
LGBTQ+ Individuals	6	11	0	0
Individuals with Disabilities	1	0	0	0

2L Summer Associates Who Received Offers

71 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	44	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	7	0	0
Black or African-American	7	8	0	0
Hispanic or Latinx	1	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	17	0	0
Two or More Races	3	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	7	11	0	0
LGBTQ+ Individuals	6	11	0	0
Individuals with Disabilities	1	0	0	0

2L Summer Associates Who Accepted Offers

68 Total 2L Summer Associates Accepted Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	42	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	7	0	0
Black or African-American	7	6	0	0
Hispanic or Latinx	1	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	17	0	0
Two or More Races	2	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	7	11	0	0
LGBTQ+ Individuals	6	11	0	0
Individuals with Disabilities	1	0	0	0

Winston tracks summer associates that self-identify as Middle Eastern/North African. This data is reflected within the "Other" category.

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How many of the law students who participated in the firm's 2L summer associate program in 2024 were hired through the firm's scholarship/internship/fellowship program?

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New Attorneys Hired

160 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	82	78	0	0
American Indian or Alaska Native	0	0	0	0
Asian	10	11	0	0
Black or African-American	8	10	0	0
Hispanic or Latinx	8	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	47	43	0	0
Two or More Races	5	7	0	0
Other or Unknown	4	2	0	0
Additional Demographics	16	24	0	0
LGBTQ+ Individuals	5	15	0	0
Individuals with Disabilities	11	9	0	0

Winston tracks attorneys that self-identify as Middle Eastern/North African. This data is reflected within the "'Other' category.

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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Affinity Groups

Does the firm have internal affinity groups or networks (open to all employees)?

Yes

If yes, list the firm's affinity groups:

Women's Leadership Initiative, Black Lawyers Network, Winston Asian Leadership initiative, Winston Pride, La Alianza at Winston, MENA, Family Network, DiverseAbility Network, First-Gen Professionals Network, Military Service Network

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

The firm provides leadership and administrative support, as well as funding for its various affinity groups.

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Does the firm host culture and inclusion retreats or conferences? **Yes**
Does firm leadership attend these events? **Yes**

If applicable, please describe these events:

Winston hosts various retreats to advance our culture of inclusion and afford attorneys opportunity to form meaningful connections, network, and build community.

In Fall 2024 we hosted the sixth Women's Leadership Initiative (WLI) European Region Seminar, which brought together all women attorneys from our London and Paris offices for a full day of professional development programming, and a chance to connect with each other, as well as with WLI leadership.

Additionally, in conjunction with the biannual partner conference, the firm hosts a Women Partners Forum, which brings together the women partners firmwide. This year, the forum featured a fireside chat with the firm Chairman, as well as a "speed collaboration" exercise designed to spark meaningful conversations and uncover business development opportunities.

Finally, the firm hosts a biannual Inclusion Retreat. In October 2024, we hosted the fourth Inclusion Retreat in Nashville, Tennessee. The three days of programming included a fireside chat with the firm Chairman, a corporate counsel panel, and presentations by many thought leaders.

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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:

Although Winston does not have a formal one-on-one reverse mentoring program, we offer several mentoring initiatives that achieve similar goals. These programs are designed to bridge generational and cultural gaps, share perspectives and skills, and foster a more inclusive culture. Our affinity groups provide targeted mentoring programs as a complement to Winston's formal mentoring program. For example, several of our affinity groups host mentoring circles for their members, including the First-Gen Professionals Network, Women's Leadership Initiative (WLI), Winston Asian Leadership Initiative (WALI), Winston Pride, and La Alianza at Winston (LAW). Each circle includes 8-10 attorneys at varying levels of seniority, creating a small group setting where they can connect, expand their internal and external networks, and discuss challenges related to law firm life. These circles enable junior associates to share their experiences and perspectives with senior lawyers, including senior partners, facilitating meaningful interactions across different levels of seniority and practice groups and contributing to a more cohesive and inclusive firm culture.

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Associate Committee

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

Yes

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

The firm has established an Associates Committee that is structured through a democratic election process and is authorized by the firm's management to provide candid and honest feedback. As a result of the recommendations and suggestions put forth by the committee, there have been significant enhancements to several areas such as technology resources, evaluation process, training and mentoring, and overall firm programs. The Committee includes members from both our U.S. and international offices, alongside a partner liaison who acts as a formal resource and sounding board. The committee conducts regular meetings with the firm's leadership to discuss pressing issues and address crucial concerns.

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Cultural Awareness

How does the firm commemorate important dates honoring different cultures of the employees within the firm?

Winston holds programs throughout the year to celebrate cultural heritage and awareness months, including Black History Month, Women's History Month, Holocaust Remembrance, Asian Pacific American History Month, Juneteenth, Pride Month, Hispanic Heritage Month, Veteran's Day, and Native American Heritage Month. These presentations are a powerful way to enhance knowledge and common understanding of inclusion-related topics and issues. We have received overwhelming positive feedback from attendees about how the programs inspire, educate, and, in some cases, transform their thinking and their lives. The programs also help create a work environment that is more welcoming, supportive, and inclusive of everyone within the firm.

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Mentoring & Sponsorship

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

Yes

If applicable, describe the mentoring or sponsorship program

Winston's formal mentoring program is an essential component of the firm's professional development strategy and all first-through third-year associates receive a mentor. Mid-level and senior associates can choose to participate in the program as mentors or mentees. The program is designed to help associates establish valuable connections with more senior attorneys and gain skills, knowledge, and experiences that advance their careers. Lateral associates in their first year at the firm also have the option to participate in our formal mentoring program.

Furthermore, as a complement to Winston's formal mentoring program, several of our affinity groups host mentoring circles for their members, including the First-Gen Professionals Network, Women's Leadership Initiative (WLI), Winston Asian Leadership Initiative (WALI), Winston Pride, and La Alianza at Winston (LAW). Each circle includes 8-10 attorneys at varying levels of seniority, creating a small group setting where they can connect, expand their internal and external networks, and discuss challenges related to law firm life. These circles enable junior associates to share their experiences and perspectives with senior lawyers, including senior partners, facilitating meaningful interactions across different levels of seniority and practice groups and contributing to a more cohesive and inclusive firm culture.

Additionally, Winston has a robust sponsorship program designed to connect high-potential mid-level associates with senior leadership. In November 2024, Winston's Opportunity and Inclusion Committee launched the sixth cycle of our firmwide Associate Sponsorship Program. This program pairs high-performing lawyers in their fifth and sixth years of practice with members of the firm's Executive Committee. The one-year program includes:

- *Monthly meetings between protégés and sponsors
- *Quarterly professional development programs
- *Opportunities to work on client or business development projects
- *Regular interactions with firm leaders
- *Individual and group coaching sessions

This program has been highly effective in developing strong relationships between our associates and firm leaders. The seventh cycle of the Sponsorship Program will begin in Fall 2025.

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Does the firm offer professional development programs specifically for junior attorneys?

Yes

If applicable, elaborate on the professional development programs available to junior attorneys:

At Winston & Strawn, we are committed to supporting our junior associates from day one through a robust and thoughtfully designed professional development journey. Our programs are part of Winston University, a world-class training system that delivers legal and professional skills development at every stage of an attorney's career.

Jumpstart: Training for Junior Associates (Years 1; 2)

Jumpstart is our foundational training curriculum tailored specifically for first- and second-year associates. It begins with a multi-day orientation each fall and continues with practice-specific training throughout the year.

*Litigation Jumpstart: Covers essential litigation skills such as legal writing, motions practice, and discovery (both written and oral).

*Transactional Jumpstart: Focuses on core transactional skills like due diligence, drafting, and managing closings.

*Associates in specialized practice areas (e.g., Environmental, Real Estate, Tax, Trusts & Estates) receive additional training tailored to their departments, supplemented by core Jumpstart courses.

Ongoing Legal and Professional Skills Training

Junior associates also benefit from:

*Monthly practice group trainings across all practice areas.

*Litigation-focused programs on core skills, legal developments, and specialized workshops such as:

*A two-day deposition workshop for second-year associates.

*Access to the Winston Writers' Institute for advanced legal writing training.

Career Development Advising

Each junior associate is paired with a dedicated Career Development Advisor who:

*Helps them integrate into the firm and their department.

*Guides them through the Winston Development Framework and evaluation process.

*Translates feedback into actionable goals.

*Supports long-term career planning and growth.

Mentoring and Additional Resources

*Formal Mentoring Program: Associates are matched with mentors (associate or partner level) for guidance and support.

*Coaching and Well-being: Confidential coaching is available to help attorneys achieve personal and professional goals.

*CLE and eLearning: Access to a robust library of in-house CLEs and unlimited programs through the Practising Law Institute (PLI).

*Technology and Inclusion Training: Ongoing opportunities to build tech fluency and foster inclusive practices.

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Does the firm monitor work distribution to ensure that all non-partner attorneys have equal access to quality assignments and significant client matters?

Yes

If applicable, describe how the firm monitors work distribution:

The purposeful allocation of work across all associates is key to the development and retention of all our attorney talent. That is why we implemented a process to monitor the work hours and quality of work assignments of our associates monthly. This process serves both as an early warning system and as a safeguard to ensure that the talented lawyers we recruit have an opportunity to receive developmentally rich work and develop the skills necessary to succeed. To supplement these efforts, the firm also has two full-time Career Development Advisors, as well as a full-time Litigation Assignment and Practice Operations Manager, all of whom work closely with associates, the firm's Chief Opportunity and Inclusion Officer, and firm leadership to ensure associates are receiving a range of substantive and developmentally enriching assignments and feedback. As part of this effort, there are monthly assignment meetings at both the department and practice group levels. The firm also has work allocation software, as well as a formal work assignment system for associates in their first two years of practice to further ensure a more equitable distribution of work assignments.

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

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

We actively support associate participation in affinity bar association conferences and events, including the NBA, HNBA, SABA, NAPABA, National LGBT Bar, and NAWL, as well as inclusion-focused conferences such as MCCA, TMCP, CMCP, and IILP

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Please provide the percentage of equity partners at the firm as of December 31, 2024 who started as associates at the firm.

Promotions to Partnership

19 Total Number of Attorneys Promoted to Partner in 2024 (includes promotions effective in 2024, not announced in 2024)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Winston tracks attorneys that identify as Middle Eastern/North African. This data is reflected within the "Other" category.

BILLABLE HOURS AND COMPENSATION

Credit for Work Other than Billables

Does the firm provide billable credit for work not pertaining to clients, such as recruiting, business development, knowledge management, or inclusion efforts? 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

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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?

The firm publishes the ranges of associate bonuses.

Flex-time Policy

Does the firm have a formal flex-time policy?

No

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:

Under the firm's Flexible Hours Program, any Winston associate or Of counsel attorney may request to work on a reduced hours basis. Associates and counsel working flexible/reduced hours have access to the same benefits as full-time non-partner attorneys, and those who have worked or are working flexible/reduced hours may be promoted to partnership. We are proud that several of our lawyers have been promoted to the partnership while working a flexible/reduced hours schedule. We also have several successful partners who have worked a flexible/reduced hours schedule for many years.

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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	3	8	0	0
Equity Partners	5	12	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	1	2	0	0
Non-Partner-Track Attorneys	2	11	0	0

Winston & Strawn is a one-tier partnership.

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:

Under Winston & Strawn's family-planning benefits policy, the firm offers egg freezing, intrauterine insemination; in-vitro fertilization, male infertility care, contraception (birth control pills, IUDs, etc.), and permanent birth control (e.g., vasectomies, hysterectomies, etc.).

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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?

20 weeks

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Describe the firm's parental leave policy.

Parents of newborn and newly adopted children, regardless of gender or caregiver status, may take up to 20 weeks of paid leave for the purpose of childcare and parent-child bonding. Such leave may be taken in either one or two increments and must be taken within the first 12 months following the birth or adoption of the child.

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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** Prorates 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 on-site day care, backup 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.

At Winston, facilitating a healthy balance between work and family life is an important component of promoting opportunity and inclusion and ensuring the success of our lawyers with families. Our family friendly programs, include:

- o Award-winning Gender Neutral Parental Leave Policy. Winston has a gender-neutral Parental Leave Program that provides attorneys with 20 weeks of paid parental leave without distinctions based on gender or primary/secondary caregiver status; to care for and bond with their newborn or newly adopted children.
- o Parental Leave Transition Support. The firm has a parental leave support program that includes a Parental Leave Liaison, reduced hours targets during "ramp down" and "ramp up" periods, and confidential coaching services for attorneys who are new parents. Working Parents Career Strategist. Creating and navigating a strategic career plan is a foundational building block for all associates at Winston. Pursuing a strategic career plan, however, is often particularly challenging for our working parents who are also managing significant parenting priorities that extend beyond the initial return to work after a parental leave. Winston's Working Parents Career Strategist partners with working parents and future parents to help them navigate their career goals and connect them with firm resources.
- o Breast Milk Delivery Benefit. We offer free overnight milk delivery back home for nursing moms, lawyers and staff, when they travel for work.
- o Bright Horizons Back-Up Child and Elder Care. Back-up childcare is available for attorneys whose regular child or eldercare is unavailable. This benefit is at no cost for up to 30 days per dependent, per year.
- o Family Network Affinity Group. In 2023, Winston launched the family network affinity group, which provides a supportive space to share strategies and access leading-edge information on integrating family life with a BigLaw career. This gender-neutral affinity group is open to parents and caregivers of newborns, toddlers, or teens, as well as those supporting an aging or disabled family member.
- o Flexible Hours Program. We offer alternative work schedules for lawyers who need to work on a flexible or reduced schedule for childcare or family reasons. Several of our lawyers have been promoted to partnership while working a flexible hours schedule. The firm also has Flexible Hours Liaisons to help attorneys working a flexible hours schedule succeed.

2025 Vault Law Firm Culture & Inclusion Survey

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 employees and dependents
- Yes Provides an opportunity for employees to share their pronouns
- No Uses gender-neutral terminology 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):

2025 Vault Law Firm Culture & Inclusion Survey

Departures among U.S. Associates

96 Total Number of Departures among Associates in 2024:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	48	48	0	0
American Indian or Alaska Native	0	0	0	0
Asian	10	6	0	0
Black or African-American	5	5	0	0
Hispanic or Latinx	4	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	30	0	0
Two or More Races	5	1	0	0
Other or Unknown	1	1	0	0
Additional Demographics	5	4	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	3	2	0	0

Winston tracks attorneys that identify as Middle Eastern/North African. This data is reflected within the "'Other' category.

Departures among U.S. Partners

35 Total Number of Departures among U.S. Partners in 2024

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	6	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	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

0

2025 Vault Law Firm Culture & Inclusion Survey

22 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2024:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	7	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	0	0	0	0
Individuals with Disabilities	1	0	0	0

Non-partner track attorneys include senior attorneys and practice attorneys

2025 Vault Law Firm Culture & Inclusion 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 inclusion within the firm? (Number 1)

#1

At Winston & Strawn, we strengthen our firm and service to clients by cultivating a culture where individuals from all backgrounds, experiences, and perspectives come together to achieve our collective goals. We believe that a workplace grounded in respect, belonging, and collaboration produces excellence and allows us to deliver passionate—even unreasonable—service to our clients and colleagues. Here we highlight three key internal initiatives designed to foster inclusion within Winston and ensure that all of our attorneys have the opportunity to thrive.

1. Associate Sponsorship Program. In 2018, the firm created its innovative Associate Sponsorship Program, which pairs high-potential associates in their fifth and sixth year of practice with a sponsor from the firm's Executive Committee. Approximately 20-30 associates participate in the Sponsorship Program each year, and every member of the Executive Committee, including the firm's Chairman serve as sponsors. In this role, Executive Committee members dedicate time to understanding their protégés' goals and advocate on their behalf, supporting their development within the firm.

In November 2024, Winston launched the sixth cycle of this year-long program, which includes monthly meetings between protégés and sponsors; regular interaction with firm leaders; in-person meetings with all sponsors and protégés; as well as individual and group coaching. Participants also have access to professional development courses including the Path to Partnership, Creating a Business Development Plan, Law Firm Economics, Giving and Receiving Feedback, and personalized DISC assessments.

2025 Vault Law Firm Culture & Inclusion Survey

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering inclusion within the firm? (Number 2)

#2

2.Lawyer Networks

At Winston, we understand and value the pivotal role of community in cultivating an inclusive workplace. Winston has 10 firmwide networks that are open to all lawyers and serve as platforms for connection, networking, and community. These networks reflect the wide range of identities, interests, and experiences that make up our firm community.

In 2023, we launched three innovative additions to our lawyer network portfolio: the DiverseAbility Network, the First-Gen Professionals Network, and the Military Service Network. These groups provide tailored platforms where unique experiences and perspectives are not only recognized but celebrated. We also expanded two of our recently established groups; the Family Network and the Middle Eastern/North African (MENA) group. These expansions reflect our responsiveness to the evolving needs and identities within our firm, ensuring that every voice finds a space for expression and growth.

Our established groups continue to thrive and make impactful contributions. The Black Lawyers Network (BLN), La Alianza at Winston (LAW), Winston Asian Leadership Initiative (WALI), Winston PRIDE, and Women's Leadership Initiative (WLI) have each forged strong communities within the firm.

2025 Vault Law Firm Culture & Inclusion 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 inclusion within the firm? (Number 3)

#3

3. Family Friendly Policies

At Winston, we are acutely aware of the intricate balance between professional duties and family responsibilities. Recognizing this, we have instituted a suite of family-friendly policies and programs. These initiatives are designed not only to support our lawyers in their roles as caregivers but also to ensure their continued success and well-being. Central to our family-friendly ethos is our progressive gender-neutral parental leave policy. This policy provides a substantial 20 weeks of paid parental leave. This initiative reflects our recognition of the importance of bonding and caregiving time for all parents, regardless of gender, in the early stages of parenthood. In addition to parental leave, we offer specialized coaching for new parents and several benefits such as free overnight breast milk delivery.

2025 Vault Law Firm Culture & Inclusion Survey

Top Three Priorities

What are the firm's top three priorities for advancing inclusion within the firm moving forward? (Number 1)

#1

Strengthening measures to debias talent management systems, including recruiting, performance evaluations, and promotions.

2025 Vault Law Firm Culture & Inclusion Survey

Top Three Priorities

What are the firm's top three priorities for advancing inclusion within the firm moving forward? (Number 2)

#2

Continuing to enhance our mentorship/sponsorship programs and affinity groups.

2025 Vault Law Firm Culture & Inclusion Survey

Top Three Priorities

What are the firm's top three priorities for advancing inclusion within the firm moving forward? (Number 3)

#3

Further bolstering work allocation and feedback systems to ensure an opportunity-rich environment in which everyone has the ability to thrive.

2025 Vault Law Firm Culture & Inclusion Survey

Advice

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

At Winston, we encourage candidates to be intentional in exploring what inclusion looks and feels like in the workplace. One of the most effective ways to assess a firm's commitment is to ask questions that go beyond statements and get at culture, action, and accountability. For example:

- *Does the firm have a full-time team that supports the success of its underrepresented summer associates and attorneys?
- *Looking ahead, how does the firm plan to maintain a strong, inclusive culture amid legal, political, and market pressures? Have recent shifts impacted the firm's approach or commitment?
- *What kinds of affinity groups and other inclusion initiatives does the firm offer, and how are they supported by leadership?
- *Can you share how inclusion is integrated into staffing, mentorship, or advancement decisions?
- *How does the firm measure progress toward its opportunity and inclusion goals?

These kinds of questions can help uncover whether inclusion is a priority embedded in the firm's culture and daily practices, not just a value on paper.

We also encourage candidates to speak with a range of people at the firm, including individuals from underrepresented backgrounds, to hear firsthand about their experiences.

Finally, we advise candidates to find a law firm where they can identify at least a few people who they believe will be committed to their success at the firm. This help ensure that they will have access to challenging skill building, client work; developmentally rich feedback; and mentors and sponsors to guide their career.