

Boies Schiller Flexner LLP

2025 Vault Law Firm Culture & Inclusion Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Matthew L. Schwartz, Chairman	White	Male	
Sigrid McCawley, Managing Partner	White	Female	
Stuart Singer, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	1	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	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

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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

Professional Development and Inclusivity Specialist: vacant; current search open

DEI Committee

Does the firm have an inclusion committee or the equivalent?

Yes

In what year was the committee formed?

2017

Total Number of Attorneys on DEI Committee: **10**

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

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

179 Total attorneys in U.S. offices

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

U.S. Associates

83 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	46	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	6	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	34	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	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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31 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	2	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

U.S. Non-Equity Partners

54 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	41	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	11	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

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11 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	3	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	0	0
Two or More Races	1	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

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

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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

U.S. Office Managing Partners

10 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	1	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	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

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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?

No

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2024
Scholarships	

Link:

Internships

Link:

Fellowships

Link:

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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

Lavender Law, Veteran's Legal Career Fair

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

The firm has a robust schedule set out for summer associates that includes mentoring, training and events.

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Does the firm hire 1L summer associates?

Yes

4 Total 1L summer associates at the firm in 2024

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

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

24 Total 2L Summer Associates at the Firm in 2024

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	2	0	0
Two or More Races	2	3	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

2L Summer Associates Who Received Offers

24 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	2	0	0
Two or More Races	2	3	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

2L Summer Associates Who Accepted Offers

18 Total 2L Summer Associates Accepted Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	0	0
Two or More Races	2	3	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

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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?

New Attorneys Hired

45 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	16	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

Mandatory Arbitration

- Yes** Does the firm require associates to agree to mandatory arbitration as a condition of employment?
- Yes** 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 Affinity Group LGBTQ+ & Allies Affinity Group Black Affinity Group Asian American & Pacific Islander Affinity Group
Hispanic/Latinx Affinity Group.

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

The Firm provides a dedicated budget for all DEI related work and initiatives. Members of firm leadership attend the events hosted by affinity groups and encourage all employees to attend. The Firm also sponsors members of affinity groups in their pursuit of leadership and business development conferences and trainings, including by writing letters of recommendation and supporting the time (and financial) commitment required outside of the office to attend these programs.

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Does the firm host culture and inclusion retreats or conferences? **No**
Does firm leadership attend these events?

If applicable, please describe these events:

N/A

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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 associates committee has regular meetings with the Managing Partners to make recommendations and to discuss any issues raised by associates.

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Cultural Awareness

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

The firm commemorates important dates honoring diversity by sending out firmwide communications which include invitations to programs hosted by the firm and the affinity groups. These programs feature prominent speakers who cover topics such as race, gender, sexual orientation, social justice, culture, society, the law, and how they all intersect. We invite all employees to attend and encourage discussion of the important issues that impact society and our workplace.

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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

The firm does NITA trainings for our junior associates and hosts a series of internal trainings.

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

No

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

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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?

No

If applicable, describe how the firm monitors work distribution:

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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):

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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

4 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	2	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	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

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.

No

If so, how many hours can be applied to the firm's billable hour target?

N/A

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

Yes; We have no minimum hours requirement for associate bonuses. Instead, our unique formula compensation model allows associates to scale up or down as their individual situations dictate and regularly results in bonus amounts above the market rate.

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:

N/A

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Attorneys Working Reduced Hours

2 Total Number of Attorneys Working Reduced Hours

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

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?

Yes

If applicable, describe the family-planning resources available:

The firm offers each employee a stipend for Carrot Fertility benefits to provide employees with inclusive fertility, hormonal health, and family-forming benefits.

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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?

Yes

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

Primary caregivers are given 6 weeks additional paid leave.

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

18

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

12

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

N/A

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Describe the firm's parental leave policy.

The firm provides family leave to eligible employees consistent with FMLA and applicable state laws.

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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.
- No** 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.

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Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

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):

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Departures among U.S. Associates

13 Total Number of Departures among Associates in 2024:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	8	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	4	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	1	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

0

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

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

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Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering inclusion within the firm? (Number 1)

#1

We have reassessed the impact of all inclusivity programs and refined our approach and priorities to ensure all initiatives are impact-focused and provide for optimal outcomes.

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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

The firm provided feedback training (delivering and receiving feedback) to all lawyers and implemented Individual Development Plans for associates to track their progress and to ensure they are meeting their goals.

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Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering inclusion within the firm? (Number 3)

#3

Launched a firmwide "day of service" program that allows all employees to volunteer with non-profit organizations annually.

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Top Three Priorities

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

#1

Formalize a universal professional development training program.

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Top Three Priorities

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

#2

Explore opportunities to facilitate mentorship and sponsorship relationships for associates.

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Top Three Priorities

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

#3

Participate in industry disability inclusion initiatives.

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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?

Candidates seeking a diverse and inclusive environment should try to speak with diverse lawyers at the firm to gain insight of lived experience of the firm's culture and commitment to inclusion. In addition to asking about the formal training and mentorship programs available to incoming and junior associates, they might ask what type of internal networks and affinity groups they can access for informal mentoring and professional development. They might wish to request general information on attorney statistics including recruiting and retention rates. They should also be encouraged to seize all networking opportunities and to get involved early on so to quickly develop both personal and working relationships with others at the firm.