

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Rachel Proffitt, CEO			
Joe Conroy, Chairman			

Executive Committee

Total Number of Attorneys on Committee: 10

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
Kelly Batts, Chief Diversity Officer
Erica Deane, Director of Diversity, Equity and Inclusion

DEI Committee

Does the firm have an inclusion committee or the equivalent? **Yes**
In what year was the committee formed?
2003

Total Number of Attorneys on DEI Committee: **28**

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**

2025 Vault Law Firm Culture & Inclusion Survey

Attorney Headcount

1,199 Total attorneys in U.S. offices

1,365 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

723 Total number of U.S.-based associates

U.S. Equity Partners

336 Total Equity Partners

U.S. Non-Equity Partners

0 Total Non-Equity Partners

Cooley only has one tier of partnership

U.S. Counsel

112 Total Counsel / Of Counsel

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

U.S. Law Clerks

28 Total Law Clerks

U.S. Office Managing Partners

13 Total U.S. Office Managing Partners

U.S. Hiring Committee Total Number

18 Total U.S. Hiring Committee Members

2025 Vault Law Firm Culture & Inclusion Survey

Schools

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

Cooley engages in a wide range of outreach activities and recruiting events throughout the year. Students from all law schools are encouraged to apply via Cooley Direct or through their law school's OCI/resume collection process, if the firm is participating.

If yes, please list these law schools.

Does the firm offer scholarships, internships, or fellowships?

Yes

If yes, provide the following:

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

Internships

Patent summer program - Cooley offers a patent summer program for entrepreneurial law school students who thrive at the intersection of discovery, creativity, business and law, allowing them to train as associates in our patent counseling & prosecution practice. In our patent summer program, you will spend two full summers at Cooley working with sophisticated clients on their cutting-edge technologies, while being trained and mentored by our patent partners and associates. Candidates will be eligible to receive a \$20,000 bonus upon joining the firm as a full-time associate. Link: <https://www.cooley.com/careers/law-students/patent-summer-program> (1 awarded)

Fellowships

1L Diversity Fellowship: Award recipients will receive a paid 1L summer associate position and an award of up to \$50,000 to assist with law school tuition. Link: <https://www.cooley.com/careers/law-students/us-1l-diversity-fellowship>

2L Diversity Fellowship: Award recipients will receive a paid 2L summer associate position and an award of up to \$40,000 to assist with law school tuition. Link: <https://www.cooley.com/careers/law-students/us-2l-diversity-fellowship>

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

Lavendar Law, Loyola Patent

What steps has the firm taken to build a more inclusive recruitment process (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The DEI team collaborates closely with the legal talent team on interview best practices and provides annual training to lawyers engaging with law students during the recruitment process. Additionally, the firm uses behavioral interviewing, which helps minimize subjective opinions and impressions.

2025 Vault Law Firm Culture & Inclusion Survey

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

Cooley employs 1L and 2L summer associates and works hard to ensure every student feels welcome and included. Upon arrival, summer associates meet the DEI team, which acts as a resource throughout the summer program. We invite summer associates to opt into the firm's affinity groups and take part in meetings and events.

Cooley has its assignment coordinators meet regularly with summer associates to ensure they're getting a taste of everything they're interested in within their practice group.

Each summer associate also gets an associate and partner mentor, and comprehensive training sessions including mini 'Cooley College' sessions throughout the summer. Cooley also gives formal feedback to its summer associates once they've completed each assignment and via mid and end-of-summer sessions.

Does the firm hire 1L summer associates?

Yes

8 Total 1L summer associates at the firm in 2024

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?

6

2L Summer Associates

Did the firm hold a 2L summer program in 2024? Yes

65 Total 2L Summer Associates at the Firm in 2024

2L Summer Associates Who Received Offers

64 Total 2L Summer Associates Received Offers

2L Summer Associates Who Accepted Offers

58 Total 2L Summer Associates Accepted Offers

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?

9

New Attorneys Hired

251 Total number of New Attorneys Hired

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:

2025 Vault Law Firm Culture & Inclusion Survey

Affinity Groups

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

Yes

If yes, list the firm's affinity groups:

Alternative Work Schedule Affinity Group, Asian Pacific Islander Affinity Group, Black Attorney Affinity Group, Black Business Professionals Affinity Group, Caregivers Affinity Group, Cooley Inclusion Alliance, Jewish Cultural Affinity Group, Latinx Affinity Group, LGBTQ+ Affinity Group, Middle Eastern and North African Affinity Group, Veterans at Cooley Affinity Group, and Cooley's Women's Initiative.

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

Cooley's affinity groups are open and inclusive communities that originated as fora and resources for support and awareness within the firm. Our affinity groups reflect a wide range of perspectives and experiences. Allies are encouraged to join and provide support, which is vital in promoting the affinity groups' missions and fostering a culture of inclusion and understanding. Our affinity groups are supported in their missions by the Diversity, Equity and Inclusion team, which assigns each affinity group a main point of contact on the team and by a liaison from our Board of Directors who works with affinity group leaders to facilitate a two-way dialogue between affinity group members and the board of directors. Lastly, affinity groups are encouraged to enhance our recruitment, retention, training and promotion initiatives, sponsor professional and business development programs, and identify client and community partnership opportunities.

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

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:

2025 Vault Law Firm Culture & Inclusion Survey

Associate Committee

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

Yes

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

The Associates Committee provides a forum that allows associates to maintain an open and ongoing dialogue with the partnership and firm leaders. Local committee members work with the partner in charge of their respective offices on various associate-focused initiatives.

Cultural Awareness

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

The DEI team distributes an annual calendar highlighting various cultural, heritage, or religious holidays. In addition, the firm observes various heritage months and cultural celebrations throughout the year by bringing in firm-wide speakers, keynote presentations, or facilitated discussions around readings or films. Our local office DEI committees and affinity groups also commemorate heritage and cultural celebrations.

A few examples of our recent events include: hosting Andrew Leon Hanna, author of "25 Million Sparks: The Untold Story of Refugee Entrepreneurs" for Arab American Heritage Month; hosting Lisa Ling, award-winning journalist and storyteller, for Asian American and Pacific Islander Heritage Month; hosting Viola Ford Fletcher, author, activist and oldest living survivor of the 1921 Tulsa Race Massacre, for US Black History Month; hosting David Olusoga, historian, broadcaster and filmmaker, for UK Black History Month; hosting Haley Moss, lawyer, neurodiversity expert and author, for Disability Pride Month, and participating in Pink Friday, an annual celebration in the Asia-Pacific region which shows community and raises awareness of LGBTQ+ allyship.

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

As a component of our first-year associate onboarding process, each first-year associate is assigned an integration buddy, who is slightly more senior and serves as a mentor and guide through their first six months at the firm. Additionally, the first-year associates participate in local office integration programs, led by partners and special counsel, focused on building the skills they need to launch their careers well. Finally, some practice groups formally pair new attorneys to partner mentors.

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

Yes

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

Cooley's training program for junior associates begins with New Associate Academy, which is focused on the essential professional skills for integrating into the practice of law as part of a team. The training continues with Cooley College, which is our multi-day "boot camp" for incoming first-year associates. Cooley College follow-on training programs take place on a weekly basis throughout the first year of practice. All Cooley attorneys have on-demand access to recordings and materials from Cooley College throughout the year and are welcome to join the weekly sessions.

2025 Vault Law Firm Culture & Inclusion Survey

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:

In the past few years, Cooley has grown a dedicated Associate Development department focused on long-term tracking and strategy around work allocation and equitable staffing.

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):

Sponsors attendance at diversity bar association conferences, events and seminars

Has the firm implemented processes to create equal opportunities for all attorneys in work allocation, performance reviews, and/or promotions?

Yes

If applicable, describe the initiatives the firm offers for advancement:

We have several initiatives to identify and address implicit bias in lawyer performance reviews and promotions. In addition, as previously mentioned, we have an associate development team focused on long-term tracking and strategy around work allocation and equitable staffing.

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

Yes

If applicable, describe the firm's upward review initiatives:

Cooley requests anonymous upward reviews for associates and counsel to provide feedback with the goal of identifying areas of improvement for continued professional and leadership development. Upward reviews foster open dialogue and encourage opportunities for professional growth.

2025 Vault Law Firm Culture & Inclusion Survey

Does the firm have a multitiered partnership?

No

Does the firm offer a non-partner track alternative for attorneys?

Yes

If applicable, describe the firm's alternatives to partnership:

Cooley recognizes that, for any number of reasons, a lawyer may not be interested in partnership. Cooley has multiple paths, including special counsel, resource attorney, and variable hour attorney.

Promotions to Partnership

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

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?

107

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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?

Cooley does not publish compensation ranges or actual compensation for associates on an individual basis.

2025 Vault Law Firm Culture & Inclusion Survey

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:

Working an alternative schedule does not preclude a lawyer from being considered for admission to the partnership. However, the time frame for such consideration may be extended depending upon the factors pertinent to each lawyer who avails themselves of an alternative schedule. Such factors include, but may not be limited to, the number of separate reduced schedules, the years in practice when the alternative schedule(s) commenced, the duration and FTE percentage of the reduced schedule(s) and the impact of reduced schedule(s) on the pace and quality of professional growth.

Attorneys Working Reduced Hours

107 Total Number of Attorneys Working Reduced Hours

2025 Vault Law Firm Culture & Inclusion Survey

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:

Cooley understands that not all paths to parenthood look the same, and the firm offers comprehensive family formation and caregiver benefits to cover employees and their eligible partners. Cooley is proud to partner with a specialized service provider to offer these benefits, including fertility medication and preservation treatments, surrogacy and adoption reimbursements and egg and sperm tissue purchase coverage.

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?

Cooley provides 12 weeks of gender-neutral paid parental leave beginning on the date of birth or placement of a child with an employee in connection with adoption or foster care.

Describe the firm's parental leave policy.

Cooley offers 12 weeks of gender-neutral paid parental leave beginning on the date of birth or placement of an adopted child. Additionally, the firm provides a ramp-down and ramp-up period for all lawyers going on and returning from leave, which allows individuals to work a reduced schedule with no reduction in pay to ease the transition during major life events.

2025 Vault Law Firm Culture & Inclusion Survey

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.

Cooley offers additional support and benefits that support all types of families: birthing parents, supportive partners, adoptive and surrogate parents, LGBTQ+ parents, foster parents, and solo parents. Each journey is different when starting or growing a family, and the firm offers benefits to families with babies, kids, teens and young adults by partnering with various vendors. Cooley supports the mental health and well-being of our working parents and their children by providing confidential, free individual and group coaching and therapy sessions. All new and expecting parents also receive free pre- and post-natal support, which offers in-home sleep consultations, lactation support, return-to-work coaching and guidance on any adjustments new parents may face. All employees are eligible for in-home emergency child and adult care sessions and have access to an external concierge that can assist with finding consistent child and adult care as well as resources for tutoring, homework assistance, testing and college preparation courses.

In addition, the firm has multiple policies and procedures designed to support all lawyers including the ability to work an alternative work schedule, our flexible work policy, ramp down and ramp up policy, and base compensation true-up policy.

Cooley offices have wellness rooms that offer comfort and privacy for all employees and are stocked with free supplies for lactating employees, including milk storage containers, refrigerators and lockers for personal pumps and supplies. The firm also provides a paid breast milk shipping service for lactating employees on business travel.

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
- Yes** Uses gender-neutral terminology in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- Yes** Other (please elaborate):
All employees may use the restroom facility that aligns with their gender identity and are not required to provide documentation to access any restroom facilities.

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

113 Total Number of Departures among Associates in 2024:

Departures among U.S. Partners

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

Departures among U.S. Counsel

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

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?

Choosing a place of employment has a large impact on a person's well-being and quality of life. Candidates should do their due diligence when applying and interviewing with a firm.

The first place a candidate can look at is the organization's website. Look for firms that have a portion of their website dedicated to diversity, equity and inclusion. As they review these pages, they should look for initiatives and internal support systems like affinity groups or programs that support lawyers from all backgrounds.

Review the website carefully for the language used and whether firm leadership is engaged in DEI. Candidates should also review what lawyers are being featured on firm-sponsored social media accounts and press releases. Finally, candidates can reach out to the firm and request formal or informal interviews with local lawyers or members of affinity groups to learn more about personal experiences at the firm. Candidates can then ask important questions about firm culture, work allocation, pro bono efforts, and leadership's engagement with DEI initiatives.

Questions to ask:

- 1.How does the firm ensure teams and matters are staffed equitably?
- 2.Does the firm provide billable credit for pro bono and DEI activities?
- 3.Does the firm have a DEI committee? Are associates represented on the committee?
- 4.How does the firm recognize achievements and contributions in DEI?