Vault Law Firm Culture & Inclusion Questionnaire

Firm Information

- **Firm Name:** Please provide the full name of your firm.

Mayer Brown LLP

Leadership

- **Head(s) of Firm:** Please provide the name and title of the head(s) of the firm (e.g., Chair, CEO, Managing Partner). Enter information for more than one individual, if applicable.

Jon Van Gorp, Chair
Jeremy Clay, Managing Partner

- **Inclusion Professional(s):** Does the firm have a Chief Diversity Officer, Director of Inclusion, or other professional(s) leading the firm's inclusion initiatives? If so, please provide the name and title of the inclusion professional. Enter information for more than one individual, if applicable.

William Phillips, Director: Global People Experience

- **Ownership:** Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? If so, please note any related certifications (e.g., NAMWOLF).

No

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Culture and Community

- **Affinity Groups:** Does the firm have internal affinity groups or networks (open to all employees)? What affinity groups or networks does the firm have? What kind of support does the firm provide for these affinity groups or networks?

Mayer Brown has a core set of Employee Resource Groups (ERGs) that are open to all and can be convened on nearly any topic subject to firm approval.

Over 60 ERGs are active across the firm's US offices. Our current ERGs include Asian Pacific Islander Lawyers/Business Services, Black Lawyers/Business Services, Jewish Lawyers/Business Services, Latin Lawyers/Business Services, LGBTQ Lawyers/Business Services, Middle Eastern Lawyers/Business Services, South Asian Lawyers/Business Services, Women Lawyers/Business Services, Caretakers Lawyers/Business Services, Disabled Lawyers/Business Services, First Generation Lawyers/Business Services, Veterans Lawyers/Business Services, which are established in many of our nine offices across the US.

The firm encourages lawyers and business services professionals to participate in ERGs based on shared interests, experiences and perspectives. These groups are designed to foster a sense of community and support among colleagues, and they include both allies and those who self-identify in a particular category. Membership is open to all.

- **Culture and Inclusion Events:** Does the firm host culture and inclusion retreats or conferences? If so, please describe these events.

No

- **Cultural Awareness:** How does the firm commemorate important dates honoring different cultures of employees within the firm (e.g., Black History Month, Women's History Month, Pride Month, etc.)?

The firm frequently offers both substantive and celebratory programming in recognition of dates honoring different cultures of the employees within the firm. Programs are open to all and few recent examples include: 1, office-wide food festivals catered from local, independent restaurants to highlight the respective culture(s) being celebrated; 2, an insightful conversation with an Emmy Award-winning journalist on community and resilience in times of adversity; and 3, a thought-provoking conversation by a prominent human rights lawyer and writer who leads a team of attorneys and advocates defending the rights of low-income immigrants in the United States. The firm has also continued to commemorate Juneteenth as a paid holiday, and has thoughtfully curated an annually-updated webpage containing educational resources and a listing of local community events to honor the date's significance.

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- **Inclusiveness:** Please describe steps the firm has taken to create an inclusive environment for women, people of color, LGBTQ+ individuals, people with disabilities, and parents/caregivers.

At Mayer Brown, we are committed to creating a work environment that offers every member of our team the opportunity and support to succeed. We recruit the highest caliber people based upon their commitment to our clients and the quality of their work, and we select those who bring their unique and varied talents, experiences and insights to strengthen our workplace and our ability to exceed our clients' expectations. We share with our clients the belief that a Firm which brings together a wide variety of perspectives – and which fosters a community that encourages conversations around and builds upon those perspectives – is essential to providing innovative and robust legal solutions. Our Opportunity & Development initiative is dedicated to ensuring that everyone can obtain the tools, connections, and skills to thrive at Mayer Brown (and beyond).

Networking, Mentoring, and Professional Development

- **Mentoring & Sponsorship:** Does the firm offer a mentorship or sponsorship program that connects junior attorneys with senior leadership? If so, please describe.

Yes, all entry-level and lateral associates are assigned a mentor to ensure they have proper guidance and learn how to thrive in a large law firm. Each office also has a mentoring program and a Partner Mentoring Coordinator, further reinforcing connections through our mentoring efforts. Professionals in our Opportunity & Development / People Experience initiative regularly monitor the professional growth of associates and work to continuously improve career satisfaction levels.

- **Reverse Mentoring:** Does the firm pair senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

We have a formal mentoring program in place for all of our associates, a part of which is a reverse mentoring program for our senior attorneys.

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- **Associate Committee:** Does the firm have an associate committee that consults with the partnership? If so, please describe how that committee engages with the partnership.

Yes, the firm has an associate committee that consults with the partnership. An important part of our Employee Resource Group program is having our attorneys connect with senior management and senior partners on issues that are relevant to their respective groups.

- **Professional Development:** Does the firm offer professional development programs specifically for junior attorneys? Please elaborate on the professional development programs available to junior attorneys.

Through a wide array of in person and on demand legal and professional skills programs offered throughout the year, and supplemented by multi-day global associate career development centers at key transition points in their careers, we are providing ongoing support and networking opportunities to our junior lawyers as they strive to develop their own sustainable book of business. Our Firm leadership participation in training programs enhances these events as do various forms of collaboration around learning with our clients.

Recruitment, Promotion, and Advancement

- **Recruitment Process:** 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 firm continues to be committed to emphasizing the importance of conducting a fair and inclusive recruitment process, by providing interview training (including a discussion of the value of behavioral interview questions), by involving a wide range of lawyers in the recruiting process, and by visiting an array of different law schools in the process.

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- **Fellowship/Scholarship:** Does the firm offer any scholarships, fellowships, or internships? If so, describe those programs. How many of the law students who participated in the firm's most recent 2L summer associate program were hired through such a program?

The Mayer Brown Scholars Program recognizes law students in our Summer Associate Program who share our commitment to improving the legal profession and who demonstrate strong academic achievement, leadership skills and an ability to overcome adversity. The program provides $50,000 scholarships annually. We award multiple scholarships each year, and awarded four scholarships in 2025.

- **Advancement:** Describe any firm initiatives to create equal opportunities for all attorneys with respect to work allocation, performance reviews and upward reviews, and/or promotions.

The firm has implemented an assignment system that seeks to encourage a balanced distribution of work assignments across all associates and aligned with individual career goals. Our annual review process features a focus on developmental feedback and goal setting to provide clear guidance for reaching the next level of skills and experience.

- **Multitiered Partnership:** Does the firm offer a multitiered partnership? If so, please describe.

Yes, the firm offers a multitiered partnership.

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- **Alternatives to Partnership:** Does the firm offer a non-partner track alternative for attorneys? If so, please describe.

Yes. Some attorneys choose to work at the firm in Counsel or Staff Attorney roles which do not progress to a partner role.

- **Reduced Hours and Flex-Time Options:** Does the firm offer reduced hours and/or flex-time options? If so, please describe and explain how working an alternative schedule might affect an associate's path to partnership.

Yes, the firm offers reduced hours and flex-time options. The firm's existing policy allows attorneys to be considered for promotion to partnership while working on an alternative work schedule at the same time as other members of their class and using the same factors customarily considered in the partnership process. An extended path to partnership may also result, depending on experience gained while working on an alternative schedule. There are many examples within the firm of attorneys who have worked part-time, alternative, or flexible work schedules who have been promoted to partner.

- **Credit for Work Other Than Client Billable:** Does the firm provide hours 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. If so, describe the policy for such work.

Yes, up to 200 hours can be applied to the firm's billable hour target.

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Successes and Priorities

- 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?

Our firm is focused on offering a strong platform for all of our lawyers to build their career and on providing the necessary support for them to succeed.

- What are the firm's top three priorities for advancing inclusion within the firm?

Many initiatives are focused on the development of all lawyers and enhancing their career experience at the firm. We do this through Employee Resource Group programs, involving senior lawyers in mentoring, ongoing feedback, networking opportunities, training, among others.

Advice to Candidates

- 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?

We encourage all candidates to ask questions about what it's like to work at Mayer Brown and about topics that are most important to them.

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Additional Response Space

Please use this page for information that did not fit in the spaces provided. If this is a continuation of a prior answer, please indicate which question(s) are being addressed.

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