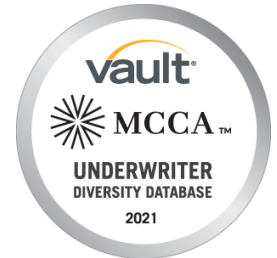


Akin Gump Strauss Hauer & Feld LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Abu Dhabi, Beijing, Dallas, Dubai, Fort Worth, Frankfurt, Geneva, Hartford, Hong Kong, Houston, Irvine, London, Los Angeles, Moscow, New York, Philadelphia, San Antonio, San Francisco, Singapore, Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Kim Koopersmith, Chairperson

Diversity team leader(s): Nimesh Patel, Chief Diversity & Inclusion Officer

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	981	1001
U.S. offices only	770	803

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	178	156
African-American/Black	6	10
Hispanic/Latinx	15	9
Alaska Native/American Indian	0	1
Asian	19	16
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	6
Openly LGBTQ	13	7
Individuals with Disabilities	n/a	n/a
Total	224	198

The firm does not share disability data.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	182	49
African-American/Black	3	2
Hispanic/Latinx	7	2
Alaska Native/American Indian	1	1
Asian	14	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	207	60

The firm does not share disability data.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	55	39
African-American/Black	3	4
Hispanic/Latinx	1	5
Alaska Native/American Indian	0	1
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	61	52

The firm does not share disability data.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	21	29
African-American/Black	1	4
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	4
Individuals with Disabilities	n/a	n/a
Total	29	37

The firm does not share disability data.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	1

The firm does not share disability data.

NEW HIRES (2019)

	Men	Women
White/Caucasian	55	33
African-American/Black	2	3
Hispanic/Latinx	7	1
Alaska Native/American Indian	0	0
Asian	2	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	5	2
Individuals with Disabilities	n/a	n/a
Total	68	48

The firm does not share disability data.

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Akin Gump's leadership communicates the importance of diversity and inclusion through a variety of channels. The firm's internal portal and external website feature sections that emphasize Akin Gump's commitment to diversity and inclusion and outline the firm's diversity and inclusion related accolades. E-mail announcements are sent by the firm's chairperson when the firm or an individual attorney is honored in the area of diversity and inclusion. The firm's Chief Diversity and Inclusion Officer also travels regularly around the firm's offices, meeting with lawyers and business services in each location. The firm has Diversity and Inclusion Councils in the larger offices in the United States and in London. The Chairs of each Diversity and Inclusion Council regularly meet with the Chief Diversity and Inclusion Officer. There are also regular meetings of the firmwide Diversity and Inclusion Council, and the Chair of the firm and the Chief Diversity and Inclusion Officer meet at least once a month. The Chief Diversity and Inclusion Officer also participates in practice group leader meetings and partner meetings.

Who has primary responsibility for leading diversity initiatives at your firm?

Nimesh Patel, Chief Diversity & Inclusion Officer

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 15

Total hours spent on diversity: [No response]

Comments: The firm does not currently separately track hours spent on diversity initiatives. Initiatives in the areas of attorney recruiting, professional development and client service all contribute to the firm's diversity efforts as a whole.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

Akin Gump created a firmwide diversity and inclusion committee more than a decade ago. Additionally, in January 2019, the firm hired Nimesh Patel, as our Chief Diversity & Inclusion Officer, to bring expertise in executing the firm's diversity and inclusion strategy. Given the firm's commitment to diversity and inclusion, our Chairperson, Kim Koopersmith, believed it was imperative that the position report directly to her. She and the CDIO regularly present key findings and updates to the Management Committee.

In 2019, we also updated and reissued the firm's diversity and inclusion strategic plan, which has four elements: (i) leadership commitment and engagement; (ii) recruiting and the diversity pipeline; (iii) professional development and inclusive workplaces; and (iv) engaging with strategic partners to further diversity and inclusion in the firm and across the legal profession.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

Quarterly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The firm's Chairperson and Chief Diversity and Inclusion Officer are primarily responsible for driving accountability for the firm's diversity and inclusion strategy, in partnership with the firmwide diversity and inclusion council. Our process includes setting key priorities in the execution of our diversity and inclusion strategic plan, continuously assessing our results through robust data analytics, and engaging with leaders across the firm to ensure broader ownership of diversity and inclusion efforts. The CDIO shares the results of our efforts, specifically including the data analytics with the chairperson, firmwide diversity and inclusion council, management committee, practice group leaders, and office partners-in-charge.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



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X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

High School Pipeline Efforts

Since 2013, the firm has supported the New York Bar Association's Thurgood Marshall Summer Law Internship Program, which places high-achieving inner-city high school students with legal employers for the summer and provides them with additional programming before, during, and after the summer designed to help them prepare for a legal career.

The firm also sponsors various organizations that support diverse students in the areas in which we work such as NJ LEEP (Law and Education Empowerment Project), which is a college access and success program serving students and families in the greater Newark area.

Pre-Law School Pipeline Efforts

Since 2008 the firm has been a sponsor of the SEO Law Fellows program, which provides internship opportunities for rising diverse first-year students from many of the nation's most prestigious law schools. In 2019, we hosted SEO interns in Dallas, Houston, Los Angeles, New York and Washington, D.C.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: Columbia University, Cornell University, Harvard University, University of Pennsylvania

Other private law schools: American University, Boston University, Brooklyn Law School, Cardozo School of Law, Catholic University, Duke University, Emory University, Fordham University, George Washington University, Georgetown University, New York University, Southern Methodist University, Stanford University, Tulane University, University of Southern California, Vanderbilt University, Washington University

Public state law schools: George Mason, University of California - Berkeley, University of California - Los Angeles, University of Houston, University of Michigan, University of Texas, University of Virginia, William & Mary

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: Lavender Law

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

The firm hosts Robert Strauss/Akin Gump Diversity & Inclusion Scholarship and Pro Bono Scholars presentations at the law schools at which we recruit. The purpose of these presentations is to provide information on diversity and inclusion and the value of pro bono work at law firms and promote these two programs.

Do you have any programs specifically targeted at first-year students?

One of our most innovative programs is the Robert Strauss/Akin Gump Diversity & Inclusion Scholarship Program, which was originally launched in 2013 and restructured in 2019 into a two year program. The program is offered in our five largest U.S. offices, with scholars spending six weeks of the first summer with the firm and four weeks at a firm client. The second summer, the scholars participate in the firm's general 2L summer associate program. In addition to the salary they earn at the firm during their two summers, the scholars receive \$25,000 to help offset law school expenses upon completion of the full program.

The firm also offers the Pro Bono Scholars Program, which is another two-year program with scholars spending four weeks at the firm and seven weeks at a public interest/legal services organization working entirely on pro bono matters in their first summer and then joining the firm's general 2L summer associate program the second summer.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	14	21
African-American/Black	0	4
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	3
Individuals with Disabilities	n/a	n/a
Total	19	27

The firm does not share disability data.

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	14	21
African-American/Black	0	4
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	3
Individuals with Disabilities	n/a	n/a
Total	19	27

The firm does not share disability data.

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	13	20
African-American/Black	0	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	4	3
Individuals with Disabilities	n/a	n/a
Total	16	26

The firm does not share disability data.

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	2	0

The firm does not share disability data.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	16	6
African-American/Black	1	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	22	9

The firm does not share disability data.

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	7	0
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	8	2

The firm does not share disability data.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	9	3

The firm does not share disability data.

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	4	2
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	1	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	7	3

The firm does not share disability data.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	13	5
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	1	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	16	6

The firm does not share disability data.

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

In summer 2019, Akin Gump formally joined the Mansfield Rule and we look forward to getting certified.

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	0

The firm does not share disability data.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	2
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	3	2

The firm does not share disability data.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	3	5

The firm does not share disability data.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	3	5

The firm does not share disability data.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	5
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	4	7

The firm does not share disability data.

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	1

The firm does not share disability data.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	1
African-American/Black	0	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	5	4

The firm does not share disability data.

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	12	5
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	13	6

The firm does not share disability data.

OF COUNSEL

	Men	Women
White/Caucasian	17	9
African-American/Black	0	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	1
Individuals with Disabilities	n/a	n/a
Total	19	11

The firm does not share disability data.

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	0

The firm does not share disability data.

EQUITY PARTNERS

	Men	Women
White/Caucasian	19	3
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	20	4

The firm does not share disability data.

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Akin Gump provides associates and counsel with the opportunity to complete self-evaluations and career advancement goals to assist with career progression.

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

Comments:

The firm's Reduced Workload Policy allows firm attorneys to work significantly reduced schedules and reflects the firm's commitment to providing a workplace that enables attorneys to fulfill parenting and family care responsibilities or pursue activities designed to enhance their professional development or stature in the legal community while continuing to work as productive and valued Akin Gump attorneys.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

The firm's Reduced Workload Policy specifically provides that attorneys working a reduced workload remain eligible for partnership and counsel promotion and we have a strong track record of lawyers working reduced workloads being promoted to partner and counsel.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

12 - one of whom is our Chairperson, Kim Koopersmith.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	13	14	422
Of counsel	0	13	13	113
Non-equity partner	0	0	0	1
Equity partner	0	4	4	267



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	9	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	9	4

The firm does not share disability data.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	2	4

The firm does not share disability data.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	10	2
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	10	3

The firm does not share disability data.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	4
African-American/Black	2	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	9	6

The firm does not share disability data.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	11	19	11
Number of such positions held by:			
Minorities	4	2	1
Women	1	0	5
LGBTQ attorneys	0	0	1
Individuals with Disabilities	n/a	n/a	n/a

The firm does not share disability data.

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 11

Minorities heading offices: Paul Lin, Irvine (8); Trey Muldrow, New York (251); Ruben Muñoz, Philadelphia (22); Tony Pierce, Washington, D.C. (227)

Women heading offices: Renee Dailey, Hartford (7)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Prakash Mehta, Investment Management (96); Abid Qureshi, Financial Restructuring (72)

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Gorav Jindal, Innovation Committee (9)

Women heading committees: Kim Koopersmith, Firmwide Diversity & Inclusion Council (13); Billing and Collections Committee (1), Board Membership Review Committee (3), Business Conflicts Committee (43), Chair Associates and Counsel Committee (12), Management Committee (13), Partner Compensation Committee (11), Retirement Plan Committee (3); Donna Mezas, Reduced Workload Committee (3); Sarah Schultz, Audit Committee (6), Katie Dinett, Chair Associates and Counsel Committee (12)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

At Akin Gump our long-standing commitment to diversity and inclusion reflects our belief that we all thrive when we bring together people with different perspectives and experiences in an environment where collaboration generates ideas, innovation, and creative solutions. We are also committed to professional development and building sense of community that fosters understanding, respect, and a sense of belonging.

Leadership Commitment

We are very proud to be one of very few major, global law firms to have a woman, Kim Koopersmith, serve as Chairperson of the firm. In terms of our commitment to diversity and inclusion, Kim sets the tone at the top. A few quick examples:

- Management Committee: 31% women and 8% racially/ethnically diverse
- Compensation Committee: 18% women and 27% racially/ethnically diverse
- U.S. Office Partners in Charge: 9% women and 36% racially/ethnically diverse (including our two largest offices, New York and Washington, DC)
- From 2015 to 2020, 40% of the partner promotions have been women, and 19% have been people of color

Kim is also committed to C-Suite leadership to support the firm's commitment to diversity and inclusion and talent management. In 2019, the firm hired Nimesh Patel as the Chief Diversity and Inclusion Officer to lead the firm's diversity and inclusion efforts. Nimesh and Kim regularly present key findings and updates to the management committee and practice group leaders. In February 2020, Elizabeth Miller joined the firm as the Chief Legal Talent Officer, leading efforts related to the recruitment and development of all attorneys in the firm.

In 2019, the firm also formally joined the Mansfield Rule Initiative 3.0, which seeks to enhance diversity in the candidate pools for lateral hires, partner promotions, and firm leadership positions. Being part of this initiative formalizes our existing efforts to build diverse candidate pools for these important firm opportunities.

In furtherance of the firm's prior mandatory firmwide unconscious bias training, in 2019 the firm began implementing bias interrupters in key firm processes such as recruiting and performance evaluations. In 2020, we are launching an Inclusive Leadership Initiative, to provide tools for partners and other firm leaders on how to build a diverse team and manage it in an intentionally inclusive manner.

Professional Development and Inclusive Workplaces

In furtherance of Akin Gump's commitment to fostering inclusion and the professional development of all of our outstanding attorneys, the firm has increased the level of engagement with key strategic partners such as national diverse bar associations, the Minority Corporate Counsel Association (MCCA), and the Leadership Council on Legal Diversity (LCLD). Our engagement with national bar associations includes sending our attorneys to national conventions as well as local affiliate engagement. These are excellent opportunities for professional development and relationship building with other attorneys across the profession. Similarly, we sponsor our attorneys to participate in the various professional development programs offered by MCCA and LCLD.

The firm also provides up to 100 hours of non-billable credit for work related to diversity, recruiting and firm-related innovation, and those hours count towards determining productivity for bonuses.

Diversity and Inclusion Councils

Akin Gump maintains a two-tiered diversity and inclusion council structure, with both a firmwide council and local-office councils. The firmwide council is chaired by the firm's chairperson and co-led by the firm's chief diversity and inclusion officer. It also includes members of the management committee, practice group leaders, office partners in charge, and some of our local diversity and inclusion council and firmwide resource group leaders, as well as some of our most senior business services leaders. Diversity and Inclusion councils at the office level provide an opportunity for lawyers and business services team members to proactively communicate questions, concerns, and ideas to firm management and are also responsible for the development and implementation of diversity and inclusion related initiatives for their office or region in further of the firm's diversity and inclusion goals.

Firmwide Resource Groups

In 2018, Akin Gump launched its Firmwide Resource Groups (FRGs), which offer targeted professional development programs, mentorship and relationship building opportunities. These FRGs are intended to compliment the firm's efforts related to recruiting, professional development and fostering inclusive workplaces. Current FRGs include those focused on women, working parents and caregivers, people with disabilities and those who identify as Black, Hispanic/Latino, Asian and/or LGBTQ+, and their allies. The firm also made a conscious decision to have members of its Management Committee, its highest governing body, serve as the Executive Sponsor of each FRG to foster a connection between firm leaders and FRG members.

Women's Professional Development Initiative

Akin Gump's Women's Professional Development Initiative was established more than a decade ago and is now part of the Women's Firmwide Resource Group. It provides a forum for the firm's women to build relationships internally and externally and provide targeted professional development, such as mentoring, training to enhance executive presence, and coaching for how to draft effective self-evaluations. The Women's FRG has active committees on both a local office and firmwide level.

In July of 2018, the firm hosted its third Women's Leadership Conference, which brought together all of the women lawyers at the firm, worldwide, for two days of professional development and networking in Washington, D.C. The conference included seminars and workshops on a variety of topics, including partnership and promotion, authenticity and presentation skills. We also had excellent participation from all firm leaders, including practice group leaders and members of the management committee, who were encouraged to attend the conference's opening reception and dinner as an opportunity to connect with women attorneys.

Family-Friendly Policies

Akin Gump also has a robust suite of family friendly policies because we recognize the importance of supporting our lawyers through policies and programs that provide flexibility to help manage and integrate work, family, and other responsibilities. The firm has a Reduced Work Schedule Policy, which allows all lawyers to work reduced schedules and remain on partnership track. In particular, we have a significant track record of promotions of women who have availed themselves of the policy. We also have an Agile Work

Program that recognizes that agile work arrangements play an important role in providing excellent client service at the highest levels while also providing flexibility for our lawyers.

Awards and Accolades

Given the firm's commitment to diversity and inclusion, Akin Gump is honored to have received numerous recognitions for our leadership in this area including the following recent recognitions:

- In 2019, we received Morgan Stanley's Leadership and Excellence in Inclusion and Diversity (LEID) award. The LEID award is presented to law firms which have shown progress and innovation in advancing diversity and inclusion in their organizations.
- We were named the recipient of the National Asian Pacific Bar Association's 2019 Law Firm Diversity Award. The award is presented to law firms "that actively, affirmatively, consistently, and enthusiastically recruit, retain, and promote Asian Pacific American lawyers to equity partnership and firm leadership."
- In 2018 and 2019, the firm received the Gold Standard Certification from the Women in Law Empowerment Forum. Law firms are awarded the Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of their equity partners, their highest leadership positions, their governance and compensation committees, their most highly compensated partners, and if there is meaningful diversity among their women partners.
- In 2019, Akin Gump was named one of the Top Ten Family Friendly Law Firms, by Yale Law Women. Yale Law Women collected information from the largest U.S. law firms on family accommodations and top-rated firms were those that received the highest overall scores in Yale Law Women's analysis of the survey results.
- For the last thirteen years, the firm received a top rating of 100 percent on the Corporate Equality Index, an annual survey administered by the Human Rights Campaign Foundation which benchmarks corporate policies and practices pertinent to LGBTQ+ employees.
- In 2018, the Diversity & Flexibility Alliance presented Akin Gump's Chairperson, Kim Koopersmith, with the 2018 Flex Leader Award. The award recognizes an executive "who is moving his or her organization toward a more inclusive workplace through holistic flexibility."
- In 2017, Akin Gump received the Thomas L. Sager Award, an annual award from the Minority Corporate Counsel Association (MCCA) which recognizes firms for "demonstrated sustained commitment to improve the hiring, retention and promotion of minority attorneys."

