



Latham & Watkins LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Boston, MA; Chicago, IL; Century City, CA; Costa Mesa, CA; Houston, TX; Los Angeles, CA; New York, NY; San Diego, CA; San Francisco, CA; Menlo Park, CA; Washington, D.C.; Beijing; Brussels; Dubai; Düsseldorf; Frankfurt; Hamburg; Hong Kong; London; Madrid; Milan; Moscow; Munich; Paris; Riyadh; Seoul; Shanghai; Singapore; Tokyo. Latham & Watkins is a global law firm with management spread across several offices.

DIVERSITY LEADERSHIP

Head(s) of Firm: Richard Trobman, Chair; Ora Fisher, Vice Chair; Brad Kotler, Vice Chair

Diversity team leader(s): Kevin Chambers, Partner and Diversity Leadership Committee Chair; Robin Hulshizer, Partner and Diversity Leadership Committee Vice Chair; Beatrice Lo, Partner and Diversity Leadership Committee Vice Chair

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	2955	2956
U.S. offices only	1841	1900

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	498	400
African-American/Black	19	24
Hispanic/Latinx	41	34
Alaska Native/American Indian	3	3
Asian	79	114
Native Hawaiian/Pacific Islander	0	1
Multiracial	4	6
Openly LGBTQ	44	15
Individuals with Disabilities	n/a	n/a
Total	644	582

Latham does not collect information on disability status.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	368	102
African-American/Black	4	3
Hispanic/Latinx	12	5
Alaska Native/American Indian	1	0
Asian	18	13
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	14	2
Individuals with Disabilities	n/a	n/a
Total	403	124

For purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm. Latham does not collect information on disability status.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	46	36
African-American/Black	1	1
Hispanic/Latinx	4	0
Alaska Native/American Indian	1	0
Asian	5	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	57	44

Latham does not collect information on disability status.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	76	56
African-American/Black	6	5
Hispanic/Latinx	4	7
Alaska Native/American Indian	0	0
Asian	15	30
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	9	5
Individuals with Disabilities	n/a	n/a
Total	101	99

Latham does not collect information on disability status.

NON-EQUITY PARTNERS (2019)

	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

For purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm. Latham does not collect information on disability status.

NEW HIRES (2019)

	Men	Women
White/Caucasian	117	115
African-American/Black	8	10
Hispanic/Latinx	13	7
Alaska Native/American Indian	1	0
Asian	15	32
Native Hawaiian/Pacific Islander	0	1
Multiracial	1	3
Openly LGBTQ	11	7
Individuals with Disabilities	n/a	n/a
Total	155	168

Latham does not collect information on disability status.

Strategic Plan and Diversity Leadership

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

Our commitment to diversity and inclusion (D&I) is communicated in virtually every setting in which we operate. This includes discussions within the firm's leadership and across offices, departments, practice groups and committees. Firm leadership (including the Chair and Vice Chairs of our firm) also regularly communicate to all personnel regarding our commitment to diversity and equal opportunity, including at all of our annual training academies for summer associates, first-year associates, fourth-year associates, sixth-year associates, new counsel, new partners and junior partners; at our annual Diversity Leadership Academy, which is attended by US law students and our fourth-year associates who have a strong interest in D&I; at our annual Women's Leadership Academies, which are attended by our senior women associates and partners; and through regular all-attorney email communications. In addition, our Diversity Leadership Committee (DLC) is responsible for spearheading our global D&I strategy and is specifically focused on the retention, development and promotion of our diverse lawyers (including women). Our Women Enriching Business (WEB) Committee enhances the business opportunities for our women lawyers by supporting client-facing opportunities. Members of the DLC and WEB give numerous presentations throughout the year to our attorneys of all levels, including at global and local office meetings and practice group meetings. In addition, the DLC publishes a regular, all-attorney newsletter on recent news and developments with respect to our D&I programs and initiatives.

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

Kevin Chambers, a litigation & trial partner in our Washington, D.C. office, Robin Hulshizer, an environment, land & resources and litigation & trial partner in our Chicago office, and Beatrice Lo, a corporate partner in our London office, lead our global D&I initiatives, as the current Chairs of our DLC. The DLC currently includes over 30 other attorneys from around the world as members.

Mary Rose Alexander, an environment, land & resources and litigation & trial partner in our Chicago office, and Natalie Daghles, a corporate partner in our Düsseldorf office, co-chair our WEB Committee.

In addition, our Recruiting Committee has a Diversity Hiring Subcommittee, which is specifically focused on enhancing the recruitment of traditionally underrepresented law students. The global chairs of our firm's Recruiting Committee, Abid Qureshi, a litigation & trial partner in our Washington, D.C. office, Julie Crisp, a tax partner in our San Francisco office, and Deborah Kirk, a corporate partner in our London office, are also charged with leading our overall diversity hiring strategy for the firm.

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?

No

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: 21

Total hours spent on diversity: [No response]

Comments: We have a separate mechanism for recording the number of hours collectively spent by DLC members; however, since D&I is a focus of all of our committees and our D&I efforts are integral to our business, overall time spent in this area is not recorded separately.

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.

The DLC stays in regular contact with the Executive Committee to ensure our global D&I goals are consistent with management's priorities. For example, two members of the Executive Committee serve as designated liaisons for the DLC, and provide input and support throughout the year on our global D&I initiatives.

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?

There is frequent and close contact between firm management and the DLC and WEB. Communications happen multiple times each month.

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

Our Executive Committee, which serves as the firm's top-level management, is actively involved in directing, monitoring and promoting D&I activities. The DLC has dedicated committee members (partners, counsel and associates) who work closely with members of the Executive Committee. Among other things, active participation on committees and other firm contributions are considered as a part of an attorney's annual performance evaluation. All partners are held accountable for their personal contributions to the firm's D&I initiatives through specific D&I-focused information solicited in their annual self-evaluations. Latham lawyers who make significant contributions to our D&I initiatives are recognized annually through our Diversity Champions List.

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	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	X		Focus on strengthening firm's mentoring program
X	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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
			Other (please specify): In connection with the above, we note that those items marked as "Already Completed" have occurred but are also ongoing within the firm, and we regularly focus on how to improve our D&I programs, including monitoring our progress with respect to our objectives.



Law Firm Diversity Initiatives

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	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
X	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
			Other (please specify): In connection with the above, we note that those items marked as "Already Completed" have occurred but are also ongoing within the firm, and we regularly focus on how to improve our D&I programs, including monitoring our progress with respect to our objectives.



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	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X	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)
			Other (please specify): In connection with the above, we note that those items marked as "Already Completed" have occurred but are also ongoing within the firm, and we regularly focus on how to improve our D&I programs, including monitoring our progress with respect to our objectives.



Law Firm Diversity Initiatives

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
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.)
			Other (please specify): In connection with the above, we note that those items marked as "Already Completed" have occurred but are also ongoing within the firm, and we regularly focus on how to improve our D&I programs, including monitoring our progress with respect to our objectives.



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.

We partner with the Ron Brown Scholar Program, which provides work opportunities and scholarships to African-American undergraduate students. We have also partnered with Project SELF, which provides high school juniors from moderate to low-income families, with paid, hands-on summer internships at law firms and businesses. Project SELF works to reduce the risk of juvenile delinquency by providing youth with positive alternatives for spending their summers, access to professional and career environments they would not otherwise be exposed to and the support of positive adult mentors.



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, Yale University

Other private law schools: American University, Benjamin N. Cardozo School of Law, Boston College, Boston University, Brigham Young University, Brooklyn Law, Chicago-Kent College of Law, Duke University, Emory University, Fordham University, George Washington University, Georgetown University, Loyola Law School (Los Angeles), McGill University, New York University, Northwestern University, Notre Dame University, Osgoode Hall Law School, Pepperdine Caruso School of Law, Santa Clara University, Seton Hall University, Southern Methodist University, Stanford University, Syracuse University, Temple University, Tulane University, University of Chicago, University of Houston, University of San Diego, University of Southern California, Vanderbilt University, Villanova University, Washington & Lee, Washington University in St. Louis

Public state law schools: Arizona State University, George Mason University, Indiana University Maurer School of Law, Louisiana State University, The Ohio State University, The University of Alabama, The University of Arizona, The University of Georgia, The University of Iowa, UC Hastings College, University of California Berkeley, University of California Davis, University of California Irvine, University of California Los Angeles, University of Illinois, University of Maryland, University of Michigan, University of Minnesota, University of North Carolina, University of Texas, University of Toronto, University of Virginia, University of Washington, University of Wisconsin, William & Mary

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

Diversity job fairs: Bay Area Diversity Career Fair, Harvard APALSA Job Fair, Lavender Law Career Fair, Penn BLSA Career Fair, Southeastern Minority Job Fair, Sunbelt Diversity Recruitment Program

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)

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

-1L Fellowship Program: This Program is a summer employment opportunity for 1Ls who have a demonstrated commitment to promoting D&I in the legal profession. Our 1L Fellows spend the first half of the summer with us and the second half in-house with one of our clients. After completing the Program, 1L Fellows are eligible to earn an offer to return the following summer, and have the opportunity to advance to the 2L Diversity Scholars Program, described in Section 8.1, which awards select 2Ls with a \$25,000 scholarship.

-Diversity Leadership Academy (DLA): We host our annual DLA, bringing together Latham attorneys, incoming summer associates and US first-year law students for a multi-day, professional development program focused on developing and empowering future leaders of the legal profession and fostering community. We received approximately 1,500 1L applications to attend our 2020 DLA and we invited 91 1Ls from over 24 US law schools to attend.

-Ron Brown Scholar (RBS) Program: The RBS Program offers scholarships, service opportunities and leadership experiences to African-American college students in the US. Our partnership with this Program includes a financial sponsorship and internship opportunities for rising college seniors and students who have been admitted to law school. We have doubled our sponsorship with the RBS Program in 2020.

-Law Preview Diversity Scholarship Program: To help students admitted to US law schools prepare for their first year of law school, we offer nearly 100 scholarships to attend Law Preview's week-long law school preparation course.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	73	47
African-American/Black	5	3
Hispanic/Latinx	5	10
Alaska Native/American Indian	0	0
Asian	13	24
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	12	10
Individuals with Disabilities	n/a	n/a
Total	96	85

Latham does not collect information on disability status.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	60	40
African-American/Black	4	2
Hispanic/Latinx	5	10
Alaska Native/American Indian	0	0
Asian	11	23
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	12	9
Individuals with Disabilities	n/a	n/a
Total	80	76

Latham does not collect information on disability status.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	72	47
African-American/Black	5	3
Hispanic/Latinx	5	10
Alaska Native/American Indian	0	0
Asian	12	24
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	12	10
Individuals with Disabilities	n/a	n/a
Total	94	85

Latham does not collect information on disability status. One summer associate withdrew before offer consideration.

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	10	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	11	6

Latham does not collect information on disability status.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	40	33
African-American/Black	3	2
Hispanic/Latinx	5	1
Alaska Native/American Indian	0	0
Asian	8	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	6	2
Individuals with Disabilities	n/a	n/a
Total	56	45

Latham does not collect information on disability status.

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	2	4
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	2	4

Latham does not collect information on disability status.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	8	2
African-American/Black	0	0
Hispanic/Latinx	2	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	10	2

Latham does not collect information on disability status.

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	20	7
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	24	12

Latham does not collect information on disability status.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	28	9
African-American/Black	0	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	34	14

For purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm. Latham also does not report statistics on disabled attorneys.

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)

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

Yes

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

Yes

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:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

2ND-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

3RD-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

4TH-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

5TH-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

6TH-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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

Latham does not report statistics on attrition.

8TH-YEAR PLUS ASSOCIATES

	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

Latham does not report statistics on attrition.

OF COUNSEL

	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

Latham does not report statistics on attrition.

NON-EQUITY PARTNERS

	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

Latham does not report statistics on attrition.

EQUITY PARTNERS

	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

Latham does not report statistics on attrition.

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)

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

Yes

Comments:

We offer various reduced pace arrangements to all of our associates. In addition, our PRO-RATA (Pace Reduction Option for Ramping Associates To Adjust) Program provides associates with the automatic right to work on a reduced pace for up to six months in advance of and upon return from a parental leave.

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?

Attorneys working part-time remain eligible to make partner and various associates have made partner working part-time on an extended basis, including the year in which they became partners. Partners may work part-time and remain partner at the firm.

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

[No response]

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	8	39	47	1221
Of counsel	4	17	21	101
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	10	6	16	527

For purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm.



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	3	3
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	4	3

Latham does not collect information on disability status.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	14	14
African-American/Black	1	5
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	21	25

Latham does not collect information on disability status.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	7	4
African-American/Black	1	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	1	0
Individuals with Disabilities	n/a	n/a
Total	9	4

Latham does not collect information on disability status.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	16	11
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	17	13

Latham does not collect information on disability status.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	6
African-American/Black	2	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	1	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	10	10

Latham does not collect information on disability status.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	14	113	33
Number of such positions held by:			
Minorities	1	10	6
Women	4	28	7
LGBTQ attorneys	0	5	2
Individuals with Disabilities	n/a	n/a	n/a

Latham does not collect information on disability status.

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? 19

Minorities heading offices: One (1) US office is headed by a minority, with an office size of 356 attorneys. For privacy considerations, we have not disclosed the attorney's name.

Women heading offices: Four (4) US offices are headed by women, with office sizes ranging from 48 to 408 attorneys. For privacy considerations, we have not disclosed attorney names.

LGBTQ attorneys heading offices: Currently, there are no openly LGBTQ attorneys heading a US office.

Individuals with Disabilities heading offices: Latham does not collect information on disability status.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Seven (7) practice groups or departments are headed by minorities. Antitrust & Competition (89 Attorneys); Complex Commercial Litigation (241 Attorneys); Environment, Land & Resources (73 Attorneys); Environmental Regulation & Transactions (79 Attorneys); Latin America Practice (36 Attorneys); Private Equity Finance (109 Attorneys); Tax (101 Attorneys). For privacy considerations, we have not disclosed attorney names.

Women heading practices: Twelve (12) practice groups or departments are headed by women. Antitrust & Competition (89 Attorneys); Complex Commercial Litigation (241 Attorneys); Environment, Land & Resources (73 Attorneys); Environmental Litigation (68 Attorneys); Health Care & Life Sciences (111 Attorneys); Intellectual Property Litigation (116 Attorneys); Litigation & Trial (580 Attorneys); Private Equity Finance (109 Attorneys); Real Estate (60 Attorneys); Tax (101 Attorneys); Tax Controversy (15 Attorneys); Technology Transactions (58 Attorneys). For privacy considerations, we have not disclosed attorney names.

LGBTQ attorneys heading practices: Four (4) practice groups or departments are headed by an openly LGBTQ attorney. Complex Commercial Litigation (241 Attorneys); Environment, Land & Resources (73 Attorneys); Israel Practice (310 Attorneys); Project Siting & Approvals (49 Attorneys). For privacy considerations, we have not disclosed attorney names.

Individuals with Disabilities heading practices: Latham does not collect information on disability status.

COMMITTEE LEADERS

Minorities heading committees: Four (4) committees are headed by minorities. Diversity Leadership (21 Attorneys); EEO Review Board (19 Attorneys); Legal Professional and Paralegal (17 Attorneys); Recruiting (55 Attorneys). For privacy considerations, we have not disclosed attorney names.

Women heading committees: Eleven (11) committees are headed by women. Associates (35 Attorneys); Diversity Leadership (21 Attorneys); Executive (7); Income Partner/Counsel Review (6 Attorneys); Investment (2 Attorneys); Mentoring (22 Attorneys); Pro Bono (48 Attorneys); Recruiting (55 Attorneys); Technology (15 Attorneys); Training & Career Enhancement (32 Attorneys); Women Enriching Business (36 Attorneys). For privacy considerations, we have not disclosed attorney names.

LGBTQ attorneys heading committees: Two (2) committees are headed by openly LGBTQ attorneys. Bankruptcy Advisory (3 Attorneys); Opinions and Confirmations — Finance (12 Attorneys). For privacy considerations, we have not disclosed attorney names.

Individuals with Disabilities heading committees: Latham does not collect information on disability status.



The Firm Says

Latham is a leader in developing, promoting and implementing processes to ensure lawyers are hired, trained and promoted fairly, consistent with our goals of equal opportunity and diversity in the practice of law. To enhance opportunities for our lawyers from traditionally underrepresented backgrounds, we continually and critically assess all facets of our lawyer programs—from initial recruiting through progression to partnership—to ensure that all of our lawyers can develop into top practitioners and succeed at the firm. Consistent with our approach to the practice of law, we are committed to excellence on D&I and we invest substantial resources to enhancing attorney diversity in our hiring, retention, promotion and leadership. This diversity extends to the Executive Committee and among our office, department and practice group leaders, and in the leadership of and representation on other major committees. Broadly, our D&I efforts fall into the following categories:

RECRUITING & INVESTING IN THE PIPELINE-1L Fellowship Program: We offer summer internships for select 1Ls who have a demonstrated commitment to promoting D&I in the legal profession. During their internship, the students split their time with our firm and one of our clients, giving them exposure to both the law firm and in-house legal department experience. Each student is also paired with one of our attorneys, who provides mentoring throughout the student's law school career. Fellows receive valuable mentoring, networking, and training opportunities, including invitations to our Diversity Leadership and Summer Academies.-**2L Diversity Scholars Program:** We award \$25,000 scholarships and offers of summer employment each year to select 2Ls with a demonstrated commitment to promoting D&I in the legal profession and who are interested in pursuing a career at a global law firm. Since the inception of the program in 2005, we have awarded nearly \$2 million in scholarships.-**Diversity Leadership Academy (DLA)(Student Component):** Our award-winning DLA brings together nearly 300 US law students and Latham lawyers for a dynamic multi-day professional development and community-building program. Substantive sessions for law students focus on an introduction to Latham, tips for transitioning from law student to summer associate and perfecting resume and interview skills. We also promote opportunities to build relationships by connecting law students with dedicated mentors and role models.-**Other Pipeline Programs:** In addition to the initiatives described in Section 5.3, we participate in a number of other pipeline programs for college and high school students, to prepare youth from underrepresented groups for success in higher education and ultimately, professional careers.

DEVELOPMENT & PROMOTION-DLA (Associate Component):The DLA is also one of our most effective programs for retaining and advancing our traditionally underrepresented associates. Programming for our lawyers focuses on leadership, executive presence, communication and tips for succeeding at the firm, highlighting a variety of multiple pathways to success. The firm's commitment to our traditionally underrepresented associates is underscored by the robust participation in this program by our top firm leadership and a large delegation of Latham partners and counsel from around the world.-**Women's Leadership Academies (WLA):** We hold 2 WLAs each year, both of which are critical initiatives for the retention and advancement of our female lawyers. One is targeted to our senior female associates, with training tailored to the needs of a senior associate heading into the stage of her career where she becomes eligible for promotion to partnership, and the other is targeted to female partners at every level, focused on enhancing business generation and firm and industry leadership opportunities. Both academies provide focused professional development training in the areas of leadership, communication, self-promotion and business development, and invaluable opportunities for community building and mentorship.-**Staffing on Matters:** Ensuring that our associates gain access to substantive work and develop their skills is top-of-mind for our partners and others responsible for staffing. For the first year as an associate, all US Latham attorneys start in our "unassigned program," which allows new attorneys to gain broad exposure to all practice groups that are of interest before committing to one practice. Additionally, those in charge of staffing are trained to find substantive and meaningful opportunities for all of our associates. We also provide regular supervision training to our attorneys, which covers best practices for staffing and how to interrupt unconscious biases in this context.-**Global Mentoring Program:** Our global mentoring program provides all first-year and lateral associates with a formal mentor. This program ensures that all of our new associates have the support they need to successfully integrate at the firm. Depending on local needs, many of our offices provide expanded mentoring programs for associates through their fifth years of practice, to support department and practice group integration. Cross-office mentoring has also been facilitated to connect diverse associates to diverse mentors across our platform.-**WEB Committee:** Through WEB, we implement various initiatives to address the business challenges and opportunities unique to female lawyers to help them progress into partnership and ascend into leadership positions at the firm. One example is a global mentoring program that matches newly promoted and lateral female partners and counsel with an experienced Latham partner advisor, to support advancement to the highest levels of our firm.

STRENGTHENING A CULTURE OF INCLUSION-Affinity Groups: Our 8 affinity groups design and implement programs specifically focused on the recruitment, retention and progression of underrepresented lawyers. We have affinity groups for our Asian and Middle Eastern, Black, First Generation Professional, Hispanic and Latin American, LGBTQ, Parent, US Military & Veteran and Women lawyers. Each of these groups is led by associates, who are in charge of defining strategy, coordinating activities around the world and discussing new initiatives with firm leadership, providing invaluable profile-building opportunities. Currently, nearly 150 of our associates hold leadership positions in our affinity groups.-**Multicultural Promotion & Attainment Coalition (MPAC):** Established over 10 years ago, MPAC is an associate-driven, grassroots group open to all attorneys in each of our offices. MPAC provides a forum to discuss and support the firm's recruitment, retention and promotion of attorneys with diverse backgrounds through professional, educational and social activities.-**Firmwide D&I Training:** We hold several D&I training programs throughout the year. For example, we have D&I sessions at each of our global academies, including for our summer associates, our first, fourth- and sixth-year associates, our new counsel and our new partners. In addition, we provide focused unconscious bias training to firm committee members charged with associate hiring, evaluation, compensation and progression decisions (before those decisions are made).

SUPPORTING WORK-LIFE BALANCE-Reduced Pace: We make several reduced pace arrangements available to our associates.-**Pace Reduction Option for Ramping Associates To Adjust (PRO-RATA) Program:** Introduced in 2009, PRO-RATA helps associates transition into and out of parental care leaves by relieving them of the pressure of full-time billable hour requirements. Under this program, all associates may work at a reduced pace for up to six months prior to and after returning from a parental leave.-**Gender-Neutral Parental Leave Policy:** Our parental leave policy provides a minimum of 14 weeks of paid leave for all parents, regardless of gender or caregiver status. We provide 22 weeks of paid leave to all adoptive parents and 22-26 weeks of paid leave to birth mothers.-**Breast Milk Shipping Program:** This "first-in-the-industry" program provides nursing mothers with all the resources needed for storing and transporting breast milk while traveling on firm-related business, free of charge.

SUPPORTING ORGANIZATIONS DEVOTED TO D&I-In 2019, we committed approximately \$875,000 to sponsor and support outside organizations devoted to advancing D&I in the legal profession, including diverse student organizations.

AWARDS & RECOGNITIONS-We are regularly recognized for our commitment to D&I. Recent accolades include:-100% score on the Human Rights Campaign Foundation's 2020 Corporate Equality Index and named a "Best Place to Work for LGBTQ Equality."-Named to The American Lawyer's 2019 annual "A-List," which is based on 4 core professional values, including workplace diversity. We have made the A-List every year since the list's inauguration in 2003.-Received Mansfield Rule Certification Plus status in 2019 for achieving at least 30% representation among women, minorities and LGBTQ lawyers in key leadership roles and among senior lateral hires. We also achieved Certification Plus status in 2018, the inaugural year for this initiative. -Named to Working Mother and Flex-Time Lawyers' "2019 Best Law Firms for Women" list, which recognizes firms for their "family-friendly policies and BD initiatives for women." We were also named to their newly established "Hall of Fame," recognizing firms who have been on the list for at least 10 years.-Placed in the top 5 of the 2019 Vault Law 100, an annual ranking of the most prestigious law firms in the US. We are also the only firm among Vault's top 10 that was ranked in all diversity-related categories, including Overall Ranking, Diversity for Individuals with Disabilities, Diversity for LGBTQ Individuals, Diversity for Racial Minorities, and Diversity for Women.