

**“At Hunton Andrews Kurth,
diversity is one of our
greatest assets.”**

– Wally Martinez, Managing Partner

At Hunton Andrews Kurth, we believe a diverse, inclusive workforce optimizes the delivery of outstanding client service and creates an innovative, productive community of lawyers and professional staff. We are committed to building and maintaining a culture of belonging, involvement and empowerment, where all of our lawyers and staff feel valued. We strive to recruit, retain and promote high potential diverse lawyers and staff into positions of leadership, and we actively support organizations that promote diversity and inclusion in the legal profession.

Hunton Andrews Kurth is a global law firm serving the world’s leading companies. Our industry focus spans the energy, financial services, retail and consumer products, and real estate investment and finance sectors. With offices well-situated throughout the United States, Europe and Asia, we are poised to help businesses navigate complex legal challenges. For more information, visit HuntonAK.com.

Hunton Andrews Kurth LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Atlanta, Austin, Bangkok, Beijing, Boston, Brussels, Charlotte, Dallas, Dubai, Houston, London, Los Angeles, Miami, New York, Norfolk, Richmond, San Francisco, The Woodlands, Washington DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Walfrido J. Martinez, Firmwide Managing Partner

Diversity team leader(s): A. Todd Brown, Partner and Co-Chair, Diversity & Inclusion Committee; Gustavo J. Membiela, Partner and Co-Chair, Diversity & Inclusion Committee; Shemin V. Proctor, Partner and Co-Chair, Diversity & Inclusion Committee; Emily Burkhardt Vicente, Partner and Co-Chair, Diversity & Inclusion Committee; Judith H. Itkin, Partner in Charge of Lawyer Recruiting and Development

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

| | Currently | As of December 31, 2019 |
|-------------------|-----------|-------------------------|
| Worldwide | 964 | 960 |
| U.S. offices only | 902 | 897 |

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | 157 | 165 |
| African-American/Black | 4 | 12 |
| Hispanic/Latinx | 10 | 10 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 13 | 12 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 4 | 5 |
| Openly LGBTQ | 5 | 4 |
| Individuals with Disabilities | 4 | 7 |
| Total | 188 | 204 |

Statistics are based on the individuals' voluntary self-identification.

EQUITY PARTNERS (2019)

| | Men | Women |
|----------------------------------|------------|-----------|
| White/Caucasian | 265 | 74 |
| African-American/Black | 5 | 3 |
| Hispanic/Latinx | 12 | 1 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 7 | 6 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 2 | 0 |
| Openly LGBTQ | 2 | 1 |
| Individuals with Disabilities | 0 | 0 |
| Total | 291 | 84 |

Statistics are based on the individuals' voluntary self-identification.

OF COUNSEL (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 76 | 40 |
| African-American/Black | 1 | 1 |
| Hispanic/Latinx | 2 | 3 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 2 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 3 | 1 |
| Openly LGBTQ | 1 | 0 |
| Individuals with Disabilities | 1 | 1 |
| Total | 83 | 47 |

Statistics are based on the individuals' voluntary self-identification.

SUMMER ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 17 | 23 |
| African-American/Black | 3 | 2 |
| Hispanic/Latinx | 2 | 2 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 2 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 1 | 0 |
| Openly LGBTQ | 2 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 25 | 27 |

Statistics are based on the individuals' voluntary self-identification.

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 |

NEW HIRES (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 51 | 48 |
| African-American/Black | 0 | 4 |
| Hispanic/Latinx | 3 | 5 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 4 | 4 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 1 |
| Openly LGBTQ | 1 | 4 |
| Individuals with Disabilities | 3 | 2 |
| Total | 58 | 62 |

Statistics are based on the individuals' voluntary self-identification.

Strategic Plan and Diversity Leadership

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

The firm's managing partner and its executive committee chair continually stress the importance of diversity and inclusion at partner, associate and staff meetings. A diversity policy is prominently posted on the firm's intranet. New diversity and inclusion initiatives, as well as firm and individual diversity awards, are highlighted on the firm's intranet and website pages and through firmwide or targeted emails. The firm also publishes brochures highlighting its diversity commitment, programs and initiatives.

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

Walfrido J. Martinez, Firmwide Managing Partner

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: 18

Total hours spent on diversity: 2000

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

Yes

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?

Monthly

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

The firm's managing partner has responsibility for leading the planning, implementation and achievement of the firm's diversity and inclusion initiatives. The managing partner monitors the progress of our diversity and inclusion efforts through regularly scheduled reporting sessions with the co-chairs of the Diversity and Inclusion Committee and the Talent Development Committee, and provides regular updates to the firm's Executive Committee and firm lawyers. Senior management and practice groups incorporate the firm's diversity goals and objectives in their overall planning process, and are held accountable for results through informal monitoring as well as a formal annual evaluation process.

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 | | | 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 | | | Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc. |
| X | 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 | 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 |

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 | 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 | 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 | 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 | 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 | X | | Increase the number of attorneys with disabilities at the associate level |
| X | X | | Increase the number of attorneys with disabilities at the partnership level |
| X | 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.) |



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.

[No response]



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: Duke University, Fordham University, Georgetown University, George Washington University, New York University, Southern Methodist University, South Texas College of Law, University of California-Berkeley, University of Chicago, University of Miami, University of Richmond, University of Southern California, Vanderbilt University, Washington & Lee University, Washington University in St. Louis

Public state law schools: George Mason University, The College of William & Mary, University of California Los Angeles, University of Florida, University of Houston, University of Michigan, University of North Carolina, University of Texas, University of Virginia

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

Diversity job fairs: Southeastern Minority Job Fair, Sunbelt Minority Recruitment Program, Lavender Law Career Fair, Mid-Atlantic Black Law Students Association Job Fair, Northeast Black Law Students Association Job Fair

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?

Yes. Our firm invites 1L law students to participate in our Summer Program. Also, in partnership with firm clients, the firm sponsors three summer clerkship programs for diverse 1L students in our Richmond, New York and Dallas offices. The students spend six weeks participating in the firm's 10-week summer program and four weeks working in the clients' corporate offices. They also participate in the Leadership Council on Legal Diversity's 1L Scholars Program, which includes a two-day networking retreat in a large US city.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 14 | 20 |
| African-American/Black | 1 | 1 |
| Hispanic/Latinx | 1 | 2 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 2 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 17 | 23 |

Statistics are based on the individuals' voluntary self-identification.

OFFERS MADE* (2019)

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

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 14 | 20 |
| African-American/Black | 1 | 0 |
| Hispanic/Latinx | 1 | 2 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 2 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 17 | 22 |

Statistics are based on the individuals' voluntary self-identification.

OFFERS ACCEPTED* (2019)

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

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 13 | 20 |
| African-American/Black | 1 | 0 |
| Hispanic/Latinx | 1 | 1 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 2 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 16 | 21 |

Statistics are based on the individuals' voluntary self-identification.

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 | 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 | 0 | 0 |
| Total | 0 | 0 |

Statistics are based on the individuals' voluntary self-identification.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 29 | 27 |
| African-American/Black | 0 | 2 |
| Hispanic/Latinx | 1 | 2 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 2 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 1 |
| Openly LGBTQ | 0 | 1 |
| Individuals with Disabilities | 2 | 2 |
| Total | 31 | 34 |

Statistics are based on the individuals' voluntary self-identification.

LATERAL OF COUNSEL HIRES (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 4 | 1 |
| 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 | 1 | 0 |
| Total | 4 | 2 |

Statistics are based on the individuals' voluntary self-identification.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

Statistics are based on the individuals' voluntary self-identification.

NEW PARTNERS PROMOTED* (2019)

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

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 7 | 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 | 0 | 0 |
| Total | 7 | 3 |

Statistics are based on the individuals' voluntary self-identification.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 8 | 4 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 1 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 1 |
| Individuals with Disabilities | 0 | 0 |
| Total | 10 | 4 |

Statistics are based on the individuals' voluntary self-identification.

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)

The firm hosts summer diversity clerkships for 1L law students.

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 | 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 | 0 | 0 |
| Total | 0 | 0 |

Statistics are based on the individuals' voluntary self-identification.

2ND-YEAR ASSOCIATES

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

Statistics are based on the individuals' voluntary self-identification.

3RD-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 2 | 6 |
| 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 | 0 | 1 |
| Individuals with Disabilities | 1 | 0 |
| Total | 4 | 6 |

Statistics are based on the individuals' voluntary self-identification.

4TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 4 | 1 |
| African-American/Black | 0 | 1 |
| Hispanic/Latinx | 0 | 3 |
| 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 | 0 | 0 |
| Total | 4 | 6 |

Statistics are based on the individuals' voluntary self-identification.

5TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 2 | 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 | 0 | 0 |
| Total | 3 | 0 |

Statistics are based on the individuals' voluntary self-identification.

6TH-YEAR ASSOCIATES

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

Statistics are based on the individuals' voluntary self-identification.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 3 | 1 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 1 | 0 |
| 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 | 0 | 0 |
| Total | 5 | 2 |

Statistics are based on the individuals' voluntary self-identification.

8TH-YEAR PLUS ASSOCIATES

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 9 | 12 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 2 | 2 |
| 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 | 0 | 0 |
| Total | 11 | 15 |

Statistics are based on the individuals' voluntary self-identification.

OF COUNSEL

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 9 | 6 |
| African-American/Black | 2 | 0 |
| Hispanic/Latinx | 1 | 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 | 0 | 0 |
| Total | 12 | 7 |

Statistics are based on the individuals' voluntary self-identification.

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 |

EQUITY PARTNERS

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 11 | 1 |
| African-American/Black | 1 | 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 | 1 | 0 |
| Total | 12 | 2 |

Statistics are based on the individuals' voluntary self-identification.

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

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?

None. Lawyers who are working under an approved reduced-hour arrangement (or who have done so at some point during their employment with the firm) may be considered for partnership provided they otherwise meet the firm's standards for partnership admission. Working part-time under a firm-approved arrangement does not impact a partner's ability to remain a partner at the firm.

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

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Retention and Professional Development

| PART-TIME ATTORNEYS (2019) | PART-TIME ATTORNEYS | | | TOTAL NUMBER OF ATTORNEYS (full and part-time) |
|-------------------------------|---------------------|-------|-------|---|
| | Men | Women | Total | |
| Associates | 11 | 35 | 46 | 392 |
| Of counsel | 30 | 21 | 51 | 130 |
| Non-equity partner | n/a | n/a | n/a | n/a |
| Equity partner | 22 | 6 | 28 | 375 |

Statistics are based on the individuals' voluntary self-identification.



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 9 | 4 |
| 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 | 0 | 0 |
| Total | 10 | 4 |

Statistics are based on the individuals' voluntary self-identification.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 9 | 3 |
| African-American/Black | 0 | 2 |
| 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 | 0 | 0 |
| Total | 10 | 5 |

Statistics are based on the individuals' voluntary self-identification.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 9 | 4 |
| 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 | 0 | 0 |
| Total | 10 | 4 |

Statistics are based on the individuals' voluntary self-identification.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 9 | 11 |
| African-American/Black | 1 | 0 |
| Hispanic/Latinx | 1 | 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 | 0 | 0 |
| Total | 11 | 12 |

Statistics are based on the individuals' voluntary self-identification.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 2 | 6 |
| African-American/Black | 2 | 2 |
| Hispanic/Latinx | 2 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 3 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 2 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 9 | 8 |

Statistics are based on the individuals' voluntary self-identification.

Management Demographic Profile

OTHER LEADERSHIP ROLES

| Leadership positions (2019) | U.S. office heads | Practice group/ department leaders | Committee leaders |
|-----------------------------------|-------------------|---------------------------------------|-------------------|
| Total number of positions | 19 | 78 | 67 |
| Number of such positions held by: | | | |
| Minorities | 4 | 9 | 11 |
| Women | 5 | 16 | 26 |
| LGBTQ attorneys | 0 | 1 | 2 |
| Individuals with Disabilities | 0 | 0 | 0 |

Statistics are based on the individuals' voluntary self-identification.

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? 14

Minorities heading offices: A. Todd Brown, Charlotte (25); Juan C. Enjamio, Miami (35); Brian V. Otero, New York (139); Wendell Taylor, Washington DC (162)

Women heading offices: Tammy Brenning, Houston (131); Shannon Broome, San Francisco (13); Melanie Fitzgerald, Charlotte (25); Ann Marie Mortimer, Los Angeles (33); Lisa Sotto, New York (139)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Fernando C. Alonso, Latin America Practice Group (40); A Todd Brown, Commercial Litigation Practice Group (46); Samuel A. Danon, Litigation Team (284); Alex Gomez, Commercial Litigation Practice Group (46); Elbert Lin, Issues and Appeals Practice Group (15); Brian V. Otero, Financial Services Litigation and Compliance Practice Group (28); Douglass P. Selby, Public Finance Practice Group (16)

Women heading practices: Courtney Butler, Capital Markets Practice Group (63); Cassandra C. Collins, Litigation Team (284); Cassandra C. Collins, Energy Litigation Practice Group (36); Alexandra B. Cunningham, Products and Mass Tort Litigation Practice Group (24); Deidre G. Duncan, Environmental Practice Group (52); Susan S. Failla, Capital Markets Practice Group (63); Susan S. Failla, Corporate Team (210); Erin Fonte, Financial Institutions Corporate & Regulatory Practice Group (16); Laurie Grasso, Real Estate Practice (87); Cecelia P. Horner, Tax & ERISA Team (52); Terri Lacy, Business Practice Group (478); Georgia Lucier, Products and Mass Tort Litigation Practice Group (24); Laura Colombell Marshall, White Collar Defense Practice Group (7); Ann Marie Mortimer, Commercial Litigation Practice Group (46); Lisa Sotto, Global Technology, Outsourcing & Privacy Practice Group (31); Kathy Strahan, Managed Care Litigation Practice Group (18); Emily Burkhardt Vicente, Labor & Employment Team (65)

LGBTQ attorneys heading practices: Erin F. Fonte, Financial Institutions Corporate & Regulatory Practice Group (16)

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Syed S. Ahmad, Goals & Metrics Subcommittee (3); A. Todd Brown, Diversity and Inclusion Committee (17); John Flock, Goals & Metrics Subcommittee (3); Rudene Mercer Haynes, Goals & Metrics Subcommittee (3); Roland Juarez, Minority Lawyers Subcommittee (4); Gustavo J. Membiela, Diversity and Inclusion Committee (17); Shemin Proctor, Diversity and Inclusion Committee (17); Amber M. Rogers, Recruiting Committee-Dallas (9); Wendell L. Taylor, Minority Lawyers Subcommittee (4); Paul M. Tiao, Minority Lawyers Subcommittee (4); Julia Trankiem, Pro Bono Committee-Los Angeles (5)

Women heading committees: Cassandra C. Collins, Women Lawyers Subcommittee (4); Maya M. Eckstein, Pro Bono Committee-Richmond (27); Tara L. Elgie, Associates Committee (23); Melanie Fitzgerald, Recruiting Committee-Charlotte (4); Greta T. Griffith, Pro Bono Committee-Atlanta (8); Greta T. Griffith, Recruiting Committee-Atlanta (5); Cecelia P. Horner, Tax Opinions Committee (10); Rudene Mercer Haynes, Goals & Metrics Subcommittee (3); Jamie Zysk Isani, Pro Bono Committee-Miami (9); Judith H. Itkin, Associates Committee (23); Judith H. Itkin, Women Lawyers Subcommittee (4); Judith H. Itkin, Firmwide Programs & Initiatives Subcommittee (1); Leslie Kostyshak, Recruiting Committee-Washington (13); Kimberly MacLeod, Pro Bono Leadership Committee (19); Sheila Mortazavi, Minority Lawyers Subcommittee (4); Shemin Proctor, Diversity and Inclusion Committee (17); Amber M. Rogers, Recruiting Committee-Dallas (9); Kelly Sandill, Political Action Committee-Texas (4); Kelly Sandill, Women Lawyers Subcommittee (4); Caryl Greenburg Smith, Political Action Committee-Georgia (3); Susan Smith, Women Lawyers Subcommittee (4); Julia Trankiem, Pro Bono Committee-Los Angeles (5); Emily Burkhardt Vicente, Diversity and Inclusion Committee (17); Amy McDaniel Williams, Ethics in Marketing Committee (9); Amy McDaniel Williams, Opinion Committee (31); Amy McDaniel Williams, UCC Subcommittee (17); Alexandria H. Young, Pro Bono Committee-Los Angeles (5)

LGBTQ attorneys heading committees: Watson Seaman, LGBTQ Lawyers Subcommittee (2); Jason Beach, LGBTQ Lawyers Subcommittee (2)

Individuals with Disabilities heading committees: [No response]

The Firm Says

At Hunton Andrews Kurth, we believe a diverse and inclusive workforce allows us to better serve clients and creates a more productive work environment for our lawyers and professional staff. We enthusiastically support a policy of equal employment opportunity that exceeds legal mandates and covers all aspects of the employment process from recruiting and hiring to training and promotion. We also have strong anti-harassment and reporting policies in place to help ensure a collegial and professional working atmosphere.

Our firm's diversity and inclusion committee oversees the work of five subcommittees charged with supporting the following key areas: minority lawyers, women lawyers, LGBTQ lawyers, goals and metrics, and firmwide initiatives and programs. The committee also works in partnership with our talent development committee, which focuses on the identification, professional development, retention and promotion of high potential women and diverse lawyers. The work of these groups is monitored by our managing partner, Walfrido J. Martinez, who reports regularly to the firm's Executive Committee on progress toward our diversity and inclusion strategic goals.

Internal Programming

- Our recruiting team makes diversity a priority, working with school-based affinity groups such as the National Latino/a Law Student Association and the Black Law Students Association and attending diversity-related career fairs such as the Southeastern Minority Job Fair and Lavender Law Career Fair. The firm also posts job openings on sites such as RecruitMilitary and abilityJOBS.com. In addition, two of our offices host summer clerkship programs for diverse 1L law students in partnership with firm clients.
- Our firm provides mentoring and networking opportunities for minority and women lawyers of all levels. Examples include affinity groups for our LGBTQ and Asian Pacific American lawyers, women's office-based mentoring circles and a two-day biennial retreat for our minority lawyers.
- Strong professional development and sponsorship programs are in place to help ensure all of our diverse lawyers have the tools needed to build successful careers. And, to support individual lawyers in their diversity goals, we allow billable credit for up to 25 hours per year for time devoted to pre-approved diversity and inclusion activities.

External Programming

- We sponsor or attend a variety of local, regional and national events that promote diversity within the profession, such as the MCCA Creating Pathways to Diversity Conference, Hispanic National Bar Association Annual Convention and National Asian Pacific American Bar Association Annual Convention. We also support the NALP/Street Law Diversity Pipeline Program.
- We are a sustaining sponsor of the National Association of Women Lawyers and a national sponsor of Lambda Legal. We have also supported the Leadership Council on Legal Diversity (LCLD), an organization composed of law firm managing partners and corporate general counsel dedicated to increasing diversity within the legal profession, since its inception in 2009. A firm senior counsel, Robert Grey, currently serves as LCLD President, and our managing partner, Wally Martinez, remains active after completing a term as LCLD Board Chair.

Ongoing Commitment

During the past year, we have initiated a number of new programs that promise to significantly enhance our diversity and inclusion programming and move us closer to our diversity and inclusion goals:

- **Mansfield Rule:** We have begun the certification process for Mansfield Rule 3.0, a Diversity Lab program that requires certified law firms to ensure that at least 30 percent of selected leadership position candidate pools are composed of women or minorities.
- **Jewell Rule:** In keeping with the above certification process for Mansfield Rule, whenever less than 30 percent of attorneys considered for a formal client pitch are diverse or if no diverse attorneys are listed on a pitch, the team and practice leadership must notify the firm's Diversity & Inclusion Committee co-chairs and managing partner to explain why.
- **100% Participation Challenge:** In keeping with billable hour credit for pre-approved diversity and inclusion activities, we initiated a firm challenge. The goal is for all firm lawyers to engage in diversity and inclusion activities in FY 2020 to help us achieve a 100% participation rate.
- **Enhanced Diversity Reporting:** Our D&I subcommittee chairs, who are responsible for the areas of Minority Lawyer Initiatives, Women Lawyer Initiatives, LGBTQ Initiatives, Goals & Metrics, and Firm Initiatives and Programs, now make quarterly reports to our D&I co-chairs. These reports that address accomplishments related to specific goals are then incorporated into the co-chairs' quarterly reports to our Managing Partner and, ultimately, to our Executive Committee.
- **MentorHer:** This initiative, inspired by a firm client, encourages all firm lawyers to mentor, sponsor and champion our women lawyers at all levels. A firmwide communication to all lawyers outlined six actions any lawyer can take to support gender equality in the workplace. Attorneys were asked to choose at least two of the six actions to focus on during the coming year.
- **Implicit Bias Training:** This initiative, recommended by the managing partner and the co-chairs of the Diversity & Inclusion Committee and the Talent Development Committee, has been approved by the Executive Committee to be rolled out over the course of 2020. The goal is to increase awareness of unconscious bias and implement bias "interrupters" to better control how bias is acted upon and thereby promote a diverse and inclusive workplace that provides the opportunity for all lawyers to reach their full potential.

We are proud to have been named among Working Mother Media's "Best Law Firms for Women" almost every year since the list was first established and to have received Yale Law Women's "Top Ten Family Friendly Firms" Category Honors for our percentage of female associates and our percentage of associates on part-time schedules in 2019. We are also proud to have received a 95 percent rating on the Human Rights Campaign Foundation's Corporate Equality Index.