

Alston & Bird LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

One Atlantic Center
1201 W Peachtree Street NE
Atlanta, GA 30309
Phone: (404) 881-7000
Fax: (404) 881-7777
www.alston.com



LOCATIONS

Atlanta, GA; Beijing, China; Brussels, Belgium; Charlotte, NC; Dallas, TX; London, England; Los Angeles, CA; New York, NY; Raleigh, NC; San Francisco, CA; Silicon Valley, CA; Washington, CA

DIVERSITY LEADERSHIP

Head(s) of Firm: Richard R. Hays, Managing Partner

Diversity team leader(s): Angela Payne James, Diversity & Inclusion Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	799	815
U.S. offices only	796	809

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	162	119
African-American/Black	10	19
Hispanic/Latinx	10	8
Alaska Native/American Indian	0	0
Asian	16	19
Native Hawaiian/Pacific Islander	1	0
Multiracial	7	2
Openly LGBTQ	10	6
Individuals with Disabilities	n/a	n/a
Total	206	167

Alston & Bird does not currently track information on attorneys with disabilities.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	12	11
African-American/Black	3	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	19	18

Alston & Bird does not currently track information on attorneys with disabilities.

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

Alston & Bird does not currently track information on attorneys with disabilities. Alston & Bird does not provide information differentiating between equity and non-equity partners. Please see information provided for "Non-Equity Partners" which contains the information for ALL PARTNERS at Alston & Bird.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	255	66
African-American/Black	3	2
Hispanic/Latinx	4	4
Alaska Native/American Indian	1	1
Asian	6	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	9	3
Individuals with Disabilities	n/a	n/a
Total	270	78

Alston & Bird does not currently track information on attorneys with disabilities. Alston & Bird does not provide information differentiating between equity and non-equity partners. The information provided above for Non-Equity Partners contains the information for ALL PARTNERS at Alston & Bird.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	34	23
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	40	26

Alston & Bird does not currently track information on attorneys with disabilities.

NEW HIRES (2019)

	Men	Women
White/Caucasian	32	37
African-American/Black	3	8
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	4	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	2	3
Individuals with Disabilities	n/a	n/a
Total	43	55

Alston & Bird does not currently track information on attorneys with disabilities.

Strategic Plan and Diversity Leadership

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

Diversity and inclusion are core values of the firm. The importance of our diversity and inclusion initiatives is formally presented during orientation for new attorneys and staff. In addition, every employee participates in a required diversity management educational session and, since 2003, all new hires have participated in these classes. Attorneys and staff are advised of diversity matters through emails from the Managing Partner, the Diversity & Inclusion Partner, the Regional Diversity Committee Chairs, the Practice Group Diversity Partners, the Diversity & Inclusion Administrator, the Diversity Management Consultant, the Director of Human Resources and Diversity, as well as the Diversity Committee Members. A section on our intranet is dedicated solely to diversity and includes an events calendar as well as membership rosters of the National and Regional Diversity Committees, the Practice Group Diversity Partners, and the Women's Initiative Committees. The Connecting Through Diversity Committee, which supports the firm's commitment to diversity awareness, provides opportunities for understanding and learning through events, recognition and celebration. Each year, an Alston & Bird attorney or staff member is named the recipient of our "Diversity Leadership Award," an extremely high honor, and the award is presented at the firm's first meeting of the calendar year. In 2020, the firm hired its first-ever, full-time, Diversity & Inclusion Partner. The Diversity & Inclusion Partner implemented the Racial Justice site on the firm's intranet, which serves as a resource library that contains curated books, articles, videos, podcasts, and other resources that attorneys and staff can utilize to further their learning and education on racial injustices and encourages them to take action and get involved in the fight against racism by taking advantage of the recommended activities that are also provided on the site.

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

Alston & Bird's full-time Diversity & Inclusion Partner is Angela Payne James. Angela answers directly to the Managing Partner and has the primary responsibility of supporting, enhancing, and leading the governance and management of the firm's diversity and inclusion initiatives in alignment with the firm's overall business strategy. Angela plays a key role in driving our strategy and ensuring that our tools, training, and other initiatives address our business needs while supporting the well-being and inclusiveness of all our people.

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: 21

Total hours spent on diversity: 5000

Comments: There are 21 attorneys on the National Diversity Steering Committee. Though we do not track the time our attorneys commit to working on our diversity initiatives, these hours represent the approximated time entered by attorneys and other timekeepers who are members of the National Diversity Steering Committee and the firm's full-time Diversity & Inclusion Administrator ONLY. It is a conservative entry and it is important to note that the National Diversity Steering Committee and all the Regional Diversity Committees are comprised not only of attorneys, but also senior administrative staff from firm departments (i.e., Business Development, Recruiting, Human Resources, and Firm Administration) who do not enter time.

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.

Our diversity efforts can be categorized in four specific areas: recruiting, retention, mentoring, and promoting diversity throughout the firm. Some of our specific firmwide goals, which we update annually, include: • Increasing our emphasis on and resources toward hiring and retaining top talent, particularly women, people of color and members of the LGBTQ+ community. • Ensuring that minority groups-including women, people of color, and members of the LGBTQ+ community-sustain a level of success as partners. • Providing appropriate mentoring to all diverse lawyers to ensure their continued success at the firm and in their legal careers. • Recognizing, celebrating, and educating our lawyers and employees regarding cultural differences. • Broadening our efforts in communicating the firm's diversity initiatives and accomplishments to add a voice to the call for diversity within the 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?

The Diversity & Inclusion Partner updates the Managing Partner on developments including progress results of diversity initiatives on a periodic basis.

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

The accountability for diversity is spread across the firm, both within the specific practices, as well as within the diversity-related activities such as membership and activity on our diversity committees. In order to provide leadership, structure, and accountability to these efforts, our diversity committee comprises a firm-wide National Diversity Steering Committee and office-specific Regional Diversity Committees, which serve to implement our diversity and inclusion efforts throughout the firm and continually educate our attorneys and staff. The firm's National Diversity & Inclusion Partners reports to the Managing Partner and carries the full support of the firm in advancing the level of diversity among our attorneys and staff. Management has charged Practice Group Leaders with the development of diversity within their respective practice groups. Practice Group Leaders

are encouraged to ensure diverse lawyers participate in networking and business development opportunities. The overall effectiveness of our newest initiative, the Practice Group Diversity Partner (PGDP) Initiative, which tasks appointed partners with bringing more intentional behavior toward diversity and inclusion within their respective practice groups, is monitored and evaluated by the Partners Committee as part of the year-end planning process. The PGDPs are held accountable through quarterly reports, which are reviewed by the Diversity & Inclusion Partner, Practice Group Leaders, Area Coordinators, and the Partners Committee. The Diversity & Inclusion Partner also conducts regular check-ins with the PGDPs as does the firm's external Diversity Management Consultant, as needed, to solicit feedback and observe progress of the actions taken by the PGDPs with regard to career development, advancement, visibility, retention, and performance and their individual practice group's diversity and inclusion action plans.

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	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		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		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



		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.

Through our pipeline initiatives, the various offices of the firm are partnering with diverse bar leadership organizations to mentor high school, undergraduates, and law school students through participation in programs such as, but not limited to: The Gate City Bar Association's Justice Robert Benham Law Camp Internship Program, State Bar of Georgia Diversity Program High School Pipeline Project; the Atlanta Bar Association's Summer Law Internship Program; the Posse Foundation; Year Up Atlanta; the Dallas Hispanic Bar Association's Annual Pipeline Event "Lighting the Path to Legal"; the New York Bar Association's Thurgood Marshall Summer Law Internship Program; sponsorship of Berkeley Law's "La Raza" Law Students Association and their Annual Honorable Cruz Reynoso Fellowship Gala; sponsorship of the Hispanic Bar Association of D.C.'s Annual PASOS Graduation Celebration; the Mecklenburg County Bar Association's Charlotte Legal Diversity Clerkship Program, and the firm's internship program with the Dunbar High School in Washington, D.C., one of the nation's first black high schools.



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; Brigham Young University; Case West Reserve University; The Catholic University of America; Duke University; Emory University; Fordham University; The George Washington University; Georgetown University; Hofstra University; Loyola University — Chicago; Loyola University — Los Angeles; Mercer University; New York University; Northwestern University; Pepperdine University; Santa Clara University; Southern Methodist University; Southwestern University; St. John's University; Stanford University; Tulane University; University of Chicago; University of Notre Dame; University of San Diego; University of Southern California; Vanderbilt University; Washington University in St. Louis; Washington & Lee University; College of William & Mary

Public state law schools: University of Alabama; Boston College; Boston University; University of California — Berkeley; University of California — Davis; University of California — Hastings; University of California — Irvine; University of California — Los Angeles; Florida State University; Georgia State University; University of Maryland; University of Florida; University of Georgia; University of Kentucky; University of Michigan; University of North Carolina; University of South Carolina; University of Tennessee; University of Texas; University of Virginia; University of Wisconsin.

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University, Florida A&M

Diversity job fairs: Each year our offices recruit at and sponsor an increasing number of diverse job fairs, minority law student events and bar programs nationwide, including but not limited to: the Southeastern Minority Job Fair, Hispanic National Bar Conference, Washington Area Legal Recruitment Administrators Association (WALRAA) Diversity 8-Minute Networking Event, Los Angeles Legal Recruitment Association (LAALRA) Diversity Networking Event and Reception, Lavender Law Conference, Atlanta Bar Minority Clerkship Program, National Black Law Students Association Job Fairs, Mecklenburg County Bar Charlotte Legal Diversity Clerkship Program, and the Sunbelt Minority Job Fair. Alston & Bird is a long-standing sponsor of the National Association of Law Students with Disabilities (NALSWD) annual conference.

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?

We sponsor 1L receptions and events at various law schools and in our offices that are attended by our lawyers and members of the Attorney Hiring Department. We also invite 1Ls and clients to participate in select summer events. Additionally, we serve as sponsors for law school programs and serve on panels at numerous law schools covering a wide range of topics, including everything from study habits to fall recruiting, as well as topics related to the practice of law. We participate in the following 1L clerkship programs: Atlanta Bar Minority Clerkship Program, Charlotte Legal Diversity Clerkship Program, and a new pilot program in Atlanta with our client, U.S. Bank.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	13	12
African-American/Black	3	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	20	19

Alston & Bird does not currently track information on attorneys with disabilities.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	12	11
African-American/Black	2	3
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	18	17

Alston & Bird does not currently track information on attorneys with disabilities.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	13	12
African-American/Black	3	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	20	19

Alston & Bird does not currently track information on attorneys with disabilities.

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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	1	0

Alston & Bird does not currently track information on attorneys with disabilities.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	25	29
African-American/Black	2	5
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	2	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	33	44

Alston & Bird does not currently track information on attorneys with disabilities.

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	3	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	3	3

Alston & Bird does not currently track information on attorneys with disabilities.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

Alston & Bird does not currently track information on attorneys with disabilities.

NEW PARTNERS PROMOTED* (2019)

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

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

Alston & Bird does not currently track information on attorneys with disabilities.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	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

Alston & Bird does not currently track information on attorneys with disabilities. Alston & Bird does not provide information differentiating between equity and non-equity partners. Please see information provided for "Non-Equity Partners" which contains the information for ALL PARTNERS at Alston & Bird.

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)

We encourage our lawyers to become members of, and participate in, programs sponsored by diverse bar leadership organizations. We sponsor diverse bar organizations by providing financial assistance and firm resources. We partner with legal search consultants to educate them on our diversity program and the firm's commitment to a diverse workforce.

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?

No

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	2	1
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	1

Alston & Bird does not currently track information on attorneys with disabilities.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	8
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	5	14

Alston & Bird does not currently track information on attorneys with disabilities.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	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	1
Individuals with Disabilities	n/a	n/a
Total	8	4

Alston & Bird does not currently track information on attorneys with disabilities.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	0	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	1	1
Individuals with Disabilities	n/a	n/a
Total	7	6

Alston & Bird does not currently track information on attorneys with disabilities.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	0
African-American/Black	0	2
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	2

Alston & Bird does not currently track information on attorneys with disabilities.

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	2
African-American/Black	0	1
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	6	3

Alston & Bird does not currently track information on attorneys with disabilities.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

Alston & Bird does not currently track information on attorneys with disabilities.

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	0
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	0
Individuals with Disabilities	n/a	n/a
Total	2	1

Alston & Bird does not currently track information on attorneys with disabilities.

OF COUNSEL

	Men	Women
White/Caucasian	7	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	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	9	5

Alston & Bird does not currently track information on attorneys with disabilities.

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	30	10
African-American/Black	1	1
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	32	11

Alston & Bird does not currently track information on attorneys with disabilities.

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

Alston & Bird does not currently track information on attorneys with disabilities. Alston & Bird does not provide information differentiating between equity and non-equity partners. Please see information for "Non-Equity Partners," which provides information for ALL PARTNERS at Alston & Bird that left the firm last year.

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)

Alston & Bird strives to have the best employees in the legal services industry. To recruit and retain quality employees, the firm recognizes the importance of individual satisfaction and work/life integration. Alston & Bird work/life benefits and policies assist individuals in balancing the demands of providing quality legal services with the demands of a personal life. Our work/life benefits program assists employees in making a difference in the community, enjoying recreational activities, broadening knowledge horizons, enlarging our circle of friends and otherwise tending to our physical, mental and spiritual well-being. To be an employer of choice, Alston & Bird attracts and retains the best attorneys and staff by providing them with the necessary resources and benefits to maintain their focus on practicing law. We are fortunate to have a very diverse population, and we want our benefits offerings to meet these diverse needs. To help our attorneys and staff in achieving a successful balance between work life and home life (work/life integration), the firm has numerous programs and benefits in place, including, but not limited to, the following: Personal- Customized work environment including job sharing, flexible hours, condensed work week, 9-75 program and telecommuting options; Tuition reimbursement- Financial wellness program with Personal Money Coach, Banking at Work programs with variety of banking institutions; Student loan refinancing resources; Corporate concierge service- Ongoing professional development and technical training; Catastrophic Leave Sharing Program to help an employee who faces a devastating illness of a family member and has exhausted all paid leave of their own and Corporate discounts; Family- Near-site child care center in Atlanta, In-home child care and elder/adult care through the Bright Horizons Back-up Care Advantage program; Comprehensive resource and referral service for child care, elder care, pet care, adoption and college.

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?

No impact.

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

As of 12/31/19, Alston & Bird had 8 partners who worked less than full-time at some point during their career at the firm. As stated above, Alston & Bird does not provide information differentiating between equity and non-equity partners.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	17	17	373
Of counsel	7	11	18	66
Non-equity partner	2	2	4	348
Equity partner	n/a	n/a	n/a	n/a

Note: Alston & Bird does not provide information differentiating between equity and non-equity partners. Please see information provided for "Non-Equity Partners" which contains the information for ALL PARTNERS at Alston & Bird.



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	2
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	7	2

Alston & Bird does not currently track information on attorneys with disabilities.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	42	30
African-American/Black	1	4
Hispanic/Latinx	1	2
Alaska Native/American Indian	1	0
Asian	6	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	6	1
Individuals with Disabilities	n/a	n/a
Total	51	37

Alston & Bird does not currently track information on attorneys with disabilities.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	2
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	7	2

Alston & Bird does not currently track information on attorneys with disabilities.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	19	10
African-American/Black	0	0
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	21	15

Alston & Bird does not currently track information on attorneys with disabilities.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	6	8
African-American/Black	2	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	10	11

Alston & Bird does not currently track information on attorneys with disabilities.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	9	42	39
Number of such positions held by:			
Minorities	0	0	9
Women	2	8	22
LGBTQ attorneys	1	0	2
Individuals with Disabilities	0	0	0

Alston & Bird does not currently track information on attorneys with disabilities.

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? 9

Minorities heading offices: 0

Women heading offices: Janine Brown, Atlanta (345); Teresa Bonder, San Francisco (13)

LGBTQ attorneys heading offices: Ted Hollifield, Silicon Valley (12)

Individuals with Disabilities heading offices: Alston & Bird does not currently track information on attorneys with disabilities.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: 0

Women heading practices: Nicki Carlsen, Environmental & Land Use (24); Kristine Brown, Litigation & Trial Practice (200); Jennifer Butler, Health Care (32); Shanell Cramer, Finance (101); Allison Ryan, Real Estate Finance & Investment (54); Kendall Houghton, Tax Area Coordinator (72); Teresa Bonder, Antitrust (10); Natalie Clayton, IP Litigation (97).

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: Alston & Bird does not currently track information on attorneys with disabilities.

COMMITTEE LEADERS

Minorities heading committees: Angela Payne James, National Diversity Steering Committee (21); Derin Dickerson, Atlanta Diversity Committee (16); Tara Castillo, Washington, D.C. Diversity Committee (17); Roger Cerda, Los Angeles Hiring Committee (10); Jesse Jauregui, Los Angeles Diversity Committee (19); Ted Kang, Washington, D.C. Diversity Committee (17); Adriene Lynch, Los Angeles Women's Initiative Committee (6); Elizabeth Sperling, Los Angeles Diversity Committee (19); James Sullivan, New York Diversity Committee (3)

Women heading committees: Janine Brown, Atlanta Diversity Committee (16); Angela Payne James, National Diversity Steering Committee (21); Liz Price, Associates Committee (36) & Atlanta Hiring Committee (44); Tricia Baker, Charlotte Women's Initiative Committee (7); Mary Benton, Pro Bono Committee (102); Teresa Bonder, San Francisco Hiring Committee (1); Stacie Cargill, Dallas Women's Initiative Committee (3); Tara Castillo, Washington, D.C. Women's Initiative Committee (36); Helen Christakos, Silicon Valley Diversity Committee (6) & Silicon Valley Women's Initiative Committee (5); Natalie Clayton, New York Hiring Committee (13); Emily Costin, National Women's Initiative Steering Committee (20); Shanell Cramer, New York Women's Initiative Committee (4); Sarah Ernst, National Women's Initiative Steering Committee (20); Adriene Lynch, Los Angeles Women's Initiative Committee (6); Ashley Menser, Raleigh Diversity Committee (3) & Raleigh Women's Initiative Committee (1); Kate Moseley, Dallas Diversity Committee (10) & Dallas Women's Initiative Committee (3); Elizabeth Muphy, Charlotte Women's Initiative Committee (8); Allison Muth, New York Women's Initiative Committee (4); Rachel Naor, San Francisco Women's Initiative Committee (1); Elizabeth Sperling, Los Angeles Diversity Committee (19); Allison Thompson, Atlanta Women's Initiative Committee (18)

LGBTQ attorneys heading committees: Mark Harris, Dallas Diversity Committee (10); Greg Christianson, San Francisco Diversity Committee (3)

Individuals with Disabilities heading committees: Alston & Bird does not currently track information on attorneys with disabilities.



The Firm Says

Diversity is a core value of Alston & Bird LLP and part of the firm's strategic plan. We believe that a diverse law firm is critical to providing the quality of legal services that our clients expect, to preserving our core values, and to nurturing our rich culture. We take this commitment to diversity and inclusion very seriously.

Our culture is enhanced through diversity of not only race, gender, and ethnicity, but includes members of the LGBTQ+ community, generational differences, cultural differences, and talented people of varying backgrounds and experiences. Alston & Bird's diversity and inclusion goals and efforts can be categorized in four specific areas: Recruiting; Retention and Advancement; Mentoring; and Promoting diversity and inclusion throughout the firm. These goals support all employees.

Alston & Bird has built a reputation as one of the country's best employers. In 2019, Alston & Bird marks the 21st consecutive year to be included on Fortune's list of the "100 Best Companies to Work For." We are the only firm to be recognized for this period of time, four years of which included a top 10 ranking. 2019 also marks the 16th consecutive year that Alston & Bird has earned the distinction as a best place to work for LGBTQ+ equality with a perfect score on the Human Rights Campaign's Corporate Equality Index. While these accomplishments are significant, we have used them as tools to keep us on the leading edge of building and maintaining an open and positive work environment.

Alston & Bird recruits, hires, and promotes for all positions without regard to race, ethnicity, religion, color, national origin, gender, age, sexual orientation, gender identity and/or expression, disability, or veteran status. All terms and conditions of employment such as compensation, benefits, work assignment, availability of facilities, and privileges of employment are administered on the same basis of equality.

At Alston & Bird, our administrative staff comprises a service organization within a service organization. Excellence in service comes from each and every employee every day. The firm is committed to maximizing opportunities for individual satisfaction and attracting and retaining employees who share our values: integrity, consideration for others, fairness, diversity in background and interests, good humor, and collegiality. We offer comprehensive technical and professional development training, cutting-edge technology, an expansive benefits package, competitive salaries, and a work environment that is recognized as being a great place to work.

The firm's National Diversity Steering Committee is co-chaired by two senior partners, who answer directly to the managing partner, and are responsible for supporting and enhancing the firm's diversity efforts.

The Alston & Bird Women's Initiative comprises women partners, counsel, and senior associates from each office, serves as a vehicle for change, and provides internal and external opportunities for women to meet, share experiences, and build their careers. The goals include enhancing the retention and advancement of women attorneys at the firm. The Women's Initiative is guided by the Women's Initiative Steering Committee that meets quarterly to discuss overarching goals and ideas, and to coordinate initiatives firm-wide. Each regional office also has a Women's Initiative composed of partners, associates, and counsel from their respective offices. The Women's Initiative Steering Committee and the Regional Women's Initiative Committees each have a budget to support their respective programs. In addition, the Women's Initiative has provided several programs to enhance the professional development of women. We host networking events for our women clients and sponsor other events to provide opportunities for our attorneys to cultivate women clients. The Women's Initiative also helps women with challenges that they may face with work-life balance. The Alternative Career Path Policy, for example, embodies this commitment to diversity and provides flexibility for a lawyer to meet his/her family needs or circumstances. This policy provides additional options for balancing the competing demands of family and the practice of law in a firm committed to excellence in the legal services that it provides to its clients.

The Practice Group Diversity Development Fund (PGDF) allows our attorneys and practice group leaders to work together to identify and participate in diversity management leadership training and other diversity-related conferences, seminars, and events that provide networking, business development and/or educational opportunities for the firm's attorneys.

The firm also has a Diversity Committee Liaison Program. Self-identified diverse attorneys (identifying by race, ethnicity, or sexual orientation) are paired with attorneys on their respective office's Regional Diversity Committee. This program provides an avenue for feedback to help identify any potential issues or concerns, and improvements the firm can make with respect to its diversity and inclusion efforts. Participation in the Diversity Committee Liaison Program is completely voluntary, and supplemental to the firm's formal mentoring program and remains active until the associate makes partner or counsel.

In 2018, our Partners Committee implemented a Practice Group Diversity and Inclusion Initiative pursuant to which Practice Group Diversity Partners (PGDPs) were designated within each practice group and tasked with the responsibility to bring more intentional behavior toward diversity and inclusion within each practice group. Each PGDP is responsible for leading and coordinating the practice group's efforts to: (1) enhance the career development of our diverse attorneys, (2) attract diverse attorneys to the group, and (3) provide an environment where everyone feels valued and has the opportunity to succeed. The PGDPs have specific responsibilities, including to communicate proactively with attorneys in the practice group about diversity and inclusion and to raise awareness of the steps to achieve the firm's goal of having each attorney understand and embrace diversity and inclusion in their day-to-day practices. Specific activities include: enhancing career development, which includes workload and staffing, client development, and enhanced visibility; monitoring performance; and counseling on career advancement.

These programs, and the many other efforts to promote diversity and inclusion at the firm, make clear that Alston & Bird is committed to ensuring diversity and inclusion is, and continues to be, engrained in the culture of the firm. We are committed to diversity and inclusion in the workplace because it helps to broaden the perspective of everyone at the firm, make us better at what we do, make the firm a better place to work, and because it is the right thing to do.