

Greenberg Traurig

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

MetLife Building
200 Park Ave
New York, NY 10166
Phone: 212-801-9200
Fax: 212-801-6400
www.gtlaw.com

LOCATIONS

Albany, NY / Amsterdam, The Netherlands / Atlanta, GA / Austin, TX / Berlin, Germany / Boca Raton, FL / Boston, MA / Chicago, IL / Dallas, TX / Wilmington, DE / Denver, CO / Fort Lauderdale, FL / Houston, TX / Las Vegas, NV / London, UK / Los Angeles, CA / Mexico City, Mexico / Miami, FL / Milan, Italy / Minneapolis, MN / Florham Park, NJ / Nashville, TN / New York, NY / McLean, VA / Irvine, CA / Orlando, FL / Philadelphia, PA / Phoenix, AZ / Sacramento, CA / San Francisco, CA / Seoul, Korea / Shanghai, China / East Palo Alto, CA / Tallahassee, FL / Tampa, FL / Tel Aviv, Israel / Tokyo, Japan / Warsaw, Poland / Washington, D.C. / West Palm Beach, FL / White Plains, NY Disclosures here: www.gtlaw.com

DIVERSITY LEADERSHIP

Head(s) of Firm: Richard A. Rosenbaum, Executive Chairman; Brian L. Duffy, Chief Executive Officer; Larry Hoffman, Founding Chair; Cesar L. Alvarez, Senior Chairman; Matthew B. Gorson, Senior Chairman; Ernest L. Greer, Co-President; Bradford D. Kaufman, Co-President

Diversity team leader(s): Senior Chairman Cesar L. Alvarez, Greenberg Traurig CEO Brian Duffy, Co-Presidents Ernest L. Greer and Bradford D. Kaufman, and the firm's Executive Committee lead our diversity and inclusion efforts. Nikki Lewis Simon, Shareholder and Chief Diversity Officer, works closely with these senior leaders and the individual attorneys who lead each of the firm's affinity groups and local office liaisons to help develop and facilitate inclusion efforts.

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	2264	2251
U.S. offices only	1847	1836

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	285	225
African-American/Black	18	20
Hispanic/Latinx	42	36
Alaska Native/American Indian	1	1
Asian	26	44
Native Hawaiian/Pacific Islander	0	0
Multiracial	8	9
Openly LGBTQ	14	11
Individuals with Disabilities	n/a	n/a
Total	380	335

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	634	177
African-American/Black	21	11
Hispanic/Latinx	32	15
Alaska Native/American Indian	0	1
Asian	20	19
Native Hawaiian/Pacific Islander	0	0
Multiracial	8	2
Openly LGBTQ	13	5
Individuals with Disabilities	n/a	n/a
Total	715	225

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	16	10
African-American/Black	3	2
Hispanic/Latinx	7	4
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
Total	28	19

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

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

OF COUNSEL (2019)

	Men	Women
White/Caucasian	95	49
African-American/Black	4	6
Hispanic/Latinx	5	4
Alaska Native/American Indian	1	1
Asian	4	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	5	2
Individuals with Disabilities	n/a	n/a
Total	110	71

NEW HIRES (2019)

	Men	Women
White/Caucasian	143	74
African-American/Black	8	12
Hispanic/Latinx	24	14
Alaska Native/American Indian	0	1
Asian	21	16
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	4	6
Individuals with Disabilities	n/a	n/a
Total	197	121

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

Strategic Plan and Diversity Leadership

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

The members of Greenberg Traurig's Diversity Leadership Community regularly communicate with the business staff and lawyers on issues important to furthering the firm's gains in the areas of diversity. Methods utilized include: Affinity Groups; Greenberg Traurig's website and employee intranet; press releases; live and telephonic meetings; nationwide community outreach; and social media, where appropriate.

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

Senior Chairman Cesar L. Alvarez, Greenberg Traurig CEO Brian Duffy, Co-Presidents Ernest L. Greer and Bradford D. Kaufman, and the firm's Executive Committee lead our diversity and inclusion efforts. Nikki Lewis Simon, Shareholder and Chief Diversity Officer, works closely with these senior leaders and the individual attorneys who lead each of the firm's affinity groups and local office liaisons to help develop and facilitate inclusion efforts.

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

Comments: Greenberg Traurig's Diversity Leadership Community participates in opportunities and initiates activities at the firm, in addition to community organizations across the United States.

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.

Greenberg Traurig's ("GT") written diversity and inclusion plan is communicated to GT's Diversity Leadership Community, including our Executive Committee. There is ongoing communication regarding the progress of efforts to: (i) continue adding diverse attorneys and staff to the firm; (ii) mentor, develop and promote diverse attorneys already at the firm; and (iii) foster greater diversity, among other efforts.

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?

GT's diversity initiatives focus on fostering a diverse and inclusive work environment by promoting and supporting an unbiased culture that respects and values the unique perspectives of each individual regardless of gender, race, sexual orientation, gender identity, religious affiliation, or disability. GT is committed to supporting initiatives and instituting policies aimed at furthering diversity, inclusion, and equality within the profession and across the global community. Many of our diversity and inclusion initiatives are internally communicated through our bold brand, GT DRIVES - Diversity. Retention. Inclusion. Value. Elevation. Success.

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

Firm management, including diverse attorneys in leadership roles, is in continuous communication regarding the progress of efforts not only to continue to add diverse attorneys and staff to the firm, but also to mentor, promote, and develop diverse attorneys already at the firm as well as foster greater diversity within the legal profession. Leaders are continuously made aware of the progress of efforts on an individual and collective basis.

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

Our approach to diversity mandates a high-level of personal responsibility with regard to recruitment and retention of diverse attorneys. Attorneys in recruitment and hiring roles are continuously made aware of the progress of efforts on an individual and collective basis.

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			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			Coordinate or work with clients on diversity issues
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.

[No response]



Recruitment - New Associates

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

Ivy League law schools: Columbia Law School; Cornell Law School; Harvard Law School; University of Pennsylvania Law School

Other private law schools: Boston College Law School; Boston University School of Law; Brooklyn Law School; Chicago-Kent College of Law; Duke Law School; Emory Law School; Fordham Law School; George Washington University Law School; Georgetown University Law Center; Loyola Law School, Los Angeles; New York University School of Law; Northeastern University School of Law; Northwestern University Pritzker School of Law; Notre Dame Law School; University of Chicago Law School; University of Miami School of Law; University of Pacific, McGeorge; University of Southern California - Gould School of Law; Vanderbilt Law School

Public state law schools: Florida International University College of Law; Georgia State University College of Law; Indiana University Maurer School of Law; University of California, Davis School of Law; University of California, Los Angeles - School of Law; University of Florida, Levin College of Law; University of Georgia School of Law; University of Michigan Law School; University of Virginia School of Law

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

Diversity job fairs: Boston Lawyers Group (BLG) Boston Fair for Law Students of Color; Cook County Minority Job Fair; Lavender Law Career Fair; Southeastern Minority Job Fair (SEMJF)

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?

Greenberg Traurig lawyers are active at their alma maters and at law schools local to their offices, participating in such programs as career panels, "Meet the Employer" days, and mock interviews, among others. In addition, for many years, Greenberg Traurig has held programs specifically targeting minority and majority 1L students at law schools around the country. We also work with our clients to provide our diverse 1L Summer Associates with opportunities to work with inhouse legal teams on site. The firm has also been involved in the Judicial Intern Opportunity Program coordinated by the Litigation Section of the American Bar Association; 1L Leadership Council on Legal Diversity ("LCLD") Scholars Program; Twin Cities Diversity in Practice ("TCDIP") 1L Rotation Clerkship; Diversity Lab's Move the Needle (MTN) 1L Diversity Pipeline Collective; the Atlanta Bar Association's Minority & Diversity Clerkship Program; and secondment programs with clients.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	15	9
African-American/Black	1	2
Hispanic/Latinx	6	3
Alaska Native/American Indian	0	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	24	16

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	15	8
African-American/Black	1	2
Hispanic/Latinx	5	3
Alaska Native/American Indian	0	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	23	15

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	15	9
African-American/Black	1	2
Hispanic/Latinx	6	3
Alaska Native/American Indian	0	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	24	16

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of 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	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



Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	74	38
African-American/Black	4	7
Hispanic/Latinx	14	8
Alaska Native/American Indian	0	0
Asian	10	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	103	63

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	42	14
African-American/Black	2	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	6	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	3
Individuals with Disabilities	n/a	n/a
Total	52	20

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	20	3
African-American/Black	0	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	1
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	23	8

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	13	6
African-American/Black	1	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	15	13

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	55	20
African-American/Black	3	2
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	6	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	3
Individuals with Disabilities	n/a	n/a
Total	67	33

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.



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)

Greenberg Traurig is voluntarily participating in the Mansfield Rule 3.0 cohort which runs from July 2019 to July 2020.

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?

Unknown

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

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	9
African-American/Black	1	1
Hispanic/Latinx	2	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	n/a	n/a
Total	9	14

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	9	3
African-American/Black	1	1
Hispanic/Latinx	3	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	13	5

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	3
African-American/Black	0	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	0	1
Individuals with Disabilities	n/a	n/a
Total	8	5

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	1
African-American/Black	1	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	11	3

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	4
African-American/Black	1	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	1	0
Individuals with Disabilities	n/a	n/a
Total	10	5

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	7
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	3	10

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	13	10
African-American/Black	2	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	15	14

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

OF COUNSEL

	Men	Women
White/Caucasian	14	7
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	16	9

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

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	38	9
African-American/Black	1	1
Hispanic/Latinx	8	5
Alaska Native/American Indian	1	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	50	18

With respect to the firm's tracking of attorneys with disabilities, GT does not discriminate against qualified individuals with disabilities and provides reasonable accommodations to allow those individuals to perform essential job functions, when requested to do so. While we employ persons with disabilities throughout the firm, individual disabilities, the possible effects of the same on the ability to perform essential job functions, and potential needs for accommodation vary widely. Accordingly, GT addresses these requests respectfully, on an individual basis, and consistent with our obligations to maintain the confidentiality of medical and personal information. As a result, GT does not group persons with disabilities together or track categories of disabilities.

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)

When lawyers arrive at Greenberg Traurig, there are highly-focused opportunities for them to hone their natural and learned skills and tap their unique backgrounds. The opportunities come in many forms. With individual empowerment front and center in the firm's culture, Greenberg Traurig is hardly a one-size-fits-all firm. For example, at Greenberg Traurig, it is not a lawyer's law school graduating year that determines the level of responsibility. It is a lawyer's contribution to helping clients lead and the desire to make an impact. At Greenberg Traurig, we are right behind our associates every step of their journey, no matter what route they carve out to make a difference.

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

Yes

Comments:

The firm recognizes that despite a strong commitment to the practice of law, an individual lawyer may find that personal and/or family concerns necessitate requesting an alternative work arrangement, which reduces the amount of time devoted to practicing law. Part-time/flex-time is determined in individual cases based upon the needs of the firm, the department, the clients, and the individual lawyer.

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?

An alternative work schedule arrangement that is outside of GT's parental leave program, potentially may affect the time at which an individual is considered eligible to become a shareholder and may affect salary level, salary increases, bonus eligibility, and employee benefits. GT offers alternative tracks for person who wish to pursue such arrangements on a long-term basis.

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

18

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	5	17	22	715
Of counsel	6	6	12	181
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	3	1	4	940



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	7	4
African-American/Black	2	0
Hispanic/Latinx	2	1
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	n/a	n/a
Total	12	5

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

We do not have this committee

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

We do not have this committee

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

We do not have this committee

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	7	4
African-American/Black	2	1
Hispanic/Latinx	2	1
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	n/a	n/a
Total	12	6

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	53	36	18
Number of such positions held by:			
Minorities	7	2	4
Women	9	8	5
LGBTQ attorneys	2	1	1
Individuals with Disabilities	n/a	n/a	n/a

We do not use committees to operate our business, assign work, calculate compensation, recruit or hire attorneys. The above reflects members on the Executive Committee and Diversity Committees.

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? 31

Minorities heading offices: Jaret Davis, Miami; Orlando Evora, Orlando; Michelle Ferreira, San Francisco and Silicon Valley; Ernest Greer, Atlanta; Yosbel Ibarra, Miami; Christopher Torres, Tampa; Jean Wilson, Orlando

Women heading offices: Rita Powers, Chicago; Diane Ibrahim, Delaware; Shari Heyen, Houston; Laura Reiff, Northern Virginia; Susan Heller, Orange County; Nicole Goodwin, Phoenix; Laura Kraus, Washington, D.C.; Tracy Gerber, West Palm Beach; Michelle Ferreira, San Francisco and Silicon Valley

LGBTQ attorneys heading offices: Shari Heyen, Houston; Yosbel Ibarra, Miami

Individuals with Disabilities heading offices: n/a

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: The full list of minority attorneys with practice affiliated leadership roles include: Jean Wilson, Orlando & Atlanta Public Finance; Tiffany Fordyce, Chicago Labor & Employment; Franklin Jones, Public Finance; David Long-Daniels, Labor & Employment & Litigation; Dwayne Mason, Texas Intellectual Property Litigation; Demetrius McDaniel, Texas Government Law & Policy; Michelle Stocker, Consumer Financial Services Litigation; Dale Wainwright, Appellate; Natasha Wilson, Atlanta Labor & Employment; Jennifer Weddle, American Indian Law; Ray Lee, Orange County Corporate; Garin Muranaka, Los Angeles Real Estate; Arleen Nand, Agribusiness; Chinh Pham, Boston Intellectual Property & Technology; Carmen Ciparick, National Appellate; Frank Cordero, Miami Tax; Iris Escarra, Miami Land Development & Zoning; Scott Meza, Northern VA Corporate; Richard Valladares, Atlanta Business Litigation; David Barger, Northern VA Litigation

Women heading practices: Women with practice affiliated leadership roles: Kerri Barsh, Environmental; Naomi Beer, L&E, Lit; Kelly Bunting, L&E's Workforce Compliance & Regulatory Enforcement; Carmen Ciparick, Nat'l Appellate; Cindy Davis, Banking & Finance; Tracy Gerber, Broker-Dealer Securities Lit; Susan Heller, Intellectual Property & Technology (IP & Tech); Shari Heyen, Restructuring & Bankruptcy; Melissa Hunter-Ensor, Patent Prosecution; Barbara Jones, Blockchain & Cryptocurrency; Barbara Meili, Entertainment and Media; Gretchen Miller, Prod. Liability; Arleen Nand, Agribusiness; Rita Powers, RE Lit; Gretchen Ramos, Data, Privacy & Cybersecurity; Laura Reiff, Immigration & Compliance; Martha Sabol, Gaming; Michelle Stocker, Consumer Financial Services Lit; Nancy Taylor, Health & FDA; Jennifer Weddle, American Indian Law; Diana Zeydel, Private Wealth Services; Kate Kalmykov, N.Y., N.J., Philadelphia Immigration & Compliance; Pharma, Medical Device & Health Care Lit — Victoria Davis Lockard, Ginger Pigott, Sarah Thompson; Albany — Tricia Asaro, Health Care & FDA; Cynthia Neidl, Lit; Doreen Saia, Energy & Natural Resources; Atlanta — Christina Rogers, RE; Beth Toberman, Prod. Liability Lit; Lori Cohen, Lit, Trial, & Pharma, Medical Device & Health Care Lit; Natasha Wilson, L&E; Marcella Ducca, Prod. Liability Lit; Boston — Elizabeth Fraser, Corp; Melissa Hunter-Ensor, IP & Tech; Chicago — Tiffany Fordyce, L&E; Meredith Katz, RE; Anna Morzy, Immigration & Compliance; Nancy Peterman, Restructuring & Bankruptcy; L.A. — Karin Bohmholdt, Lit; Denver — Peggy Hunt, Restructuring & Bankruptcy; Annette Jarvis, Restructuring & Bankruptcy; Miami — Brigid Samole, Appellate; Lucia Dougherty, Land Development & Zoning; Iris Escarra, Land Development & Zoning; Gennette Faust, Tax; Nancy Lash, RE; N.J. — Wendy Lario, L&E; N.Y. — Barbara T. Kaplan, N.Y. Tax; Linda Hirschson, N.Y. Estate Planning; Orlando — Courtney Keller, Lit; Sacramento — Michelle Hallsten, Corp; West Palm Beach — Laurie Gildan, RE

LGBTQ attorneys heading practices: Shari Heyen, Restructuring & Bankruptcy; Greg Ostfeld, Chicago Litigation

Individuals with Disabilities heading practices: n/a

COMMITTEE LEADERS

Minorities heading committees: Executive Committee, 17: Cesar Alvarez, Michelle Ferreira, Ernest Greer, Demetrius McDaniel. Diversity Committee, 18: Above members of the Executive Committee plus inclusion of Nikki Lewis Simon.

Women heading committees: Executive Committee, 17: Lori Cohen; Michelle Ferreira; Shari Heyen; Mary-Olga Lovett; Martha Sabol. Diversity Committee, 18: Above members of the Executive Committee plus inclusion of Nikki Lewis Simon.

LGBTQ attorneys heading committees: Executive Committee, 17: Shari Heyen

Individuals with Disabilities heading committees: n/a



The Firm Says

Diversity at GT is personal and rooted in authenticity. Diversity is not what we do, it is who we are. In 1967, our founders, faced with religious discrimination, established a firm where everyone was welcomed. This mission, and a commitment to client service, is part of the firm's DNA.

GT has ethnically and gender diverse individuals in a wide range of key roles, from co-president to senior vice president, vice chairs to practice chairs, regional and office managing shareholders to administrative directors and operational leads. Many of our senior leaders know exclusion firsthand or have had experiences that have made them particularly empathetic to historically disadvantaged groups.

At GT, we are committed to broadening and fostering our pipeline of diverse talent. We dedicate a significant amount of resources to recruit, train and develop diverse attorneys at every level of seniority with the idea that every Associate who joins the firm has the general ability to be a future Shareholder. Those resources include mentors (both assigned and self-selected), access to the firm's Associate Development Program, and a full array of business development tools, trainings, professional development seminars and conferences, and voluntary bar association memberships.

At the law school level, GT has maintained its focus on recruiting top talent, including diverse talent during its 50+ year history. To add a finer point to those efforts, in 2018, we launched our strategic GT Diverse Law Student Recruiting Pilot Initiative, initially focused on three (3) schools with robust diverse law student populations, including Howard, Northwestern and Thurgood Marshall. The initiative — which has expanded quickly to include other talent pools — is not per se focused solely on Summer Associate hiring; we are focused on developing meaningful relationships with diverse talent over the months — and potentially years — that can pay dividends well into the future.

Our goals include partnering with the respective Career Placement deans and staff, first-year law students, internal GT stakeholders and others to engage diverse law students early in their law school careers to share the opportunities within the firm and how they may achieve their professional and personal goals with us. We understand that one's career is a journey. Whether that journey starts with GT or ends with us, we are a place where diverse lawyers can grow and thrive.

In addition, our attorneys are actively engaged in efforts to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities. Our attorneys are also actively involved in community-based mentoring programs targeting the creation of opportunities for diverse college and high school students. Those activities include (i) participating in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law; (ii) helping to fund scholarships for minority high school or college students; (iii) mentor high school or college students; (iv) participating in/hosting mock-trial programs or career events, and (iv) serving as mentors in the Big Brothers, Big Sisters program.

In recent years, GT has received many awards and recognitions for its ongoing efforts and achievements in the areas of diversity and inclusiveness. The following recent examples are illustrative:

- No. 1, Number of African American Partners Overall, Diversity Scorecard, The American Lawyer, 2019
- No. 1, Number of African American Attorneys Overall, Diversity Scorecard, The American Lawyer, 2019
- No. 1, Number of Hispanic American Partners Overall, Diversity Scorecard, The American Lawyer, 2019
- No. 1, Number of Hispanic American Attorneys Overall, Diversity Scorecard, The American Lawyer, 2019
- Winner, Pro Bono Program of the Year, Chambers Diversity and Inclusion Awards: Latin America 2019
- No. 5, Top Firms for Minority Equity Partners Overall, 600+ Attorney Category, Diversity Snapshot, Law360, 2019
- No. 5, Number of LGBT Partners, The American Lawyer, LGBT Scorecard, 2019
- No. 6, Number of Minority Attorneys Overall, Diversity Scorecard, The American Lawyer, 2019
- No. 7, Number of Asian American Partners Overall, Diversity Scorecard, The American Lawyer, 2019
- Most Innovative Gender Diversity Initiative, Chambers USA Women in Law Awards, Chambers and Partners, 2018
- Score of 100 percent on Corporate Equality Index, Human Rights Campaign Foundation, 2017-2018
- Shortlisted, Best International Firm for Diversity, Euromoney Americas Women in Business Law Awards, 2016-2018
- Top 5, Number of Female Partners, The National Law Journal Women's Scorecard, 2017

