

Loeb & Loeb LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Los Angeles, CA; New York, NY; Chicago, IL; Washington, DC; San Francisco, CA; Nashville, TN; Hong Kong, China; Beijing, China

DIVERSITY LEADERSHIP

Head(s) of Firm: Kenneth R. Florin, Chairman

Diversity team leader(s): Nerissa Coyle McGinn, Chief Diversity Partner; James D. Taylor, Diversity Committee Co-Chair; Channing D. Johnson, Diversity Committee Co-Chair

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	440	437
U.S. offices only	397	394

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	33	60
African-American/Black	2	8
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	2
Asian	4	11
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	2
Openly LGBTQ	1	5
Individuals with Disabilities	1	4
Total	43	86

SUMMER ASSOCIATES (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

Loeb & Loeb LLP does not host a summer program.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	68	13
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	2
Individuals with Disabilities	1	0
Total	72	15

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	78	24
African-American/Black	2	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	2	1
Total	83	34

OF COUNSEL (2019)

	Men	Women
White/Caucasian	24	23
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
Total	28	27

NEW HIRES (2019)

	Men	Women
White/Caucasian	22	20
African-American/Black	2	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	1
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	27	26

Strategic Plan and Diversity Leadership

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

Loeb's Chairman has committed to making diversity, inclusion, and the hiring, retention, and advancement of diverse attorneys a top priority. He is committed to ensuring that the firm's diversity and inclusion priorities, activities, and successes are communicated throughout the firm. Since our communications to the firm demonstrate our culture, Loeb created a Firm Cultural Statement in 2018, which was distributed to all employees. We believe that excellence can be achieved only through a culture of collaboration, inclusion, and mutual respect for all people and points of view. Our Firm Cultural Statement is a set of guidelines and expectations meant to supplement Loeb's internal policies and illustrate what we mean by a "culture of inclusion." In 2019, the firm launched our Diversity & Inclusion (D&I) Academy, which aims to raise awareness of unconscious bias and helps employees build skills that minimize the negative impact unconscious bias can have at individual, interpersonal, institutional, and cultural levels. The D&I Academy shares educational content with all employees through a variety of written pieces, broader communications, programs, and events. The D&I Academy initiatives include firm-wide D&I training (including specific training programs for firm management), educational content and events, webinars on D&I-related topics, and monthly emails with D&I educational content. Our firm's intranet regularly features our affinity groups: Loeb Pride (an LGBTQ+ affinity group), Attorneys of Color and Ethnic Diversity (ACED), and the Women's Leadership, Empowerment, Advancement and Development (LEAD) Network. Our diversity statement is on our website, and other relevant policies are available on the firm's intranet. The Diversity Committee, which consists of partners across the firm, and Affinity Group chairs meet quarterly, in addition to the individual meetings with the various affinity groups.

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

Nerissa Coyle McGinn, the firm's Chief Diversity Partner, has the primary responsibility of leading diversity initiatives at the firm. She is supported by Meredith Madnick, the firm's Manager for Diversity & Pro Bono. Ken Florin, the firm's Chairman, firm management, and the Diversity Committee also assist with promoting these initiatives, including developing firm-wide strategic priorities and implementing action plans.

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: 26

Total hours spent on diversity: [No response]

Comments: Loeb & Loeb does not track hours spent on diversity for our partners. The Chief Diversity Partner does track her time, however, and dedicated more than 700 hours to Diversity & Inclusion in 2019.

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.

In 2018, Loeb's Board of Partners (the highest-governing committee at the firm) adopted the firm's D&I Strategic Priorities. To create these priorities, the firm worked with Verna Myers Consulting Group for more than a year and a half and collected data from more than 50 participants, including lawyers and staff from underrepresented groups, various levels of seniority, different offices, and numerous practice groups. Based upon the data, a working group of partners created the D&I Strategic Priorities. The priorities are broken into four stages: (1) strengthening the firm's existing D&I infrastructure, including increasing the metrics that are maintained by the firm and shared with the Diversity Committee; (2) educating the firm and helping all members of the firm identify and overcome their own unconscious biases; (3) "advancement by design," or supporting our employees in the advancement of their careers to income partner, equity partner, and management; and (4) holding all firm employees, including management, accountable for their own diversity successes and failures. While we continue to improve our D&I infrastructure and educational opportunities, we have already completed the first two stages of the priorities, and we are now addressing the third stage, advancement by design.

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

Yes

If yes, is it formal or informal?

Formal

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

Quarterly

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

In the past three years, Loeb has significantly increased the types of diversity metrics it maintains, as no one can be held accountable without proper metrics. Three years ago, Loeb instituted an annual diversity survey to continually monitor and maintain accurate diversity metrics of its employees. As a tool to more closely track our diversity successes and failures, Loeb sends out diversity metrics to firm management, practice group leaders, and the Diversity Committee with information about departures, hires, and the breakdown of diversity by office and department. Last year, Loeb created a pilot program to track the metrics of diverse attorneys working for a specific client. Based upon this pilot program, the Diversity Committee has collected knowledge on the type of information the firm wants to track and how to successfully use that information to help advance diverse attorneys. We are considering an infrastructure for the firm to track the working hours of diverse attorneys on a firm-wide basis. The final stage of the firm's D&I Strategic Priorities is accountability. The goal of this stage is "holding individuals (particularly those in a position of authority: firm leadership/management roles, partners/senior attorneys, chiefs/

directors/managers) accountable for moving diversity and inclusion efforts forward through existing firm reward systems." The action steps for this stage include the following: (1) include D&I efforts based on department diversity and inclusion action plans as part of a change in department head performance annual reviews, which could impact department head compensation; (2) include D&I efforts as part of the allocations process; and (3) provide quarterly reporting to management by each department and practice group head, highlighting specific D&I efforts and successes. All employees participate in an annual unconscious bias training, with specific training designed for management.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X	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	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	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X	X		Provide accommodations specific to mothers (e.g., lactation rooms)
X	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		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.

Loeb partners with clients to support the next generation of lawyers. Loeb underwrites a scholarship on behalf of a client given by the California Bar Foundation to a deserving student. We have underwritten scholarships each year since 2014 and continue to do so.

Loeb also actively supports Hudson Link for Higher Education in Prison, a non-profit organization that makes it possible for men and women incarcerated in prisons in the metropolitan New York City area to receive a degree granting college education, life skills, and reentry support while in prison, helping them to be better prepared for reentry into the workforce and to make a positive impact on their own lives. Hudson Link partners with local colleges and other organizations to provide participants with education, professional development, and job search assistance, as well as community and alumni services. Its programs have resulted in far lower rates of recidivism among inmates who participate. Loeb partners Michael Zweig and Jessica Lee serve as board members of the organization. Jessica is working to build a young professionals arm for Hudson Link, which, in addition to providing financial support, will support the organization's reentry efforts through clinics focused on employment, identification, and other areas. Our Chief Marketing Officer also donates her time to help the organization with communications, fundraising, and marketing efforts for their annual gala.

In 2019, Loeb became a sponsor of the first year of the Legal Education Access Pipeline (LEAP) program in Los Angeles. LEAP is a diversity fellowship program that comprehensively prepares participants for a successful career in law by helping them apply to law school, excel as law students, and flourish in their legal communities. Loeb is thrilled to have our attorneys participate in the first cohort of LEAP's mentorship program, supporting law school applicants who have been historically underrepresented in the legal field.

Recruitment - New Associates

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

Ivy League law schools: Loeb does not host a summer or entry-level attorney program.

Other private law schools: Loeb does not host a summer or entry-level attorney program.

Public state law schools: Loeb does not host a summer or entry-level attorney program.

Law schools of Historically Black Colleges and Universities (HBCUs): Loeb does not host a summer or entry-level attorney program.

Diversity job fairs: Lavender Law Career Fair

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

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

Loeb does not host a summer or entry-level attorney program.

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

Loeb does not host a summer or entry-level attorney program.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (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

Loeb does not host a summer program.

OFFERS MADE* (2019)

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

	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

Loeb does not host a summer program.

OFFERS ACCEPTED* (2019)

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

	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

Loeb does not host a summer program.

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

Loeb does not host a summer program.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	11	12
African-American/Black	1	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	1
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	14	18

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	6	2
African-American/Black	1	0
Hispanic/Latinx	0	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	0	0
Total	8	2

NEW PARTNERS PROMOTED* (2019)

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

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

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

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

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

Yes

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

Yes

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

SJL Search and Stofsky Schiller



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	n/a
Total	0	3

Loeb began collecting disability data after their departure.

3RD-YEAR ASSOCIATES

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

Loeb began collecting disability data after their departure.

4TH-YEAR ASSOCIATES

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

Loeb began collecting disability data after their departure.

5TH-YEAR ASSOCIATES

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

Loeb began collecting disability data after their departure.

6TH-YEAR ASSOCIATES

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

Loeb began collecting disability data after their departure.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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

Loeb began collecting disability data after their departure.

8TH-YEAR PLUS ASSOCIATES

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

Loeb began collecting disability data after their departure.

OF COUNSEL

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

Loeb began collecting disability data after their departure.

NON-EQUITY PARTNERS

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

Loeb began collecting disability data after their departure.

EQUITY PARTNERS

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

Retention and Professional Development

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

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

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

Yes

Comments:

As part of the firm's initiative to provide greater flexibility to attorneys with respect to their work schedules and locations, Loeb has made a laptop or tablet available to all attorneys in addition to the device in their office. Through this initiative, Loeb is hoping to make it more convenient for attorneys to work remotely and provide them with more convenient and reliable access to the Loeb network from outside the office. This effort is known as our Flex Time Initiative. The firm also has a part-time policy for attorneys to work on a reduced-hours schedule. Since the outbreak of COVID-19, all our operations have shifted to remote work. This transition has been smooth, and we hope it allows for greater workplace flexibility once we begin working in an office setting again.

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

Attorneys with part-time arrangements are eligible for partnership consideration. The period of time an associate has worked in a part-time arrangement will be taken into account in determining when the associate is eligible to be considered for partnership. Accordingly, a multi-year part-time arrangement will ordinarily lengthen the time before an associate will be considered for partnership.

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

Two current equity partners have worked part-time, exclusive of parental leave or short-term disability, during their careers at the firm.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	5	5	129
Of counsel	0	7	7	55
Non-equity partner	0	3	3	117
Equity partner	0	0	0	87



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	10	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	1	0
Individuals with Disabilities	1	0
Total	10	3

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	8	3
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	9	3

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

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

Our associate review committee is comprised of administrative personnel.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	8	6
African-American/Black	2	4
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
Total	12	14

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	3	25	12
Number of such positions held by:			
Minorities	0	2	4
Women	2	4	5
LGBTQ attorneys	0	1	1
Individuals with Disabilities	0	1	0

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? 6

Minorities heading offices: [No response]

Women heading offices: Alyse Pelavin, Los Angeles (149); Laurie Ruckel, New York (153)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Paul Rohrer, Real Estate Deputy Chair (42); Cristine Sapers, Trusts & Estates Deputy Chair (65)

Women heading practices: Michelle La Mar, Employment Chair(6); Leah Bishop, Trusts & Estates Co-Chair (65); Alyse Pelavin, Trusts & Estates Deputy Chair (65); Cristine Sapers, Trusts & Estates Deputy Chair(65)

LGBTQ attorneys heading practices: James D. Taylor, Advanced Media & Technology Chair (53)

Individuals with Disabilities heading practices: Scott Edel, Entertainment Chair (39)

COMMITTEE LEADERS

Minorities heading committees: Channing Johnson, Diversity Committee (26), Partner Candidate Committee (7); Nerissa Coyle McGinn, Diversity Committee (26); Diara Holmes, DC Pro Bono Committee (7)

Women heading committees: Nerissa Coyle McGinn, Diversity Committee (26); Diara Holmes, DC Pro Bono Committee (7); Laura McNally, Chicago Pro Bono Committee (8); Laura Wytmsa, Los Angeles Pro Bono Committee (20); Helen Gavaris, Partner Candidate Committee (7)

LGBTQ attorneys heading committees: James D. Taylor, Diversity Committee (26)

Individuals with Disabilities heading committees: [No response]



The Firm Says

The past several years have been a transformative time for diversity and inclusion at Loeb. We have taken great strides in defining our culture of inclusion and mutual respect and have worked to strengthen our initiatives and programs. A great part of the growth we have experienced is due to the adoption of the firm's D&I Strategic Priorities. Prior to the adoption of the D&I Strategic Priorities, the firm's diversity and inclusion efforts had stalled, and there was frustration that the voices of underrepresented attorneys were not being heard. The firm took on this challenge by creating a working group, which created a plan to take our D&I efforts to the next level. The working group was carefully created to ensure that all members from underrepresented groups would be heard and included in the process. By ensuring that groups from throughout the firm had a voice and were able to provide input into the plan, Loeb has been able to create a blueprint for its next steps in diversity. While Loeb is still implementing our D&I Strategic Priorities, we have already seen unprecedented success at the firm. Since we started the process of creating the D&I Strategic Priorities, Loeb has seen a more than 35% increase in female income partners and a more than 85% increase in female capital partners, and it has doubled the number of racial minority income partners, including more than doubling the number of African-American income partners in particular.

We are proud of the recognition we have received already as a result of our improvements. Based upon changes in our policies and benefits, in 2020, for the second year in a row, Loeb earned a perfect score on the Human Rights Campaign Corporate Equality Index (CEI). The Human Rights Campaign — the largest national LGBTQ civil rights organization — published the CEI report based largely on the annual CEI survey administered to more than 1,000 major global employers this year. To earn a perfect score, Loeb had to demonstrate that we took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits, and practices. More specifically, Loeb had to obtain a perfect score in each of the three pillars of the CEI rating criteria: (1) non-discrimination policies, (2) equitable benefits for LGBTQ workers and their families, and (3) supporting an inclusive culture and corporate social responsibility.

In 2019, Loeb received the Women in Law Empowerment Forum's (WILEF) Gold Standard Certification for the first time. WILEF is the premier organization for women in law exclusively dedicated to women from the largest law firms and corporate law departments in the United States. Their centerpiece initiative is the WILEF Gold Standard Certification, which emphasizes the leadership roles achieved by equity women partners rather than the policies or practices of the firm or the overall number or percentage of women in partnership. To obtain this certification, Loeb had to demonstrate that (1) 33% or more of the attorneys becoming equity partners during the past 12 months were women, (2) at least 15% of firm heads are women equity partners, (3) at least 20% of the firm's governance committee are women equity partners, and (4) at least 3.5% of women equity partners are LGBTQ. We are proud to meet the criteria for the Gold Standard Certification. We hope to continue receiving the certification in years to come and are in the process of obtaining our 2020 certification.

The Leadership Council on Legal Diversity (LCLD) awarded Loeb with two distinctions in 2019. Loeb received both the Compass Award and Top Performer Award, and it was one of just 21 LCLD members out of more than 300 to receive both designations. These distinctions represent the firm's involvement in LCLD's programs and the promotion of LCLD's mission. Top Performers are LCLD's most active member corporations and law firms, while the Compass Award recognizes those members who personally attend LCLD's annual meeting and participate in the Fellows and Pathfinder programs, as well as at least one pipeline program. Earning both recognitions signals Loeb's commitment to building a more diverse and inclusive legal profession.

While Loeb is excited about the many D&I successes our work has brought to the firm, we understand that we have additional work to do and believe that our D&I Strategic Priorities have laid the groundwork for our next steps.

In 2020, our core goals remain the same: to continue to improve recruitment, retention, and promotion of diverse attorneys and to ensure that our culture and work environment support and encourage diversity in all circumstances and at all levels. We look forward to expanding and building upon our recent diversity successes and continuing to follow our official D&I Strategic Priorities.

New additions to our diversity agenda in 2020 include:

- Providing additional support to our firm's affinity groups to enhance programming. Our affinity groups, the Women's LEAD Network, ACED, and Loeb Pride, are offering new and improved events for our clients, as well as a range of professional development opportunities for our lawyers. Our goal is to maximize professional advancement opportunities for female, minority, and LGBTQ+ attorneys at the firm.
- Continuing to host diversity training events for all our staff and lawyers, with specific diversity training events for firm management and those in leadership positions. The training focuses on raising awareness of unconscious bias and educating individuals on how to interrupt those biases. With the specific training for management, our goal is to increase accountability for our firm stakeholders and make sure all are invested in advancing our diversity and inclusion priorities.
- Participating in programs that enhance our diversity goals, including Diversity Lab's OnRamp Fellowship and OnTrack pilot program, the New York City Bar Association's Associate Leadership Institute, and the LCLD Fellows and Pathfinder programs. The OnRamp Fellowship allows people who have taken time off from the legal profession to ease back into practice. Our participation in the program entails sponsoring a lawyer in the program for a one-year paid engagement, and we have gone on to hire each fellow after the initial engagement. Loeb was thrilled to be one of only 25 firms selected for the initial pilot program, and we have continued our partnership into 2020. Additionally, in 2019, we began our first year of participation with Diversity Lab's OnTrack pilot program, which is a sponsorship program for associates and senior counsel at the firm. Associate and senior counsel protégés are paired with partner sponsors who meet regularly to facilitate the protégés' professional goals. A member of firm management also serves as an advocate for program participants. In 2020, we embarked on our first year with the New York City Bar Association's Office of Diversity Inclusion Associate Leadership Institute. As a signatory firm to their Office of Diversity and Inclusion, Loeb is able to have two associates actively participating in the ABA award-winning series of high-level development trainings. We are thrilled to begin this partnership. We are also continuing our engagement with the LCLD Fellows and Pathfinder programs for our partners and associates, respectively.