



NEAL GERBER EISENBERG

NGE is committed to attracting, supporting and retaining exceptional talent by advancing and fostering an **inclusive, collaborative and industrious culture.**

We appreciate that the breadth of experiences and perspectives of our people enhance how we best serve our clients and the community.

– SCOTT J. FISHER

Managing Partner



Neal, Gerber & Eisenberg LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2 N. LaSalle Street
Suite 1700
Chicago, IL 60602
Phone: 312-269-8000
Fax: 312-269-1747
www.nge.com



LOCATIONS

Chicago, Illinois

DIVERSITY LEADERSHIP

Head(s) of Firm: Scott J. Fisher, Managing Partner

Diversity team leader(s): Scott J. Fisher, Co-Chair of Diversity & Inclusion Committee and Managing Partner; Leah A. Schleicher, Co-Chair of Diversity & Inclusion Committee and Partner, Real Estate; and Marlon Lutfiyya, Director of Talent & Diversity

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

| | Currently | As of December 31, 2019 |
|-------------------|-----------|-------------------------|
| Worldwide | 130 | 129 |
| U.S. offices only | 130 | 129 |



Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 10 | 9 |
| African-American/Black | 0 | 1 |
| Hispanic/Latinx | 1 | 1 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 2 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 13 | 12 |

SUMMER ASSOCIATES (2019)

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

EQUITY PARTNERS (2019)

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 46 | 7 |
| 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 | 0 | 0 |
| Total | 47 | 7 |

NON-EQUITY PARTNERS (2019)

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 15 | 6 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 16 | 7 |

OF COUNSEL (2019)

| | Men | Women |
|----------------------------------|-----------|-----------|
| White/Caucasian | 16 | 8 |
| African-American/Black | 0 | 1 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 17 | 10 |

NEW HIRES (2019)

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

Strategic Plan and Diversity Leadership

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

At Neal Gerber Eisenberg, diversity and inclusion are core values. We believe that a diverse workplace produces more effective teams, better solutions and superior results for our clients. Since the firm's inception, an open, inclusive environment has been a vital component of the firm's culture, identity, strategic planning and overall well-being. We recognize that effective inclusion requires constant vigilance, continuous effort, and ongoing creative programming and initiatives. To help leverage individual differences and promote an inclusive culture, we regularly host events that create dialogue around diversity and inclusion, and that help our attorneys understand and learn from each other. For example, we have invited award-winning filmmakers and authors to discuss films and books that examine tensions around race, gender and sexual orientation. We also regularly remind our attorneys that fostering an inclusive workplace is the responsibility of each member of the firm. D&I Committee members, including our managing partner, solicit ideas and individual participation in diversity initiatives at partner meetings, practice group meetings and lunch programs, and through email. We continuously identify influential partners throughout the firm and ask them to engage in our inclusion efforts and solicit the support of others within their spheres of influence. The firm frequently provides information about diversity activities and initiatives to all attorneys and staff, and it celebrates participation in diversity-related events. We also encourage active participation in activities spearheaded by organizations such as the MCCA, The Chicago Committee and minority student organizations at local law schools. We track attorney participation in diversity-related events by each practice group. Orientation of all new attorneys includes a primer on the firm's diversity-related activities and expectations. Commitment to diversity is an important aspect of firm citizenship.

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

Scott J. Fisher, Co-Chair of Diversity & Inclusion Committee and Managing Partner; Leah A. Schleicher, Co-Chair of Diversity & Inclusion Committee and Partner, Real Estate; and Marlon Lutfiyya, Director of Talent & Diversity.

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: 11

Total hours spent on diversity: 247

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

Yes

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

Yes

If yes, is it formal or informal?

We have made great strides in creating a diverse and inclusive work environment that respects, supports and rewards individuals on the basis of personal achievement. We continue to challenge ourselves to do better. We offer traditional training programs and social events to foster inclusion, and include clients, members of the community and friends of the firm. More recently, we have focused on unconscious bias training and steps that our attorneys can take to interrupt bias and minimize its impact. We have adopted the Mansfield Rule to ensure that our succession plans for each leadership position includes women, minorities and individuals from other underrepresented groups. The firm also provides broad support to our Minority Initiative, an affinity group that offers formal programming and other opportunities to attorneys from underrepresented groups. We have informed all of our lateral recruiters that we actively seek to increase our recruitment of minority attorneys, particularly at the partner level. To strengthen the legal talent pipeline, we host a diversity clerkship for law students who have demonstrated a strong commitment to and leadership in diversity and inclusion. We have strong mentoring programs for new and lateral attorneys, income partners and women and minority attorneys. When selecting mentors for women, minorities and LGBTQ attorneys, we select attorneys who are sensitive to the unique challenges that the mentees face and who have the desire to help their mentees overcome those challenges. We also encourage minority attorneys to take advantage of mentoring programs offered through local networking organizations such as The Chicago Committee.

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

As diversity and inclusion are part of our Strategic Plan, our progress and results are reviewed by senior leadership on an ongoing basis.

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

The Diversity & Inclusion Committee makes recommendations that are submitted to and approved by the Executive Committee on a regular basis. The directors and managers on the Diversity & Inclusion Committee are evaluated annually in connection with their contributions to the firm's diversity initiatives. Attorneys' contributions to the committee and involvement in diversity efforts are recognized and considered during performance and annual compensation reviews. The firm's framework for associate progression and advancement requires associates to demonstrate a commitment to diversity and inclusion.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|--|
| X | X | | Undertake communication from firm management that diversity is a top priority of the firm |
| X | X | | Formalize diversity plan and committee with action steps and accountability to management |
| X | X | | Conduct firmwide mandatory diversity training for all attorneys and staff annually |
| | X | | Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc. |
| X | X | | Focus on strengthening firm's mentoring program |
| X | X | | Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities |
| X | X | | Support law firm's internal affinity networks |
| X | | | Hire a director of diversity or other full-time professional to implement the firm's diversity program |
| X | X | | Coordinate or work with clients on diversity issues |
| X | X | | Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|---|
| X | X | | Increase the number of minority attorneys at the associate level |
| X | X | | Increase the number of minority attorneys at the partnership level |
| | X | | Increase the number of minority attorneys in leadership positions |
| X | X | | Focus on strengthening firm's mentoring program for minority attorneys |
| X | X | | Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters |
| X | X | | Other (please specify): Structure affinity groups for minorities, to strengthen social connectedness. Place minorities in positions of leadership, and provide the resources and programming necessary for them to succeed. Broaden responsibility for diversity and inclusion efforts beyond the Committee to all leaders in the firm. |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|--|
| X | | | Institute a formal part-time policy that addresses partnership prospects |
| X | X | | Increase the number of women at the associate level |
| X | X | | Increase the number of women at the partnership level |
| X | X | | Increase the number of women in leadership positions |
| X | X | | Focus on strengthening firm's mentoring program for women |
| X | X | | Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters |
| X | | | Provide accommodations specific to mothers (e.g., lactation rooms) |
| | X | | Implement policies to address gender pay equity |
| X | X | | Other (please specify): Encourage and promote women's abilities and achievements. Pilot innovative business development initiatives for women. Support remote work arrangements. |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|--|
| X | | | Offer same-sex domestic partners the same benefits available to married individuals |
| | X | | Increase the number of LGBTQ attorneys at the associate level |
| | X | | Increase the number of LGBTQ attorneys at the partnership level |
| | X | | Increase the number of LGBTQ attorneys in leadership positions |
| X | X | | Focus on strengthening firm's mentoring program for LGBTQ attorneys |
| X | X | | Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters |
| X | | | Ensure that EEO and non-discrimination policies specifically address gender identity |
| | X | | Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities) |
| X | X | | Other (please specify): The firm has sponsored and participated in the National LGBT Bar Association Lavender Law Conference and Career Fair. We provide ongoing support to several LGBT organizations such as Lambda Legal, PFLAG, The Lesbian & Gay Association of Chicago and Equality Illinois. The firm sponsors several LGBT student associations at law schools. In addition, the firm offers programs to clients and friends of the firm to educate and inform on topics such as gay marriage, civil unions, LGBTQ civil rights, and supporting LGBTQ youth. |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|---|
| | X | | Increase the number of attorneys with disabilities at the associate level |
| | X | | Increase the number of attorneys with disabilities at the partnership level |
| | X | | Increase the number of attorneys with disabilities in leadership positions |
| | X | | Focus on strengthening firm's mentoring program for attorneys with disabilities |
| | X | | Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters |
| X | | | Ensure that EEO and non-discrimination policies specifically address individuals with disabilities |
| X | X | | Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.) |
| | | | Other (please specify): While we do not have initiatives that relate specifically to the recruitment of attorneys with disabilities, we support applicants and attorneys with disabilities. |



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.

Neal Gerber Eisenberg's participation in the Cristo Rey Work/Study program underscores the firm's diversity and community outreach efforts. Cristo Rey is a college preparatory high school with a large percentage of Latino/Latina students, many of whom are members of immigrant families in Chicago. The school's Work/Study Program, which runs during the school year, exposes students to business environments and helps them better understand the rigors and responsibilities of holding a job.

Many of our attorneys serve as formal and informal mentors for these students. They also participate in other community outreach programs, through which they have: *supported a scholarship fund for low income Chicago-area youth (junior high through college) for academic scholarships to improve their opportunities for higher education; *supported and participated in the All Stars Project of Chicago (a youth development program geared towards reaching young people in Chicago's toughest neighborhoods); *provided a summer internship to a high school minority student through the Development School for Youth; *participated in the programs and events of Step-Up Women's Network, an organization that helps women and young girls realize their full potential; *supported and participated in Volunteering in Assist Her, Inc., an organization geared towards helping Black and Latina girls between 12-18 with self-esteem issues, financial planning and career goals; and *spoken about law and constitutional issues to students at several low-income Chicago Public Schools, on behalf of Constitutional Rights Foundation Chicago, and as part of the Edward J. Lewis II Lawyers in the Classroom Program.



Recruitment - New Associates

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

Ivy League law schools: None

Other private law schools: Chicago-Kent, University of Notre Dame, Northwestern University, University of Chicago, and others based on write-ins

Public state law schools: University of Michigan, University of Illinois and others based on write-ins

Law schools of Historically Black Colleges and Universities (HBCUs): Based on write-ins

Diversity job fairs: Cook County Bar Association Minority Law Student Job Fair

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

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

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

The firm offers a Diversity Clerkship and selects a clerk based on his/her academic credentials, leadership and contributions to diversity efforts or affinity networks.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

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

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

| | 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 | 0 | 0 |
| Total | 1 | 0 |

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

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)

Attorney presence and networking in minority bar associations; encourage attorneys to recruit diverse attorneys among friends and colleagues; and active participation and leadership in diversity organizations to raise profile of the firm.

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:

Chicago Legal Search Ltd.



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 | 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 |

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-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 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 0 | 1 |

6TH-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 |

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-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 |

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 2 | 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 | 1 |
| Individuals with Disabilities | 0 | 0 |
| Total | 2 | 3 |

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 3 | 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 | 3 | 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)

Identify leadership opportunities and promote women, minorities and LGBTQ attorneys for the same. Conduct stay interviews to take the pulse of current associates. Designate business development mentors for income partners. Implement and monitor informal lunch program for diverse lawyers and senior leadership. Increase social opportunities. Increase accessibility of managing partner. Provide a gender-neutral adoption and foster leave, in addition to maternity and paternity leave.

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

Yes

Comments:

The firm has been a leader in permitting attorneys to work on a part-time and/or flex-time basis. 12.5% of our attorneys overall, and 27.8% of our women, work an alternative schedule including part-time, and of those women, 20% are partners.

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?

Our part-time/flex-time policies allow us to attract and retain highly talented attorneys and thus have a positive impact on an individual's ability to become and remain a partner. Associates advance based on a system of core competencies as opposed to a lock-step system. Full- and part-time attorneys are evaluated on equal footing.

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

One



Retention and Professional Development

| PART-TIME ATTORNEYS (2019) | PART-TIME ATTORNEYS | | | TOTAL NUMBER OF ATTORNEYS (full and part-time) |
|-------------------------------|---------------------|-------|-------|---|
| | Men | Women | Total | |
| Associates | 0 | 0 | 0 | 25 |
| Of counsel | 6 | 8 | 14 | 27 |
| Non-equity partner | 0 | 1 | 1 | 23 |
| Equity partner | 0 | 1 | 1 | 54 |



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 7 | 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 | 0 | 0 |
| Total | 7 | 1 |

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 7 | 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 | 0 | 0 |
| Total | 7 | 1 |

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 5 | 2 |
| 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 | 0 | 0 |
| Total | 6 | 2 |

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

| Leadership positions (2019) | U.S. office heads | Practice group/ department leaders | Committee leaders |
|-----------------------------------|-------------------|---------------------------------------|-------------------|
| Total number of positions | n/a | 26 | 10 |
| Number of such positions held by: | | | |
| Minorities | n/a | 0 | 0 |
| Women | n/a | 4 | 5 |
| LGBTQ attorneys | n/a | 0 | 0 |
| Individuals with Disabilities | n/a | 0 | 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? 1

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Angela R. Elbert, Insurance Policyholder (7); Patricia A. Cain, Employment Benefits & Executive Compensation (3); Lisa S. Zebovitz, Environmental Litigation (3); and Leah A. Schleicher, Hospitality & Leisure (19)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Tonya C. Newman, Co-Chair of Women's Network Leadership Team (8); Sonya Rosenberg, Co-Chair of Women's Network Leadership Team (8); Leah A. Schleicher, Chair of the Associate Review Committee (8) and Co-Chair of Diversity & Inclusion Committee (10); and Lisa S. Zebovitz, Chair of Green Committee (4)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

From its earliest days, Neal Gerber Eisenberg has embraced and advocated for diversity and inclusion. We remain strongly committed to both, and continually look for ways to improve and update our efforts to attract, develop and retain the best and brightest talent. Diversity and inclusion make us richer and more effective at understanding the perspectives and needs of our clients. They also help us establish an open, positive and satisfying work environment, and promote the highest standards and ideals of our profession.

We have always enabled attorneys and staff to balance commitments to work, family, community and their personal lives. We pioneered flexible, remote and reduced work schedules. To attract and retain highly talented attorneys who seek alternative careers, we implemented a counsel track-a permanent career track with opportunities for professional development and advancement.

We also employ an associate review system that makes associate reviews more objective. Our associate development model is based on core competencies, and helps lift the curtain on what it takes to be a successful partner. As we have expanded the use of core competencies throughout the firm, we have made commitment to diversity and inclusion a vital performance criteria.

Our Diversity & Inclusion Committee plans and conducts a variety of programs that both teach inclusion and incorporate it into skills-based training. We have successfully combined traditional "diversity training programs" with social events and client marketing opportunities. We include clients, diversity experts and members of the community in our programming, as a way to hold ourselves accountable and as part of a commitment to acting on the principles we teach.

We recognize the value in diversity recruitment programs and regularly participate in related events and fairs, such as the Cook County Bar Association Minority Law Student Career Fair and the National LGBT Bar Association Lavender Law Conference and Career Fair. We understand that a positive reputation in the business community is key to the successful recruitment of candidates from underrepresented groups. The firm continues to investigate ways to diversify its ranks and leadership and to build an inclusive environment where anyone with talent can thrive.

Central to that mission is a commitment to constant reevaluation of our diversity and inclusion policies and practices. The goal of the above activities and initiatives is to enable all of our attorneys to bring their full talents and authentic selves to work each day, and to make Neal Gerber Eisenberg a place where they are visible and valued members.

