

Vedder Price

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Chicago, IL; Los Angeles, CA; San Francisco, CA; New York, NY; Washington, D.C.; London, U.K.; Singapore

DIVERSITY LEADERSHIP

Head(s) of Firm: Michael A. Nemeroff — President & CEO; Douglas M. Hambleton — Operating Shareholder

Diversity team leader(s): Jeanah Park — Shareholder, Chair, Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	272	288
U.S. offices only	246	259

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	57	28
African-American/Black	2	5
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	4
Openly LGBTQ	4	0
Individuals with Disabilities	n/a	n/a
Total	68	40

We do not track attorneys or employees with disabilities.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	90	19
African-American/Black	0	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	96	22

1) Although Vedder Price operates as a single-tier partnership, to comply with the requirements of this survey, we are providing information regarding equity and non-equity shareholders. The non-equity shareholder level is a transitional state rather than a permanent position. 2) We do not track attorneys or employees with disabilities.

OF COUNSEL (2019)

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

We do not track attorneys or employees with disabilities.

SUMMER ASSOCIATES (2019)

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

We do not track attorneys or employees with disabilities.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	14	8
African-American/Black	0	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	18	9

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NEW HIRES (2019)

	Men	Women
White/Caucasian	15	8
African-American/Black	1	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	21	12

We do not track attorneys or employees with disabilities.

Strategic Plan and Diversity Leadership

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

The firm leadership communicates its commitment to diversity by (1) supporting and promoting internal and external events that focus on training for diverse attorneys; (2) supporting and promoting internal affinity groups for women and diverse attorneys at the firm; (3) supporting the firm's membership in and sponsoring outside groups that focus on diverse attorneys such as the Chicago Committee on Minorities in Large Law Firms, the Coalition of Women's Initiatives in Law, Leadership Council on Legal Diversity, Lambda Legal and the Midwest Asian Pacific American General Counsel Roundtable; and (4) supporting the time that is invested by the lawyers on the Diversity Committee. The firm's Diversity Committee, with members representing every office of the firm, meets regularly and has a dedicated client matter number for this time and other attorney time spent on Diversity Committee efforts. In addition to internal and external diversity events, the firm and the committee support firm attorneys who take on leadership positions in outside organizations that support diversity. For example, Vedder Price Shareholder and current Diversity Committee Chair Jeanah Park is past president of the Asian American Bar Association of Greater Chicago and current President of Asian Human Services.

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

Jeanah Park, Shareholder and Diversity Committee Chair

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?

No

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: 22

Total hours spent on diversity: [No response]

Comments: We do not collect the hours spent by our lawyers on the 45-plus events and associations that we are involved with. We do document the hours spent by the Diversity Committee on the committee itself, which was 467 hours in 2019. These hours spent planning by the committee are a fraction of the total time investment.

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.

As part of annual compensation and review discussions, the goals of the committee are discussed with the chair and the members of the committee. These are followed by almost monthly discussions on activities with the Operating Shareholder and others on the Executive Committee.

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?

As an informal initiative, the diversity goals of the firm are discussed during the recruiting process of both laterals and associates. In terms of formal initiatives, we participate in a number of university- or law school-initiated programs such as the University of Chicago Black Law Students Association as well as Northwestern University School of Law's Latino Law Students Association, Black Law Students Association and Asian Pacific American Law Students Association and University of Michigan Law's Outlaws, which serves the needs of the lesbian, gay, bisexual and transgender community at the University of Michigan Law School, among others. We also participate in the Cook County Bar Association's Minority Job Fair and have recruited a summer associate through this activity. In addition, every year since 2005, the firm has hosted a Diversity Scholarship that includes a \$7,500 monetary award for law school-related expenses, and a guaranteed summer associate position.

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

Annually

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

As described earlier, leadership builds the committee's goals into the review process. In addition, the committee has instituted a rolling chart prescribing activities and goals on a quarterly basis. This plan receives constant feedback from leadership.

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.

We do not formally track this information



Recruitment - New Associates

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

Ivy League law schools: Yes. The firm recruits from a list of Top 25 Law Schools as ranked by US News. Most recently this included Yale University, Harvard University, Columbia University, Cornell University and The University of Pennsylvania.

Other private law schools: Yes. The firm recruits from a list of Top 25 Law Schools as ranked by US News. Most recently this included Stanford University, The University of Chicago Law School, New York University School of Law, Duke University, Northwestern University Pritzker School of Law, Georgetown University, University of Southern California Gould School of Law, Vanderbilt University, Washington University in St. Louis, University of Notre Dame Law School, The George Washington University Law School and Boston University.

Public state law schools: Yes. The firm recruits from a list of Top 25 Law Schools as ranked by US News. Most recently this included University of Virginia, University of Michigan - Ann Arbor, University of California - Berkeley, University of California - Los Angeles, University of Texas - Austin and University of Minnesota - Twin Cities.

Law schools of Historically Black Colleges and Universities (HBCUs): No

Diversity job fairs: Yes. Cook County Bar Association - Minority 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?

Vedder Price created a Diversity Scholarship Program in 2005 for our Chicago office and expanded it to include our New York office. Eligible candidates are first-year law students enrolled at and attending Top 25 Law Schools. The Scholarship provides a \$7,500 monetary award for law school-related expenses, as well as a guaranteed summer associate position in our Summer Associate Program after the scholarship recipient's first year of law school. We have awarded one scholarship per year since launching the program; with the addition of our New York office in the program, we have awarded two scholarships in 2018 and 2019. A number of Vedder Price Diversity Scholars have gone on to later join the firm.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

We do not track attorneys or employees with disabilities.

OFFERS ACCEPTED* (2019)

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

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

We do not track attorneys or employees with disabilities.

OFFERS MADE* (2019)

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

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

We do not track attorneys or employees with disabilities.

NEITHER ACCEPTED NOR DECLINED (2019)

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

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

We do not track attorneys or employees with disabilities.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	9	3
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	1	0
Individuals with Disabilities	n/a	n/a
Total	11	6

We do not track attorneys or employees with disabilities.

LATERAL OF COUNSEL HIRES (2019)

	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	n/a	n/a
Total	0	1

We do not track attorneys or employees with disabilities.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

We do not track attorneys or employees with disabilities.

NEW PARTNERS PROMOTED* (2019)

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

	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	n/a	n/a
Total	2	3

We do not track attorneys or employees with disabilities.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	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	1	0
Individuals with Disabilities	n/a	n/a
Total	4	3

We do not track attorneys or employees with 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)

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

No

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

Not applicable

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	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	n/a	n/a
Total	0	0

We do not track attorneys or employees with disabilities.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
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	1
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	4	2

We do not track attorneys or employees with disabilities.

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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	0

We do not track attorneys or employees with disabilities.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	5
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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	1	6

We do not track attorneys or employees with disabilities.

5TH-YEAR ASSOCIATES

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

We do not track attorneys or employees with disabilities.

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
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	0	0
Individuals with Disabilities	n/a	n/a
Total	4	1

We do not track attorneys or employees with disabilities.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

We do not track attorneys or employees with disabilities.

8TH-YEAR PLUS 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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	1	2

We do not track attorneys or employees with disabilities.

OF COUNSEL

	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

We do not track attorneys or employees with disabilities.

NON-EQUITY PARTNERS

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

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EQUITY PARTNERS

	Men	Women
White/Caucasian	5	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	1
Individuals with Disabilities	n/a	n/a
Total	5	4

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Retention and Professional Development

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

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

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

Yes

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

This is determined on a case-by-case basis. For attorneys with flex-time arrangements, the firm may defer initial eligibility for voting shareholder consideration beyond the firm's usual seniority requirements. However, these attorneys may still be considered for nonvoting shareholder status once the usual seniority requirements for shareholder consideration are met.

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

0

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	2	3	108
Of counsel	0	2	2	6
Non-equity partner	0	0	0	27
Equity partner	0	0	0	118

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Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	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	n/a	n/a
Total	3	0

We do not track attorneys or employees with disabilities.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	17	7
African-American/Black	0	0
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	n/a	n/a
Total	20	9

We do not track attorneys or employees with disabilities.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	11	4
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	12	4

We do not track attorneys or employees with disabilities.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	16	4
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	1	0
Individuals with Disabilities	n/a	n/a
Total	16	5

We do not track attorneys or employees with disabilities.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	5
African-American/Black	0	1
Hispanic/Latinx	3	1
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	13	9

We do not track attorneys or employees with disabilities.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	31	12
Number of such positions held by:			
Minorities	0	6	3
Women	0	5	4
LGBTQ attorneys	0	0	0
Individuals with Disabilities	n/a	n/a	n/a

We do not track attorneys or employees with disabilities.

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 5

Minorities heading offices: 0

Women heading offices: 0

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: We do not track attorneys or employees with disabilities.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Joseph H. Kye, Finance & Transactions: PE/M&A (42 dedicated attorneys, with an additional 74 attorneys who practice within the area); Venu V. Talanki, Finance & Transactions: Finance (42 dedicated attorneys, with an additional 74 attorneys who practice within the area); Junaid A. Zubairi, Government Enforcement & Special Investigations (17 dedicated attorneys, with an additional 14 attorneys who practice within the area); Ethan E. Rii, Health Care & Professional Associations (4 dedicated attorneys, with an additional 12 attorneys who practice within the area); Cathy Gonzales O'Kelly, Investment Services Group Co-Chair (26 dedicated attorneys, with an additional 13 attorneys who practice within the area); Andrew Torre, Real Estate (5 dedicated attorneys, with an additional 9 attorneys who practice within the area)

Women heading practices: Amy L. Bess, Firmwide Labor Group Leader (26 dedicated attorneys, with an additional 13 attorneys who practice within the area) and Washington DC Labor Group Chair (2 dedicated attorneys); Jennifer Durham King, Firmwide Corporate Group Leader (159 dedicated attorneys) and Capital Markets and Securities Co-Chair (7 dedicated attorneys, with an additional 34 attorneys who practice within the area); Kathryn L. Stevens, Health Care Finance (4 dedicated attorneys, with an additional 12 attorneys who practice within the area); Sara B. DeBlaze, Business Immigration Group Chair (2 dedicated attorneys, with 1 additional attorney who practices within the area); Cathy Gonzales O'Kelly, Investment Services Group Co-Chair (26 dedicated attorneys, with an additional 13 attorneys who practice within the area)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: We do not track attorneys or employees with disabilities.

COMMITTEE LEADERS

Minorities heading committees: Jeanah Park, Diversity (23); Venu V. Talanki, Associate Hiring (17); Andrew Torre, Associate Hiring-Summer (17)

Women heading committees: Jeanah Park, Diversity Chair (23); Jennifer Durham King, Sarbanes-Oxley Chair (3); Kelly A. Starr, Benefits Chair (4); Michelle T. Olson, Pro Bono Co-Chair (21)

LGBTQ attorneys heading committees: 0

Individuals with Disabilities heading committees: We do not track attorneys or employees with disabilities.



The Firm Says

Vedder Price is committed to maintaining and enhancing a diverse workforce and inclusive work environment. Our attorneys and staff members are recruited, retained and promoted regardless of their race, color, religion, age, marital status, veteran status, gender, national origin, sexual orientation, genetic information, medical condition or disability, or any other protected status under federal, state or local law. At the same time, Vedder recognizes its responsibility to actively encourage minority and diverse individuals to pursue careers in law and to ensure that they have access to opportunities in the profession.

We believe that the strength of our commitment to diversity and inclusion is vital to a better work environment and the effectiveness of our firm in an increasingly diverse market. It is a core value. We promote and support diversity in a variety of ways — by recruiting, hiring, retaining, training, developing, mentoring and advancing talented diverse attorneys and other employees on the basis of merit and performance.

Diversity Committee

Our Diversity Committee ensures that efforts to promote and enhance diversity and a culture of inclusiveness remain a priority at Vedder Price. The Committee is charged with ensuring our firm reflects the rich diversity of the communities and clients we serve. To ensure that our commitment to diversity permeates all aspects of our operations, the Committee includes a broad spectrum of our firm — members of our Board of Directors, chairs of our Associate Evaluation Committee and Hiring Committee, our Manager of Associate Development, and our Manager of Legal Recruiting and Diversity Initiatives.

Women at Vedder - WAVES

Vedder Price's Women's Initiative, "Women at Vedder Empowering Success" or "WAVES," was created to support the firm's women attorneys in developing the skills and strategies to be successful in their practices, at the firm and in the community. The goals of the initiative are to promote the recruitment, retention and advancement of the firm's women attorneys while providing meaningful opportunities for interaction among them to develop mentoring relationships as well as additional opportunities to expand their practices. (NOTE: On April 1, 2019, Vedder announced the promotion of five new shareholders — three of them women.)

Through discussions, events, networking opportunities and business development training, WAVES strives to enhance our attorneys' abilities and strengthen connections with our clients.

On February 25, 2019, Shareholders Amy L. Bess (DC), Elizabeth N. Hall (CHI), Blythe Lovinger (NYC) and Candice Zee (LA) participated as mentors at the Business Journal's "BizWomen #MentoringMonday" series across the country. These attorneys and co-chairs of WAVES were able to meet with local female business leaders and young women looking to advance their careers while sharing advice based on their own career paths.

We demonstrate our commitment through thought leadership as well. Esther Langdon of the London office authored "Family Friendly Rights: What to Look Out for in 2020 and Beyond" (published in Personnel Today on January 10, 2020) and "How Can Parental Leave Impact Employee Engagement" (published in Employee Benefits on July 17, 2019). In October of 2019 Cara J. Ottenweller and Michelle T. Olson of Chicago authored the thought leadership piece "Employers Prepare for Sweeping Changes to Illinois Anti-Discrimination Laws," discussing potential impact of the Workplace Transparency Act. Shareholder Sadina Montani authored "Zero-Tolerance Harassment Policies and the #MeToo Era" which was published in Law360 on February 1, 2019. Several of our shareholders have presented webinars regarding sexual harassment, including Amy L. Bess ("Advising Clients on Sexual Harassment in the #MeToo Era") and Sadina Montani ("Sexual Harassment in the Workplace: Addressing and Managing Risk".)

Under the direction of the Diversity Committee and Chair Jeanah Park, WAVES is currently co-chaired by women shareholders across five offices: Amy L. Bess of the Washington, DC office; Blythe Lovinger of the New York office; Michelle Landry of the San Francisco office; Candice Zee of the Los Angeles office; and Elizabeth N. Hall in the Chicago office. The group is also supported by Laurel Dearborn, Director of Associate Development; and Pam Masters, Manager of Legal Recruiting.

At Vedder Price, we endeavor to provide women with the means to "make waves" and to leave a mark with their professional careers.

Vedder Diverse

Vedder Diverse is a formal initiative at Vedder Price that supports the firm's recruitment, retention and advancement of diverse attorneys, while giving those attorneys additional opportunities to expand their practices. While focused on diversity matters, Vedder Diverse provides training and guidance to all Vedder attorneys.

With support from the Diversity Committee, Vedder Diverse sponsors programming across all offices, including networking and business development events, discussions, informational lunches and mentoring relationships.

Shareholders Joseph Kye and Andrew Torre are the co-chairs of Vedder Diverse and lead activities locally.

Leadership Council on Legal Diversity

In 2018, Vedder Price joined the Leadership Council on Legal Diversity (LCLD), an organization of more than 275 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a diverse U.S. legal profession. Their programs are designed to attract, inspire and nurture talent within organizations, helping a new and more diverse generation of attorneys achieve positions of leadership.

As a member of the 2019 LCLD Fellows Program, we named Vedder Shareholder Jeanah Park as the firm's Fellow. Launched in 2011, LCLD's landmark Fellows Program works by identifying high-potential attorneys from diverse backgrounds and setting them on the path to leadership of their organizations. Ms. Park, a Shareholder in our Litigation group and Chair of the firm's Diversity Committee, has been spending her Fellow year participating in in-person conferences, interactive leadership events and extensive contact with other members of LCLD.

Vedder Price also participates in the LCLD Pathfinder Program. This program is designed to provide diverse, high-potential, early-career attorneys with practical tools for developing and leveraging internal professional networks, foundational leadership skills and an understanding of career development strategies applicable to both in-house and law firm practice.

The Vedder Price Diversity Scholarship

Vedder Price created a Diversity Scholarship Program in 2005 for our Chicago office and expanded it to include our New York office in 2018. Eligible candidates are first year law students enrolled at and attending schools we recruit from. The Scholarship provides a \$7,500 monetary award for law school-related expenses, as well as a guaranteed summer associate position in our Summer Associate Program after the scholarship recipient's first year of law school. We have awarded one scholarship per year since launching the

program; with the addition of our New York office in the program, we have awarded two scholarships in 2018 and 2019. A number of Vedder Price Diversity Scholars have gone on to later join the firm.

Diversity Sponsorship, Organizations and Events

Vedder Price actively sponsors or is involved in a wide variety of diverse bar and law student affinity organizations, including committing attorney time to mentor diverse law students and their student organizations. We also provide financial support to many such organizations through their fund-raising and related efforts.

In addition, many Vedder Price attorneys contribute to, participate in and support diversity and women's scholarships and other funds, serve as tutors and career mentors, and support other community-based programs. As a mark of our dedication to the promotion of diversity within the legal profession, the firm has proudly sponsored numerous organizations and events, including the Asian American Bar Association, Gotham Cares, Heartland Alliance, Lambda Legal, Women's Bar Association of Illinois and many more.

Key Diversity Contributions in 2019

- In addition to raising the parental leave policy from 8 to 10 weeks, and making it non-gender specific, Vedder Price also launched a New Parent Attorney Mentoring Program in 2019.
- In June, WAVES hosted the Chicago Women General Counsel's High Tea event and a donation drive for Dress for Success.
- The firm sponsored and held a panel for the University of Illinois College of Law's annual Diversity Firm Visit Day.
- Diversity Chair Jeanah Park was selected as a female mentor for Chicago Innovation's Women Mentoring Co-op to empower female innovators in Chicago.
- Ms. Park was also selected as a Fellow of the Leadership Council on Legal Diversity.
- WAVES partnered with Asian Human Services Inc. to collect donations for immigrant children during the holidays.
- WAVES Washington, DC hosted "Resiliency Building and Networking for Women Business Leaders."
- Amy Bess, Libby Hall, Blythe Lovinger and Candice Zee participated in The Business Journal's "Bizwomen Mentoring Monday" across the country.
- Our New York office hosted the Association of Corporate Counsel's NYC Women's Network summer reception.
- Anthony Pacheco sponsored Para Los Ninos in bringing Story Pirates and the LAPD to the kids' elementary school and also hosted a field trip for students at Whitney Young High School at the Annenberg Space For Photography.
- Candice Zee and Michelle Landry were named co-chairs of WAVES in Los Angeles and San Francisco, respectively.
- Candice Zee and Anthony Pacheco were selected as LABJ's Top Minority Attorneys.

