

# Kasowitz Benson Torres LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Atlanta, GA; Denver, CO; Houston, TX; Los Angeles, CA; Miami, FL; Newark, NJ; New York, NY; San Francisco, CA; Silicon Valley, CA; Washington, DC

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Marc E. Kasowitz, Firm-wide Managing Partner; Cindy Caranella Kelly, Co-Managing Partner; Albert Shemmy Mishaan, Co-Managing Partner

**Diversity team leader(s):** Hector Torres, Partner, Diversity & Inclusion Committee Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	228	243
U.S. offices only	228	243

### Law Firm Demographic Profile

#### Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	44	29
African-American/Black	3	4
Hispanic/Latinx	4	5
Alaska Native/American Indian	0	0
Asian	5	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	3
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>59</b>	<b>46</b>

The firm does not track disability information.

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	57	12
African-American/Black	2	1
Hispanic/Latinx	2	4
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>66</b>	<b>18</b>

The firm does not track disability information.

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	20	19
African-American/Black	2	6
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>26</b>	<b>28</b>

The firm does not track disability information.

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	4
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>5</b>

The firm does not track disability information.

#### NON-EQUITY PARTNERS (2019)

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

The firm does not have non-equity partners.

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	9	10
African-American/Black	1	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>13</b>	<b>13</b>

The firm does not track disability information.

### Strategic Plan and Diversity Leadership

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

website, internal communications, meetings, and firm events

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

Hector Torres, Partner, Diversity & Inclusion 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?**

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: 17*

*Total hours spent on diversity: 150*

**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.**

Because the firm's Diversity Committee is also comprised of members of the Management Committee, there is a consistent set of goals and objectives which are prioritized at the firm, including to recruit and support a diverse team of attorneys, and to integrate our diversity initiatives into the professional development of all lawyers.

**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?**

All members of the Diversity & Inclusion Committee are tasked with specific initiatives and/or responsibilities. At each meeting, the Committee reviews progress to ensure goals are successfully met.

**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
			Other (please specify): An annual stipend is provided to a number of attorneys to attend a diversity-oriented seminar of their choosing. Kasowitz is a member of the Leadership Council on Legal Diversity (LCLD) and sponsors participation in the LCLD Fellows Program, Pathfinder Program, and Sustainable Partnership Program.



### 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		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
			Other (please specify): The firm's Women's Initiatives Committee includes women partners, counsel, associates and professional staff, and focuses on firm-wide efforts to establish a platform for our women lawyers to develop business and grow professionally.



### 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.)
			Other (please specify): The firm does not track disability information.





### 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.

In partnership with the Justice Resource Center, Kasowitz serves as a mentor law firm to students attending The Law Institute at John Dewey High School in Brooklyn. The firm provides students with resources to encourage and facilitate academic achievement, the pursuit of higher education, and an understanding of the legal field. Kasowitz attorneys coach students in moot court and mock trial competitions, host firm visits to educate the students about opportunities in the legal profession, and accompany the students on court visits.



### Recruitment - New Associates

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

*Ivy League law schools:* Columbia Law School, Cornell Law School, University of Pennsylvania Law School

*Other private law schools:* Boston University School of Law (resume collect), Fordham University School of Law, Georgetown University Law Center, New York University School of Law, University of Virginia School of Law (resume collect)

*Public state law schools:* None

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

*Diversity job fairs:* Northeast Black Law Students Association

#### 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)

Kasowitz Benson Torres LLP considers all diversity-related recruiting programs from the schools at which we recruit.

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

Kasowitz Benson Torres LLP participates in the 1L LCLD Scholars Program in addition to school-hosted 1L outreach events at the law schools from which we recruit.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	4
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>5</b>

The firm does not track disability information.

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	2	4
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>5</b>

The firm does not track disability information.

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	2	4
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>5</b>

The firm does not track disability information.

#### 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	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

The firm does not track disability information.

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	5	6
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
<b>Total</b>	<b>6</b>	<b>7</b>

The firm does not track disability information.

#### LATERAL OF COUNSEL HIRES (2019)

	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	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>2</b>

The firm does not track disability information.

#### LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	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
<b>Total</b>	<b>1</b>	<b>0</b>

The firm does not track disability information.

#### NEW PARTNERS PROMOTED\* (2019)

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

	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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>0</b>

The firm does not track disability information.

#### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>5</b>	<b>0</b>

The firm does not track disability information.

### 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:

McClure Harrison, ELR Search, AJW Attorney Search, David Carrie LLC



### 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
<b>Total</b>	<b>0</b>	<b>0</b>

The firm does not track disability information.

##### 2ND-YEAR ASSOCIATES

	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	n/a	n/a
<b>Total</b>	<b>2</b>	<b>0</b>

The firm does not track disability information.

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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	n/a	n/a
<b>Total</b>	<b>3</b>	<b>2</b>

The firm does not track disability information.

##### 4TH-YEAR ASSOCIATES

	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
<b>Total</b>	<b>3</b>	<b>0</b>

The firm does not track disability information.

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	1
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
<b>Total</b>	<b>2</b>	<b>1</b>

The firm does not track disability information.

##### 6TH-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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>2</b>

The firm does not track disability information.

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	n/a	n/a
<b>Total</b>	<b>5</b>	<b>2</b>

The firm does not track disability information.

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	5	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	1
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>5</b>	<b>2</b>

The firm does not track disability information.

##### OF COUNSEL

	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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>4</b>

The firm does not track disability information.

##### NON-EQUITY PARTNERS

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

The firm does not have non-equity partners.

##### EQUITY PARTNERS

	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	n/a	n/a
<b>Total</b>	<b>6</b>	<b>2</b>

The firm does not track disability information.

### 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)  
First to eighth-year associate salaries are lockstep.

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

Yes

Comments:

on a case-by-case basis

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?

none

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

1





### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	n/a	n/a	n/a
Of counsel	n/a	n/a	n/a	n/a
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	n/a	n/a	n/a	n/a



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	9	0
African-American/Black	1	0
Hispanic/Latinx	1	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	n/a	n/a
<b>Total</b>	<b>11</b>	<b>1</b>

The firm does not track disability information.

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

The firm does not have a formal Hiring Committee, the co-managers of the firm oversee hiring, one being a Hispanic female.

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

The firm does not have a Partner Review Committee.

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

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

The firm does not have an Associate Review Committee.

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	0
African-American/Black	3	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>8</b>

The firm does not track disability information.

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	9	13	6
Number of such positions held by:			
Minorities	2	2	2
Women	4	5	2
LGBTQ attorneys	0	0	0
Individuals with Disabilities	n/a	n/a	n/a

The firm does not track disability information.

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?

Minorities heading offices: Jonathan K. Waldrop, Silicon Valley, CA (7); Maria H. Ruiz, Miami, FL (8)

Women heading offices: Clarine Nardi Riddle, Washington, DC (5); Jennifer Falstrault, Newark, NJ (1); Lyn R. Agre, San Francisco, CA (6); Maria H. Ruiz, Miami, FL (8)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: The firm does not track disability information.

## PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Hector Torres, Antitrust (15); Jonathan K. Waldrop, Intellectual Property (9)

Women heading practices: Clarine Nardi Riddle, Government Affairs (4); Kelly A. Frawley, Matrimonial (5); Emily Pollock, Matrimonial (5); Lyn R. Agre, White Collar (3); Jessica Taub Rosenberg, Employment, (7)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: The firm does not track disability information.

## COMMITTEE LEADERS

Minorities heading committees: Hector Torres, Diversity & Inclusion Committee (17); Christine A. Montenegro, Women's Initiatives Committee (16)

Women heading committees: Christine A. Montenegro, Women's Initiatives Committee (16); Lyn R. Agre, Women's Initiatives Committee (16)

LGBTQ attorneys heading committees: 0

Individuals with Disabilities heading committees: The firm does not track disability information.



### The Firm Says

Kasowitz Benson Torres LLP believes that a diverse and inclusive work environment is central to our mission to provide the quality of service our clients expect. The firm's Diversity & Inclusion Committee strives to recruit and support a diverse team of attorneys, and to integrate our diversity initiatives into the professional development of all lawyers. The Committee also ensures the firm promotes a collaborative culture in which every person, regardless of age, race, gender, ethnicity, sexual orientation, gender identity, disability, religious affiliation or other defining characteristic, can thrive and develop their skills to the highest level.

#### RECRUITING, PROFESSIONAL DEVELOPMENT AND PIPELINE INITIATIVES

The firm recruits students from Howard University School of Law and the Northeast Black Law Students Association Job Fair, and utilizes law school diversity directories and resume collects.

The firm supports attorney participation in affinity groups, not-for-profit organizations, and pro bono activities, providing opportunities for practical expressions of our diverse culture, as well as for networking, mentoring, and career development. Additionally, an annual stipend is provided to a number of attorneys to attend a diversity-oriented seminar of their choosing.

In partnership with the Justice Resource Center, Kasowitz serves as a mentor law firm to students attending The Law Institute at John Dewey High School in Brooklyn, New York, one of the 100 most diverse schools in New York State. The firm provides students with resources to encourage and facilitate academic achievement, the pursuit of higher education, and an understanding of the legal field. Kasowitz attorneys coach students in moot court and mock trial competitions, host firm visits to educate the students about opportunities in the legal profession, and accompany the students on court visits.

#### AFFILIATIONS

Kasowitz is a member of the Leadership Council on Legal Diversity (LCLD) and sponsors participation in the LCLD Fellows Program, Pathfinder Program, and Sustainable Partnership Program. The LCLD Fellows Program offers diverse, high-potential attorneys a year-long, in-depth program devoted to relationship-building, in-person training and peer-group projects. The Pathfinder Program offers early-career attorneys in-person training, online experiential learning, and opportunities to network with peers in support of career growth. The Sustainable Partnership Program equips participants with the skills and networks necessary to succeed as a new law firm partner. Kasowitz is also a member of the California Minority Counsel Program (CMCP), which offers trainings and events related to the recruitment, mentoring, career development and retention of diverse attorneys. In addition, Kasowitz is a signatory of the Statement of Diversity Principles of the New York City Bar Association.

The firm also supports various minority organizations including, but not limited to the Cuban American Bar Association, LGBT Bar Association of New York, National Asian Pacific American Bar Association, National Bar Association, and Puerto Rican Bar Association.

#### WOMEN'S INITIATIVES

Kasowitz is devoted to recruiting, mentoring and retaining women attorneys, and to fostering a supportive and inclusive work environment. The firm's Women's Initiatives Committee includes women partners, counsel, associates and professional staff, and focuses on firm-wide efforts to establish a platform for our women lawyers to develop business and grow professionally. The Committee coordinates an informal mentoring program involving regular social events to provide the opportunity for our women attorneys to interact with a diverse group of women within the firm.

Kasowitz takes pride in the firm's history of promoting women attorneys and is dedicated to women's initiatives and gender equality in the legal profession. We believe that our success in recruiting and promoting women lawyers is indicative of our overall approach to achieving a diverse workplace.

