

Locke Lord LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2200 Ross Avenue
Suite 2800
Dallas, TX 75201
Phone: (214) 740-8000
Fax: (214) 740-8800
www.lockelord.com

LOCATIONS

Atlanta, Austin, Boston, Brussels, Chicago, Cincinnati, Dallas, Hartford, Hong Kong, Houston, London, Los Angeles, Miami, New Orleans, New York, Princeton, Providence, San Francisco, Stamford, Washington D.C., and West Palm Beach

DIVERSITY LEADERSHIP

Head(s) of Firm: David Taylor, Partner, Chair of Locke Lord LLP

Diversity team leader(s): Paulette Brown, Senior Partner, Chief Diversity & Inclusion Officer; Michelle Earley, Partner, Co-Chair: Firm-wide Diversity & Inclusion Committee; Don Glendenning, Partner, Co-Chair: Firm-wide Diversity & Inclusion Committee; Ernesto Palomo, Partner, Co-Chair: Firm-wide Diversity & Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	663	652
U.S. offices only	627	618

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	73	59
African-American/Black	1	2
Hispanic/Latinx	5	3
Alaska Native/American Indian	0	0
Asian	4	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	7	6
Openly LGBTQ	2	0
Individuals with Disabilities	0	2
Total	90	78

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	16
African-American/Black	2	2
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	15	22

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	182	39
African-American/Black	2	2
Hispanic/Latinx	3	1
Alaska Native/American Indian	0	1
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	3	1
Individuals with Disabilities	2	2
Total	194	45

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	47	17
African-American/Black	1	2
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	1	2
Total	50	21

OF COUNSEL (2019)

	Men	Women
White/Caucasian	77	36
African-American/Black	3	3
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	9	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	1	1
Individuals with Disabilities	3	0
Total	91	49

NEW HIRES (2019)

	Men	Women
White/Caucasian	23	18
African-American/Black	1	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	5	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	34	26

Strategic Plan and Diversity Leadership

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

Locke Lord has a formal Strategic Plan for Diversity & Inclusion adopted by the Executive Committee in April 2019 and Diversity & Inclusion is one of the Firm's five core values. The Firm has designed a diversity and inclusion program to include a Firmwide Diversity & Inclusion Committee and Local Committees in each of its offices.

Locke Lord's Firmwide Committee includes a member of the Executive Committee and several members of the Board of Directors, as well as representatives from Human Resources, Marketing, Recruiting, and Professional Development. Every facet of the Firm is therefore integrally involved in its diversity and inclusion efforts. Information is also shared between the Firmwide and Local Diversity and Inclusion Committees and individual departments/practice groups and their respective members. The Chief Diversity & Inclusion Officer (CDIO) is a part of the Firm's Executive Leadership Team and reports, in person, on a quarterly basis.

In addition, Locke Lord's "Women's Initiative" has as its mission to support and encourage the success of women at Locke Lord. Goals include hiring, promoting, and retaining female attorneys, encouraging women to take leadership roles in the Firm and providing mentoring and networking opportunities.

All Firm departments and practice groups have been charged with committing to the Strategic Plan for Diversity and Inclusion. Members of the Executive Committee and Department Heads have volunteered to act as mentors/sponsors to the Firm's diverse attorneys and actively work to foster an inclusive environment.

The Firm's ultimate goal of fostering an environment of excellence through individuality is communicated by its leaders through its year-round mandatory Diversity & Inclusion training held in each office where the attorneys have custom tailored presentations and activities separately from the staff tailored training.

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

Paulette Brown, Senior Partner, and Chief Diversity & Inclusion Officer

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 26

Total hours spent on diversity: 5000

Comments: While hours are not specifically tracked, it is estimated that a minimum of 5,000 of Committee members' hours, including those of the CDIO are spent in furtherance of D & I Initiatives. The Firm's Diversity and Inclusion Committee members' participation and attendance at various events and programs sponsored by outside organizations whose mission is to promote diversity and inclusion as well as firm functions, and at specific mentoring meetings and other opportunities, do not begin to reflect the total number of hours dedicated to diversity and inclusion. In addition, mentoring diverse associates, attending mandatory diversity and inclusion-related training, recruiting diverse candidates, and remaining abreast of current developments are all invaluable to the Firm's diversity and inclusion initiatives.

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.

The Chief Diversity & Inclusion Officer established goals with timetables relating to recruitment and a pathway to leadership positions by ensuring the utilization of minority owned recruiting firms and/or instructing other recruiting firms on the Firm's hiring goals. Hours and assignments are reviewed on a monthly basis for all non-partner diverse and women attorneys, to ensure the same opportunities are available for all attorneys. All diverse attorneys are assigned mentors. The mentors are members of the Executive Committee, Department Heads, and the Firm-wide Diversity & Inclusion Committee, all of whom have volunteered.

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?

Locke Lord (Firm) participates in a number of Pipeline initiatives both formally and informally. We are active participants in the Just the Beginning Foundation (JTB) in our Chicago and Los Angeles offices. We also participate in the Boston Bar Association's High School Initiative and one of our former summer participants is now our Hiring Manager. She has worked in our Boston office since graduating from high school and obtained her undergraduate and post-graduate degrees while working for our Firm. In several of our offices, we have adopted classes within local high schools. We are also active participants in the National Black Pre-Law Conference and its progeny, including but not limited to, the National HBCU Pre-Law Summit and subsequent law fairs. Additionally, the Firm participates in several 1L programs including: the New York City Bar 1L Diversity Program; the LCLD 1L Program; DAP 1L Program; the Houston Bar Association Diversity Program; and the Austin Bar Association's 1L Program. Our Boston office regularly participates in Northeastern Law School's Externship Program.

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?

As part of the self-evaluation process, all partners in the Firm must specifically state all activities for which they have engaged that promotes diversity and inclusion. The responses become a part of the overall evaluation process. The CDIO is responsible for setting and monitoring goals for diversity and inclusion. The Firm-wide committee meets on a monthly basis through a telephonic meeting and submit written reports on all diversity and inclusion related activities in their offices or departments. In addition, Locke Lord is currently participating in the Mansfield 3.0 Certification program and is on track to become Mansfield 3.0 Certified in July 2020.

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	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	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
X	X		Other (please specify): Locke Lord is participating in the Mansfield 3.0 Certification program & is on track to become Mansfield 3.0 Certified in July 2020. Firm is a member of Leadership Council on Legal Diversity (LCLD) and have attorneys who are participating in the Fellows & Pathfinders Programs and have Partners who are serving as mentors.



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		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X	X		Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity
X	X		Other (please specify): Locke Lord is an active participant in the Coalition of Women's Initiatives in Law. The Firm is participating in the Mansfield 3.0 Certification program and is on track to become Mansfield 3.0 Certified July 2020.



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	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
	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	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
X	X		Other (please specify): Locke Lord achieved a 100 percent rating in the Human Rights Campaign Foundation's (HRCF) "2020 Corporate Equality Index" (CEI) for the fourth consecutive year, and Locke Lord predecessor firm Edwards Wildman earned a 100 percent rating for seven consecutive years from 2009-2015. A perfect score on this annual report, evaluating policies and practices related to LGBTQ employees, earned the Firm the distinction of a "Best Place to Work for LGBTQ Equality."



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	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.)
X	X		Other (please specify): Locke Lord provides: larger computer monitors, ergonomic keyboards and mouse, voice-recognition software, stand-up desks, ergonomic chairs, backrests and footrests for chairs.



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 an effort to boost the number of diverse students entering and remaining in the legal profession, the Firm proudly supports a number of pipeline initiatives around the country. The Firm collaborates with Just the Beginning — A Pipeline Organization (JTB) in Chicago and Los Angeles. The Chicago office hosted a group of middle and high school students from the JTB Middle School Law Camp for diverse students.

In addition, the Chicago, Dallas, Houston, and New York offices of Locke Lord actively support Cristo Rey Jesuit High School through its work study program known as Corporate Internship Program (CIP). The Cristo Rey students assigned to the Firm rotate through various departments to learn about office environments and develop new skills. The Firm also collaborates with Legal Prep Charter Academy in Chicago, Verbum Dei High School in Los Angeles, Works and Hire Houston Youth in Houston, as well as the Boston Bar Association's Summer Jobs Program.

The Firm's Dallas office has sponsored Medrano Elementary School and has tutored its students for more than 12 years. It also hosts an annual holiday party for the entire 1st grade class for more than 20 years. In Austin, the Firm has partnered with Sanchez Elementary school since 2004. In addition to sponsoring the 1st grade classes at Hilliard Elementary School, the Houston office hosts an annual holiday party for the students.



Recruitment - New Associates

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

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

Other private law schools: Baylor University School of Law; Boston College Law School; Boston University School of Law; Case Western Reserve; Emory University; Georgetown University; Loyola University Chicago; New York University; Northeastern University School of Law; Northwestern University School of Law; Southern Methodist University School of Law; South Texas College of Law; University of Chicago Law School; University of Notre Dame Law School; University of Richmond; University of Southern California; Vanderbilt University Law School; Wake Forest University; Washington & Lee University; Washington University School of Law (St. Louis); William & Mary University

Public state law schools: University of California (Los Angeles); University of Houston Law Center; University of Illinois College of Law; University of Iowa; University of Michigan Law School; University of Minnesota; University of North Carolina; University of Oklahoma; University of Texas School of Law (Austin); University of Virginia; University of Wisconsin Law School

Law schools of Historically Black Colleges and Universities (HBCUs): Thurgood Marshall School of Law, Texas Southern University

Diversity job fairs: Cook County Bar Association Minority Job Fair (CCBA); IU Chicago Walk Around Program; Lavender Law Career Fair; Loyola Patent Law Interview Program; Midwest California-Georgia Consortium; New England Interview Program (NEIP); Notre Dame Walk Around Program; On Tour Interview Program (OTIP); Penn Regional Job Fair; Southern Legal Interview Program (SLIP); Washington & Lee, Wake Forest, UNC, William & Mary; Southwest Region of Black Law Students Association Job Fair — Houston; Sunbelt Minority Job Fair; Vanderbilt Career Fair

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

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

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

At some schools where Locke Lord recruits, the Firm participates in panel discussions aimed at educating diverse first-year law students regarding the hiring/recruitment process and a law firm career. The Firm also hosts members of diverse student organizations at receptions to introduce them to its Hiring Committee and recruitment process. At or following these events, Locke Lord provides the students with detailed information regarding the Firm's Diversity & Inclusion initiatives and goals.

The Firm participates in the Leadership Council on Legal Diversity (LCLD) Scholars Program and proactively seeks diverse 1L summer associates. While participating in the Summer Associate Program, LCLD 1L Scholars have access to numerous networking and mentoring opportunities organized by the LCLD.

The Firm also participates in the Houston Bar Association Minority Opportunities in the Legal Profession program, the Austin Bar Association Diversity Fellowship Program, and the New York City Bar Association Diversity Fellowship Program, where the Firm has committed to hiring at least one diverse first-year law student in the Houston and Austin offices each summer. Locke Lord is considering participation in additional programs specifically targeting diverse first-year law students.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	6	15
African-American/Black	1	0
Hispanic/Latinx	2	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	9	15

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	6	14
African-American/Black	1	0
Hispanic/Latinx	2	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	9	14

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	6	12
African-American/Black	1	0
Hispanic/Latinx	2	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	9	12

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	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	0	2

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	7

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	3	0
African-American/Black	0	1
Hispanic/Latinx	1	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	1

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	5	1
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	1

NEW PARTNERS PROMOTED* (2019)

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

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

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	5	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	0	0
Total	6	0

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)

Locke Lord is participating in the Mansfield 3.0 Certification Program.

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:

Locke Lord utilizes numerous search firms. The Firm has made the use of women- and minority-owned recruiting firms a priority and is actively vetting these firms. In addition, the Firm is currently in the process of developing a system in order to track the women- and minority-owned search firms.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
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	2	1

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-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

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	0	0
Total	2	2

6TH-YEAR ASSOCIATES

	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	1	0
Individuals with Disabilities	0	0
Total	2	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

8TH-YEAR PLUS 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

OF COUNSEL

	Men	Women
White/Caucasian	10	8
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	15	11

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

	Men	Women
White/Caucasian	5	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	1	0
Total	5	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)

Locke Lord has developed the framework and has laid the groundwork for creating internal affinity group program that is scheduled to roll out January 2020. There will be six groups: African Descendant, Asian American, LatinX, LGBTQ+, Women's Initiatives, and Veterans group. The goal is that members will discuss career development strategies and share tools used which have been successful in their individual development.

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

Yes

Comments:

For many years, Locke Lord has officially recognized flexible work schedules, which permit lawyers to modify the customary daily schedules and billable hour requirements to suit various personal demands.

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?

The Firm has a formal Flexible Work Arrangement (FWA) Policy. The policy was developed and implemented in recognition of the fact that personal circumstances may require an attorney to seek an adjustment in his or her work schedule to balance the demands of personal life with the responsibilities of professional life. The Firm believes that these attorneys can and will remain-committed professionals while working pursuant to a flexible arrangement, and if feasible, should not suspend an attorney's opportunities for professional growth, experience, and career advancement. Under this policy, our Firm will not consistently expect or require an attorney on FWA to be at the office or work at home (off-site) during his or her off hours.

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

Locke Lord has several current Equity Partners who have worked part-time, exclusive of maternity/paternity leave or short-term disability.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	168
Of counsel	5	11	16	140
Non-equity partner	0	1	1	71
Equity partner	0	0	0	239



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	11	4
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	1
Total	12	6

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	14	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	15	2

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	8	9
African-American/Black	1	3
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	1
Total	12	14

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	18	70	40
Number of such positions held by:			
Minorities	2	5	6
Women	5	8	15
LGBTQ attorneys	1	0	1
Individuals with Disabilities	2	3	2

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? 18

Minorities heading offices: Denise Hanna, Washington, D.C. (21); Nina Huerta, Los Angeles (22)

Women heading offices: Laura Edrington, Houston (132); Vicky Gunning, Dallas (119); Denise Hanna, Washington, D.C. (21); Nina Huerta, Los Angeles (22); Regina McClendon, San Francisco (9)

LGBTQ attorneys heading offices: Matthew McTygue, Boston (63) {Openly Gay}

Individuals with Disabilities heading offices: Locke Lord has two (2) Office Managing Partners (including 1 Female, African American Partner) who have self-identified as having a disability, but due to privacy concerns, the Firm does not publish names.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Denise Hanna, Health Care Practice Group (74); Phil Lau, Construction Law Practice Group (30); Tai Tran, Finance Banking and Real Estate Department (87); Chris Verducci, Construction Law Practice Group (30)

Women heading practices: Vicky Gunning, Finance Banking and Real Estate Department (87); Denise Hanna, Health Care Practice Group (74); Stephanie Massey, Public Finance Practice Group (37); Hanna Norvell, Labor and Employment Practice Group (43); Allison O'Neil, White Collar/Internal Investigations Practice Group (20); Molly McGinnis Stine, Privacy and Cybersecurity Practice Group (38); Cynthia Timms, Appellate Practice Group (16); Ann Walsh, Product Liability & Toxic Tort Practice Group (26)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: Locke Lord has three (3) Partners (including 1 Female, African American Partner) who lead practices and have self-identified as having a disability, but due to privacy concerns, the Firm does not publish names.

COMMITTEE LEADERS

Minorities heading committees: Art Anthony, Board of Directors (24); Michelle Earley, Diversity & Inclusion Committee (26); Myoka Goodin, Litigation Support Committee (10); Denise Hanna, Healthcare Conflicts Committee (4); Nina Huerta, Marketing Practice Development Committee (23); Ernesto Palomo, Diversity & Inclusion Committee (26)

Women heading committees: Victoria de Lisle, Board of Directors (24); Julie Dziobak, Attorney Development Committee (17); Michelle Earley, Diversity & Inclusion Committee (26); Myoka Goodin, Litigation Support Committee (10); Vicky Gunning, Accounts Receivable Committee (19) & Attorney Development Committee (17); Denise Hanna, Health Care Conflicts Committee (4); Nina Huerta, Marketing Practice Development Committee (23); Jennifer Kenedy, Executive Committee (15) & Flexible Work Arrangement Committee (6); Andrea Verney Kerstein, Associates Committee (24); Janis Loegering, Law School Recruiting Coordinating Committee (8); Allison O'Neil, Women's Initiative Committee (13); Cynthia Timms, Wellness Committee (13); Ann Walsh, Pro Bono Committee (13); Laura Wilkinson, Client Intake Review Committee (17)

LGBTQ attorneys heading committees: Matthew McTygue, Marketing Practice Development Committee (23) {Openly Gay}

Individuals with Disabilities heading committees: Locke Lord has three (3) Female Partners (1 Asian, 1 African American, and 1 White) who lead committees and have self-identified as having a disability, but due to privacy concerns, the Firm does not publish names.



The Firm Says

At Locke Lord, diversity and inclusion is one of the five core values articulated in the firm's Mission Statement and is integral to the firm's success. In order to have a healthy, successful workplace and provide clients with the highest-quality representation, our lawyers and staff must know that they are in a welcoming and inclusive environment where all perspectives are considered and everyone is given an opportunity to succeed. At Locke Lord, we know more than freeing ourselves from all forms of discrimination is not enough. We are therefore intentional in our efforts to ensure a diversity of cultures, viewpoints, and perspectives.

Locke Lord understands, within any organization, barriers can exist tending to thwart diversity and inclusion efforts. The Firm is therefore consistently looking inward to address any barriers which, may exist in the hiring, retention, and promotion of diverse attorneys, including, lawyers who are racially and ethnically diverse, women, members of LGBTQ + groups and those with disabilities. In conjunction with this process, the Firm participates in mandatory diversity & inclusion interactive educational programs for all employees and partners. During these in person programs, an opportunity is provided for the participants to engage in honest discourse regarding these issues, including the impact of implicit bias. The Firm continues to reinforce its commitment to diversifying its ranks in order to operate a superior law firm that is reflective of the communities in which we live, work and serve.

OVERALL ACCOUNTABILITY

Diversity & Inclusion is by definition integral to the practice of law at Locke Lord. To that end, the Firm has a full time Chief Diversity and Inclusion Officer charged with developing and implementing diversity and inclusion initiatives. A Strategic Plan for Diversity & Inclusion has been adopted by the Firm. Additionally, there is a Firm-wide Diversity & Inclusion Committee and local Diversity & Inclusion Committees in each of our respective offices. Members of the Firm-wide Committee include: a member of the Firm's Executive Committee; the co-chair of the Firm's Board of Directors; members and chairpersons of three key management committees (Associate Orientation and Development, Law School Recruiting Coordinating, Legal Personnel and Partnership Admissions); representatives from the local committees; and members of our Recruiting, Lateral Hiring, Human Resources, and Marketing Departments. The Firm-wide Committee serves as the hub of the Firm's Diversity & Inclusion management. Additionally, all Firm committees and departments have been charged with committing to and considering the Firm-wide commitment to Diversity & Inclusion and its Strategic Plan. All of the members of the Firm's Executive Committee and all of the Firm's Department Heads have volunteered to serve as a mentor to at least one the Firm's diverse lawyers. The Firm's leadership, more importantly, has accepted responsibility for sustaining and increasing the Firm's diversity and inclusion.

We continue to seek out avenues for improvement and support organizations that share our commitment to diversity and inclusion with our time, talent, and our funds. In this regard, our efforts are broad-based, stemming from varying ethnicities, races, genders, sexual orientations, levels of ability, nationalities, and religions. Our lawyers are active in and are past or current leaders in several affinity bar organizations that the Firm supports.

To further bolster our efforts, our firm is one of the original signatories to American Bar Association 113. Locke Lord is also proudly participating in Mansfield 3.0, and has received two awards from the Leadership Council on Legal Diversity (LCLD), all as a result of the Firm's demonstrated commitment to diversity and inclusion. Locke Lord achieved a 100 percent rating on the Human Rights Campaign Foundation's (HRCF) "2020 Corporate Equality Index" (CEI) for the 4th consecutive year. A perfect score on this annual report, evaluating policies and practices related to LGBTQ employees, earned the Firm the distinction of a "Best Place to Work for LGBTQ Equality." We at Locke Lord know there is much more to be done, and are working hard every day to ensure diversity, equity, and inclusion in the Firm.

