

Phillips Spallas & Angstadt LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

505 Sansome Street
6th Floor
San Francisco, CA 94111
Phone: 415-278-9400
Fax: 415 278-9411
www.psalaw.net

LOCATIONS

505 SANSOME STREET, 6TH FLOOR, SAN FRANCISCO, CA 94111.504 S 9TH STREET, LAS VEGAS, NV 89101.11150 W OLYMPIC BLVD, SUITE 670, LOS ANGELES, CA 90064.1300 FIRST STREET, SUITE 462, NAPA, CA 94559.

DIVERSITY LEADERSHIP

Head(s) of Firm: Robert K. Phillips, Partner; Gregory L. Spallas, Partner; Todd A. Angstadt, Partner

Diversity team leader(s): Gregory L. Spallas, Partner; Robert K. Phillips, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	35	32
U.S. offices only	35	32

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

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

SUMMER ASSOCIATES (2019)

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

In 2019 the Firm did not have a summer associate program.

EQUITY PARTNERS (2019)

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

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	1	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	0	0
Total	1	3

OF COUNSEL (2019)

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

NEW HIRES (2019)

	Men	Women
White/Caucasian	6	3
African-American/Black	0	1
Hispanic/Latinx	0	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	7	4

Strategic Plan and Diversity Leadership

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

Robert K. Phillips, one of the firm's founding members, has a master's in theology from Boston University with a major in social ethics and social justice, with an emphasis on minority issues. Mr Phillips made his philosophy of inclusion a cornerstone principle of the Firm. Diversity is a firm-wide philosophy.

The Phillips Spallas and Angstadt Diversity Committee and the partners are continually exploring ways to involve the Firm in programs and efforts to support the growth of diversity in the legal field. The Diversity Committee circulates emails and engages in one on one interaction with the attorneys and staff to help promote diversity at Phillips Spallas & Angstadt LLP and in the legal workplace.

The Firm is a member of the California Minority Counsel Program and encourages all of the Firm's attorneys to participate in and attend the myriad of events taking place. The Firm has advised all attorneys that it will sponsor them in other minority-based attorney organizations and will pay all expenses for any attorney who wishes to participate in and attend related events.

The Firm's website also describes the Firm's policy on diversity. The Firm ensures that all employees of the Firm are made aware of the importance of diversity and are encouraged to approach firm leadership with any thoughts, plans, ideas or issues relating to diversity at the Firm.

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

Gregory L. Phillips, Partner; Robert K. Phillips, Partner

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: 4

Total hours spent on diversity: 160

Comments: The Firm's diversity committee works to support the goals of the management committee that oversees the Firm's diversity goals.

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 diversity committee directed by the management leads the Firm's commitment to recognize and appreciate the variety of characteristics that make people and communities unique as well as creating and sustaining an atmosphere that promotes and celebrates individual and collective achievement. The committee may assist management monitor prospective employee resumes, conduct interviews and monitor the Firm's diversity status. The committee reviews many characteristics, including, but not limited to cognitive style, disability, ethnicity, gender identify, race and sexual orientation. The committee explores and will apply for recognition by organizations.

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?

Informal

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?

Gregory L Spallas is the diversity committee chair. Mr. Spallas reviews and implements the Firm's goals and reports the committee's accomplishments to the partnership. The Firm's partnership meets monthly and more often when necessary to review and discuss its diversity goals. If the Firm's number falls below its goals, then the management identifies a strategy to remedy the deficit numbers. The Firm has a baseline diversity requirement that shall be fulfilled. Associate Attorneys' input is sought and encouraged. Associate Attorneys are members of the diversity committee which is reflected by the number of minority and female attorneys on the staff.

Is your firm minority-owned or women-owned?

Yes



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



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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.

The Firm periodically organizes outings to the Firm by students at local high schools populated by principally minority and underprivileged students. During these outings, the students are given tours of the Firm, participate in presentations by various Firm employees, (including paralegals, legal assistants, associate attorneys, and partners) on aspects of their positions. A question and answer session follows the presentations, and the students are encouraged to fully explore career-related issues.



Recruitment - New Associates

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

Ivy League law schools: No.

Other private law schools: University of San Francisco School of Law; Santa Clara University School of Law; Golden Gate Law School

Public state law schools: University of California; Hastings Law School; the University of California, Boalt Hall School of Law; University of California, Davis School of Law

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

Diversity job fairs: No.

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)

Phillips Spallas & Angstadt LLP is a California Minority Counsel Program member. For five (5) years, PSA has co-sponsored the Bar Association of San Francisco Barristers' Club's Annual Diversity Awards program.

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

Phillips Spallas & Angstadt does not have a program targeting first-year law students, however, the recruiting committee actively reviews and interviews first-year law students.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

Phillips Spallas & Angstadt does not have a summer associates program.

OFFERS MADE* (2019)

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

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

Phillips Spallas & Angstadt does not have a summer associates program.

OFFERS ACCEPTED* (2019)

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

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

Phillips Spallas & Angstadt does not have a summer associates program.

NEITHER ACCEPTED NOR DECLINED (2019)

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

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

Phillips Spallas & Angstadt does not have a summer associates program.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	6	3
African-American/Black	0	1
Hispanic/Latinx	0	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	7	4

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

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

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

Recruitment - Lateral Associates and Partners

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)

The diversity committee is researching the qualifications needed to become diversity certified with different diversity programs.

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

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

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

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
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	0	1

EQUITY PARTNERS

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

Retention and Professional Development

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

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

Phillips Spallas & Angstadt LLP's firm policies are all gender-neutral.

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

Yes

Comments:

Phillips Spallas & Angstadt LLP regularly has a number of part-time attorneys, including one partner. The Firm recognizes that family obligations or career issues may limit the amount of time an attorney can work in a typical office structure. If that attorney, regardless of their gender, race, national origin or other characteristic, is determined to be a contributing member of the Firm's practice, the Firm will construct an alternative work schedule to accommodate those attorneys' needs. The Firm has incorporated several new technologies to provide alternative work methods for its attorneys. The Firm realizes that such a policy encourages a more diverse workforce and adds to the quality of life issues stressed by the Firm.

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 issue of working an alternative schedule will have not impact, positive or negative, on the attorney's ability to make or remain a partner. The criteria for partnership is based on a number of factors, e.g., quality of work, performance issues, etc., which do include the quantity of work. The Firm has one partner who works a part-time schedule and is a valued member of the partnership.

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

At this time the firm does not have any equity partner working a part-time schedule.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	21
Of counsel	1	1	2	4
Non-equity partner	0	1	1	4
Equity partner	0	0	0	3



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	4	4	9
Number of such positions held by:			
Minorities	1	2	4
Women	0	1	3
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	0	0

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 3

Minorities heading offices: GREGORY L SPALLAS, SAN FRANCISCO, CA, 20 attorneys

Women heading offices: None.

LGBTQ attorneys heading offices: None.

Individuals with Disabilities heading offices: None.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: PRIYA NAVARATNASINGHAM, GENERAL CIVIL LITIGATION GROUP, 8 attorneys; GREGORY L SPALLAS, EMPLOYMENT GROUP, 4 attorneys

Women heading practices: PRIYA NAVARATNASINGHAM, GENERAL CIVIL LITIGATION GROUP, 8 attorneys

LGBTQ attorneys heading practices: None.

Individuals with Disabilities heading practices: None.

COMMITTEE LEADERS

Minorities heading committees: CARON L STAPLETON, SOCIAL MEDIA/WEBSITE, 2 attorneys; GREGORY L SPALLAS, TECHNOLOGY, DIVERSITY, HUMAN RESOURCES,

Women heading committees: ELISA R MARCALETTI, COMMUNITY SERVICE, ENTERTAINMENT, 2 attorneys; ANDREA R MURPHY, MCLE, 2 attorneys; CARON L STAPLETON, SOCIAL MEDIA/WEBSITE, 2 attorneys

LGBTQ attorneys heading committees: None.

Individuals with Disabilities heading committees: None.



The Firm Says

At Phillips Spallas & Angstadt LLP, a key ingredient of our Firm's success is the diversity of our attorneys. Our philosophy of inclusion is a cornerstone of our Firm. We are committed to diversity both within the Firm and the profession of law at large. We are registered by the U.S. Department of Commerce Minority Business Development Agency as a minority-owned business. Phillips Spallas & Angstadt is also a member of the California Minority Counsel Program and a member of the Minority Corporate Counsel Association.

One of the Firm's founding members is Robert K. Phillips. Mr Phillips received his master's degree in Theology from Boston University with a major in social ethics and social justice, with an emphasis on minority inclusion issues. Mr Phillips has been active in diversity and inclusion issues his entire adult life and has made his philosophy inclusion a cornerstone principle of the Firm. The Firm has instituted and annually funds a minority scholarship at three primary law schools - Notre Dame Law School, Syracuse University College of Law, and University of San Francisco School of Law. These annual expendable fellowships in the name of our Firm have been established for Minority Law Students in financial need. The Firm supports the Bay Area Latino Lawyers Fund that provides scholarships to law students who intern at the Bay Area non-profit organizations that serve the Latino community.

The Firm actively publishes its minority and female hiring initiatives and aggressively pursues such qualified applicants. However, our lawyers' outstanding qualities are not measured just by ethnicity, race, or gender. From newest associate to named partner, all our lawyers directly manage case files. The Firm continually encourages its minority and female attorneys to participate in pertinent minority and female professional organizations. It is quite proud of the fact that for several years our practice is composed of over 50% female and over 20% minority attorneys. As of this survey, the Firm is 25.71% minority and 53% female attorneys. We look forward to an increasingly diverse partnership.

