

# Saiber LLC

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

18 Columbia Turnpike  
Suite 200  
Florham Park, NJ 07932  
Phone: 973-622-3333  
Fax: 973-622-3349  
[www.saiber.com](http://www.saiber.com)

### LOCATIONS

18 Columbia Turnpike, Suite 200, Florham Park, NJ 07932-2266. One Gateway Center, 10th Floor, Suite 1000, Newark, NJ 07102-5311. 279 Madison Avenue, Suite 1400, New York, NY 10016-0603. 1515 Market Street, Suite 1200, Philadelphia, PA 19102.

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** William F. Maderer, Managing Member

**Diversity team leader(s):** Joan Schwab, Recruitment and Diversity Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	58	60
U.S. offices only	58	60

## Law Firm Demographic Profile

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

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	11	6
African-American/Black	0	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>12</b>	<b>9</b>

For privacy reasons, we do not track the disability status of our attorneys; our counts may therefore be understated.

#### EQUITY PARTNERS (2019)

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

For privacy reasons, we do not track the disability status of our attorneys; our counts may therefore be understated.

#### OF COUNSEL (2019)

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

For privacy reasons, we do not track the disability status of our attorneys; our counts may therefore be understated.

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

We do not have a summer associate program.

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	13	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
<b>Total</b>	<b>13</b>	<b>2</b>

For privacy reasons, we do not track the disability status of our attorneys; our counts may therefore be understated.

#### NEW HIRES (2019)

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

For privacy reasons, we do not track the disability status of our attorneys; our counts may therefore be understated.

## Strategic Plan and Diversity Leadership

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

Training, diversity section of website, Recruitment and Diversity Committee meetings, recruitment materials, general support of diversity and inclusion initiatives.

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

Joan Schwab, Chair of Recruitment and Diversity Committee

**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: 7*

*Total hours spent on diversity: 140*

*Comments: We hired four associate attorneys this year, three through the work of our Recruitment and Diversity Committee, resulting in two female hires, one of whom is a woman of color.*

**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.**

All hiring is seen as an opportunity to hire diverse attorneys. The Committee actively seeks to interview diverse candidates for each available position.

**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?**

Both formal and informal. Formally, we have the work of the Recruitment and Diversity Committee, which is tasked with bringing in women and minority candidates for open positions. We also have a mentoring program, which is tasked with helping younger attorneys (diverse and not) succeed at the firm. Informally, we promote a collegial, inclusive and open work environment to help create and support a productive workforce.

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

The Executive Committee meets monthly and is fully aware of all hiring activity as it is ongoing.

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

As a smaller firm, we have an Executive Committee that is closely involved with efforts to advance our diversity hiring and retention objectives. These matters are discussed and suggestions are made to help obtain successful results.

**Is your firm minority-owned or women-owned?**

No

## Law Firm Diversity Initiatives

## INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
		X	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	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	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

## 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		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X	X		Implement policies to address gender pay equity



## Law Firm Diversity Initiatives

## INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
		X	Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

## INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Focus on strengthening firm's mentoring program for attorneys with disabilities
X			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
		X	Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



### Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

**Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.**

The Firm participates in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law. The Firm funds scholarships for minority high school and college students. The Firm mentors minority high school and college students. The Firm participates in mock trial programs and career events.





## Recruitment - New Associates

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

*Ivy League law schools:* No. We do not recruit students directly out of law school. We recruit candidates that have judicial clerkships.

*Other private law schools:* No. We do not recruit students directly out of law school. We recruit candidates that have judicial clerkships.

*Public state law schools:* No. We do not recruit students directly out of law school. We recruit candidates that have judicial clerkships.

*Law schools of Historically Black Colleges and Universities (HBCUs):* No. We do not recruit students directly out of law school. We recruit candidates that have judicial clerkships.

*Diversity job fairs:* Yes. Even though we do not recruit students directly out of law school, and we recruit candidates that have judicial clerkships, we believe it can be helpful to our recruiting efforts to establish contact with candidates for opportunities that may come later on.

### 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?

No. We do not recruit students directly out of law school. We recruit candidates that have judicial clerkships.

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

NA. We do not have a summer associate 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
<b>Total</b>	<b>0</b>	<b>0</b>

NA. We do not have a summer associate 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
<b>Total</b>	<b>0</b>	<b>0</b>

NA. We do not have a summer associate 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
<b>Total</b>	<b>0</b>	<b>0</b>

NA. We do not have a summer associate program.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

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

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

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

NEW PARTNERS PROMOTED\* (2019)

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

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

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

### 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:

None this year.



Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

**1ST-YEAR ASSOCIATES**

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

**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
<b>Total</b>	<b>0</b>	<b>0</b>

**3RD-YEAR ASSOCIATES**

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

**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
<b>Total</b>	<b>0</b>	<b>0</b>

**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
<b>Total</b>	<b>0</b>	<b>0</b>

**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
<b>Total</b>	<b>0</b>	<b>0</b>

## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-YEAR ASSOCIATES**

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

**8TH-YEAR PLUS 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
<b>Total</b>	<b>0</b>	<b>0</b>

**OF COUNSEL**

	Men	Women
White/Caucasian	2	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
<b>Total</b>	<b>2</b>	<b>1</b>

**NON-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
<b>Total</b>	<b>0</b>	<b>0</b>

**EQUITY PARTNERS**

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

## 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)

As a smaller firm, we do not have internal affinity groups.

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

Yes

*Comments:*

We currently have six women attorneys that work part-time schedules to give them flexibility for child-rearing purposes.

**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?**

There will be no impact.

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

None.

### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	5	5	21
Of counsel	3	1	4	11
Non-equity partner	1	0	1	15
Equity partner	0	0	0	13





## Management Demographic Profile

*FIRMWIDE COMMITTEES 2019***EXECUTIVE/MANAGEMENT COMMITTEE\***

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	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
<b>Total</b>	<b>4</b>	<b>1</b>

**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	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
<b>Total</b>	<b>3</b>	<b>4</b>

**PARTNER REVIEW COMMITTEE\***

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	4	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
<b>Total</b>	<b>4</b>	<b>1</b>

**ASSOCIATE REVIEW COMMITTEE\***

\* Attorneys on the Associate Review Committee or equivalent

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

**ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT**

	Men	Women
White/Caucasian	3	3
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	1
<b>Total</b>	<b>3</b>	<b>4</b>

This is the same committee as our hiring committee.

## Management Demographic Profile

### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	2	11	13
Number of such positions held by:			
Minorities	0	0	0
Women	0	6	4
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	1	1

Of our four offices, we have only two offices in which we have resident attorneys.

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? 4

Minorities heading offices: None.

Women heading offices: None.

LGBTQ attorneys heading offices: None.

Individuals with Disabilities heading offices: None.

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None.

Women heading practices: Jennine DiSomma and Joan Schwab, Litigation (13); DanaLynn Colao, Employment (10); Lisa Wood and Jennifer O'Connor, Insurance (6); Randi Schillinger, Business Transactions (7)

LGBTQ attorneys heading practices: None.

Individuals with Disabilities heading practices: (For privacy reasons, we have not provided the name of the attorney).

#### COMMITTEE LEADERS

Minorities heading committees: None.

Women heading committees: Jennine DiSomma, Associate Evaluation Committee (4); Joan Schwab, Recruitment and Diversity Committee (7); Randi Schillinger, Marketing Committee (5); DanaLynn Colao, Library Committee (4)

LGBTQ attorneys heading committees: None.

Individuals with Disabilities heading committees: (For privacy reasons, we have not provided the name of the attorney).



## The Firm Says

Saiber has a long-standing commitment to diversity and an inclusive work environment. In 2019, we continued the work of our Recruitment and Diversity Committee to build on our recent progress. We hired three attorneys through our recruiting efforts. Two are women; one a woman of color.

In 2019, we continued our Recruitment and Diversity Committee participation in a day-long job fair for minority law school students at one of the local law schools and attended a round-table mentoring event for minority law school students. While we have limited hiring opportunities and do not hire directly out of law school, we value and support this event as an opportunity to communicate our interest in hiring minority attorneys when the opportunity arises later in their careers.

We also continued our efforts of speaking with judges and clients who can identify promising candidates for our diversity and inclusion program.

As a component of the inclusive work environment we work to cultivate, Saiber continues to support flexible work schedules for attorneys, particularly part-time schedule options. We know that flexible work schedules are especially of value to parents who find it critical for a work-life balance during their child-rearing years. At present, we have five women in such circumstances, and we last year for a limited period we had our first male attorney elect this option.

Saiber is committed to the advancement of women at the firm. Thirty percent of our equity partners are women, five of our ten work group leaders are women, and four of our committees are chaired by women.

The firm has continued its support of a number of organizations that support the success of women and minorities in the legal profession: we are a member and supporter of the New Jersey Law Firm Group, which is "committed to promoting inclusiveness and diversity in the New Jersey Bar"; and we support the Rutgers Law School Minority Student Program and the New Jersey State Bar Association's Minorities in the Profession Section.

As we have noted in earlier surveys, Saiber's commitment to diversity initiatives includes work with our clients and support for pipeline initiatives. One in particular that we are very proud of and that goes right to the heart of building a pipeline of diverse attorneys is the Street Law program. This program links us with underserved high school students that have an interest in the law. The program culminates in a day at our firm where students put on their own mock trial. It helps introduce these students into some of the basic principles of the law and, just as importantly, welcomes them into an operating law firm. It is an eye-opening experience for them. One of our diverse attorneys helps lead the project and several others participate as coaches and guides for the program. The firm is also a sponsor of the College Success Foundation, which "provides a unique integrated system of supports and scholarships to inspire underserved, low-income students to finish high school, graduate from college and succeed in life."

With respect to data on attorneys with disabilities, for privacy reasons, we believe our information understates the number of attorneys with disabilities at the firm. Saiber provides benefits to domestic partners.

A number of questions from the survey warrant some comment here. In 3.9, the statement asks about a diversity needs assessment. As a smaller firm participant in the survey with limited hiring opportunities, we do not have the resources to bring in a consultant for a needs assessment at this time. Also in question 3.9, the statement asks about the use of bias interrupters. In 2019, as part of our workplace sensitivity training, we specifically included the topic of implicit bias to the training to begin to address this need. In question 5.1, we responded that we do not recruit from the noted law schools. As a practice, we do not hire directly out of law schools, but as noted above, we have begun participating in the local diversity job fair to help build recognition of our firm as a potential environment for diverse attorneys when they have advanced in their careers.

The firm has made advances in the employment of women and diverse attorneys over the years. We see one critical component of our successes is our mentoring of women and diverse attorneys as their careers advance. Although less formal than many mentoring programs, we think it is worthy of note. We have seen a number of diverse attorneys struggle over the last few years, and we have taken the time and provided the resources to help these attorneys adjust and succeed. We haven't always been successful, but we have seen enough success to see the value of this patient and personalized approach.