

Dewey & LeBoeuf LLP

1301 Avenue of the Americas
New York, NY 10019
Phone: 212-259-8000
Fax:
www.dl.com

Locations

Albany, Almaty, Beijing, Boston, Brussels, Chicago, Doha, Dubai, Frankfurt, Hong Kong, Houston, Johannesburg, London, Los Angeles, Madrid, Milan, Moscow, New York, Paris, Riyadh, Rome, San Francisco, Silicon Valley, Warsaw, Washington, DC.

Diversity Leadership

Head(s) of Firm: Steven H. Davis, Chairman

Diversity team leader(s): Vivian Polak, Partner, Chair, Diversity Committee; Frank Adams, Partner, Co-Chair, Diversity Committee

Number of Attorneys as of July 2009

Firmwide: 1124

U.S. offices only: 712

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2008)

	Men	Women
White/Caucasian	242	192
African-American/Black	14	25
Hispanic/Latino	14	14
Alaska Native/American Indian	2	0
Asian	29	44
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	5
Openly GLBT	19	4
Attorneys with disabilities	n/a	n/a
Total	307	280

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	44	25
African-American/Black	4	8
Hispanic/Latino	3	4
Alaska Native/American Indian	0	0
Asian	9	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	4
Openly GLBT	3	1
Attorneys with disabilities	n/a	n/a
Total	69	58

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	199	38
African-American/Black	3	1
Hispanic/Latino	3	3
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	4	2
Attorneys with disabilities	n/a	n/a
Total	211	44

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NON-EQUITY PARTNERS (2008)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL (2008)

	Men	Women
White/Caucasian	73	21
African-American/Black	1	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	2	1
Attorneys with disabilities	n/a	n/a
Total	77	22

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NEW HIRES (2008)

	Men	Women
White/Caucasian	63	45
African-American/Black	6	12
Hispanic/Latino	1	4
Alaska Native/American Indian	0	0
Asian	7	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly GLBT	1	2
Attorneys with disabilities	n/a	n/a
Total	80	71

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

Strategic Plan and Diversity Leadership

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

Diversity is a key element in our firm's business strategy. For that reason, our leadership believes it is essential to communicate the importance of diversity at every level of the organization.

In 2007, our firm reaffirmed its commitment to diversity by creating a new Diversity Committee comprised of partners, associates and administrative staff to focus on four key areas: Education and cultural awareness, recruitment of diverse attorneys, retention and promotion of diverse attorneys and outreach to clients, the community and within the firm.

Our Diversity Committee works with our leadership to ensure that our commitment to diversity shapes our recruiting, retention, promotion, internal and external outreach initiatives (e.g. we host events in recognition of Black, Asian Pacific and Hispanic Heritage and Gay Pride months) as well as through our pro bono work. To reinforce the business case, our Diversity Committee created a Client Relations/Business Development Subcommittee that will work closely with an advisory board (comprised of the Chairman, members of the Executive Committee and Practice Heads) to identify opportunities to collaborate with clients on diversity initiatives. Additionally, each year, our Chairman communicates the importance of diversity during his remarks at the firm's meeting of the full Diversity Committee.

We also make it a priority to communicate the importance of diversity during the on-boarding of new hires, retreats and through our firm's internal and external websites. Furthermore, in 2008, our firm's Diversity Committee launched DLculture, a diversity newsletter dedicated to highlighting the importance of diversity within and outside of the firm.

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

The responsibility is shared by Steven H. Davis (Chairman), Stephen DiCarmine (Executive Director), Vivian Polak and Frank Adams (Diversity Committee Co-Chairs), Elizabeth Powers (Women's Initiatives Committee Chair), Nicholas Jelf (Chief Human Resource Officer- Legal) and Christiani Franck (Diversity Manager)

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2008, 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: 56

Total hours spent on diversity: 3200

Comments: In addition to the hours billed by our attorneys, we have three full-time staff members who focus on diversity.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

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?

It is formal.

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

Annually

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

The firm's Diversity Committee is held accountable for achieving results through monitoring the firm's progress on internal and external diversity surveys as well as benchmarking the firm's efforts/progress not only against other law firms but also against other professional and business organizations including external clients. More importantly, the co-chairs of the Diversity Committee are required to host a meeting of the full Diversity Committee together with the Chairman each year to discuss accomplishments and key areas of focus for the following year.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide diversity training for all attorneys and staff
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	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	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		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

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
X	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

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT 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 GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity

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		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities

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:* Yes
- *Fund scholarships for minority high school or college students:* No
- *Mentor high school or college students:* Yes
- *Participate in or host mock trial programs or career events:* Yes
- *Provide internships or employment to minority high school or college students:* Yes
- *Outreach to middle school students:* Yes

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

In addition to partnering with SEO, Legal Outreach and Prep for Prep, we participate in the Development School for Youth program. DSY enriches the lives of inner-city youth through developmental experiences with the support and participation of business, financial and legal institutions. In addition to hosting interns during the summer, attorneys at the firm actively participate in DSY's mock interview program and public speaking workshop.

Recruitment - New Associates

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

Ivy League schools: Harvard Law School, Columbia Law School, Cornell Law School, University of Pennsylvania Law School, Yale Law School

Other private schools: Brooklyn Law School, Duke University School of Law, Fordham University School of Law, New York University School of Law, Stanford Law School, University of Chicago Law School, University of Southern California Gould School of Law, Northwestern University School of Law, Notre Dame Law School, Vanderbilt Law School, Santa Clara University School of Law, George Washington University School of Law, William & Mary School of Law, Emory University School of Law, Washington & Lee University School of Law, Hofstra University School of Law, New York Law School, Tulane Law School, Washington University-St. Louis-School of Law, and Benjamin N. Cardozo School of Law

Public state schools: Albany Law School, University of California Berkeley-Boalt Hall School of Law, University of California Los Angeles School of Law, University of Michigan Law School, University of Virginia Law School, University of Houston Law Center, University of Texas School of Law, University of Minnesota Law School and University of Buffalo Law School

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

Diversity job fairs: The National LGBT Bar Association Career Fair, Northeastern Black Law Students Association (NEBSLA) Job Fair, Mid-Atlantic Black Law Students Association (MABLSA) Job Fair, LeGal's New York City Metro Area LGBT Legal Career Fair, IMPACT, Harvard University Black Law Students Association (HBLSA) Job Fair and U Penn's Sadie T.M. Alexander 1L Job Fair

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

- *Hold a reception for minority students:* Yes
- *Advertise in minority law student association publications:* No
- *Participate in or host minority law student job fairs:* Yes
- *Sponsor minority law student association events:* Yes
- *Firm lawyers participate on career panels at schools:* Yes
- *Outreach to leadership of minority student organizations:* Yes
- *Scholarships or intern/fellowships for minority students:* Yes
- *Other (please specify):*

In 2008, our firm designed and implemented a Law School Ambassador Program to enhance the firm's diversity recruiting efforts. Through the ambassador program, attorneys are teaming-up with student leaders to develop stronger relationships with student affinity groups, faculty and administrators at various law schools.

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

Yes, in 2006 the firm created a fellowship program specifically for graduates of the Sponsors for Educational Opportunity (SEO) program. The program provides first-year law students of color with the opportunity to gain on-the-job experience in public interest or international law. The desire to create the fellowship program stems from our firm's on-going commitment to support SEO's mission of providing internship opportunities to students of color. It also complements our firm's practice of giving its SEO interns offers to join the firm's summer program as first-year summer associates. Dewey & LeBoeuf has been the driving force in helping SEO develop the Corporate Law Institute (CLI) program. The CLI is a two-week law school preparatory program offered to SEO interns entering the first year of law school. The CLI program introduces students to the first year law courses while providing them with exam and note-taking strategies to achieve law school success.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2008)

	Men	Women
White/Caucasian	39	23
African-American/Black	2	6
Hispanic/Latino	3	3
Alaska Native/American Indian	0	0
Asian	7	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	4
Openly GLBT	2	1
Attorneys with disabilities	n/a	n/a
Total	58	49

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

OFFERS ACCEPTED* (2008)

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

	Men	Women
White/Caucasian	30	20
African-American/Black	1	6
Hispanic/Latino	2	1
Alaska Native/American Indian	0	0
Asian	7	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	4
Openly GLBT	1	1
Attorneys with disabilities	n/a	n/a
Total	46	38

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

OFFERS MADE* (2008)

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

	Men	Women
White/Caucasian	38	22
African-American/Black	2	6
Hispanic/Latino	2	3
Alaska Native/American Indian	0	0
Asian	7	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	4
Openly GLBT	2	1
Attorneys with disabilities	n/a	n/a
Total	56	48

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NEITHER ACCEPTED NOR DECLINED* (2008)

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

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	2	2

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2008)

	Men	Women
White/Caucasian	8	3
African-American/Black	0	2
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	10	7

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

LATERAL OF COUNSEL HIRES (2008)

	Men	Women
White/Caucasian	4	0
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	4	1

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

LATERAL PARTNER HIRES (2008)

*Both equity and non-equity

	Men	Women
White/Caucasian	7	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	7	1

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NEW PARTNERS PROMOTED (2008)

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

	Men	Women
White/Caucasian	6	3
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	n/a	n/a
Total	6	4

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NEW EQUITY PARTNERS* (2008)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	13	4
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	n/a	n/a
Total	13	5

*NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."*

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations: Yes
- Attend events at diversity legal organizations: Yes
- Participate at diversity job fairs: Yes
- Seek referrals from other attorneys: Yes
- Utilize online job services (e.g., MCCA Job Bank): Yes
- Hire recruiting professional who specializes in identifying diverse candidates: Yes

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:

Mestel & Co and CMRW.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	1	2

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	4
African-American/Black	1	1
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly GLBT	1	1
Attorneys with disabilities	n/a	n/a
Total	11	11

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	10	10
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	2	0
Attorneys with disabilities	n/a	n/a
Total	12	15

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	1
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	7	4

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	9	5
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	11	9

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	9
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	3	10

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2008

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	1	2
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	7	7

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

8TH-YEAR-PLUS ASSOCIATES

	Men	Women
White/Caucasian	18	1
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	3	1
Attorneys with disabilities	n/a	n/a
Total	21	1

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

OF COUNSEL

	Men	Women
White/Caucasian	23	8
African-American/Black	2	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	27	9

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

EQUITY PARTNERS

	Men	Women
White/Caucasian	18	1
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	n/a	n/a
Total	19	1

*NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."*

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, gay/lesbian attorneys, or attorneys with disabilities or physical challenges):* Yes
- *Increase/review compensation relative to competition:* No
- *Increase/improve current work/life programs:* No
- *Adopt dispute resolution process:* No
- *Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership:* No
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *Introduce diverse attorneys to key clients, including to lead engagements:* No
- *Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:* Yes
- *Strengthen mentoring program for all attorneys:* Yes
- *Professional skills development program for all attorneys:* Yes
- *Provide a gender-neutral parental leave policy that covers adoptions:* No
- *Other (please specify):* Most recently, our firm's Diversity Committee created two new subcommittees: the Summer/Junior Associates Career Development Subcommittee and the Client Relations/Business Development Subcommittee. The Summer/Junior Associates Career Development Subcommittee is comprised of key US partners from each practice group in the firm and will help monitor the development and utilization of diverse summer and junior associates (1st -4th years). The Client Relations/Business Development subcommittee comprised of partners and associates on the Diversity Committee, along with an advisory board comprised of members of the firm's Executive Committee and practice leaders, is looking to identify ways to collaborate with clients on diversity initiatives and to work with diverse associates and partners on business development projects. Additionally, in 2008, as part of our wider mentoring program, we implemented Connections Across Differences program, a specific mentoring initiative geared towards diverse associates in their second, third and fourth years of practice. This program pairs diverse associates with partner mentors at the firm who, during a one-year period, provide diverse associates with guidance and support in their legal careers. Participants are required to enter into a written mentorship agreement that outlines specific career goals and expectations that mentors and mentees work to accomplish during the one-year mentoring relationship. We believe that our two new subcommittees, together with our tailored mentoring initiative, will further strengthen our ability to retain diverse associates at the firm.

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

Yes

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

There is no impact on an attorney's ability to make partner. Associates who are on an alternative arrangement may be eligible for partnership. For example, in 2007, the firm promoted an associate to partner while on a part-time schedule.

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

Three.

Retention and Professional Development

PART-TIME ATTORNEYS (2008)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	12	12	587
Of counsel	1	5	6	99
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	1	2	3	255

Management Demographic Profile

FIRMWIDE COMMITTEES 2008

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	20	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	1
Attorneys with disabilities	n/a	n/a
Total	20	3

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	8	6
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	10	7

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	21	6
African-American/Black	0	1
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	22	9

NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	17	14
African-American/Black	3	6
Hispanic/Latino	5	3
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	5	2
Attorneys with disabilities	n/a	n/a
Total	28	28

*NOTE: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."*

Management Demographic Profile

OTHER LEADERSHIP ROLES 2008

Leadership positions (2008)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	12	59	7
Number of such positions held by:			
Minorities	1	1	0
Women	0	6	4
GLBT attorneys	0	3	1
Attorneys with disabilities	n/a	n/a	n/a

Management Demographic Profile

Please provide information regarding all diverse attorneys who currently (as of July 2009) 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? 9

Minorities heading offices: 0

Women heading offices: Barbara Caulfield, Silicon Valley, CA. (19)

GLBT attorneys heading offices: 0

Attorneys with disabilities heading offices: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Londell McMillan, Media & Entertainment Global Industry Sector Group (43)

Women heading practices: Jane Boisseau, Insurance Regulatory Department co-head (40); Catherine McCarthy, Energy Regulatory Department co-head (30); Martha Steinman, Compensation & Benefits Department co-head (16); Vivian Polak, Corporate IP & Commercial Practice Group co-head (18); Margaret Keane, Employment Litigation Practice Group head (20); Ann Ashton, Securities Regulatory and Corporate Governance Practice Group co-head (93); Barbara Caulfield, IP Litigation Group co-head (65)

GLBT attorneys heading practices: Stanton Lovenworth, Corporate IP & Commercial Practice Group co-head (18); Vivian Polak, Corporate IP & Commercial Practice Group co-head (18)

Attorneys with disabilities heading practices: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

COMMITTEE LEADERS

Minorities heading committees: 0

Women heading committees: Vivian Polak, Diversity Committee (56); Michelle Rutta, Legal Personnel Committee (31); Ellen Dunn, New York Recruiting Committee (17); Elizabeth Powers, Women's Initiative Committee (27)

GLBT attorneys heading committees: Vivian Polak, Diversity Committee (56)

Attorneys with disabilities heading committees: * According to the EEOC's 7/27/00 Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act at p. 16 and the EEOC's informal opinion letter of 2/26/02, employers may not ask employees to self-identify as persons with disabilities for purposes of a survey. Thus, Dewey & LeBoeuf does not collect such data."

The Firm Says

Letter from Steven H. Davis, Chairman:

At Dewey & LeBoeuf, diversity is a key element in our firm's business strategy. For that reason, we have a strong and dedicated Diversity Committee, which focuses on three key objectives:

First, to reinforce that diversity is fundamental to our firm's business and culture and should be woven into the fabric of the firm at every level.

Second, to establish Dewey & LeBoeuf as a diversity leader in the legal profession by not only benchmarking our diversity efforts against those of other law firms, but also by looking to the best practices of our clients and corporate leaders. More importantly, we also look for ways to collaborate with our clients in an effort to effectively advance diversity in the legal profession.

And, third, to take a fresh look at the guiding paradigms of diversity. We certainly acknowledge the need to provide equal opportunities to all people in the workplace and recognize that a more diverse workforce will improve our ability to succeed in an increasingly multicultural and global economy. We also focus on a third paradigm: that, through our increased diversity, we can deliver better results to our clients thanks to the different perspectives, creativity and flexibility of our people.

Since the inception of the Committee, our firm has focused its diversity efforts in four core areas:

1) education and cultural awareness; 2) recruitment of diverse attorneys; 3) retention and promotion of diverse attorneys; and 4) outreach to our clients, our community and within the firm.

With a focus on these core areas, we have, in less than two years, designed and implemented many important initiatives to enhance our diversity recruiting efforts at law schools, to provide our diverse attorneys with greater access to quality mentors that will help to shape and guide their legal careers and to help promote greater cultural awareness and inclusion at the firm.

I am very proud of the work we have done to advance diversity not only at our own firm, but also within the legal profession at large. I am also proud that this work has received public recognition, including: the Minority Corporate Counsel Association's Thomas L. Sager Award in 2008 and 2009; a perfect score in the 2009 and 2010 Corporate Equality Index; a listing in the Human Rights Campaign's "Best Places to Work for LGBT Equality"; ranking in the Top 100 Law Firms for Diversity by the Multicultural Law Magazine; and in London, the National Mentoring Consortium's "Employer of the Year" Award (2008); as well as ranking 4th for diversity with respect to minorities and 8th for Diversity with respect to gays and lesbians in the Vault 2010 Guide to the Top 50 UK Law Firms.

While these awards serve as a positive reflection on, and celebration of, our diversity efforts, we understand that much work needs to be done. As a firm, we are confident that, as we move forward, we will continue to raise the bar with respect to our diversity goals and position ourselves to be an employer of choice and a diversity champion in the legal profession.