

What Do You Value in A Firm?

Diversity at Dewey & LeBoeuf is about respect and inclusion.

It's about respect for our colleagues, our clients and members of our community, regardless of culture, gender, ethnicity, age, sexual orientation, disability, marital or parental status, or religious belief. It's also about making sure that there are opportunities for everyone to reach his or her potential.

DEWEY & LEBOEUF

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Americas | Europe | Russia/CIS
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Dewey & LeBoeuf LLP

Dewey & LeBoeuf LLP

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Locations

Albany, Almaty, Austin, Beijing, Boston, Brussels, Charlotte, Chicago, Dubai, Frankfurt, Hartford, Hong Kong, Houston, Jacksonville, Johannesburg, London, Los Angeles, 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 L. Polak, Chair; Frank Adams, Co-Chair; Christiani Franck, Diversity Manager

Number of Attorneys as of 12/31/07

Firmwide: 1438

U.S. offices only: 957

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2007)

	Men	Women
White/Caucasian	252	180
African-American/Black	12	19
Hispanic/Latino	14	12
Alaska Native/American Indian	3	0
Asian	29	50
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	5
Openly GLBT	22	5
Attorneys with disabilities	n/a	n/a
Total	314	266

NOTE: Please be aware that the demographics above represent the full-time associate populations from both legacy firms, Dewey Ballantine LLP and LeBoeuf, Lamb, Greene & MacRae LLP. We provided race, ethnicity and sexual orientation data for individuals who completed a self-identification form. Individuals who chose not to self-identify are represented only in the total numbers. 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 (2007)

	Men	Women
White/Caucasian	207	36
African-American/Black	3	1
Hispanic/Latino	4	2
Alaska Native/American Indian	1	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	5	3
Attorneys with disabilities	n/a	n/a
Total	219	41

NOTE: Please be aware that the demographics above represent the equity partner population from both legacy firms, Dewey Ballantine LLP and LeBoeuf, Lamb, Greene & MacRae LLP. We provided race, ethnicity and sexual orientation data for individuals who completed a self-identification form. Individuals who chose not to self-identify are represented only in the total numbers. 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 (2007)

	Men	Women
White/Caucasian	63	48
African-American/Black	13	15
Hispanic/Latino	3	3
Alaska Native/American Indian	0	0
Asian	11	14
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly GLBT	3	1
Attorneys with disabilities	n/a	n/a
Total	100	88

NOTE: Please be aware that the demographics above represent the summer associate populations from both legacy firms, Dewey Ballantine LLP and LeBoeuf, Lamb, Greene & MacRae LLP. We provided race, ethnicity and sexual orientation data for individuals who completed a self-identification form. Individuals who chose not to self-identify are represented only in the total numbers. 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 (2007)

	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

NOTE: Please note that the firm does not have non-equity partners or more than one tier of partnership.

OF COUNSEL (2007)

	Men	Women
White/Caucasian	80	23
African-American/Black	2	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	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	90	23

NOTE: Please be aware that the demographics above represent the of counsel population from both legacy firms, Dewey Ballantine LLP and LeBoeuf, Lamb, Greene & MacRae LLP. We provided race, ethnicity and sexual orientation data for individuals who completed a self-identification form. Individuals who chose not to self-identify are represented only in the total numbers. 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 (2007)

	Men	Women
White/Caucasian	121	54
African-American/Black	6	8
Hispanic/Latino	7	6
Alaska Native/American Indian	1	0
Asian	17	18
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	4
Openly GLBT	2	4
Attorneys with disabilities	n/a	n/a
Total	156	90

NOTE: Please be aware that the demographics above represent new hires from both legacy firms, Dewey Ballantine LLP and LeBoeuf, Lamb, Greene & MacRae LLP. We provided race, ethnicity and sexual orientation data for individuals who completed a self-identification form. Individuals who chose not to self-identify are represented only in the total numbers. 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 at Dewey & LeBoeuf is about respect and inclusion. In other words, it's about respect for our colleagues, our clients and members of our community. To achieve our goal of creating a truly diverse and inclusive workplace, our leadership believes it is essential to communicate the importance of diversity at meetings, retreats, through outreach initiatives, as well as through our pro bono work. In turn, to effectively communicate the importance of diversity, we work hard to ensure that diversity is integrated into all aspects of the firm. As one of the first initiatives of the merged firm, our leadership formed a new Diversity Committee. One recent achievement of the committee was completing a process of diversity workshops for all Dewey & LeBoeuf personnel. During the firm's inaugural partner retreat and the "state of the firm" address, our firm's Chairman emphasized his belief "diversity plays an important role in the firm's ability to provide quality client service, attract and retain top talent, and become an employer of choice for law students, attorneys and administrative staff." Our leadership also plans to develop a global diversity strategy. To implement the strategy, we plan to hire a Chief Inclusion & Diversity Officer (CIDO). Until this position is filled, the firm has engaged an interim CIDO. We support and engage in a number of activities sponsored by student affinity groups on campus and support events through numerous organizations and bar associations representing diverse communities. The firm also hosts a number of internal diversity and educational events that focus on all our diverse communities at the firm. As a firm we also support diversity causes through our pro bono work. One example of this includes: drafting amicus briefs in both New York and Iowa challenging the exclusion of same-sex couples from the right to marry under the interpretation of existing laws in those states.

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 L. Polak and Frank Adams (Chair and Co-chair) of the Diversity Committee, Elizabeth Powers (Chair) of the Women's Initiative Committee, Nicholas Jelf (Chief Human Resource Officer-Legal) and Christiani Franck (Diversity Manager). We also engaged an interim Chief Inclusion and Diversity Officer (CIDO).

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 2007, 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: 55

Total hours spent on diversity: 3000

Comments: In 2007, the total number of hours collectively spent by the committee in furtherance of the firm's diversity initiatives exceeded 3,000 hours. The total number of hours represented is for both legacy firms (January- September) and for the newly merged firm (October- December) for attorneys. 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?

Yes, the firm has a formal diversity program.

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 leadership designed the following process to hold the Diversity Committee accountable for achieving its diversity goals and objectives. The firm's management may look to enhance this process pending the establishment and implementation of the firm's global diversity strategy. The Chair and Co-Chair of the firm's Diversity Committee will make an annual presentation to the firm's chairman and members of the firm's executive committee outlining the Diversity Committee's goals and objectives. Certain diversity matters are presented to the chairman and/or the executive committee on a periodic basis, as appropriate. Terms served by members of the committee will be reviewed every two years. The Chief Human Resource Officers, together with the interim Chief Inclusion & Diversity Officer and the firm's Diversity Manager will assist in the administrative oversight for diversity as well as ensure that the committee's goals/objectives are implemented and integrated throughout the firm.

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	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	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	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
X			Other (please specify): Established formal affinity groups for minority attorneys.

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
	X		Other (please specify): The Women's Initiative Committee plans to host business development and communication skills training for women attorneys.

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
X			Other (please specify): Created an affinity group for LGBT attorneys.

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
X			Other (please specify): Participated in the IMPACT Job fair as well as hosted a luncheon for the National Association of Law Students with Disabilities (NALSWD).

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:* Yes
- *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.

For the past two years, the firm has sponsored a scholarship for a college-bound student through the Harlem YMCA.

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, Georgetown 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 Law School, Emory University School of Law, Washington & Lee University School of Law, Hofstra University School of Law, New York Law School, Tulane Law School and Washington University - St. Louis - School of Law

Public state schools: University of California Berkeley-Boalt Hall School of Law, UC Hastings, University 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 and University of Buffalo, William & Mary School of Law

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

Diversity job fairs: Northeastern Black Law School Association (NEBLSA), Mid-Atlantic Black Law Students Association (MABLSA), Lavender Law, IMPACT, Harvard University Black Law Students Association (HBLSA), and Hispanic National Bar Association (HNBA).

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:* Yes
- *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):*

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. Lastly, 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 (2007)

	Men	Women
White/Caucasian	53	46
African-American/Black	12	12
Hispanic/Latino	2	2
Alaska Native/American Indian	0	0
Asian	9	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly GLBT	2	1
Attorneys with disabilities	n/a	n/a
Total	86	77

OFFERS MADE* (2007)

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

	Men	Women
White/Caucasian	53	45
African-American/Black	12	11
Hispanic/Latino	2	2
Alaska Native/American Indian	0	0
Asian	9	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly GLBT	2	1
Attorneys with disabilities	n/a	n/a
Total	86	76

OFFERS ACCEPTED* (2007)

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

	Men	Women
White/Caucasian	36	36
African-American/Black	9	10
Hispanic/Latino	1	1
Alaska Native/American Indian	0	0
Asian	6	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly GLBT	1	1
Attorneys with disabilities	n/a	n/a
Total	58	56

NEITHER ACCEPTED NOR DECLINED* (2007)

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

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2007)

	Men	Women
White/Caucasian	38	14
African-American/Black	1	3
Hispanic/Latino	4	2
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	47	24

LATERAL OF COUNSEL HIRES (2007)

	Men	Women
White/Caucasian	8	2
African-American/Black	1	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	9	2

LATERAL PARTNER HIRES (2007)

*Both equity and non-equity

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

NEW PARTNERS PROMOTED (2007)

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

	Men	Women
White/Caucasian	9	1
African-American/Black	0	0
Hispanic/Latino	0	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	2

NEW EQUITY PARTNERS* (2007)

*Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	32	2
African-American/Black	2	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	n/a	n/a
Total	37	3

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
- Participate at diversity job fairs: Yes
- Attend events at diversity legal organizations: Yes
- Seek referrals from other attorneys: Yes
- Utilize online job services (e.g., MCCA Job Bank): No
- Hire recruiting professional who specializes in identifying diverse candidates: Yes
- 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:

Mestel & Co. and CMRW.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	4
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	8	5

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	5
African-American/Black	0	0
Hispanic/Latino	0	3
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	9	8

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	12	16
African-American/Black	0	0
Hispanic/Latino	0	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	13	16

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	1
African-American/Black	0	0
Hispanic/Latino	1	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	8	4

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	13	10
African-American/Black	0	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	1
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Attorneys with disabilities	n/a	n/a
Total	13	15

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	1
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	0
Attorneys with disabilities	n/a	n/a
Total	6	2

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2007

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	4
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	n/a	n/a
Total	6	5

8TH-YEAR ASSOCIATES

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

OF COUNSEL

	Men	Women
White/Caucasian	15	5
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	15	5

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	15	3
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	0	0
Total	15	4

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:* Yes
- *Increase/improve current work/life programs:* Yes
- *Adopt dispute resolution process:* Yes
- *Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership:* Yes
- *Work with diverse attorneys to develop career advancement plans:* Yes
- *Introduce diverse attorneys to key clients, including to lead engagements:* Yes
- *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:* Yes
- *Other (please specify):*

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?

The decision to work on a part-time schedule may lengthen the time for consideration for partnership (on a case-by-case basis). However, in 2007, the firm did promote an associate to partner while on a part-time schedule. With respect to partners already on a part-time schedule, there is no impact on their ability to remain a partner.

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

Two partners.

Retention and Professional Development

PART-TIME ATTORNEYS (2007)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	5	5	585
Of counsel	1	4	5	113
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	1	1	2	259

Management Demographic Profile

FIRMWIDE COMMITTEES 2007

EXECUTIVE/MANAGEMENT COMMITTEE*

*Attorneys on the Executive/ Management Committee or equivalent

	Men	Women
White/Caucasian	16	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	0
Attorneys with disabilities	n/a	n/a
Total	16	3

HIRING COMMITTEE*

*Attorneys on the Hiring Committee or equivalent

	Men	Women
White/Caucasian	10	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	12	7

PARTNER REVIEW COMMITTEE*

*Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	16	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	0
Attorneys with disabilities	n/a	n/a
Total	16	3

ASSOCIATE REVIEW COMMITTEE*

*Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	0	0
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	0	0

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	10	10
African-American/Black	7	6
Hispanic/Latino	5	4
Alaska Native/American Indian	0	0
Asian	4	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	6	1
Attorneys with disabilities	n/a	n/a
Total	26	29

Management Demographic Profile

Please provide information regarding all diverse attorneys who, as of 12/31/07, headed offices, practice groups and committees other than those included in the charts above. 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? 13

Minorities heading offices: Andrew Fawbush, Jacksonville (7)

Women heading offices: 0

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

Women heading practices: Jane Boisseau, Insurance Regulatory Department co-head (44); Catherine McCarthy, Energy Regulatory Department co-head (43); Martha N. Steinman, Compensation & Benefits Department head (18); Vivian Polak, Corporate IP & Commercial Practice Group co-head (21); Margaret Keane, Employment Litigation Practice Group head (21); Ann Ashton, Securities Regulatory & Corporate Governance Practice Group co-head (100);

GLBT attorneys heading practices: Stanton Lovenworth, Corporate IP & Commercial Practice Group co-head (21);

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: Ellen Dunn, Recruiting Committee (19); Vivian Polak, Diversity Committee (55); Elizabeth Powers, Women's Initiative Committee (20)

GLBT attorneys heading committees: 0

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

Dewey & LeBoeuf LLP is committed to outperforming our peers by attaining, nurturing and sustaining a fully diverse and inclusive firm culture for all of our professionals: partners, lawyers and administrative staff. To this end, our Diversity Committee has recently developed the following mission statement, by which we guide our efforts:

At Dewey & LeBoeuf LLP, diversity is our value and our strength. We provide our clients with the highest quality of service by building on the diverse talents and perspectives of each person with whom we work. Our firm strives to attract, retain and advance people from all backgrounds while creating an environment in which everyone is valued and respected. We believe that through proper engagement, mentorship, communication and education, our firm can empower every individual and exceed the expectations of a competitive global market. We encourage the kind of dialogue that leads to more inclusive conduct and hold ourselves accountable for setting a higher standard in our commitment to professional and social responsibility.

We understand the importance of a richly diverse workforce, as we expand our presence globally. Our commitment to provide the best service to our clients requires that we attract and retain the best and brightest lawyers to our firm. To do that requires us to achieve and maintain a culture that is open to a broadly defined diversity and celebrates our differences as positive values for our culture and our clients. Working with outside experts in the field, our interim Chief Inclusion & Diversity Officer, our Diversity Manager and many partners and associates of the firm, are continuing to develop a multifaceted strategy that integrates diversity values and initiatives in all major functions of the firm.

As a recently merged firm, we have worked hard in the past nine months to retain the most successful diversity and inclusion efforts from each of our legacy firms. The combined firm was ranked No. 26 in the Minority Law Journal's 2008 "Diversity Scorecard" for US firms. This was a marked improvement over last year's rankings for either legacy firm. While we celebrate this improvement, we are already involved in the planning of new initiatives regarding the recruitment, retention and promotion of diverse attorneys.

Overall, we expect the path ahead will be challenging, but we will continue to dedicate the resources necessary to exceed the expectations of a competitive and ever changing global market.