

# Unique Perspectives Diverse Experiences Exceptional Individuals

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# Kramer Levin Naftalis & Frankel LLP

2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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New York, NY 10036  
Phone: 212-715-9100  
Fax:  
[www.kramerlevin.com](http://www.kramerlevin.com)



## LOCATIONS

Silicon Valley Office (990 Marsh Road, Menlo Park, CA); Paris Office (47 avenue Hoche, Paris, France)

## DIVERSITY LEADERSHIP

**Head(s) of Firm:** Paul Pearlman, Managing Partner

**Diversity team leader(s):** The partner members of our Diversity Committee, including our Chair, Christopher Auguste; the partner members of our Women's Initiative Committee, including our Co-Chairs, Pamela Capps and Jamie Kocis; and our Director of Legal Recruiting and Diversity, Lauren Tapper, work together on leading Kramer Levin's diversity initiatives.

## NUMBER OF ATTORNEYS

### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	376	380
U.S. offices only	321	326

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2018)

	Men	Women
White/Caucasian	79	54
African-American/Black	4	0
Hispanic/Latinx	4	8
Alaska Native/American Indian	0	0
Asian	10	15
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	2
Openly LGBTQ	2	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>100</b>	<b>79</b>

#### SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	9	4
African-American/Black	0	2
Hispanic/Latinx	1	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>10</b>	<b>6</b>

#### EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	82	12
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	1	0
<b>Total</b>	<b>88</b>	<b>15</b>

#### NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	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 LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

For the purposes of this survey, we note one tier.

#### OF COUNSEL (2018)

	Men	Women
White/Caucasian	24	15
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>24</b>	<b>17</b>

#### NEW HIRES (2018)

	Men	Women
White/Caucasian	19	20
African-American/Black	1	0
Hispanic/Latinx	2	4
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>26</b>	<b>27</b>

### Strategic Plan and Diversity Leadership

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

Kramer Levin views diversity as a core value, and recognizes that promoting diversity must be a continuous process. The firm's commitment to diversity is communicated in a variety of ways. (1) All of our attorneys and staff are invited to participate in diversity programming and education. This includes our diversity lecture series, where experts in the field of diversity are invited to speak at the firm, and sponsored events by our affinity groups; (2) The firm publishes a Diversity Newsletter that provides updates on the firm's diversity initiatives, awards and events. This newsletter is sent to all employees, alumni and clients; (3) Sections of the firm's website, intranet and brochures are dedicated to diversity; (4) Frequent email communications on the firm's diversity initiatives are sent to all personnel of the firm. In addition, the importance of diversity is emphasized to and by the members of the Executive, Diversity, Women's and Recruiting Committees in the regular course of operations.

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

The partner members of our Diversity Committee, including our Chair, Christopher Auguste, the partner members of our Women's Committee, including our co-chairs Pamela Capps and Jamie Kocis, the partner members of our Hiring Committee, including our chair Kerri Ann Law and our Director of Recruiting & Diversity, Lauren Tapper, work together on leading Kramer Levin's diversity initiatives.

#### 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 2018, 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: 18

Total hours spent on diversity: 270

Comments: The number above reflects the collective number of hours spent on committee meetings only. The Committee meets monthly and members spend significant time implementing the firm's diversity initiatives such as actively participating in a variety of internal and external diversity-related initiatives, including panel discussions, presentations, interviewing, mentoring, etc. The work of the Committee is continuous. The firm's Director of Recruiting & Diversity devotes a significant portion of her time in furtherance of the firm's diversity goals. Diversity Committee Composition: the committee's diversity composition assists the firm in integrating diversity in all aspects of firm life. Partners, associates and staff are encouraged to participate in the firm's diversity efforts. There are separate billing codes for diversity work. However, since diversity is a focus of all of our committees and our diversity efforts are integral to our business, overall time in this area is not recorded separately.

#### 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.

Each year, the committee identifies a theme, a set of initiatives or programming consistent with the firm's strategic plan.

#### 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?

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

Quarterly

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

Kramer Levin's diversity initiative is supported at all levels of the firm. The Diversity Committee is composed of senior leaders in the firm, attorneys of racially diverse backgrounds, women attorneys and an openly gay attorney. The composition of the committee encourages transparency and accountability regarding the firm's progress on behalf of all of these diverse groups. In addition, the Director of Legal Recruiting & Diversity provides quarterly updates on the progress and initiatives of the Diversity Committee to senior management. Lastly, participation of the firm's Diversity Committee is a significant responsibility for our attorneys and they are given credit for their involvement as part of the compensation process. Each year, the firm's Diversity & Women's Committees produce committee agendas which establish specific diversity goals and objectives as well as budgets and timelines. These goals and objectives are reviewed and approved by the Executive Director and then distributed to the committee members. The committees are held accountable for achieving these goals and are required to produce and distribute progress summaries.

#### 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	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	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	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
			Other (please specify): Kramer Levin has had several affinity groups in place for years to support the professional and personal growth of our firm. The overall goals of the groups are to focus on enhancing the personal growth and business skills of member attorneys; provide the firm with guidance about the issues that concern their affiliated members; enhance cultural awareness and encourage colleagues to meet, share ideas and generally support one another as they advance within the firm. Additionally, the firm has supported associates to participate in the NYC Bar Association Associate Leadership Development Program. Our firm continually focuses on how to improve our diversity programming, training and initiatives to ensure we are making progress.



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	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		Implement policies to address gender pay equity
	X		Other (please specify): Increasing the recruiting, retention and advancement of talented women attorneys is an on-going goal of the firm. To that end, the firm has implemented several programs designed to expand networking and business development opportunities. These programs include: a business development coaching program offered twice a year; small group lunches with prominent women in law and business; promote coordination with our clients' committees on women's initiatives, conducting panel discussions and seminars for all attorneys on women's issues. Also, the firm has women's circles that meet at least quarterly to provide the members guidance on topics including: mentoring, career progression, business development, and fostering community amongst each other. This program supplements the firm's mentor program and provides an avenue to improve and maintain relationships with other women at the firm. Also, the firm has been an active participant in the "Women in Law Hackathon" program and is currently participating in the programs implemented as a result of the 2016 and 2018 programming.



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X			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)
	X		Other (please specify): Kramer Levin has an active and thriving LGBT affinity group where the goals of the group are to focus on enhancing the personal and professional growth of member attorneys. The firm also offers the following for LGBTQ attorneys: same sex partner benefits, including tax gross-up payments for same sex partner medical benefit plans, and transgender inclusive health insurance benefits. Additionally, the firm has hosted numerous LGBTQ events open to all attorneys and law students including our annual Pride Month activities where we have featured speakers such as Alan Van Capelle, Nathan Schaefer and Mary Bonauto.





### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Increase the number of attorneys with disabilities at the associate level
X	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	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
	X		Other (please specify): Kramer Levin's EEO statement is as follows: Kramer Levin Naftalis & Frankel LLP is an equal opportunity employer; the firm actively seeks diversity among its attorneys. The firm does not discriminate on the basis of race, color, creed, religion, sex, national origin, veteran status, mental or physical handicap or disability, age citizenship status, alienage, ancestry, marital status, sexual orientation, gender identity or because of any other criteria prohibited under applicable federal, state or local law.



### 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.

Kramer Levin participates in several programs by providing both financial support and mentoring opportunities including the following: Cristo Rey Work Study Program (High School Students), the Youthbridge-NY minority intern program (High School Students), support for the Legal Outreach program (including scholarships), support for the Ronald H Brown Summer Law School Prep Program (college students), and the SEO program (incoming law school students).



### Recruitment - New Associates

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

*Ivy League law schools:* Columbia Law School, Harvard Law School, University of Pennsylvania and Yale Law School.

*Other private law schools:* Benjamin N. Cardozo School of Law; Brooklyn Law School; Duke University School of Law; Fordham University School of Law; Georgetown University Law School; Hofstra University School of Law; New York University School of Law; St. John's Law School.

*Public state law schools:* UC Berkeley Law; University of Michigan Law School

*Law schools of Historically Black Colleges and Universities (HBCUs):* None

*Diversity job fairs:* None

#### 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?

Kramer Levin cultivates relationships with law schools, student and professional organizations to help all first year associates have the opportunity to become acquainted with our lawyers and learn about life in a law firm.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	8	3
African-American/Black	0	2
Hispanic/Latinx	1	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>9</b>	<b>5</b>

#### OFFERS MADE\* (2018)

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

	Men	Women
White/Caucasian	8	3
African-American/Black	0	2
Hispanic/Latinx	1	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>9</b>	<b>5</b>

#### OFFERS ACCEPTED\* (2018)

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

	Men	Women
White/Caucasian	8	3
African-American/Black	0	2
Hispanic/Latinx	1	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>9</b>	<b>5</b>

#### NEITHER ACCEPTED NOR DECLINED (2018)

\* 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>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2018)

	Men	Women
White/Caucasian	10	17
African-American/Black	1	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>14</b>	<b>20</b>

#### LATERAL OF COUNSEL HIRES (2018)

	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\* (2018)

\* Both equity and non-equity

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

#### NEW PARTNERS PROMOTED\* (2018)

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

	Men	Women
White/Caucasian	3	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>3</b>	<b>0</b>

#### NEW EQUITY PARTNERS\* (2018)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latinx	1	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>5</b>	<b>1</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?

Unknown

### 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:

[No response]



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 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	2
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>2</b>

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	1
African-American/Black	1	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>5</b>	<b>2</b>

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

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

##### 6TH-YEAR ASSOCIATES

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

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 7TH-YEAR ASSOCIATES

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

##### 8TH-YEAR PLUS ASSOCIATES

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

##### OF COUNSEL

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

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	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 LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

##### EQUITY PARTNERS

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

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?

For many years, the firm has recognized that over the course of a long career, family or other compelling personal circumstances may arise that require a lawyer to seek some accommodations in his or her schedule in order to help balance the demands of personal life with the responsibilities of professional life. The firm appreciates that a lawyer can work a reduced schedule and make a meaningful contribution to the firm's practice.

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

5



### Retention and Professional Development

PART-TIME ATTORNEYS (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	4	11	15	179
Of counsel	0	5	5	41
Non-equity partner	0	0	0	n/a
Equity partner	0	2	2	106



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2018

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	12	2
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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>12</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>7</b>	<b>3</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	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>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	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>

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	2
African-American/Black	1	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	3	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>6</b>	<b>12</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	22	8
Number of such positions held by:			
Minorities	0	2	1
Women	0	2	4
LGBTQ attorneys	0	1	0
Individuals with Disabilities	0	0	0

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

#### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 2

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Gil Liu, co-head of the Securitization; Ken Chin, Co-head of Banking & Finance; Dani James, co-head of the White Collar practice.

Women heading practices: Dani James, co-head of the White Collar practice; Marissa Holob, Employee Benefits

LGBTQ attorneys heading practices: Norm Simon, co-head of the Advertising Litigation practice.

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Christopher Auguste, Chair of the Diversity Committee (20); Christopher Auguste, Co-Chair of the Pro Bono Committee.

Women heading committees: Charlotte Fischman, General Counsel and Head of the Ethics Committee; Kerri Ann Law, Chair of the Hiring Committee; Pamela Capps and Jamie Kocis, Co-Chairs of the Women's Committee;

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



### The Firm Says

At Kramer Levin, we believe that exposure to varied perspectives, experiences and backgrounds enhances our work environment and creates a healthy culture of acceptance and professional growth. Our firm's diversity mission is to proactively build and promote mutually beneficial relationships and to operate the firm in an inclusive, ethical and culturally sensitive manner that embraces individual differences. At Kramer Levin, your career will not be limited in any way by race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age disability or marital and parental status.

Our diversity efforts span the following areas:

- Improving and implementing policies and programs to effectively recruit, retain, mentor and promote diverse attorneys
- Support organizations and clients in all efforts to enhance diversity in the legal profession
- Increasing the diversity of our recruitment pipeline by supporting and assisting diverse students interested in pursuing a career in law

The following are some of the efforts undertaken by the firm in pursuit of its commitment to diversity

- A diversity speaker series that focuses on raising awareness of the various cultural heritage months
- Diversity training for legal staff of the firm

The Kramer Levin's Women's Committee — Comprising both women and men partners, this committee meets regularly and endeavors to substantially improve the recruitment and retention of women attorneys, increase the representation of women in leadership positions at the firm, and improve career development for women attorneys. Events hosted by this group include: (1) internal lunches with women attorneys and senior staff across departments to encourage networking and a sense of connection with other women within the firm; (2) women's circles to promote mentoring and networking; and (3) Kramer Levin hosted alumni events to encourage networking and career development.

\* We have openly gay partners and associates and support their networking and social events.

\* The firm's Working Parents Affinity Group and Affinity Group for Attorneys of Color conduct educational and networking programs regularly.

\* Kramer Levin partners with clients and other members of our community to present diversity focused seminars.

