

# Jones Walker LLP

## 2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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<http://www.joneswalker.com/>

### LOCATIONS

Birmingham, Mobile, Phoenix, Washington DC - Capitol Hill, Washington DC - Downtown, Miami, Atlanta, Baton Rouge, Lafayette, New Orleans, Jackson, New York, Houston, The Woodlands

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** William H. Hines, Managing Partner

**Diversity team leader(s):** Richard Cortizas, Diversity Committee Chairperson

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	351	365
U.S. offices only	351	365

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2018)

	Men	Women
White/Caucasian	33	30
African-American/Black	2	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	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>35</b>	<b>31</b>

#### SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	10	4
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>5</b>

#### EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	99	22
African-American/Black	0	0
Hispanic/Latinx	3	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	n/a	n/a
<b>Total</b>	<b>102</b>	<b>22</b>

#### NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	63	23
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>65</b>	<b>25</b>

#### OF COUNSEL (2018)

	Men	Women
White/Caucasian	26	12
African-American/Black	0	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>29</b>	<b>14</b>

#### NEW HIRES (2018)

	Men	Women
White/Caucasian	12	19
African-American/Black	1	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	n/a	n/a
<b>Total</b>	<b>13</b>	<b>20</b>

## Strategic Plan and Diversity Leadership

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

The firm's leadership communicates the importance of diversity to everyone at the firm through a wide range of initiatives and communication vehicles. By way of example, the firm has established a Diversity Committee composed of senior partners, many of whom hold management positions, and senior level staff. Firm leadership actively encourages attorneys to participate and embrace leadership positions in diversity focused professional and civic organizations and provides financial support for those efforts including, without limitation, the National Bar Association, local chapters of the Louis A. Martinet Legal Foundation, the Diversity Committee and Initiatives of the Louisiana State Bar Association, Xavier University of Louisiana, 100 Black Men of Mobile, 100 Black Men of Metro Baton Rouge, The Anti-Defamation League, Alabama State Bar Association, Hispanic Bar of Houston, Urban League of New Orleans, Hispanic National Bar Association and Southern University Law Center. The diversity efforts of individual attorneys are tracked as part of the annual review of associates and partners. Firm leadership, including the Managing Partner, also regularly communicate the importance of diversity and the firm's commitment to it through attorney meetings, firm-wide email communications, and newsletters.

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

Richard Cortizas, Chairperson, Diversity Committee

### Does your law firm currently have a diversity committee?

Yes

### If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

### If yes, how many attorneys are on the committee, and in 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: 11

Total hours spent on diversity: 250

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

Yes

### If yes or partially, please explain.

The Diversity Committee has established objectives that support the firm's priorities. These priorities are designed to develop and retain talented diverse attorneys and to provide our clients with superior legal services. They are regularly reviewed by the Diversity Committee and updated to reflect areas of success and past experience.

### 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?

The firm has established formal objectives for our diversity program through the Diversity Committee. Each administrative unit of the firm is tasked with implementing and achieving those objectives. The Diversity Committee formally oversees the progress of these units on an ongoing basis.

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

The firm's management reviews the firm's diversity with the assistance and advice of the Diversity Committee. The Managing Partner of the firm is an ex officio member of the Diversity Committee and regularly attends meetings of the Committee and participates in its internal discussions. Other significant members of the management are also members and active participants in the Diversity Committee including a member of the governing Board of the firm, a member of the Committee charged with Associate oversight and development, the chair of the Attorney Recruiting Committee, the Director of Recruiting and Legal Professional Development, and the Chief Marketing Officer.

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

The performance of all members of the Diversity Committee and other relevant committees, including members of the Hiring and Recruiting Committee and the Attorney Development Committees, is reviewed annually by the Managing Partner and governing Board. Part of this evaluation includes consideration of whether the attorneys have helped the firm achieve our diversity objectives.

### 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 mandatory diversity training for all attorneys and staff annually
		X	Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X			Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
		X	Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	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		Increase the number of minority attorneys at the associate level
		X	Increase the number of minority attorneys at the partnership level
		X	Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
X	X		Other (please specify): The firm has an ongoing commitment to increasing the number of minority attorneys at all levels, and we are working to develop a recruiting program that strongly encourages attorney diversity. The firm dedicates considerable resources through recruitment, mentoring and training to ensure that all attorneys, including minority attorneys have equal access on top client matters and work and supports a variety of initiatives to address particular challenges faced by minority attorney business development with institutional clients. The firm's management, working with the firm's diversity committee, has committed to the development of a plan for the recruitment, retention, and promotion of diverse lawyers. Simultaneously, the firm has undertaken a plan to increase its participation to diversity through a greater commitment to community involvement.



### 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		Provide accommodations specific to mothers (e.g., lactation rooms)
		X	Implement policies to address gender pay equity
X	X		Other (please specify): The firm has an ongoing commitment to increasing the number of female attorneys at all levels, and we are working to develop a recruiting program that strongly encourages attorney diversity. The firm dedicates considerable resources through recruitment, mentoring and training to ensure that all attorneys, including female attorneys have equal access on top client matters and work and supports a variety of initiatives to address particular challenges faced by female attorney business development with institutional clients.



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

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



### 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	Focus on strengthening firm's mentoring program for attorneys with disabilities
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
		X	Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)





## Pipeline Initiatives

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

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

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

Jones Walker provides financial and volunteer support to both the Baton Rouge Youth Coalition and The Posse Foundation, Inc., which are programs designed to enhance the college readiness and acceptance of minority high school students. The firm is a sponsor of the Hispanic Heritage Foundation's annual scholarship fundraiser too. Managing Partner, Bill Hines, serves on the Board of Directors of Son of a Saint, an organization that exists to enhance the lives of fatherless boys through mentorship, emotional support, development of life skills, exposure to constructive experiences, and formation of positive, lasting peer-to-peer relationships. Associate Emeka Anyanwu serves as a volunteer in the program. Recently, Jones Walker hosted a luncheon and speaker panel for a group of students in the program, ranging in ages from 14—17. The speakers discussed their education and career paths to becoming lawyers. Additionally, Jones Walker sponsors the organization's annual fundraising gala. The firm supports the Possee Foundation, an organization that identifies, recruits, and trains disadvantaged youth with extraordinary leadership potential. Jones Walker proudly sponsors the Posse Foundation's annual fundraiser, the Power of 10. The fundraiser recognizes the strength of ten dynamic students and celebrates diversity in higher education and the workforce. Annually, Jones Walker hosts a panel discussion luncheon for pre-law students enrolled in Xavier University of Louisiana and Dillard University. Representatives from regional law schools also attend to provide information on their programs. During the panel, Jones Walker attorneys share experiences from the legal profession and students are given the chance to network.



### Recruitment - New Associates

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

*Ivy League law schools:* Harvard Law School

*Other private law schools:* Tulane Law School; Loyola University School of Law; Georgetown University Law Center; New York University; Howard University; Emory University; Vanderbilt University; Duke UNC; Wake Forest University; Washington & Lee University; University of Virginia

*Public state law schools:* Southern University Law Center; Louisiana State University Paul M. Hebert Law Center; University of Virginia; University of Alabama School of Law; University of Houston Law Center; Mississippi College; Ole Miss; University of Texas at Austin

*Law schools of Historically Black Colleges and Universities (HBCUs):* Southern University Law Center; Howard University School of Law

*Diversity job fairs:* Southeastern Minority 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
- 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?

The firm hosts a lunch and learn series for first—year law students at schools across Louisiana and Mississippi. During the series, members of the Firm's Hiring and Recruiting Committee explain the process for On-Campus interviews, tools for success, and what to expect during their summer clerkship. In addition, the Firm annually sponsors a Diversity 1L Mixer which supports diverse law students for Tulane University



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	7	2
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>3</b>

#### OFFERS MADE\* (2018)

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

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

#### OFFERS ACCEPTED\* (2018)

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

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

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2018)

	Men	Women
White/Caucasian	5	7
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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>5</b>	<b>7</b>

#### LATERAL OF COUNSEL HIRES (2018)

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

#### LATERAL PARTNER HIRES\* (2018)

\* Both equity and non-equity

	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	n/a	n/a
<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	9	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>3</b>

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>3</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)

The Southeastern Minority Job Fair is one part of Jones Walker's overall strategy to recruit and hire talented and qualified, historically under-represented minorities. By participating in SEMJF the firm has been able to extend our minority recruiting efforts beyond its traditional geographic boundaries. The firm encourages attorneys to participate in minority and diverse legal and civic organizations. In 2018, the firm hosted a Diversity 1L Mixer which supported diverse law students for Tulane University.

#### Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

#### If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

#### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 1ST-YEAR ASSOCIATES

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

##### 2ND-YEAR ASSOCIATES

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

##### 3RD-YEAR ASSOCIATES

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

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

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

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 7TH-YEAR ASSOCIATES

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

##### 8TH-YEAR PLUS ASSOCIATES

	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>

##### OF COUNSEL

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

##### NON-EQUITY PARTNERS

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

##### EQUITY PARTNERS

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

Comments:

When an associate is seeking a flexible work option that associate meets with one of the two designated Flex Advisors appointed by the Managing Partner. The associate has the opportunity to discuss with the Flex Advisor options for flexible work arrangements and then draft a proposal including work schedule, anticipated duration, profitability analysis, desired compensation, non-billable responsibilities, as well as plans for routine evaluation and advancement towards partnership. This proposal is then presented to the Managing Partner and Practice Group Leader for approval.

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 flexible work arrangement program is an opportunity to allow associates to depart from the traditional partnership track and to progress at their own pace. Choosing an alternative work arrangement will not deprive an associate the potential to become partner.

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

None





### Retention and Professional Development

PART-TIME ATTORNEYS (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	66
Of counsel	7	1	8	43
Non-equity partner	2	0	2	90
Equity partner	0	0	0	124



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2018

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

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

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	5	6
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>5</b>	<b>7</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	8	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>4</b>

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

	Men	Women
White/Caucasian	6	2
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>4</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	13	41	16
Number of such positions held by:			
Minorities	0	0	0
Women	1	8	4
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	n/a	n/a	n/a

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? 14

Minorities heading offices: [No response]

Women heading offices: Lara D. Pringle, Houston (22)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Monique A. Cenac, Corporate & Securities & Executive Compensation (48); Nadia de la Houssaye, Healthcare (29); Alida C. Hainkel, Energy & Natural Resources (62); Kristina M. Johnson, Bankruptcy & Creditors' Rights (26); Alexandra C. Layfield, Corporate & Securities & Executive Compensation (48); Amy G. Scafidel, Finance (27); Krystal P. Scott, Energy & Natural Resources (62); Daniella G. Silberstein, Mergers & Acquisition & Private Equity (44)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Richard F. Cortizas, Diversity Committee (11)

Women heading committees: Victoria Bagot, Associate Advisory Committee (10); Elizabeth Futrell, Committee on Practice Standards (14); Lauren Courtney Mastio, Hiring & Recruiting Committee (12); Mary Margaret Spell, Mentoring & Training Committee (10); Hope M. Spencer, Hiring & Recruiting Committee (12)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



### The Firm Says

Jones Walker is among the largest 120 law firms in the United States and is one of the largest law firms in the southeastern United States, serving a full range of local, regional, national, and international business interests with more than 350 attorneys located in Alabama, Arizona, the District of Columbia, Florida, Georgia, Louisiana, Mississippi, New York, and Texas.

The firm is committed to providing legal services to major multinational, public, and private companies doing business in the United States and abroad. The firm builds service-oriented relationships with our clients and is dedicated to understanding our clients' businesses, the industries in which they operate, and the myriad of legal challenges they face. The firm fosters an environment that allows for efficient problem-solving and value-added counseling, providing clients with timely, useful, and pragmatic legal advice at a fair value.

Jones Walker LLP has received numerous client service awards and designations. In 2018, The BTI Consulting Group named Jones Walker to its Client Service A-Team, which identifies the top client service firms in the nation. Jones Walker has previously been named to both the A-Team and BTI's Client Service 30. Corporate counsel also place Jones Walker in the BTI Litigation Outlook 2015: A Standout in Employment Litigation, one of the top 18 law firms clients see as best in Employment Litigation. Ninety-six Jones Walker attorneys have been listed as Super Lawyers and Rising Stars in the current editions of Super Lawyers. One hundred twenty-seven Jones Walker attorneys were listed in The Best Lawyers in America® 2019. Twenty-three Jones Walker attorneys were recognized Best Lawyers' 2019 "Lawyers of the Year". The firm is included in the 2018 U.S. News — Best Lawyers® "Best Law Firms" list. Jones Walker has been recognized by Benchmark Litigation as a leading litigation firm (2008-2019). Jones Walker ranks 117th in the National Law Journal listing of top 500 law firms in the United States. Jones Walker currently provides representation in a broad range of legal issues to a number of Fortune® 500 companies, including 38 of the Fortune® 100. Since 2008, Jones Walker has been named by American Lawyer Media as one of the "Go-To Law Firms" as rated by general counsels of the World's Leading Companies. Four of the firm's clients chose Jones Walker for this list in the categories of Corporate Transactions, Labor & Employment, Litigation and Securities.

Jones Walker maintains a strong commitment to diversity that is reflective of our inclusive values, as well as the goals expressed by our clients' organizations, our communities, and the legal industry as a whole. Our firm's internal culture is one marked by collaboration, community service, and cooperation. We celebrate our differences — in gender, race, age, national origin, cultural and economic backgrounds, sexual orientation, color, disabilities, interests, and religion — knowing that what joins us and strengthens us is our desire to learn, achieve, and succeed as a team. Using that synergy allows us to deliver exceptional service and representation to our clients, share our talents with others, and help inspire the next generation of diverse leaders.

The firm's senior management and Diversity Committee, a standing committee consisting of firm leaders representing a cross-section of practice areas and office locations, work with each of our offices to promote diversity and inclusion. The firm also dedicates considerable human and financial resources through recruitment, mentoring, and training to ensure that all attorneys, including minority attorneys, have equal access on top client matters and equal access to work. The firm also supports a variety of initiatives to address particular challenges faced by minority attorneys, including promoting minority attorney networking within and outside the firm and minority attorney business development with institutional clients.

The leadership role of women and minority attorneys is not new to Jones Walker. Women and minority attorneys at Jones Walker are recognized as firm and community leaders. For example, Profiles in Diversity Journal named Jones Walker LLP partner, Rae Vasquez, to the publication's 2018 Women Worth Watching list. Rae Vasquez joined the list of prestigious women who are celebrated for their positions as visionary leaders and their demonstrated leadership within their organizations. Additionally, Jones Walker LLP partner, Ann Taylor, mentored law students at the Bessie Young Mentoring Conference at the University of Mississippi School of Law. The mission of the Bessie Young Council Mentoring Conference is to provide learning, networking, and scholarship opportunities for non-traditional law students.

With our full support and financial commitment, Jones Walker attorneys have also achieved notable success as executive officers, board members, and committee chairs and vice chairs in a wide range of national, regional, and local professional organizations, such as the American Bar Association and the Louisiana State Bar Association.