

# 2020 RECRUITER EMPLOYEE BENEFIT INDEX

## QUESTIONS 1-7

### 1. Non-Discrimination Policy

Does your organization include "sexual orientation" and "gender identity and expression" (separate from gender) as protected classes in its nondiscrimination policy?

### 2. Diversity Training

Does your organization include gender identity/expression diversity training?

### 3. Transition Guidelines

Does your organization have supportive gender transition guidelines in place?

### 4. Paternity or Maternity Leave Benefits

Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of

sexual orientation, gender identity, or marital status?

### 5. Nontraditional Family Planning

Does your organization offer benefits that cover nontraditional family planning, such as in vitro fertilization and adoptive benefits?

### 6. Equal Nontraditional Family Planning

If so, are those benefits available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?

### 7. LGBT Affinity Group

Does your organization have an LGBT affinity group?

#### 7a. Number of Affinity Group Members

#### 7b. Percentage of members identifying as LGBTQ+

#### 7c. Percentage of members identifying as allies

## QUESTIONS 8-14

### 8. Pro Bono Hours

What was the approximate total number of pro bono hours spent representing individuals regarding LGBTQ+ related issues, or on behalf of an LGBTQ+ organization in the last calendar year?

### 9. Billable Credit

Does your firm give billable credit for work that is directly related to LGBTQ+ diversity efforts (but not pro bono work)?

### 10. Sponsorship Program

Does your firm have a formalized sponsorship program focused on LGBTQ+ attorney retention and promotion?

#### 11a. Number of equity partners who identify as LGBTQ+

#### 11b. Number of non-equity partners who identify as LGBTQ+

#### 11c. Number of counsel who identify as LGBTQ+

#### 11d. Number of associate attorneys who identify as LGBTQ+

#### 11e. Number of other attorneys who identify as LGBTQ+

#### 11f. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+

#### 11g. Total number of lawyers, firm-wide

#### 12a. Are men who identify as LGBTQ+

#### 12b. Are women who identify as LGBTQ+

#### 12c. Identify as LGBTQ+ but not as male or female

### 13. Email Signature Pronouns

Does your firm encourage employees to include pronouns in the email signature?

DNO = Does not offer this benefit

Firm/Organization	1	2	3	4	5	6	7	7a	7b	7c	8	9	10	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	13
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	74																
Alston & Bird	Yes	Yes	Yes	Yes	Yes	Yes	Yes	37	100%	0%	1085.5	No	No	3	9	1	16	4	0	815	0	1	0	No
Altria Client Services LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	650					No											No
Amazon	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Arent Fox LLP	Yes	No	Yes	Yes	Yes	Yes	Yes																	
Arnold & Porter Kaye Scholer LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Baker & McKenzie LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes					No												
Baker Botts L.L.P.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	95%	5%	830	Yes	No	7	2	3	11	0	1	787	0	0	0	Yes
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	No	DNO	Yes	63	40%	60%			Yes	3	3	2	3	3	0	14	1	0	0	No
Bilzin Sumberg Baena Price & Axelrod LLP	Yes	Yes	No	Yes	No	No	No					No	No	3	0	0	0	3		6	2	1	0	No
Blank Rome LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20	45%	55%			No	3	2	1	3		2	620	0	1		No
Bracewell LLP	Yes	Yes	No	Yes	No	DNO	No						No	1	0	0	5	0		350	0	0	0	No
Bradley	Yes	Yes	No	Yes	Yes	Yes	Yes	6	100%	0%			No	0	2	0	4	0	0	500+	0	0	0	No
Bricker & Eckler LLP	Yes	No	No	Yes	No	No	No		2%				No	1	0	0	2	0	0	3	0	0	0	
Burr & Forman	Yes	Yes	Yes	Yes	No	No	Yes						Yes	1	0	1	0	0	0	360	0	0	0	No
Cadwalader, Wickersham & Taft LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	5	11%	89%	793.14	Yes	Yes	4	1	2	13	2	1	415	1	0	0	
Carlton Fields, P.A.	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	12	100%		154	Yes	Yes	3	2	1	6	0	0	234	0	0	0	No
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	127	35%	65%	3894	No	No	5	91	2	33	3		657	0	0	0	Yes
Covington & Burling LLP	Yes	No	Yes	Yes	Yes	Yes	Yes																	
Cravath, Swaine & Moore LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	28						5			15	2						

Firm/Organization	Nondiscrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group	Number of Affinity Group Members	Percentage of members identifying as LGBTQ	Percentage of members identifying as allies	Pro Bono Hours	Billable Credit	Sponsorship Program	Number of equity partners who identify as LGBTQ+	Number of non-equity partners who identify as LGBTQ+	Number of counsel who identify as LGBTQ+	Number of associate attorneys who identify as LGBTQ+	Number of other attorneys who identify as LGBTQ+	Number of top 10% highest compensated partners who identify as LGBTQ+	Total number of lawyers, firm-wide	Are men who identify as LGBTQ+	Are women who identify as LGBTQ+	Identify as LGBTQ+ but not as male or female	Email Signature Pronouns
	1	2	3	4	5	6	7	7a	7b	7c	8	9	10	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	13
Crowell & Moring LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	25	100%	0%	1,592.75	No	Yes	3	5	4	12	1		460 (US Only)	0	0	0	Yes
Davis Polk & Wardwell LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	70	60%	40%														Yes
Davis Wright Tremaine LLP	Yes	No	No	Yes	Yes	Yes	Yes	25	21%	4%	34.9	No	No	8	2	4	5	1	3	20	1	1	0	Yes
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	No	DNO	Yes	42	76%	24%			No	4		3	25			525	0	0	0	Yes
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	51	84%	16%			Yes	6	2	3	18	0			0	0	0	
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Dentons US LLP	Yes	Yes	Yes	Yes			Yes	17	100%	0%	-1500	No	Yes	1	3	3	12	0	0	754	0	0	0	Yes
Dickinson Wright PLLC	Yes	Yes	No	Yes	No	DNO	No					No	No	3	0	0	1	0	2	479	0	0	0	
DLA Piper	Yes	No	Yes	Yes	Yes	Yes	Yes	134	55.20%	44.80%			Yes	7		2	29	1		1545 (US only)	0	0	0	
Dorsey & Whitney LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	80	13%	87%	245		Yes	1	1	1	5	0		8	0	0	0	Yes
Duane Morris LLP	Yes	Yes	No	Yes	No	DNO	Yes																	
Eversheds Sutherland (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	18	100%	0%	425+	No	No	5	0	2	13	0		400+ (US Only)	0	0	0	No
Fish & Richardson	Yes	Yes	Yes	Yes	Yes	Yes	Yes				2,017	No		2	2	0	6	2	0	372	0	0	0	Yes
Foley & Lardner LLP	Yes	No	Yes	Yes		Yes	Yes	200	14%	86%		No	No	5		8	20	0	0	1069	1	0	0	
FOX ROTHSCHILD LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	16	57%	43%		No	No	2	2	1	11	0	0	953	0	0	0	No
Freddie Mac	Yes	Yes	Yes	Yes	Yes	Yes	Yes	300				Yes	Yes					5		210				No
Fredrikson & Byron, Pa	Yes		Yes	Yes	Yes	Yes	Yes	18	100%	0%		Yes	No	2		0	4	0	1	311	0	0	0	
Fried Frank		Yes	Yes	Yes	Yes	Yes	Yes						No											Yes
Gibson Dunn	Yes	Yes	Yes		Yes	Yes	Yes	62	100%															
Goodwin Procter LLP (Data as of 12/31/2019)	Yes	Yes	Yes	Yes			Yes	160	44.40%	55.60%		Yes	Yes	5	5	2	44	9		1316				Yes
Gunderson Dettmer	Yes	No	No	Yes	Yes	Yes	Yes																	
Hanson Bridgett LLP	Yes	No	No	Yes	Yes	Yes	No																	
Haynes & Boone, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	8																
Holland & Knight LLP	Yes	No	Yes	Yes		Yes	Yes	41	100%	0%	300	No	No	12	11	4	15	1	2	1340	0	1	0	Yes
Holwell Shuster & Goldberg LLP	Yes	Yes	No	Yes	Yes	Yes	No						No	0	0	0	2	2	0	60	0	0	0	Yes
Hunton Andrews Kurth	Yes	Yes	No	Yes	Yes	Yes	Yes	22	100%	0%														
Jackson Lewis P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	35																
Jackson Walker LLP	Yes	Yes	No	Yes	No		No				125	No	No	0	4	1	0	0	0	5	1	0	0	No
Jones Day	Yes	Yes	No	Yes	Yes	Yes	Yes																	
K&L Gates LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30						10		1	19			2,000	8	8	1	
Kilpatrick Townsend & Stockton LLP	Yes	Yes	Yes	Yes	No	DNO	Yes	104	28%	72%	1,414.40	No	No	8	0	1	11	3	1	598	0	0	0	Yes
Kirkland & Ellis LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	224			10,900	Yes		18		1	75			2,294	3	3		
Kobre & Kim	Yes	No	No	Yes	Yes	Yes	Yes	29			585.8	No	No	1	0	0	1	0	1	114	0	0	0	No
Locke Lord LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes						No											
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	60	15%	85%	1,400	Yes	No	0	2	2	5	0	0	390	0	0	0	

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	1	2	3	4	5	6	7	7a	7b	7c	8	9	10	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	13
Major, Lindsey & Africa	Yes	No	No	Yes	Yes	Yes	Yes	25	25%	75%			No											No
Marshall, Gerstein & Borun LLP	Yes	Yes	No	Yes	No	DNO	No	0	0%	0%	0	No	No	1	0	0	0	0	0	102	1	0	0	No
McDermott Will & Emery	Yes	Yes	Yes	Yes	Yes	Yes	Yes	29	59%	41%														
McGuireWoods LLP	Yes	Yes	No	Yes	Yes	Yes	Yes																	
McKool Smith, P.C.	Yes	Yes	No	Yes	Yes	Yes	Yes																	
Milbank LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	85	34%	66%														
Morrison & Foerster LLP	Yes	No	Yes	Yes	Yes	Yes	Yes																	Yes
Nationwide Mutual Insurance Company	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	39	46%	54%	100+	Yes	Yes	4	0	2	6	0	0	801	0	0	0	
New York County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	35	6%				No							578				Yes
Norton Rose Fulbright US LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes					Yes	No							4085				
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	Yes	Yes	No		Yes	21	100%	0%	0	No	No	6	4	2	9	0	4	924	0	0	0	Yes
Paul Hastings LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes					Yes	No											
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes																	
Perkins Coie LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	28	75%	25%	1478	Yes	No	5		4	15			1100				Yes
Proskauer Rose LLP	Yes	Yes		Yes	Yes	Yes	Yes	24	100%	0%	-3400									776	0	0	0	No
Quarles & Brady	Yes	No	No	Yes	No	DNO	No						No											No
Robins Kaplan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	19	47%	53%	412.4	No	Yes	1	2	0	4	0	0	226	1	0	0	Yes
Robinson+Cole	Yes	Yes	No	Yes	Yes	Yes	No																	
Ropes & Gray LLP	Yes	No	Yes	Yes	Yes	Yes	Yes	74			13,738	No	No	8		4	64	4		1452	0	0		Yes
Shearman & Sterling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	94	62%	42%	840	No	Yes	2	1	1	24	2			0	0	0	Yes
Sheppard Mullin Richter & Hampton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	26	90%	10%														
Shook, Hardy & Bacon LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	50						3	0	2	8	2	1	513				
State Farm	Yes	Yes	Yes	Yes	Yes	Yes	Yes						Yes											No
Thomson Reuters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	300	50%	50%														Yes
Transamerica	Yes	Yes	Yes	Yes	Yes	Yes	Yes	90					No											Yes
Vinson & Elkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	98	25%	75%	200	No	No	4		3	16			722	1	0	0	
Vorys, Sater, Seymour and Pease LLP	Yes	No	No	Yes	No	DNO	No						No	2	0	1	4			7	5	2	0	No
Wachtell, Lipton, Rosen and Katz	Yes	Yes	No	Yes	Yes	Yes	Yes	5	5%	0%				3		0	2	0		255	4	1	0	Yes
Waller Lansden Dortch & Davis, LLP	No	Yes	No	Yes	No	DNO	Yes	12	58%	42%														
Weil, Gotshal & Manges LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	48	100%	0%														
White & Case LLP	Yes	Yes		Yes	Yes	Yes	Yes	151					No	4		3	34			881				No
Wiley	Yes	Yes	Yes	Yes	Yes	Yes	Yes	37	30%	70%	408.7	No	No	2	5	0	1	3	1	248	1	0	0	
Wilson Sonsini Goodrich & Rosati	Yes	Yes	Yes	Yes	Yes	Yes	Yes	55	2%		405	No	No	5		2	25	0		858	1	1	0	No