

2018 RECRUITER EMPLOYEE BENEFIT INDEX

KEY:

1. Does your organization include “sexual orientation” and “gender identity and expression” (separate from gender) as protected classes in its nondiscrimination policy? (**Non-Discrimination Policy**)
 2. Does your organization include gender identity/expression diversity training? (**Diversity Training**)
 3. Does your organization have supportive gender transition guidelines in place? (**Transition Guidelines**)
 4. Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status? (**Paternity or Maternity Leave Benefits**)
 5. Does your organization offer benefits that cover nontraditional family planning, such as in vitro fertilization and adoptive benefits? (**Nontraditional Family Planning**)
 6. If so, are those benefits available benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status? (**Equal Nontraditional Family Planning**)
 7. Does your organization have an LGBT affinity group? (**LGBT Affinity Group**)
- DNO** = Does not offer this benefit

*List as of July 16. For most current list, visit our website.

| Firm/Organization | Non-Discrimination Policy | Diversity Training | Transition Guidelines | Paternity or Maternity Leave | Nontraditional Family Planning | Equal Nontraditional Family Planning | LGBT Affinity Group |
|---|---------------------------|--------------------|-----------------------|------------------------------|--------------------------------|--------------------------------------|---------------------|
| AARP Foundation Litigation | Yes | No | No | | Yes | | Yes |
| ABA Retirement Funds Program | Yes | Yes | Yes | | Yes | Yes | Yes |
| ACC Foundation | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Akerman LLP | Yes | Yes | Yes | Yes | DNO | | Yes |
| Akin Gump Strauss Hauer & Feld LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Allen & Overy LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Alston & Bird LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Altria Client Services LLC | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Amazon Legal | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Arnold & Porter LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Axinn, Veltrop & Harkrider | No | No | Yes | Yes | Yes | No | |
| Baker Botts L.L.P. | Yes | Yes | Yes | Yes | Yes | | |
| Baker & Hostetler LLP | Yes | No | Yes | Yes | Yes | Yes | No |
| Baker & McKenzie LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Baker Donelson Bearman Caldwell & Berkowitz, PC | Yes | Yes | Yes | Yes | DNO | | Yes |
| Ballard Spahr LLP | Yes | Yes | Yes | Yes | No | | Yes |
| Bank of America Corporation | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Barnes & Thornburg LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Bass, Berry & Sims PLC | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Bilzin Sumberg Baena Price & Axelrod LLP | Yes | Yes | No | Yes | Yes | Yes | No |
| Blank Rome LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Bradley Arant Boulton Cummings LLP | Yes | Yes | No | Yes | No | No | Yes |

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|---|---------------------------|--------------------|-----------------------|------------------------------|--------------------------------|--------------------------------------|---------------------|
| Bricker & Eckler LLP | Yes | Yes | No | Yes | No | Yes | No |
| Bronx County District Attorney's Office | Yes | Yes | | Yes | Yes | Yes | No |
| Brooklyn Defender Services | Yes | No | Yes | Yes | Yes | Yes | No |
| Brown Rudnick LLP | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Bryan Cave Leighton Paisner LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Boies Schiller Flexner LLP | Yes | Yes | Yes | Yes | DNO | | |
| Bowman and Brooke LLP | Yes | Yes | No | Yes | Yes | | No |
| Burr + Forman LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Cadwalader, Wickersham & Taft LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Cahill Gordon & Reindel LLP | Yes | Yes | Yes | Yes | No | | Yes |
| CBS Corporation | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Chapman and Cutler LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Cleary Gottlieb Steen & Hamilton LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Clifford Chance US LLP | Yes | Yes | No | Yes | No | | Yes |
| Clyde & Co US LLP | Yes | Yes | | Yes | | | No |
| Cook County State's Attorney's Office | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Cooley LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Covington & Burling LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Cravath, Swaine & Moore LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Crowell & Moring LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Davis Polk & Wardwell LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

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| Davis Wright Tremaine LLP | Yes | Yes | No | Yes | DNO | | Yes |
| Debevoise & Plimpton LLP | Yes | Yes | Yes | Yes | DNO | | Yes |
| Dechert LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Dentons | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Dickinson Wright PLLC | Yes | Yes | No | Yes | DNO | No | No |
| Dinsmore & Shohl LLP | Yes | No | No | No | DNO | No | Yes |
| DLA Piper LLP (US) | Yes | Yes | | Yes | Yes | | Yes |
| Dorsey & Whitney LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Drinker Biddle & Reath LLP | Yes | No | No | Yes | Yes | Yes | Yes |
| Duane Morris LLP | Yes | No | No | Yes | No | | Yes |
| Epstein Becker Green, PC | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Eversheds Sutherland (US) LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Faegre Baker Daniels LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Federal Deposit Insurance Corporation | Yes | Yes | No | Yes | DNO | | No |
| Fenwick & West LLP | Yes | Yes | Yes | Yes | Yes | | Yes |
| Fish & Richardson, P.C. | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Foley & Lardner LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Fox Rothschild LLP | Yes | No | No | Yes | Yes | Yes | Yes |
| Freddie Mac | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Fredrikson & Byron, P.A. | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Freshfields Bruckhaus Deringer US LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Fried, Frank, Harris, Shriver & Jacobson LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Gibson, Dunn & Crutcher LLP | Yes | Yes | Yes | Yes | Yes | | Yes |
| Goodwin Procter LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Greenberg Traurig, LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Haynes and Boone, LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Hogan Lovells (US) LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Holwell Shuster & Goldberg LLP | Yes | No | No | Yes | Yes | Yes | No |
| Hughes Hubbard & Reed LLP | Yes | Yes | No | Yes | DNO | | Yes |
| Human Rights Campaign | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Husch Blackwell LLP | Yes | Yes | No | Yes | Yes | | Yes |
| Ice Miller LLP | Yes | Yes | No | Yes | No | | No |
| Jenner & Block LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Jones Day | Yes | No | No | Yes | Yes | Yes | Yes |

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|---|---------------------------|--------------------|-----------------------|------------------------------|--------------------------------|--------------------------------------|---------------------|
| K&L Gates LLP | Yes | Yes | Yes | Yes | DNO | Yes | Yes |
| Katten Muchin Rosenman LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Kilpatrick Townsend & Stockton LLP | Yes | Yes | Yes | Yes | Yes | No | Yes |
| King & Spalding LLP | Yes | | | Yes | Yes | Yes | Yes |
| King County Department of Public Defense | Yes | Yes | No | Yes | Yes | Yes | No |
| Kobre & Kim LLP | Yes | No | No | Yes | Yes | Yes | No |
| Latham & Watkins LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Liberty Mutual Insurance Company | Yes | Yes | Yes | Yes | | | |
| Linklaters LLP | Yes | Yes | No | Yes | DNO | | Yes |
| Littler Mendelson P.C. | Yes | Yes | Yes | Yes | Yes | | Yes |
| Locke Lord LLP | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Loeb & Loeb LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Lowenstein Sandler LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Major, Lindsey & Africa | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Manatt, Phelps & Phillips, LLP | Yes | No | No | Yes | Yes | Yes | Yes |
| Mayer Brown LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| McDermott Will & Emery | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| McGuireWoods LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| MetLife | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Michael Best & Friedrich LLP | Yes | No | Yes | Yes | Yes | Yes | No |
| Milbank, Tweed, Hadley & McCloy LLP | Yes | Yes | Yes | Yes | DNO | | Yes |
| Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Morgan, Lewis & Bockius LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Morrison & Foerster LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| National Center for Transgender Equality | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Navigant Consulting Inc. | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Nelson Mullins Riley & Scarborough LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| New York City Law Department | Yes | Yes | Yes | DNO | DNO | | Yes |
| New York County District Attorney's Office | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| New York Life Insurance Company | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Nixon Peabody LLP | Yes | Yes | No | Yes | Yes | | Yes |
| Norton Rose Fulbright US LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

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| O'Melveny & Myers LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Ogletree, Deakins, Nash, Smoak & Stewart, P.C. | Yes | Yes | No | Yes | DNO | | Yes |
| Orrick, Herrington & Sutcliffe LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Paul Hastings LLP | Yes | Yes | Yes | Yes | No | | Yes |
| Paul, Weiss, Rifkind, Wharton & Garrison LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Pepper Hamilton LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Perkins Coie LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Pillsbury Winthrop Shaw Pittman LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Polsinelli PC | Yes | No | No | Yes | Yes | Yes | Yes |
| Proskauer Rose LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Prudential Financial, Inc. | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Quarles & Brady, LLP | Yes | No | No | Yes | DNO | Yes | Yes |
| Reed Smith LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Robins Kaplan LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Ropes & Gray | Yes | Yes | Yes | Yes | Yes | | |
| Schiff Hardin LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Schulte Roth & Zabel LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Seyfarth Shaw LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Shearman & Sterling LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Sheppard, Mullin, Richter & Hampton LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Shipman & Goodwin LLP | Yes | Yes | No | Yes | DNO | | No |
| Shook, Hardy & Bacon LLP | Yes | Yes | No | Yes | Yes | Yes | No |
| Sidley Austin LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Simpson Thacher & Bartlett LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Skadden, Arps, Slate, Meagher & Flom LLP | Yes | Yes | Yes | Yes | Yes | | Yes |
| South Texas Pro Bono Asylum Representation Project (ProBAR) | Yes | Yes | No | No | Yes | No | No |
| Squire Patton Boggs (US) LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| State Farm Mutual Automobile Insurance Company | Yes | Yes | Yes | Yes | DNO | | Yes |
| Steptoe & Johnson LLP | Yes | No | Yes | Yes | Yes | Yes | Yes |
| Sterne, Kessler, Goldstein & Fox P.L.L.C. | Yes | Yes | No | Yes | Yes | Yes | No |

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| Stinson Leonard Street LLP | Yes | Yes | No | Yes | DNO | | Yes |
| Sullivan & Cromwell LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Schwegman Lundberg & Woessner, P.A | Yes | Yes | Yes | Yes | DNO | | No |
| Target Corporation | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| The Legal Aid Society - New York City | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| The Public Defender Service for the District of Columbia | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Thomson Reuters | Yes | Yes | Yes | Yes | Yes | | Yes |
| Thompson & Knight LLP | Yes | Yes | No | Yes | Yes | Yes | No |
| Thompson Coburn LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Thompson Hine LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Troutman Sanders LLP | Yes | No | No | Yes | DNO | No | No |
| U.S. Air Force JAG Corps | Yes | Yes | Yes | Yes | Yes | Yes | No |
| U.S. Department of Housing and Urban Development | Yes | | Yes | | DNO | Yes | Yes |
| U.S. Department of the Treasury, Office of the Comptroller of the Currency | Yes | Yes | No | Yes | Yes | Yes | Yes |
| U.S. Postal Service | Yes | Yes | Yes | Yes | No | No | No |
| Venable LLP | Yes | No | No | Yes | Yes | Yes | Yes |
| Verizon | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Vinson & Elkins LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Vorys, Sater, Seymour and Pease LLP | Yes | Yes | No | Yes | Yes | Yes | No |
| Wachtell, Lipton, Rosen and Katz | Yes | Yes | No | Yes | DNO | | Yes |
| Washington State Attorney General's Office | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Weil, Gotthard & Manges LLP | Yes | Yes | No | Yes | Yes | Yes | Yes |
| White & Case LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Wiggin and Dana LLP | Yes | Yes | No | Yes | Yes | Yes | No |
| Willkie Farr & Gallagher LLP | Yes | Yes | Yes | Yes | | | Yes |
| Wilmer Cutler Pickering Hale and Dorr LLP | Yes | No | No | Yes | Yes | Yes | Yes |
| Wilson Sonsini Goodrich & Rosati | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Winston & Strawn LLP | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Young Conaway Stargatt & Taylor, LLP | Yes | No | No | Yes | Yes | Yes | No |

*List as of July 16. For most current list, see the visit our website.