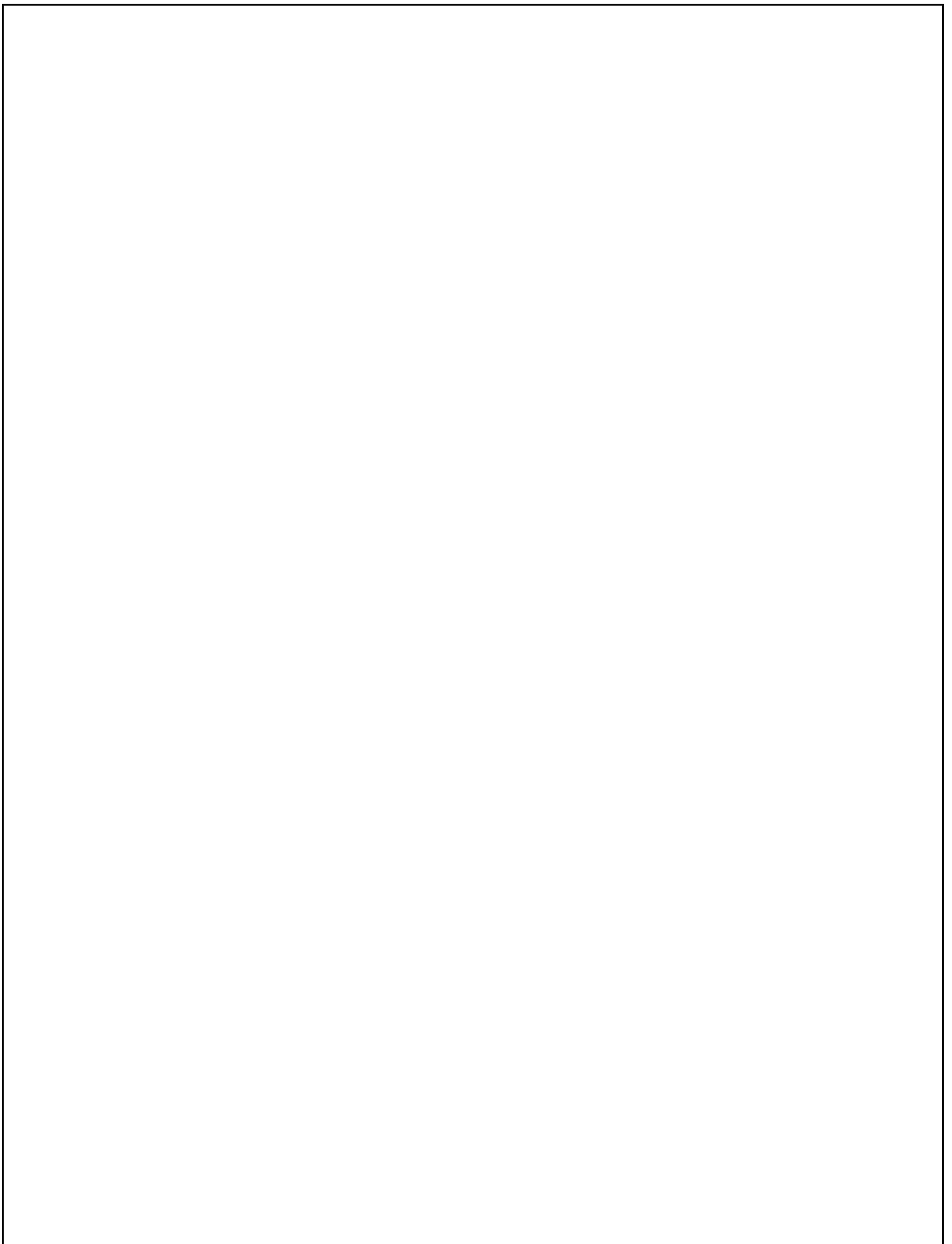




**2017 VAULT/MCCA LAW FIRM
DIVERSITY SURVEY**

**Vault/MCCA Law Firm Diversity Survey
2017 Report**



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The Vault/MCCA Law Firm Diversity Survey

To MCCA Members, Vault Sponsors and all our Partners:

For the last 10 years, the Minority Corporate Counsel Association (MCCA) and Vault have gathered detailed breakdowns of law firm populations by race/ethnicity, gender, sexual orientation and disability status across attorney levels—from summer associates hired to partners promoted, from the lawyers who serve on management committees to the attorneys who leave their firms—thus offering comprehensive demographic snapshots of the nation’s leading law firms as well as of the industry as a whole.

Vault and MCCA first began the collection of law firm diversity data in 2004 in partnership and response to the Chief Legal Officer Call to Action in 2003, initially soliciting quantitative and qualitative information with respect to minority men, minority women and white women. Over the next few years, the survey questionnaire was expanded to incorporate more detailed demographic breakdowns by race and gender, as well as information about openly LGBTQ individuals and attorneys with disabilities. In 2009, Vault and MCCA launched the Law Firm Diversity Database (<http://mcca.vault.com>), an online tool to make the information provided by law firms more widely available to the legal community to help clients and firms partner on challenges specific to them while encouraging accountability.

The latest findings are based on information reported by 229 law firms who participated in the 2017 Vault/MCCA Law Firm Diversity Survey. The survey was distributed in the spring of 2017 and includes demographic statistics reported as of December 31, 2016. The survey also offered firms an opportunity to submit qualitative information outlining their initiatives and goals with respect to diversity and inclusion, and how management is held accountable for achieving those goals.

All responses to the 2017 survey are available in the Vault/MCCA Law Firm Diversity Database (<http://mcca.vault.com>). The database also maintains an archive of demographic data collected since 2008 from 300-plus law firms, presenting a uniquely detailed portrait of diversity progress in the legal industry and the most comprehensive one of its kind to date. More than 220 law firms nationwide participate in the survey each year, representing more than 90 percent of the AmLaw 100 and a majority of the NLJ 250, and more than 150 of those firms have taken part every year for the last 10 years.

Access to the Law Firm Diversity Database is provided at no charge to the legal community to encourage accountability and meaningful partnerships between clients and firms. Data reported by participating firms may be searched, compared and downloaded by corporate law departments assessing outside counsel, by law firms benchmarking their progress against peer firms, as well as by law students and lateral candidates researching potential employers. Readers can make side-by-side comparisons of diversity metrics, track firms’ progress over time and evaluate their performance against industry-wide benchmarks.

This report, compiled by Vault, highlights some of the key findings from the latest survey results as well as trends observed over the last decade.

We hope that this information will provide some perspective for the past ten years. We welcome feedback and look forward to ongoing partnerships to continue improving numbers, programs that will create a more diverse and inclusive profession at all levels. We thank all of the law firms who have participated and corporate legal departments who support our report.

Sincerely,

Jean Lee
President & Chief Executive Officer
Minority Corporate Counsel Association

Vera Djordjevich
Managing Director, Research & Consulting
Vault Inc.

Executive Summary

The Vault/MCCA survey data reveals that, while law firms have become more diverse, the demographic shifts are both incremental and uneven.

Minority Representation at Record High

- According to this year's survey, minority lawyers represent 16 percent of law firm associates, partners and counsel—the highest figure to date.¹ Numbers have increased among both genders, and women of color now slightly outnumber men. The progress is most evident among incoming associate classes: 31 percent of the 2Ls who were summer associates at law firms in 2016 and accepted offers to return as full-time associates in 2017 were members of a racial/ethnic minority group. Ten years ago, that figure was closer to 25 percent.
- At the same time, attrition among minority attorneys is higher now than it was during the recession. In 2016, almost 22 percent of all attorneys and 27 percent of associates who left their firms were minorities. Both figures exceed those reported in any of the previous 10 years.
- Composition of the partnership ranks highlights the slow rate of change. Minority representation at the partner level has increased by more than two percentage points since 2007, thanks to both higher promotion rates and an increase in lateral hiring. Still, even though one in four law firm associates is a person of color, more than 90 percent of equity partners are white. Among women, the figures are especially stark: women of color represent 13 percent of associates but less than 3 percent of equity partners.

Disparate Experiences among Attorneys of Color

- Hispanic and Latino attorneys have seen some of the most consistent progress. Relative to their share of the overall U.S. population, Latinos are the most underrepresented minority among law firm attorneys. But their numbers have steadily increased at all levels, from recruitment to management representation. Hispanic and Latino lawyers now make up almost 4 percent of attorneys in law firms. Hispanic lawyers are also more likely to be partners at their firms than either Asian American or African-American lawyers, and they are less likely to leave.
- Although the percentage of black equity partners is marginally higher than it was 10 years ago, the number of African-American lawyers has declined at almost every other level. Despite a small uptick in the last year, African-Americans still represent just over 3 percent of law firm attorneys; in 2007, the number was closer to 4 percent. Firms are hiring fewer black attorneys than they did prior to the recession. Black lawyers also leave their firms at a higher rate than members of other minority groups.
- Asian Americans are the largest minority group in law firms but the most underrepresented in firm leadership. The number of Asian attorneys in law firms has risen over the last decade, and there are now more Asian American lawyers than Hispanic and African-American attorneys combined. Nevertheless, just 20 percent of Asian American attorneys are partners, whereas 27 percent of African-Americans are partners, 31 percent of Latino lawyers are partners and 47 percent of white lawyers are partners.
- Among other minority groups, the number of attorneys identifying with two or more races has nearly tripled in the last decade; multiracial lawyers now represent 1.7 percent of the law firm population, compared to 0.6 percent in 2007. Native Hawaiian, Pacific Islander, Alaska Native and American Indian attorneys collectively make up less than 0.3 percent of lawyers—just 234 attorneys survey-wide in 2017—a figure that has changed little over the last 10 years.

¹ For the purposes of this report, the terms "minority" and "person of color" refer to individuals identifying with one or more of the following racial/ethnic groups: African-American/Black, Hispanic/Latino, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial.

More Women in Positions of Leadership

- According to this year's survey, 35 percent of all law firm attorneys are female, the highest figure reported in the last decade. The data shows an increase in the recruitment of female law students and laterals. Women represented close to half (49 percent) of 2L summer associates in 2016 and 44 percent of all new lawyers hired.
- More women are advancing to partnership and serving in positions of leadership than 10 years ago. In 2016, 36 percent of partners promoted were women, compared to 30 percent in 2007. One in five equity partners is female, and 22 percent of lawyers currently serving on law firm executive or management committees are women.
- Nevertheless, retention of female attorneys continues to be an issue. Approximately 40 percent of lawyers who left their firms in 2016 were women, a number that has remained relatively consistent since 2007.

Limited Gains for Women of Color

- Despite some progress over the last decade, minority women remain underrepresented among the attorneys who lead law firms and overrepresented among those who leave. Women of color now represent just over 8 percent of all lawyers—a gain of one percentage point since 2007. More than 17 percent of 2L summer associates in 2016 were minority women; in 2007, that figure was under 15 percent.
- Minority women are also more likely to make partner than in the past: 7.3 percent of partners promoted in 2016 were women of color, compared to 5.7 percent in 2007. Minority women now represent 3 percent of all partners and 2.5 percent of equity partners. Women of color, however, are still less likely to be partners than either white women or minority men. And, even though there are more women of color practicing in law firms than minority men, the number of minority men serving on management committees is double that of minority women.
- Meanwhile, attrition rates have not diminished. In 2016, 11 percent of all lawyers who left their firms were women of color. That figure is the same as 2009, at the height of the recession. And while the percentage of white women among associate departures has been slowly dropping, the same is not true for women of color.

Growing Number of Openly LGBTQ Attorneys

- As is true for other diverse groups, representation of LGBTQ attorneys is highest among summer associates, but their numbers are increasing at all levels. According to the latest results, 2.5 percent of law firm attorneys are openly gay, lesbian, bisexual or transgender, and 4.6 percent of the 2016 summer associate class were LGBTQ. Some of these gains may be attributable to more widespread reporting, as the number of law firms that provide statistics for LGBTQ attorneys has grown since Vault and MCCA began collecting this data, from approximately 75 percent to more than 90 percent of surveyed firms.

Data Constraints for Attorneys with Disabilities

- Underreporting remains an obstacle to capturing reliable data for attorneys with disabilities. Thirty percent of law firms surveyed do not track or report disability information. The numbers that were reported, while still quite small—well below 1 percent—are trending upward.

2017 Vault/MCCA Survey Results

Unless otherwise indicated, all data in charts and tables reflect the most recent 2017 survey results.

Table 1. Overall Law Firm Demographics

Demographic	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Lawyers
White/Caucasian	68.38%	75.60%	86.94%	89.37%	91.29%	90.79%	83.58%
Asian American	14.79%	11.51%	5.21%	3.65%	3.20%	3.32%	7.18%
Hispanic/Latino	5.92%	4.85%	3.25%	3.24%	2.42%	2.64%	3.69%
African-American/Black	6.57%	4.41%	2.72%	2.44%	1.80%	1.97%	3.14%
Multiracial	3.48%	2.90%	1.27%	0.85%	0.50%	0.59%	1.70%
Alaska Native/American Indian	0.21%	0.20%	0.19%	0.20%	0.13%	0.14%	0.18%
Native Hawaiian/Pacific Islander	0.08%	0.08%	0.05%	0.08%	0.03%	0.04%	0.06%
Openly LGBTQ	4.64%	3.28%	2.28%	1.67%	1.81%	1.77%	2.50%
Individuals with Disabilities	0.20%	0.39%	0.60%	0.42%	0.40%	0.40%	0.42%
All Racial Minorities	31.06%	23.95%	12.67%	10.46%	8.07%	8.70%	15.95%
All Women	48.99%	45.80%	39.83%	30.15%	19.81%	22.52%	35.03%
Women of Color	17.30%	13.36%	6.78%	4.59%	2.48%	3.03%	8.08%

MINORITY MEN AND WOMEN

Minority Representation at Record High

Having hovered close to 14 percent for most of the last decade, representation of lawyers of color among law firm attorneys has reached nearly 16 percent. Progress is most evident among incoming associate classes: 31 percent of the 2Ls who were summer associates at firms in 2016 and accepted offers to return as full-time associates were members of a racial/ethnic minority group. Similarly, lawyers of color are also advancing to partnership and serving in leadership roles in increasing numbers. Nevertheless, law firm partners and management remain overwhelmingly white. And attrition among minority attorneys is higher now than it was during the recession.

Overall Demographics: Associates, Partners and Counsel

- This year's survey results included the highest percentage of minority attorneys to date—across all categories, from associates to equity partners, from summer associates to management committee members.
- Minority attorneys currently represent 16 percent (15.95%) of the law firm population. Their numbers, which increased from 15.65% in 2015, have maintained a gradual incline since the recessionary low of 13.44% reported in 2009. In 2007, the first year for which detailed statistics were collected, 13.81% of attorneys were minorities. This growth reflects an increasing number of lawyers of color among all levels tracked in the survey and among both genders.
- Nearly one in four associates (23.95%) now identifies with a racial/ethnic minority group; that figure is more than three percentage points higher than the 20.78% reported back in 2007.
- Attorneys of color are also more likely to be partners than they were in the past. In 2016, minority lawyers represented 8.70% of all partners, compared to 8.46% in 2015 and 6.30% in 2007. But a higher proportion of minority partners are salaried rather than stakeholders. Attorneys of color represent 10.46% of non-equity partners, compared to 8.07% of equity partners.
- That said, this year's results include the highest percentage of minority equity partners since Vault and MCCA began collecting this data. Of 31,865 equity partners survey-wide, 2,573 are attorneys of color—a notable increase over 2007, when just 5.62% of equity partners (1,767 of 31,449) were people of color.
- The percentage of minority lawyers among of counsel has also increased, from 9.66% in 2007 to 12.29% in 2015 to 12.67% in 2016. The numbers for both men and women (5.90% and 6.78%, respectively) are the highest reported to date.

Leadership Roles

- Representation of minority attorneys in law firm management is also at its highest level since 2007 and parallels the advances in the partnership ranks. The percentage of attorneys of color serving on law firm executive or management committees has grown more than 3 percentage points in the last decade: from 5.42% in 2007 to 7.50% in 2015 to 8.75% in the most recent survey results.
- The survey data shows advances on other firmwide committees as well. For example, the percentage of minority attorneys serving on partner review committees increased in the last year from 7.19% to 7.61%, and the number serving on associate review committees also grew, from 10.32% to 11.15%. Ten years ago, these numbers were 5.60% and 7.37%, respectively.
- These positions are more likely to be held by men than women. Minority women represent just 2.42% of lawyers serving on partner review committees and 4.47% of those on associate review committees.
- More attorneys of color now head law firm offices and run practice groups than ever before. As of the end of 2016, 9.37% of U.S. office heads and 6.82% of practice group leaders were minorities, compared to 6.05% and 5.09%, respectively, in 2008.

- Two areas where minority representation has not grown at the same pace include hiring committees and diversity committees. At 17.09%, the percentage of lawyers of color serving on hiring committees is lower than that recorded for 2015 (17.66%), although still higher than the 15.84% reported back in 2007.
- Meanwhile, fewer minorities serve on diversity committees than a decade ago. In 2007, 41.61% of lawyers on diversity committees were attorneys of color. That figure dropped, and has remained, below 40 percent since 2011. In 2016, 37.42% of diversity committee members at surveyed firms were minorities.

Recruitment

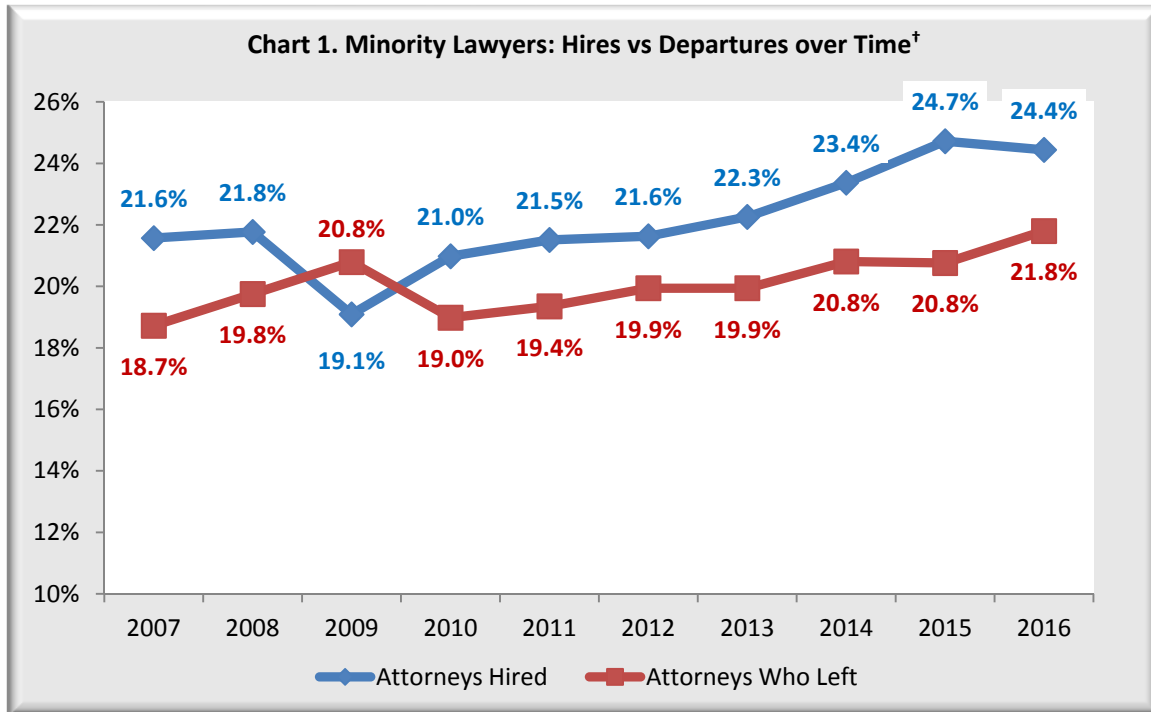
- The survey results show that law firms have stepped up the recruitment of diverse attorneys—both at the law student level and among experienced lateral hires—and that more women than men are being hired.
- Minority law students represented more than 30 percent (31.06%) of the 2016 class of 2L summer associates—the highest figure reported in the last 10 years and substantially higher than the 25.95% reported back in 2007. As has been the case since 2007, firms are hiring more minority women than men into their summer programs. The 2016 summer class included 1,058 (17.30%) female and 842 (13.76%) male minority law students.
- The percentage of minority lawyers among new attorneys hired in 2016—including laterals and starting associates—dropped slightly since the prior year, from 24.72% to 24.44%. That said, it is still nearly 3 percentage points higher than it was in 2007 (21.57%).

Promotion to Partnership

- Of the 1,951 lawyers who were made partner in 2016, 289 (14.81%) were attorneys of color, including 143 women and 146 men. Although that figure reflects only a modest increase over the previous year (14.26%), it is almost 2 percentage points higher than the 12.86% reported for 2007.
- While more men than women were promoted in 2016, it is among women of color that we have seen the most gains over time. In 2007, 5.66% of partners promoted were minority women; in 2015, that number grew to 6.63%, and in 2016 it reached 7.33%. Meanwhile, minority men represented 7.48% of promotions in 2016, not substantially higher than the 7.20% reported 10 years earlier.

Retention and Attrition

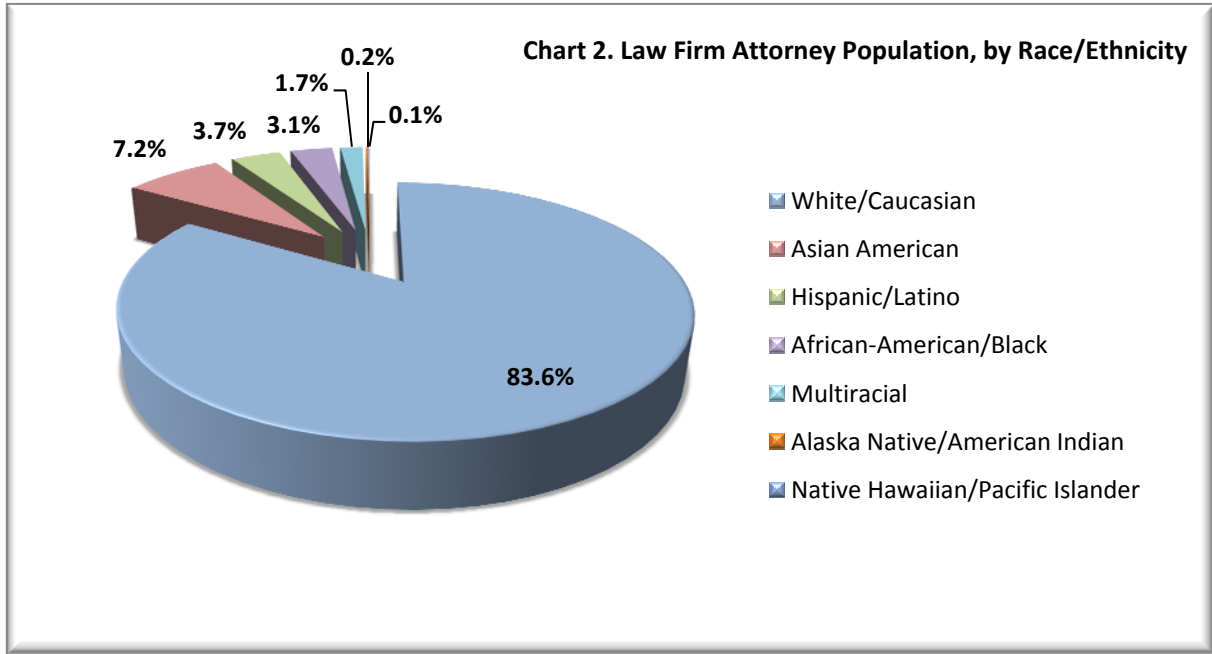
- As the number of lawyers of color hired and promoted continues to grow, so do their attrition numbers. Attorneys of color represent 16 percent of lawyers employed by law firms, but they account for a much higher percentage of lawyers who leave their firms. Of the 10,709 lawyers who left their firms in 2016, almost 22 percent (21.80%) were members of a racial or ethnic minority group. That figure, which reflects a percentage point increase over the prior year, is the largest to date—even higher than the recessionary peak of 2009, when 20.79% of departing attorneys were minorities.
- The numbers are higher among associates: 26.72% of associates who left their firms in 2016 were people of color. That number is not only greater than the 26.15% reported last year, but also more than 3 percentage points higher than 2007 (23.36%).



[†] Represents percentage of minority lawyers among attorneys hired each year (including starting associates and lateral hires) compared to percentage of minority lawyers among attorneys who left their firms that year (including associates, counsel and partners)

Results by Race/Ethnicity

The Vault/MCCA Survey collects information for seven different racial/ethnic groups: White/Caucasian, African-American/Black, Hispanic/Latino, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial. Although results for all attorneys of color are often combined, the survey data reveals disparate levels of progress among these groups.



Little Progress for African-American Attorneys

Although the percentage of black equity partners is marginally higher than it was 10 years ago, the number of African-American lawyers has declined at almost every other level. African-Americans represent just over 3 percent of law firm attorneys; in 2007, the number was closer to 4 percent. Not only are firms hiring fewer black attorneys than they did prior to the recession, but also black lawyers are leaving their firms at a higher rate than members of other minority groups.

Overall Demographics: Associates, Partners and Counsel

- Of the three largest minority groups in law firms, progress for black lawyers has remained the most elusive. According to the 2016 U.S. Census, African-Americans represent 13 percent of the U.S. population, but they make up just 3 percent of the attorneys practicing at U.S. law firms. And while minority lawyers as a whole were disproportionately affected by the economic recession, the numbers for African-American attorneys have been the slowest to rebound.
- As of the end of 2016, black lawyers represented 3.14% of law firm attorneys. Although marginally higher than the last few years (between 2012 and 2015, the number hovered between 3.05% and 3.09%), the figure is lower than it was a decade ago, when African-Americans represented 3.62% of law firm attorneys. Although African-American women still represent a greater proportion of the law firm population than African-American men, the number of black female lawyers has been falling faster than the number of male attorneys. Where black women represented nearly 2 percent (1.98%) of attorneys in 2007, they now represent just 1.64%. Meanwhile, black male lawyers have gone from 1.64% of attorneys to 1.50%.
- The decline is most visible at the associate and counsel levels. African-Americans made up 5.11% of law firm associates in 2007; by 2014, that number had dropped to 4.19%. The data does show a small uptick in the last two years—to 4.22% in 2015 and 4.41% in 2016—though it remains to be seen whether this reflects a real upward trend. Among of counsel, the percentage of black lawyers dropped from 3.32% in 2007 to 2.81% in 2015 and, most recently, to 2.72% in this year's survey.
- The only category in which the percentage of black lawyers has increased in the last decade is partners, although that figure still hovers just under 2 percent (1.97% in 2016, compared to 1.99% in 2015 and 1.88% in 2007). Most of the advances are among women, as the numbers for black men have varied little over the last 10 years and, to the extent they have changed, the numbers have fallen, from 1.29% in 2007 to 1.24% in 2016.
- Advances at the equity level have been minimal: black lawyers now represent 1.80% of equity partners—a 0.04 percentage point increase since 2015 and just 0.2 percentage points higher than 10 years ago. Most of these gains are among African-American women, who now represent 0.63% of equity partners, compared to 0.45% in 2007. But black men still outnumber women by nearly two to one among equity partners (1.17% to 0.63%).
- Among non-equity partners, the numbers are higher than at the equity level but have declined over time. The most recent survey results reported that 2.44% of non-equity partners were black; that figure had been 2.70% in 2015 and 2.78% in 2007.

Promotion to Partnership

- The small gains at the partner level seem to be the result of lateral hiring rather than internal promotions. Of the 1,951 attorneys who were promoted to partnership in 2016, just 44 (2.26%) were African-American. That figure is the smallest to date and notably lower than the 3.49% reported back in 2007. While the figures for both women and men fell in 2016, the drop was most significant among black men. Less than 1 percent (0.92%) of attorneys promoted in 2016 were African-American men—representing just 18 men at 229 surveyed law firms—the lowest percentage in the last 10 years and less than half the number for 2007.

Leadership Roles

- Representation of African-American attorneys at the management level has shown some growth but remains low. As of 2016, 2.38% of executive/management committee members were African-American, the highest number reported to date. But black lawyers represent just 1.85% of attorneys on partner review committees—one of the lowest figures reported and the same as that recorded a decade ago. Similarly, at 2.84%, the percentage of African-Americans serving on associate review committees is among the lowest numbers reported.
- Moreover, African-Americans were more likely to serve on the firms' diversity committees prior to 2012 than they are now. Between 2007 and 2012, representation of black lawyers fell from 17.83% to 12.68%. In the most recent survey, 12.43% of diversity committee members were black. While their membership on hiring committees has grown since 2012, from 4.74% to 5.19%, it remains below that for previous years (for example, 5.91% in 2007). Hiring committees are the only management-level committees in which black women outnumber black men.

Recruitment

- Hiring of black lawyers, which had generally declined since 2007, has shown an uptick in the last few years, although it still remains below pre-recession levels. In 2015, 4.86% of new lawyers hired were African-American. In 2016, that number increased to 4.97%. (In 2007, it had been 5.61% and in 2008 5.28%.) The decline is primarily among women. In both 2007 and 2008, more than 3 percent of lawyers hired were African-American women; since 2009 that number has not climbed above 2.77%, the most recent figure. Among men, the number has fluctuated from a high of 2.24% in 2007 to a low of 1.93% in 2010 and 2012. In 2016, it reached 2.20%.
- The 2016 class of 2L summer associates included a smaller proportion of black students than the previous year: 6.57%, compared to 6.97%. That number is one of the lowest reported to date and well below the 7.27% recorded for 2007. Although the number of female students dropped most, law firms' summer programs still included more women than men.

Retention and Attrition

- Retention of African-American lawyers remains an issue. Even though overall attrition rates for African-Americans have declined over the last several years, from 5.76% in 2007 to 4.86% in 2016, black attorneys—especially women—continue to leave their firms at a higher rate than members of other minority groups.
- The 520 African-American lawyers who left their firms in 2016 represent 16.46% of the total number of black attorneys in law firms. Among black women, the figure exceeds 18 percent. By comparison, the number of Asian Americans who left represents 14.63% of their population, the number of Hispanic and Latino lawyers represents 12.80%, and the number of white attorneys represents 9.88%.

**Table 2. Attorney Departures among Largest Racial/Ethnic Groups in 2016
As Percentage of their Overall Law Firm Population**

	Black/ African-American	Asian American	Hispanic/Latino	White/Caucasian
All Attorneys	16.5%	14.6%	12.8%	9.9%
Men	14.3%	14.9%	13.1%	9.1%
Women	18.4%	14.4%	12.4%	11.6%

ASIAN AMERICAN

Population Growing but Limited Representation in Firm Leadership

Asian American lawyers are the largest minority group in law firms but the most underrepresented in firm leadership. Law firms employ more Asian American lawyers than Hispanic and African-American attorneys combined, yet Asian American attorneys are less likely than members of other minority groups to be partners at their firms.

Overall Demographics: Associates, Partners and Counsel

- The percentage of Asian American lawyers at surveyed firms has steadily increased over the last several years among both men and women at all levels and this year's survey reflect the highest numbers reported to date. In contrast to Hispanics and especially African-Americans, Asian American lawyers now represent a larger percentage of the law firm population than of the American population as a whole. While Asian Americans make up less 6 percent (5.7%) of the U.S. population, they represent more than 7 percent of lawyers at the firms surveyed. According to this year's survey, 7.18% of law firm attorneys are Asian American, compared to 7.05% in 2015 and 6.15% in 2007.
- More than 11% of associates (11.51%) are of Asian background, the highest figure reported in the last 10 years. Among these associates, women outnumber men, 6.62% to 4.90%.
- The number of Asian American partners has also increased in that time. As of 2016, 3.32% of law firm partners are of Asian descent, higher than the 3.17% reported in 2015 and more than a percentage point above the 2.16% reported for 2007. Asian American attorneys represent 3.20% of equity partners, an increase over the prior year (3.08%) and well above the 1.90% reported for 2007.
- In other attorney categories, Asian Americans represent 3.65% of non-equity partners and 5.21% of counsel, numbers that have also grown with time and represent the highest figures to date. In 2007, 3.00% of non-equity partners and 3.43% of counsel were Asian American.
- Even though Asian Americans represent the largest minority group among law firm partners—in 2016, law firms reported 1,431 Asian American partners, compared to 1,137 Hispanic or Latino partners, and 850 African-American partners—they are the most underrepresented group based on their share of the attorney population. Just one in five Asian American attorneys is a partner, whereas 27 percent of African-Americans are partners and 31 percent of Latino lawyers are partners.

Leadership Roles

- Asian Americans are also less well represented at management levels than other attorneys of color. Of the attorneys serving on law firm executive committees, just 2.70% are Asian American, compared to 2.38% who are black and 2.94% who are Latino. That said, the most recent figure is double that of a decade ago. In 2007, just 1.02% of lawyers serving on executive committees were Asian American.
- The numbers are similarly low for other firmwide committees, with Asian Americans representing 2.57% of partner review committee members and 4.66% of those serving on associate review committees. At 6.24%, the number of Asian American layers on hiring committees is the lowest reported since 2009.

Promotion to Partnership

- In 2016, 6.61% of attorneys promoted to partnership were Asian American—nearly half (3.23%) of them women. That figure is the highest to date and higher than that for any other minority group.
- Still, the ratio of partners to associates is particularly low. There is just one Asian American partner to every three or four associates, compared to one African-American or Hispanic partner for every two black or Hispanic associates. Among white lawyers, partners actually outnumber associates.

Table 3. Ratio of Partners to Associates			
Asian American	African-American/ Black	Hispanic/Latino	White/Caucasian
0.28	0.43	0.53	1.17

Recruitment

- Nearly 11 percent of all new attorneys hired in 2016 (10.93%) were Asian American, slightly lower than the 11.00% reported for 2014, though still more than a percentage point above the 9.87% reported for 2007 and much higher than the figures for other minority groups. Women have been consistently hired in greater numbers than men, and their figures show more progress over time, increasing from 5.18% of new attorneys hired in 2007 to 6.23% in 2016. By contrast, the numbers for male Asian Americans since the recession have fluctuated between 4.58% in 2010 and 5.12% in 2014, with the most recent figures showing a decline from 4.79% in 2015 to 4.71% in 2016.
- Hiring of summer associates has also grown by almost 2 percentage points over the last decade. In 2007, Asian law students represented less than 13 percent (12.88%) of 2Ls, whereas law firms reported that nearly 15 percent (14.79%) of the 2Ls employed in 2016 were Asian American, the highest figure recorded to date. Women make up a larger share of those summer classes; of the 905 Asian American 2Ls in 2016, 503 were women.

Retention and Attrition

- Although attrition numbers among Asian American attorneys have fluctuated in the last several years, the latest increase puts the figure at a record high. In 2016, 9.86% of attorneys who left their firms were Asian American, compared to 9.52% in 2015 and 8.24% in 2007. The numbers dropped a little among women in 2016, from 5.34% to 5.15%, but they rose for men, from 4.18% to 4.72%.
- Among associates, in particular, the number of Asian American men leaving their firms has gone up. In 2007, 4.69% of associate departures were Asian American men; by 2011, that number exceeded 5 percent and has continued to climb. In 2016, it reached 5.83%, the highest to date. While the percentage of female associates was lower than the previous year—6.84% compared to 7.14% in 2015—it is still one of the highest reported.

HISPANIC/LATINO

Steady Gains among Hispanic and Latino Attorneys

Hispanic and Latino attorneys have seen some of the most consistent progress in law firms as their numbers have steadily increased at all levels, from recruitment to management representation. Hispanic lawyers are also more likely to be partners at their firms than either Asian American or African-American lawyers, and they are less likely to leave.

Overall Demographics: Associates, Partners and Counsel

- Hispanics are the largest minority group in the United States (17.8%, compared to 13.3% for African-Americans and 5.7% for Asian Americans), but the least represented in law firms, relative to their share of the overall population. Less than 4 percent of law firm attorneys are Hispanic or Latino. But this year's survey results show the highest percentage of Latino lawyers to date. Hispanic or Latino lawyers currently represent 3.69% of all law firm attorneys, up from the 3.60% reported for 2015 and higher than the 3.13% reported 10 years ago. That increase is reflected among all categories of attorney and for both genders.
- Hispanics represent 4.85% of associates, a number that is nearly evenly split among men (1,074) and women (1,078). The numbers have steadily grown following a small drop during the recession and are now a half-percentage point higher than they were back in 2007.
- The numbers have also grown at the partner level: 2.64% of all partners are Hispanic or Latino, compared to 1.86% in 2007. Among equity partners, 2.42% are Hispanic or Latino, compared to the 1.75% reported 10 years ago, and 3.24% of non-equity partners are Hispanic. A similar number (3.25%) of counsel are Hispanic or Latino.
- While the percentages remain relatively small, Latino attorneys are still more likely to be partners than either Asian American or African-American lawyers. More than 30 percent (30.65%) of Hispanic lawyers in law firms are partners, compared to 27 percent (26.90%) of black lawyers and 20 percent (19.83%) of Asian American attorneys. Close to half (46.63%) of white attorneys are partners.

Promotion to Partnership

- The number of Hispanic attorneys promoted to partner from associate or of counsel has fluctuated over the years, but the latest figure represents one of the highest to date. In 2016, nearly 4 percent (3.95%) of all lawyers promoted to partner were Hispanic or Latino. That figure represents a small improvement over the 3.81% reported last year and is exceeded only by the 4.04% reported for 2012.
- Although the numbers for both genders are higher than they were 10 years ago, male Hispanics outnumber Hispanic women among equity partners by three to one (581 to 190).

Recruitment

- Recruiting of Latino lawyers and law students has also increased. Of the 14,150 attorneys hired by law firms last year, 750, or 5.30%, were Hispanic or Latino. While that reflects a slight drop from the 5.35% reported for 2015, it is the second-highest number recorded. In contrast to African-American and Asian American lawyers, the number of new hires includes more men than women.
- With respect to 2L summer associates, the latest results show an upward trend, with Hispanic and Latino law students making up 5.92% of the 2016 class, the second-highest figure on record. The number of female law students hired outpaced that of men; 3.19% of 2Ls in 2016 were Hispanic and Latina women, compared to 2.73% for Hispanic men.

Leadership Roles

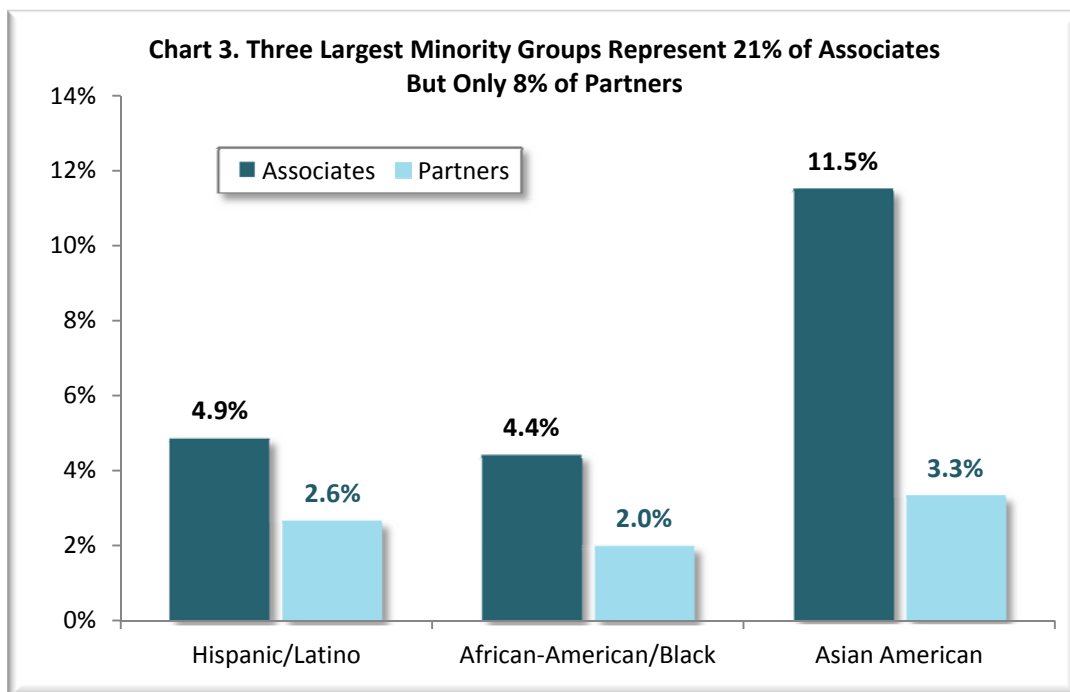
- The number of Hispanic lawyers serving in leadership roles has shown steady improvement among both genders, although men continue to outnumber women in most positions. In 2016, 2.94% of attorneys on executive or

management committees were Hispanic, the highest figure reported to date and more than a percentage point above the 1.82% recorded for 2007. Of those 73 lawyers, more than two-thirds (52) are men.

- Representation of Hispanic and Latino attorneys also increased on partner and associate review committees. In 2016, 2.52% of attorneys serving on partner review committees were Latino (compared to 2.32% in 2015 and 2.04% in 2007), and 2.78% of those serving on associate review committees were Hispanic—higher than 2015 (2.57%) and one of the highest figures reported to date.
- Hispanic representation on diversity committees has fallen over time. In 2007, 9.70% of lawyers serving on diversity committees were Hispanic or Latino; by 2016, that number had fallen to 8.80%.
- It is on hiring committees that we see the most consistent growth among both men and women. More than 43 percent (4.15%) of lawyers on hiring committees are Latino, compared to 3.84% in 2015 and 3.14% in 2007.

Retention and Attrition

- Attrition among Hispanic and Latino lawyers has fluctuated over the last decade, although the most recent results suggest it may be climbing, particularly among men. Overall, Hispanic lawyers represented 4.44% of all attorneys who left their firms in 2016. While departures among women have mostly remained steady, the percentage of male Hispanics leaving is higher than it was in the past: 2.55% of all lawyers who left their firms last year were Latino men, compared to 1.89% women.
- Hispanic attorneys represented 5.06% of departures among associates, a number higher than any year since the 2009 recession, when 5.12% of associates who left their firms were Hispanic or Latino. And among men, the number is even higher than it was during the recession. In 2016, Latino men represented 2.87% of all associate departures. In 2009, that figure was 2.61%, and back in 2007 it was 2.31%. By contrast, the number of female associates who left dropped slightly since 2015 and, at 2.19%, is one of the lowest figures reported.
- Notwithstanding the climbing numbers, Hispanic lawyers still leave their firms at a slightly lower rate than other minority groups. The rate of attrition among Latino attorneys, as a percentage of their overall law firm population, is 13 percent, compared to 15 percent for Asian Americans and 16 percent for African-Americans.



MULTIRACIAL, ALASKA NATIVE/AMERICAN INDIAN AND NATIVE HAWAIIAN/PACIFIC ISLANDER

Populations of Alaska Natives, American Indians, Native Hawaiians and Pacific Islanders Remain Small, as Number of Multiracial Lawyers Grows

The Vault/MCCA Survey uses racial/ethnic classifications based on those of the U.S. Equal Employment Opportunity Commission. In 2007, the EEOC, which requires employers with at least 100 employees (as well as certain government contractors) to file an annual workforce report, revised its list of racial/ethnic classifications. The EEOC divided the former category “Asian or Pacific Islander” into two separate categories: “Asian” and “Native Hawaiian or other Pacific Islander.” The agency also added a new category, “Two or more races,” for non-Hispanics who identify with more than one race (previously, individuals had to identify as a single race).

Although most of the law firms Vault and MCCA survey report demographic data for all seven racial/ethnic groups, some firms do not yet track numbers for multiracial attorneys and some continue to group Native Hawaiian/Pacific Islanders together with Asian Americans. Because of these reporting anomalies and because the numbers among these groups are relatively small, it can be hard to assess changes over time; but for the most part, the numbers seem to be increasing.

Overall Demographics: Associates, Partners and Counsel

- In addition to African-American/Black, Hispanic/Latino and Asian American, other racial minority groups for which the Vault/MCCA survey collects data include multiracial lawyers (individuals who identify as two or more races), Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders.
- Collectively, these three groups represent less than 2 percent of lawyers survey-wide. With 1,709 lawyers across all firms, multiracial lawyers make up the largest of these groups. The number of attorneys identifying with two or more races has nearly tripled in the last decade; multiracial lawyers now represent 1.70% of the law firm population, compared to 0.64% in 2007. It is worth noting, though, that this growth may be attributable partly to increased tracking of multiracial data rather than solely to increased hiring or retention.
- Individuals who identify with two or more races represent 2.90% of associates and 0.59% of all partners. Like other minority groups, they are better represented at the non-equity tier (0.85%) than at the equity level (0.50%). Among of counsel, 1.27% are multiracial.
- Native Hawaiian, Pacific Islander, Alaska Native and American Indian attorneys collectively make up less than 0.3 percent of lawyers—just 234 of more than 100,000 attorneys survey-wide in 2016—a figure that has changed little over the last 10 years. In 2016, law firms reported 177 Alaska Native/American Indian attorneys (0.18% of all lawyers) and 57 Native Hawaiians/Pacific Islanders (0.06% of lawyers).
- Alaska Natives and American Indians represent 0.20% of associates, 0.13% of equity partners, 0.20% of non-equity partners and 0.19% of counsel.
- Native Hawaiians and Pacific Islanders represent 0.08% of associates, 0.03% of equity partners, 0.08% of non-equity partners and 0.05% of counsel.

Promotion to Partnership

- Multiracial lawyers represented 1.64% of partner promotions, the highest figure reported in the last 10 years. The new partner class included an equal number of men and women.
- Just 2 of the 1,951 partners promoted in 2016 (0.10%) were Native Hawaiian or Pacific Islanders and Alaska Natives/American Indians represented 0.26% of new partners (5 lawyers).

Leadership Roles

- These three groups combined represent less than 1 percent of each of the firmwide management-level committees for which the survey collects data. Of the three groups, multiracial attorneys are best represented within firm

leadership. Twelve of the attorneys serving on firm executive/management committees (0.48%) identify with two or more races. That figure is down from the 0.59% reported for 2015 but otherwise higher than prior years. Multiracial lawyers represent 0.41% of lawyers on partner review committees, 0.76% attorneys on associate review committees and 1.23% of hiring committee members.

- Among the other groups serving on executive/management committees, five attorneys (0.20%) are Alaska Natives or American Indians, down from 0.29% reported last year; and one (0.04%) is a Native Hawaiian or Pacific Islander, a figure that has not changed in the last year.
- Native Hawaiians and Pacific islanders have very limited at the management level. Only a single Native Hawaiian or Pacific Islander was reported on any of the law firm partner review committees (0.05%), none were recorded as members of associate review committees, and just two lawyers (0.05%) were reportedly serving on hiring committees as of December 2016.
- Numbers for Alaska Native/American Indian attorneys are slightly higher. They represent 0.21% of lawyers on partner review committees, 0.11% of lawyers serving on associate review committees and 0.23% of attorneys on hiring committees.
- Most of these groups fare better on diversity committees, whose members include 0.51% Alaska Native/American Indian, 0.04% Native Hawaiian/Pacific Islander and 2.44% multiracial attorneys.

Recruitment

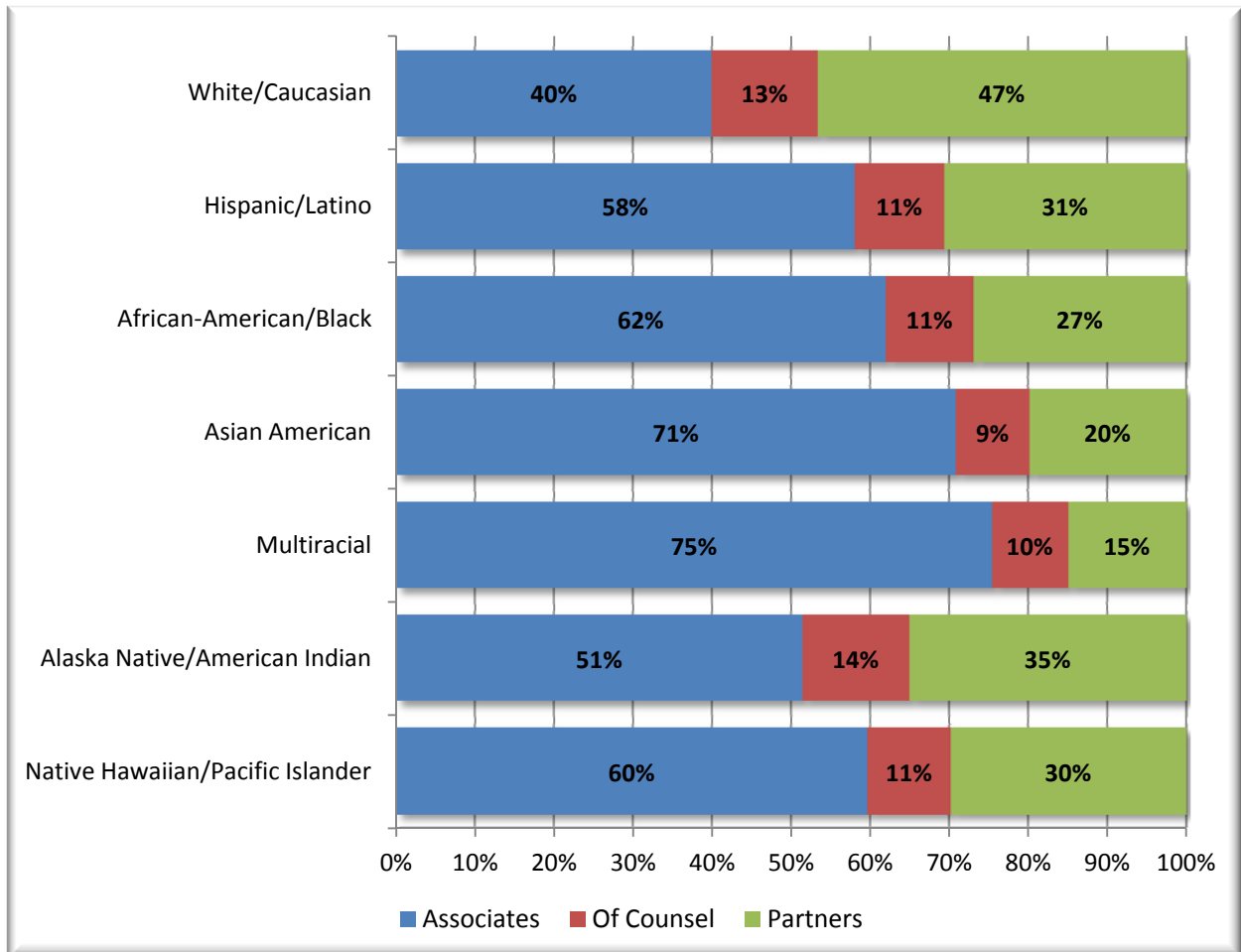
- Multiracial individuals represented approximately 3 percent of summer associates and attorneys hired by firms in 2016. Of the 6,117 summer associates employed by surveyed law firms in 2016, 3.48% were multiracial, and 3.04% of new lawyers hired (including starting associates and laterals) identified with two or more races. Although the number of new hires is a little lower than 2015 (3.48%), it is still more than double the figure reported for 2007 (1.28%).
- Less than 1 percent of law students and lawyers hired were Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders. The 2L summer associate class included 13 American Indians or Alaska Natives (0.21%), and 5 Native Hawaiians or Pacific Islanders (0.08%).
- Among the 14,150 new attorneys hired in 2016, just 0.16% (22 lawyers) were Alaska Natives or American Indians and 0.04% (6 attorneys) were Native Hawaiians or Pacific Islanders.

Retention and Attrition

- Like other minority groups, multiracial attorneys are overrepresented among lawyer departures. According to the latest attrition data, 2.38% of lawyers who left their firms in 2016 were individuals who identify as more than one race. Eighteen Alaska Natives or American Indians (0.17%) were among the attorneys who left their firms, and 11 lawyers (0.10%) were Native Hawaiians or Pacific Islanders.

Chart 4. Attorney Position by Race/Ethnicity

Nearly half of white attorneys are partners, whereas lawyers of color are much more likely to be associates



LGBTQ ATTORNEYS

Rising Number of Openly LGBTQ Attorneys

According to the latest results, more than 2 percent of law firm attorneys are openly gay, lesbian, bisexual or transgender, a number that has been slowly rising over the last decade. The numbers are nearly double among summer associates. Some of these gains may be attributable to more widespread reporting, as the number of law firms that provide statistics for LGBTQ attorneys has grown since Vault and MCCA began collecting this data, from approximately 75 percent to more than 90 percent of surveyed firms.

Overall Demographics: Associates, Partners and Counsel

- The numbers reported for openly gay, lesbian, bisexual and transgender attorneys at law firms continue to grow. Increased reporting of LGBTQ figures may have had an impact on the percentages reported, so not every numerical increase necessarily translates to an actual increase in the LGBTQ population.
- According to the latest survey results, openly LGBTQ lawyers represent 2.50% of law firm attorneys (2,517), the largest number reported since 2007. The majority (70%) of these lawyers are men. LGBTQ attorneys now represent 3.28% of associates, up from 3.00% in 2015 and well above the 1.98% reported for 2007. Among of counsel, 2.28% are openly LGBTQ, also the highest figure reported to date.
- Openly LGBTQ lawyers represent 1.81% of equity partners and 1.67% of non-equity partners. Within the partnership ranks as a whole (including both equity and non-equity tiers), 1.77% of partners are LGBTQ—the highest number reported to date. In 2007, that figure was 1.16%.

Promotion to Partnership

- Promotion numbers have varied across the last decade. The most recent figures are below last year but above those reported for other years. Less than 2 percent (1.54%) of the partners promoted in 2016 were openly LGBTQ, down from the 2.04% reported in the previous year but higher than the figure reported for 2007 (1.18%). Just 5 of the 30 lawyers were women.

Leadership Roles

- At the leadership level, LGBTQ numbers remain fairly low. This year, 1.61% of attorneys serving on management/executive committees were reported as LGBTQ, which is down slightly from the 1.63% reported in 2015.
- At 1.51%, the percentage of practice leaders who are openly LGBTQ is also below the prior year (1.59%) but otherwise higher than any figure reported since 2008, the first year this data was collected. LGBTQ lawyers represent 1.94% of attorneys heading U.S. offices, the highest reported to date.
- The data for partner and associate review committees show little improvement. Openly LGBTQ attorneys represent just 1 percent (0.98%) of lawyers serving on partner review committees—a figure lower than any reported since 2011. They represent 1.80% of attorneys on associate review committees, which is lower than it has been since 2009.
- But on hiring committees and diversity committees, firms reported the highest percentage of LGBTQ lawyers to date. More than 3 percent (3.13%) of lawyers on hiring committees are openly LGBTQ (compared to 1.83% in 2007), and 8 percent (8.03%) of diversity committee members are LGBTQ, compared to 6.36% in 2007.

Recruitment

- This year's survey also shows an increase in law firm recruitment. Among summer associates in 2016, the number of LGBTQ students climbed to its highest rate. Firms reported that 4.64% of 2Ls were LGBTQ, more than double the number reported for 2007 (2.01%).

- Of new attorneys hired last year, 3.05% were reported as LGBTQ. This figure is more than twice the 1.43% reported a decade ago.

Retention and Attrition

- The percentage of LGBTQ attorneys among attorney departures in 2016 dropped from 2.36% in 2015 to 1.92%, the lowest figure since 2012.

INDIVIDUALS WITH DISABILITIES

Numbers Inch Upward for Attorneys with Disabilities

Underreporting remains an obstacle to capturing reliable data for attorneys with disabilities. Thirty percent of law firms surveyed do not track or report disability information; in prior years, that figure was closer to 35 percent. The numbers that were reported, while still quite small—well below 1 percent—are trending upward.

Overall Demographics: Associates, Partners and Counsel

- Reliable data for attorneys with disabilities remains difficult to capture because of underreporting, although the numbers are trending upward. According to the American Community Survey (ACS), individuals with disabilities represent approximately 13 percent of the U.S. population. The Vault/MCCA survey data indicates that attorneys with disabilities represent less than 1 percent of lawyers at law firms, but a sizeable minority (approximately 30 percent of surveyed firms) still do not disclose disability information.
- Of 100,503 attorneys survey-wide, 425 (0.42%) were reported to be individuals with disabilities in 2016. This figure is nearly triple the 0.15% reported for 2007.
- Individuals with disabilities represent 0.39% of associates, 0.40% of all partners, 0.40% of equity partners, 0.42% of non-equity partners and 0.60% of counsel. Each of these figures reflects the highest number recorded to date.

Recruitment

- Among summer associates in 2016, 12 students were reported to be individuals with disabilities (0.20% of the 2L class) and 59 attorneys with disabilities were reported among law firms' new attorney hires (representing 0.42% of all new hires). While still low, those numbers are more than double what they were a decade ago; in 2007, firms reported hiring just 5 summer associates and 12 lawyers with disabilities.

Promotion to Partnership

- According to the latest survey, law firm partners promoted in 2016 included seven attorneys with disabilities (0.36%), a number higher than any previous year.

Leadership Roles

- Individuals with disabilities represent a very small percentage of the attorneys serving at the management level. Among the 229 law firms that took this year's survey, the results included 8 lawyers with disabilities on executive/management committees (0.32%), 3 on partner review committees (0.15%) and 10 on associate review committees (0.28%).
- Among attorneys managing U.S. offices, 0.65% (12 lawyers) are individuals with disabilities. Lawyers with disabilities represent 0.61% (34 attorneys) of practice group leaders. Albeit low, those numbers are much higher than they were in 2008, when fewer than 10 lawyers with disabilities managed practice groups or law firm offices.
- The numbers have also grown with respect to hiring committee and diversity committee membership. Individuals with disabilities now represent 0.68% of diversity committee members and 0.37% of lawyers on hiring committees.

Retention and Attrition

- While attrition numbers among individuals with disabilities have increased, that may reflect greater disclosure on the part of individual lawyers or firms as much as an actual rise in the number of departures. Lawyers with disabilities represented 0.34% (36 lawyers) of the 10,709 attorneys who left their firms last year.

WOMEN

More Women in Positions of Leadership

According to this year's survey, 35 percent of all law firm attorneys are female, the highest figure reported in the last decade. Law firms are hiring and promoting more women than in the past. One in five equity partners is female, and 22 percent of lawyers currently serving on law firm executive or management committees are women. Nevertheless, retention of female attorneys continues to be an issue. Approximately 40 percent of lawyers who left their firms in 2016 were women, a number that has remained relatively constant since 2007.

Overall Demographics: Associates, Partners and Counsel

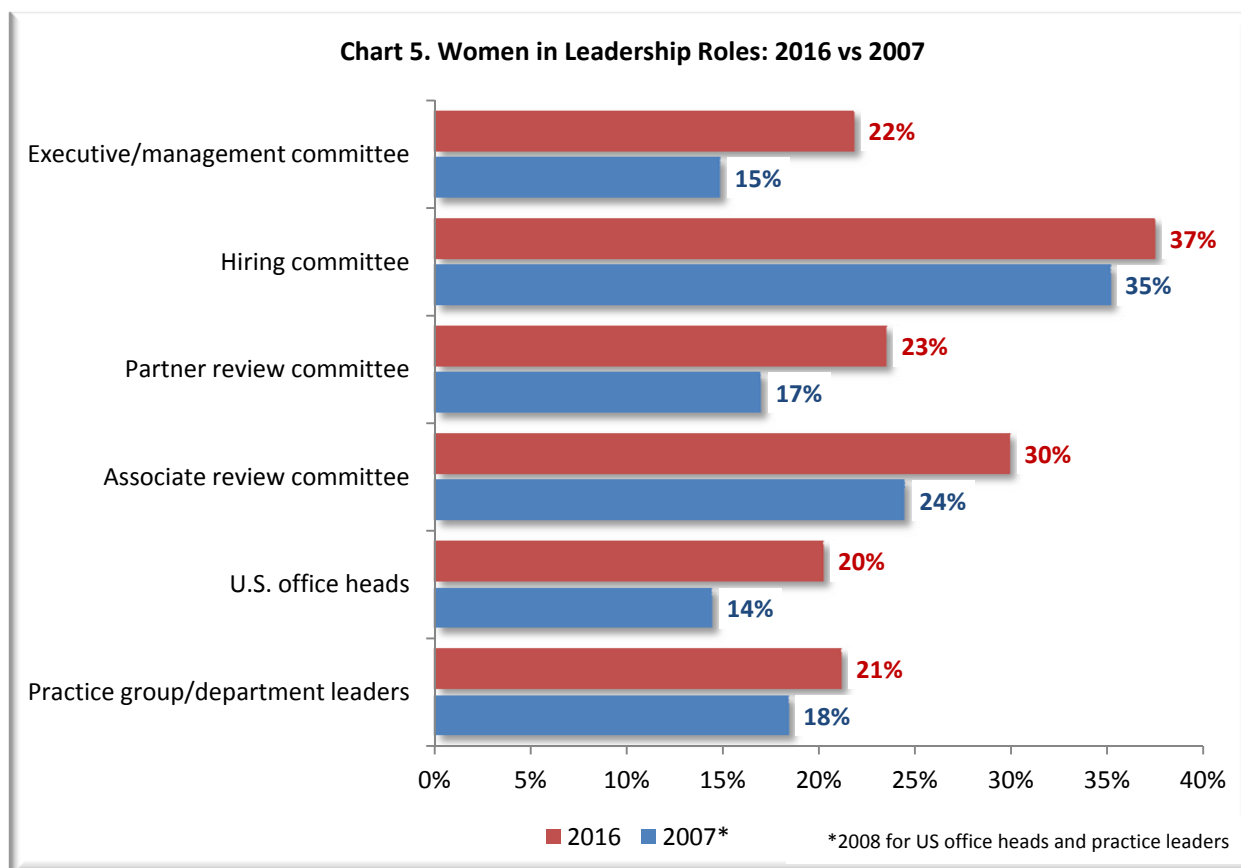
- Between 2007 and 2014, women accounted for about one-third of law firm attorneys. Last year, the number climbed above 34 percent (34.44%), and in the most recent survey law firms reported that female attorneys represent 35 percent (35.03%) of their population, the highest number to date.
- Approximately 46 percent (45.80%) of associates are women—a figure that has grown over 1 percentage point since 2007. The changes primarily reflect gains among minority women. Since 2007, the percentage of white women among law firm associates has dropped from 33.01% to 32.43%, while representation of women of color has climbed from 11.65% to 13.36%. Among of counsel, 39.83% are women, a slight increase from the 39.39% reported the previous year.
- Progress is more obvious at the partnership level. Women now represent over 22 percent (22.52%) of all law firm partners, higher than the 21.86% reported in 2015 and 4 percentage points higher than the 18.46% reported back in 2007. Almost 20 percent (19.81%) of equity partners are women, a small improvement over 2015 (19.45%) and well above the 16.05% reported 10 years ago. Like minority lawyers, however, female partners are better represented at the salaried level than the equity tier. Women currently represent 30.15% of non-equity partners.

Promotion to Partnership

- A higher percentage of women were promoted to partner in 2016 than in any of the previous nine years. In 2016, 36.24% of the partners promoted at participating law firms were women, compared to 34.57% in 2015 and 30.03% in 2007. These numbers have increased among both white women and women of color.
- In addition, at 26.95%, the percentage of women among all new equity partners in 2016—which includes lateral hires as well as internal promotions—was the highest to date, 6 percentage points higher than 2007.

Leadership Roles

- The survey results show that more women have advanced into positions of leadership. Since 2007, women's representation on law firm executive or management committees has grown from less than 15 percent (14.81%) to more than 20 percent (21.77%). This reflects gains made by both white women and women of color, as minority women represent a small but growing number of the women (13 percent) serving on these committees.
- One in five (20.19%) attorneys who heads a U.S. office is a woman, and 21.12% of the lawyers who lead practices are female. In 2008, when this data was first collected, 14.39% of attorneys heading offices were female and 18.38% of practice group leaders were women.
- Women now represent 23.48% of the attorneys serving on partner review committees (compared to 16.93% in 2007) and 29.89% of associate review committee members (compared to 24.42% in 2007).
- Women represent 37.45% of the attorneys on law firm hiring committees—the second-highest number to date. Meanwhile, their representation on diversity committees, which has fluctuated over the years, is now at 44.21%, the second-lowest reported in the last 10 years.

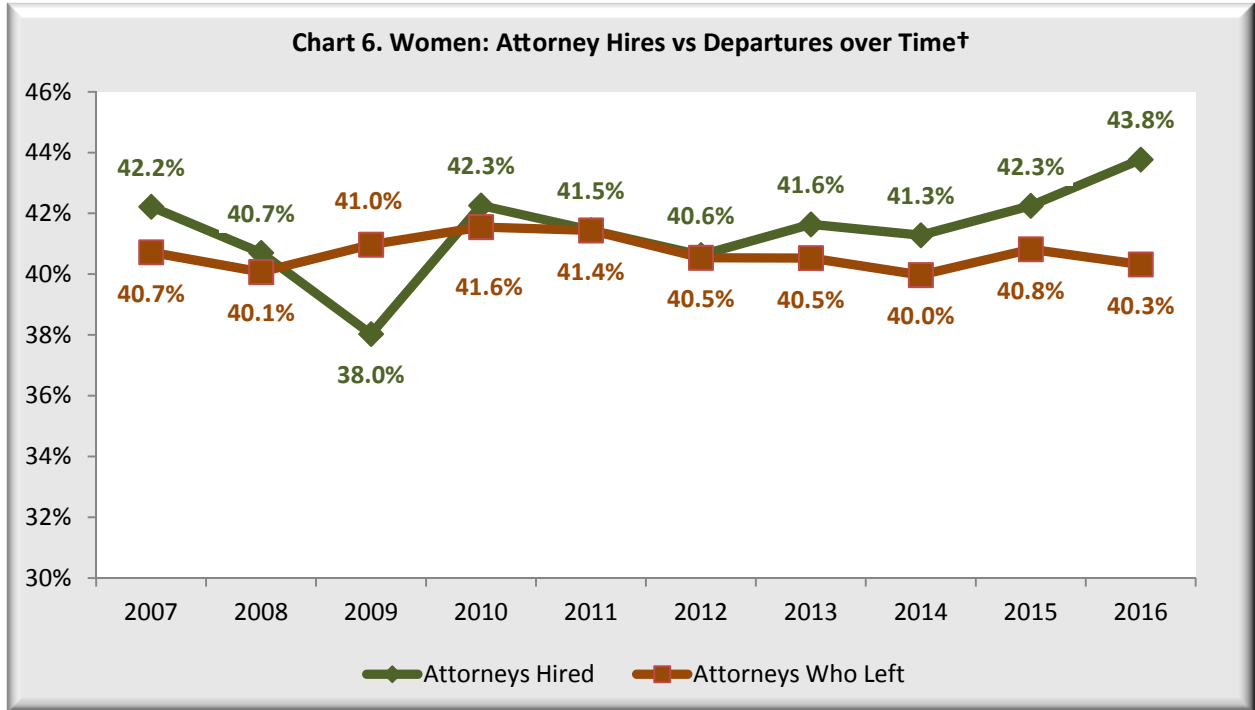


Recruitment

- According to this year's survey, law firms hired more female law students in 2016 than they had in any of the previous nine years. The 2L summer class included 49 percent women (48.99%). While white women still make up the majority of these hires, the latest gains were mostly among women of color, whose representation increased from 16.51% in 2015 to 17.30% in 2016. Back in 2007, minority women represented just 14.63% of 2Ls in law firms.
- The number of female attorneys who joined law firms in 2016—whether as laterals or as starting associates—also grew. The percentage of women among all new attorney hires increased by more than 1.5 percentage points over the previous year, from 42.25% to 43.77%, the highest number reported to date.

Retention and Attrition

- Attrition is one area in which the survey results show less progress. The number of women among lawyers who left their firms has hovered around 40 to 41 percent for the last decade. But in 2016, the figure dropped slightly, from 2015, from 40.82% to 40.32%.
- The numbers look somewhat better among associates. Women represented 45.07% of all associates who left their firms in 2016, compared to 46.84% in 2015 and to 47.66% a decade ago. The improvements, however, seem to be primarily among white women. In 2007, 34.64% of associates who left their firms were white women; in 2016, that figure dropped to 31.16%, the lowest figure to date. Among women of color, however, the number has grown over the same timeframe, from 13.02% to 13.91%.



† Represents percentage of women among attorneys hired each year (including starting associates and lateral hires) compared to percentage of women among attorneys who left their firms that year (including associates, counsel and partners)

WOMEN OF COLOR

Limited Gains for Women of Color

Despite some progress over the last decade—including increased recruitment and promotion—minority women remain underrepresented among the attorneys who lead law firms and overrepresented among those who leave.

Overall Demographics: Associates, Partners and Counsel

- According to the latest survey results, women represent 35 percent of all law firm attorneys. Of those women, 23 percent are members of racial/ethnic minority groups. Women of color now represent just over 8 percent (8.08%) of all law firm lawyers—a gain of one percentage point since 2007 (7.01%).
- In each of the last 10 years, the number of minority associates have included more women than men. As of the end of 2016, minority women represent 13.36% of associates, compared to 10.59% for minority men. In fact, women of color represent a larger share of the overall law firm population than minority men. Of the 100,503 attorneys at 229 law firms survey-wide, 8,119 are minority women and 7,912 are minority men.
- While minority women now make up a larger share of the partnership ranks than in the past, the figure remains quite small. Women of color represent just 3 percent (3.03%) of all partners—compared to 1.90% in 2007—and 2.48% of equity partners.
- Women of color are still less likely to be partners than either white women or minority men. Where 31 percent of both white female attorneys and minority men are partners, just 16 percent of minority female lawyers are.
- Although male lawyers of color continue to outnumber women at the partnership level, the gender gap is narrowing. In 2007, the ratio of men to women among minority partners was more than 2 to 1 (2.31). That figure has been slowly dropping over the last 10 years and fell to 1.87 in the most recent survey. In 2017, law firms reported that their partner ranks included 2,445 minority men and 1,308 minority women.

Recruitment

- Law firms are hiring more women of color than in the past, at both the starting associate and lateral levels. More than 13 percent (13.18%) of all attorneys hired in 2016 were women of color, compared to 11.26% for minority men.
- Law firm summer classes include more minority women than men, and female students of color accepted associate job offers at a higher rate than men. Women of color represented 17.30% of 2L summer associates in 2016, compared to 13.76% for minority men. Of the 2L summer associates who were offered and accepted full-time positions in 2016, 17.51% were minority women, compared to 13.30% for minority men.

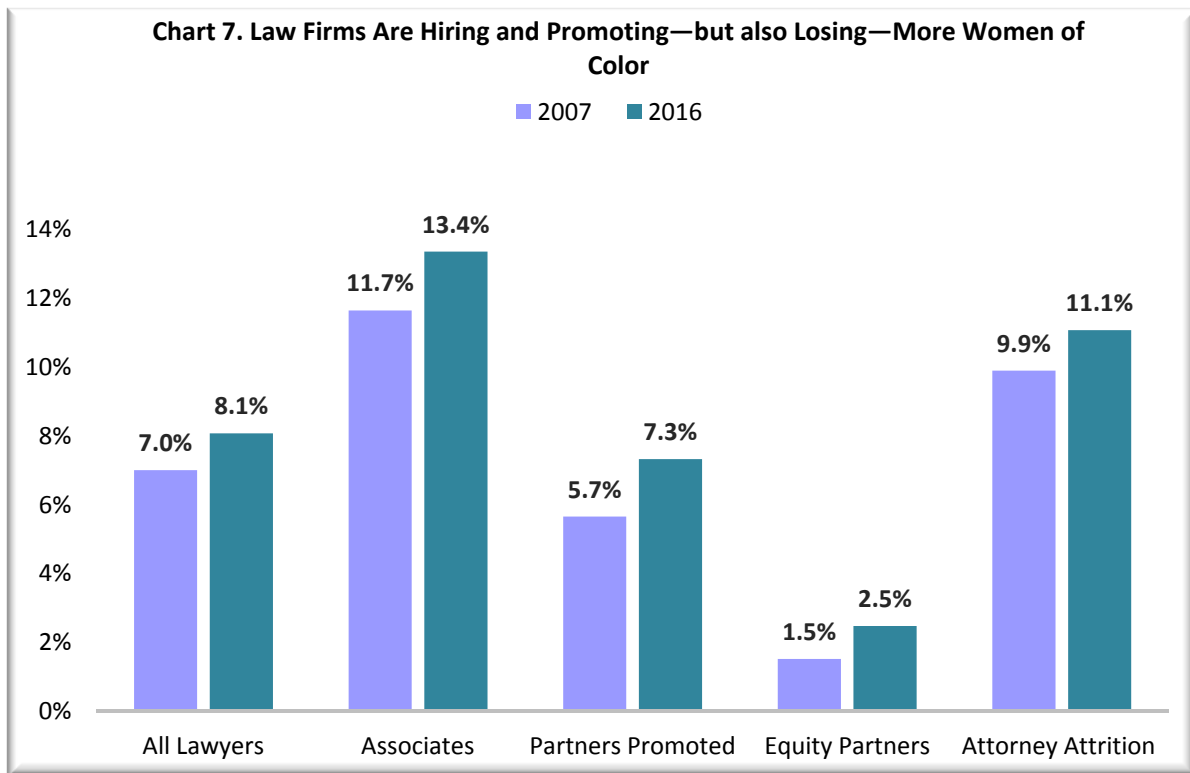
Promotion to Partnership

- Women of color are also more likely to be promoted to partner than they were 10 years ago: 7.33% of partners promoted in 2016 were women of color, compared to 6.63% in last year's survey and 5.66% in 2007.

Leadership Roles

- Women of color are also more likely to hold leadership positions than they did in the past. The number of women of color serving on executive/management committees has more than doubled in the last 10 years. In 2007, 1.21% of executive committee members were minority women; in 2016, that number reached 2.78%.
- Minority women represent 2.42% of partner review committees (compared to 1.17% in 2007), 4.47% of lawyers serving on associate review committees (compared to 2.95% in 2007), and 8.40% of lawyers on law firm hiring committees.
- Nevertheless, minority men still outnumber minority women by two to one on most of these management-level committees. For example, firms reported that 69 of the 2,481 attorneys serving on executive/management committees as of the end of 2016 were women of color, compared to 148 minority men and 471 white women.

- Among law firm diversity committees, women of color are less well represented than they were several years ago. According to this year’s survey, minority women represent 17.53% of lawyers on diversity committees; but from 2007 to 2010, that figure exceeded 19 percent.

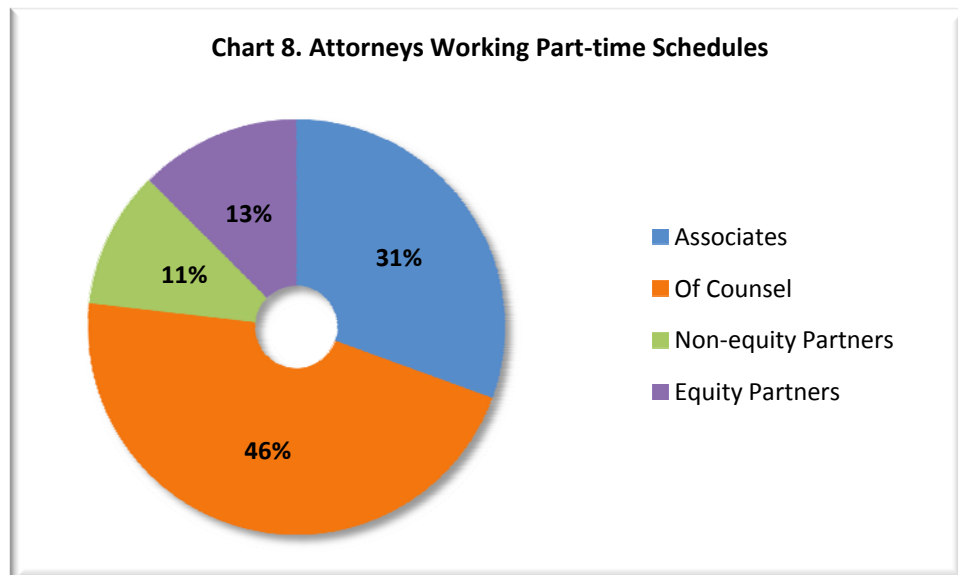


Retention and Attrition

- Law firms reported slightly lower attrition numbers for women of color in this year’s survey, although the figures continue to exceed those recorded for every other year, including 2009, the height of recessionary layoffs. In 2016, 11.08% of all attorneys who left their firms were women of color, compared to 11.29% in 2015, 11.00% in 2009 and 9.90% back in 2007.
- And while the percentage of white women among associate departures has been slowly dropping, the same is not true for women of color. Minority women have represented between 13 and 14 percent of all associate departures for the last 10 years. Of the 6,758 associates who left their firms in 2016, nearly 14% (13.91%) were women of color—less than the 14.65% reported for the previous year but higher than the 13.02% reported a decade ago.

PART-TIME ATTORNEYS

- According to this year's survey, 6.50% of law firm attorneys (6,536 lawyers) work a part-time schedule. Two-thirds (66.85%) of those lawyers are women, and relatively few are partners. The majority—more than three-quarters—are either associates or of counsel.
- The percentage of associates with part-time schedules has steadily declined since the peak of 2009, when 5.78% of associates worked part-time. In 2015, 4.69% of all associates worked a part-time or reduced-hours schedule, and that figure dropped to 4.60% in 2016. At the associate level, part-time women outnumber men by a ratio of nearly 6 to 1, but the latest survey results show a slight uptick in the number of male lawyers working part-time schedules.
- Male of counsel are much more likely to have part-time schedules. Firms reported that 1,313 men and 1,711 women of counsel worked a part-time schedule as of the end of 2016. Although the number of women has been higher in several other years, among men the figure is one of the largest to date.
- Within the partner ranks, 6.27% of non-equity partners and just 2.70% of equity partners have part-time schedules.



Appendices

Methodology

- Findings are based on law firm responses to the annual Vault/Law Firm Diversity Survey. Survey results for the years 2007 through 2016 are available online in the Law Firm Diversity Database (<http://mcca.vault.com>). Data for years prior to 2007 is available in an earlier version of the database, at <http://mcca.vault.com/LawDiversity/>.
- All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2016, was distributed in the spring of 2017 and published in August 2017.
- More than 220 law firms participate in the survey each year, representing more than 90 percent of the AmLaw 100 and Vault Law 100, and a majority of the NLJ 250. The most recent survey includes data for 229 law firms.
- The Vault/MCCA Survey is administered by Vault.com. The results are compiled and the annual report is produced under the direction of Vault's managing director of research and consulting, Vera Djordjevich.
- The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:
 - **Associate:** A non-partner lawyer who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
 - **Summer associate:** A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by a lawyer or lawyers.
 - **Equity partner:** An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.*
 - **Non-equity partner:** A law firm employee who has been promoted from associate to a tier of partnership in which the lawyer does not share in the profits or capital of the firm; this position is often an intermediate step toward full equity partner. (Law firms with more than one tier of partnership were asked to provide equity and non-equity partner data separately, although a small number of firms refused to publicly disclose equity/non-equity breakdowns.)*
 - **Of counsel:** A lawyer, who may be known as of counsel, counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the lawyer does not currently share in the firm's profits but might be on a track that enables consideration for partnership. He or she is a permanent employee of the firm and not a temporary or contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis.
 - **New hire:** An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2012); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates.
 - **Minorities:** Those whose race is other than White/Caucasian, including the following categories designated by the Equal Employment Opportunity Commission: African-American/Black (not Hispanic or Latino); Hispanic/Latino; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races).
- Where the findings refer to all law firm attorneys, the figures include only those permanent attorney staff defined above: i.e., associates, equity partners, non-equity partners and of counsel.

** The majority of law firms surveyed have more than one tier of partnership, although not all disclosed the number of equity vs non-equity partners, instead combining the figures into a single category.*

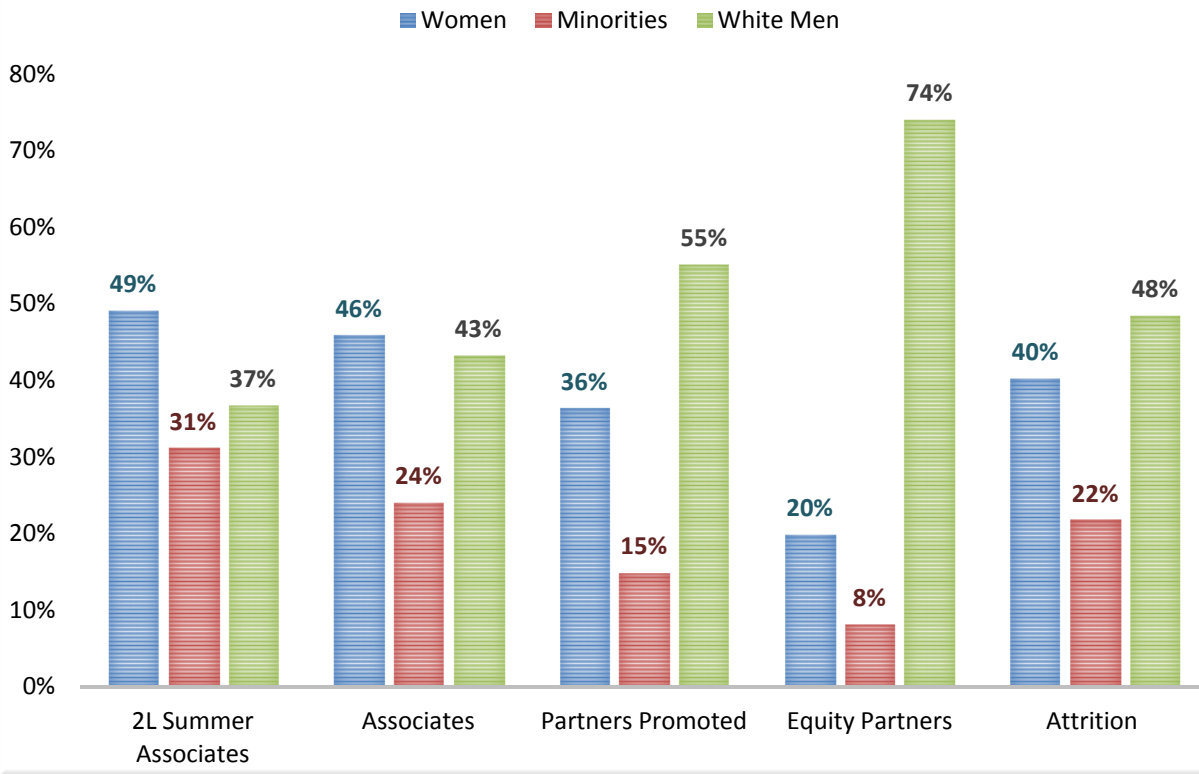
Tables

Table A1. Changes in Law Firm Demographics: 2016 vs 2007

percentage drop / percentage increase

Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Lawyers
White /Caucasian	2016	68.38%	75.60%	86.94%	89.37%	91.29%	90.79%	83.58%
	2007	73.43%	78.96%	89.43%	91.17%	93.65%	93.06%	85.72%
Asian American	2016	14.79%	11.51%	5.21%	3.65%	3.20%	3.32%	7.18%
	2007	12.88%	9.96%	3.43%	3.00%	1.90%	2.16%	6.15%
Hispanic /Latino	2016	5.92%	4.85%	3.25%	3.24%	2.42%	2.64%	3.69%
	2007	4.08%	4.33%	2.35%	2.21%	1.75%	1.86%	3.13%
African-American /Black	2016	6.57%	4.41%	2.72%	2.44%	1.80%	1.97%	3.14%
	2007	7.27%	5.11%	3.32%	2.78%	1.60%	1.88%	3.62%
Multiracial	2016	3.48%	2.90%	1.27%	0.85%	0.50%	0.59%	1.70%
	2007	1.23%	1.05%	0.36%	0.21%	0.20%	0.20%	0.64%
Alaska Native /American Indian	2016	0.21%	0.20%	0.19%	0.20%	0.13%	0.14%	0.18%
	2007	0.37%	0.22%	0.11%	0.16%	0.15%	0.15%	0.18%
Native Hawaiian /Pacific Islander	2016	0.08%	0.08%	0.05%	0.08%	0.03%	0.04%	0.06%
	2007	0.12%	0.12%	0.08%	0.09%	0.03%	0.04%	0.08%
Openly LGBTQ	2016	4.64%	3.28%	2.28%	1.67%	1.81%	1.77%	2.50%
	2007	2.01%	1.98%	1.25%	1.17%	1.16%	1.16%	1.58%
Individuals with Disabilities	2016	0.20%	0.39%	0.60%	0.42%	0.40%	0.40%	0.42%
	2007	0.05%	0.13%	0.24%	0.16%	0.17%	0.16%	0.15%
All Racial Minorities	2016	31.06%	23.95%	12.67%	10.46%	8.07%	8.70%	15.95%
	2007	25.95%	20.78%	9.66%	8.45%	5.62%	6.30%	13.81%
All Women	2016	48.99%	45.80%	39.83%	30.15%	19.81%	22.52%	35.03%
	2007	46.53%	44.66%	35.63%	26.17%	16.05%	18.46%	33.10%
Women of Color	2016	17.30%	13.36%	6.78%	4.59%	2.48%	3.03%	8.08%
	2007	14.63%	11.65%	4.78%	3.11%	1.52%	1.90%	7.01%

Chart A1. Shifting Demographics from Summer Associate to Partner or Departure



Disparate Rates of Progress among Three Largest Minority Groups: 2007–2016

Chart A2. As the populations of Asian American and Hispanic lawyers have gradually increased over the last decade, the number of African-American attorneys in law firms has fallen

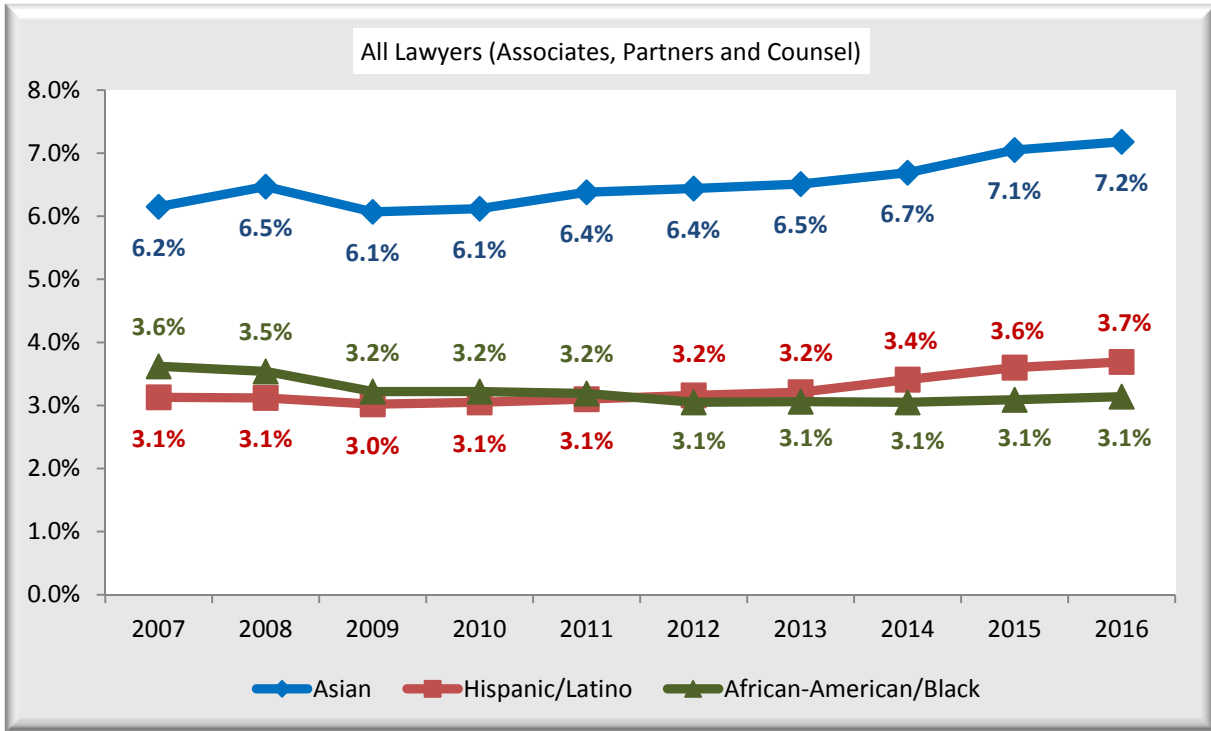


Chart A3. More Asians and Latinos are partners than in the past, but there is less progress for black partners

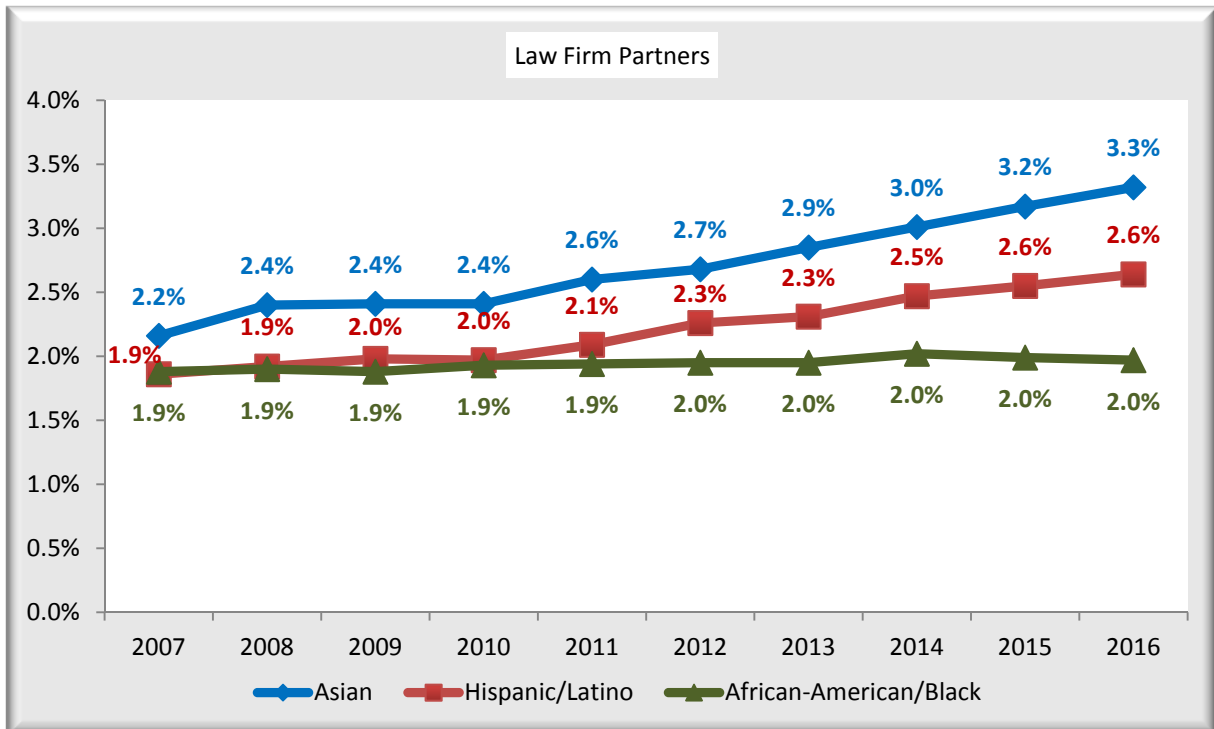


Table A2. Minority Lawyers among Surveyed Firms: 2016 vs 2007

percentage drop / percentage increase

MINORITY LAWYERS			
Year	All	Men	Women
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)			
2016	15.95%	7.87%	8.08%
2007	13.81%	6.80%	7.01%
Associates			
2016	23.95%	10.59%	13.36%
2007	20.78%	9.14%	11.65%
All Partners (both equity and non-equity)			
2016	8.70%	5.67%	3.03%
2007	6.30%	4.40%	1.90%
Equity Partners			
2016	8.07%	5.60%	2.48%
2007	5.62%	4.10%	1.52%
Non-equity Partners			
2016	10.46%	5.87%	4.59%
2007	8.45%	5.34%	3.11%
Of Counsel			
2016	12.67%	5.90%	6.78%
2007	9.66%	4.88%	4.78%
Year	All	Men	Women
Recruitment & Promotion			
All Attorneys Hired (lateral hires and starting associates)			
2016	24.44%	11.26%	13.18%
2007	21.57%	9.98%	11.59%
Lateral Associates Hired			
2016	24.46%	11.76%	14.69%
2007	22.70%	9.82%	12.89%
Lateral Partners Hired			
2016	14.04%	9.15%	4.88%
2007	9.62%	6.97%	2.65%
Lateral Of Counsel Hired			
2016	17.06%	7.42%	9.64%
2007	13.30%	6.72%	6.58%
2L Summer Associates			
2016	31.06%	13.76%	17.30%
2007	25.95%	11.32%	14.63%

Table A2. Minority Lawyers among Surveyed Firms: 2016 vs 2007 (cont.)

MINORITY LAWYERS			
Year	All	Men	Women
Partners Promoted			
2016	14.81%	7.48%	7.33%
2007	12.86%	7.20%	5.66%
All New Equity Partners (both promoted and hired laterally)			
2016	11.88%	7.39%	4.49%
2007	10.68%	7.37%	3.31%
Year	All	Men	Women
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)			
2016	21.80%	10.72%	11.08%
2007	18.72%	8.82%	9.90%
Associates (all levels)			
2016	26.72%	12.81%	13.91%
2007	23.36%	10.34%	13.02%
Junior Associates (1st- and 2nd-years)			
2016	29.70%	15.27%	14.43%
2007	25.82%	11.46%	14.36%
Midlevel Associates (3rd-, 4th- and 5th-years)			
2016	28.47%	12.86%	15.61%
2007	23.50%	9.85%	13.65%
Senior Associates (6rd-, 7th-, 8th-years and above)			
2016	23.86%	11.84%	12.02%
2007	21.37%	10.31%	11.07%
Equity Partners			
2016	12.34%	7.63%	4.71%
2007	8.01%	5.55%	2.46%
Non-equity Partners			
2016	12.75%	6.77%	5.98%
2007	10.05%	6.92%	3.13%
Of Counsel			
2016	14.57%	7.04%	7.53%
2007	11.46%	5.43%	6.03%

Table A2. Minority Lawyers among Surveyed Firms: 2016 vs 2007 (cont.)

MINORITY LAWYERS			
Year	All	Men	Women
Membership on Management-Level Committees			
Executive/Management Committee			
2016	8.75%	5.97%	2.78%
2007	5.42%	4.20%	1.21%
Partner Review Committee			
2016	7.61%	5.19%	2.42%
2007	5.60%	4.43%	1.17%
Associate Review Committee			
2016	11.15%	6.69%	4.47%
2007	7.37%	4.42%	2.95%
Hiring Committee			
2016	17.09%	8.70%	8.40%
2007	15.84%	8.76%	7.09%
Diversity Committee			
2016	37.42%	19.89%	17.53%
2007	41.61%	22.26%	19.35%

MINORITY LAWYERS	
Year	All
Other Leadership Roles*	
U.S. Office Heads	
2016	9.37%
2008	6.05%
Practice Leaders	
2016	6.82%
2008	5.09%

*Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; gender-specific data is unavailable.

**Table A3. African-American/Black, Asian American and Hispanic/Latino Lawyers
Among Surveyed Firms: 2016 vs 2007**

percentage drop / percentage increase

	African-American/Black			Asian American			Hispanic/Latino		
Year	All	Men	Women	All	Men	Women	All	Men	Women
Law Firm Demographics									
All Attorneys (associates, partners, of counsel)									
2016	3.14%	1.50%	1.64%	7.18%	3.37%	3.81%	3.69%	2.07%	1.62%
2007	3.62%	1.64%	1.98%	6.15%	2.93%	3.22%	3.13%	1.77%	1.36%
Associates									
2016	4.41%	1.86%	2.55%	11.51%	4.90%	6.62%	4.85%	2.42%	2.43%
2007	5.11%	1.93%	3.18%	9.96%	4.42%	5.55%	4.33%	2.16%	2.17%
Partners (both equity and non-equity partners)									
2016	1.97%	1.24%	0.73%	3.32%	2.10%	1.21%	2.64%	1.83%	0.80%
2007	1.88%	1.29%	0.59%	2.16%	1.44%	0.73%	1.86%	1.39%	0.46%
Equity Partners									
2016	1.80%	1.17%	0.63%	3.20%	2.12%	1.08%	2.42%	1.82%	0.60%
2007	1.60%	1.15%	0.45%	1.90%	1.33%	0.57%	1.75%	1.35%	0.40%
Non-equity Partners									
2016	2.44%	1.44%	1.00%	3.65%	2.06%	1.60%	3.24%	1.85%	1.39%
2007	2.78%	1.74%	1.03%	3.00%	1.76%	1.24%	2.21%	1.53%	0.68%
Of Counsel									
2016	2.72%	1.13%	1.58%	5.21%	2.35%	2.86%	3.25%	1.66%	1.59%
2007	3.32%	1.61%	1.71%	3.43%	1.62%	1.81%	2.35%	1.39%	0.96%
Year	All	Men	Women	All	Men	Women	All	Men	Women
Recruitment & Promotion									
All Attorneys Hired (lateral hires and starting associates)									
2016	4.97%	2.20%	2.77%	10.93%	4.71%	6.23%	5.30%	2.84%	2.46%
2007	5.61%	2.24%	3.37%	9.87%	4.68%	5.18%	4.44%	2.28%	2.16%
Lateral Associates Hired									
2016	5.28%	2.12%	3.16%	12.67%	5.47%	7.20%	5.25%	2.66%	2.59%
2007	5.49%	2.17%	3.32%	11.05%	4.65%	6.40%	4.62%	2.28%	2.34%
Lateral Partners Hired									
2016	3.37%	2.47%	0.90%	4.72%	2.92%	1.80%	4.27%	2.92%	1.35%
2007	3.02%	2.32%	0.70%	2.70%	1.95%	0.74%	3.21%	2.23%	0.98%
Lateral Of Counsel Hired									
2016	4.08%	1.36%	2.72%	5.81%	2.66%	3.15%	4.20%	2.10%	2.10%
2007	5.22%	2.86%	2.36%	4.00%	1.79%	2.20%	2.86%	1.57%	1.29%
2L Summer Associates									
2016	6.57%	2.86%	3.71%	14.79%	6.57%	8.22%	5.92%	2.73%	3.19%
2007	7.27%	2.71%	4.55%	12.88%	5.85%	7.03%	4.08%	2.05%	2.04%

**Table A3. African-American/Black, Asian American and Hispanic/Latino Lawyers
Among Surveyed Firms: 2016 vs 2007 (cont.)**

	African-American/Black			Asian American			Hispanic/Latino		
Year	All	Men	Women	All	Men	Women	All	Men	Women
Partners Promoted									
2016	2.26%	0.92%	1.33%	6.61%	3.38%	3.23%	3.95%	2.20%	1.74%
2007	3.49%	1.99%	1.49%	5.34%	2.67%	2.67%	3.03%	1.77%	1.27%
All New Equity Partners (both promoted and hired laterally)									
2016	2.59%	1.60%	1.00%	4.49%	2.40%	2.10%	3.39%	2.45%	0.95%
2007	3.21%	2.41%	0.80%	3.61%	2.31%	1.30%	3.11%	2.16%	0.95%
Year	All	Men	Women	All	Men	Women	All	Men	Women
Attrition (attorneys who left their firms)									
All Attorneys (associates, partners, of counsel)									
2016	4.86%	2.02%	2.84%	9.86%	4.72%	5.15%	4.44%	2.55%	1.89%
2007	5.76%	2.58%	3.18%	8.24%	3.69%	4.54%	4.03%	2.18%	1.85%
Associates (all levels)									
2016	5.64%	2.34%	3.30%	12.67%	5.83%	6.84%	5.06%	2.87%	2.19%
2007	7.03%	2.89%	4.13%	10.91%	4.69%	6.22%	4.59%	2.31%	2.28%
Junior Associates (1st- and 2nd-years)									
2016	6.61%	3.45%	3.17%	13.69%	6.70%	6.98%	5.77%	3.26%	2.51%
2007	7.64%	3.08%	4.56%	11.65%	5.24%	6.41%	5.30%	2.46%	2.83%
Midlevel Associates (3rd-, 4th- and 5th-years)									
2016	5.99%	2.61%	3.38%	13.85%	5.88%	7.96%	4.79%	2.47%	2.33%
2007	7.50%	2.92%	4.58%	10.65%	4.35%	6.30%	4.58%	2.15%	2.43%
Senior Associates (6rd-, 7th-, 8th-years and above)									
2016	4.92%	1.65%	3.27%	11.10%	5.45%	5.66%	5.06%	3.13%	1.93%
2007	5.85%	2.72%	3.12%	10.80%	4.82%	5.98%	4.11%	2.45%	1.65%
Equity Partners									
2016	3.43%	1.54%	1.89%	4.28%	2.57%	1.71%	3.26%	2.49%	0.77%
2007	1.69%	1.19%	0.49%	2.88%	1.97%	0.91%	3.02%	2.11%	0.91%
Non-equity Partners									
2016	3.61%	1.93%	1.67%	4.49%	2.46%	2.02%	3.69%	1.76%	1.93%
2007	3.79%	2.94%	0.85%	3.03%	1.61%	1.42%	2.84%	2.18%	0.66%
Of Counsel									
2016	3.52%	1.09%	2.43%	6.01%	3.22%	2.79%	3.22%	1.82%	1.40%
2007	4.69%	2.08%	2.60%	3.35%	1.71%	1.64%	2.98%	1.56%	1.41%

**Table A3. African-American/Black, Asian American and Hispanic/Latino Lawyers
Among Surveyed Firms: 2016 vs 2007 (cont.)**

	African-American/Black			Asian American			Hispanic/Latino		
Year	All	Men	Women	All	Men	Women	All	Men	Women
Membership on Management-Level Committees									
Executive/Management Committee									
2016	2.38%	1.65%	0.73%	2.70%	1.73%	0.97%	2.94%	2.10%	0.85%
2007	2.05%	1.67%	0.38%	1.02%	0.64%	0.38%	1.82%	1.48%	0.34%
Partner Review Committee									
2016	1.85%	1.34%	0.51%	2.57%	1.70%	0.87%	2.52%	1.75%	0.77%
2007	1.85%	1.51%	0.34%	1.36%	0.97%	0.39%	2.04%	1.65%	0.39%
Associate Review Committee									
2016	2.84%	1.60%	1.24%	4.66%	2.75%	1.91%	2.78%	1.66%	1.12%
2007	2.59%	1.52%	1.07%	2.17%	1.35%	0.82%	2.25%	1.27%	0.98%
Hiring Committee									
2016	5.19%	2.53%	2.67%	6.24%	3.22%	3.01%	4.15%	2.37%	1.79%
2007	5.91%	3.50%	2.41%	5.95%	2.97%	2.97%	3.14%	1.92%	1.21%
Diversity Committee									
2016	12.43%	6.84%	5.59%	13.20%	6.60%	6.60%	8.80%	5.10%	3.70%
2007	17.83%	9.68%	8.15%	12.53%	6.14%	6.39%	9.70%	5.65%	4.05%

**Table A4. Multiracial, Alaska Native/Native American and Native Hawaiian/Pacific Islander Lawyers
Among Surveyed Firms: 2016 vs 2007**

percentage drop / percentage increase

	Multiracial			Alaska Native/American Indian			Native Hawaiian/ Pacific Islander		
Year	All	Men	Women	All	Men	Women	All	Men	Women
Law Firm Demographics									
All Attorneys (associates, partners, of counsel)									
2016	1.70%	0.83%	0.87%	0.18%	0.08%	0.09%	0.06%	0.03%	0.03%
2007	0.64%	0.31%	0.33%	0.18%	0.11%	0.07%	0.08%	0.03%	0.05%
Associates									
2016	2.90%	1.30%	1.61%	0.20%	0.09%	0.11%	0.08%	0.03%	0.05%
2007	1.05%	0.47%	0.58%	0.22%	0.12%	0.10%	0.12%	0.05%	0.07%
Partners (both equity and non-equity partners)									
2016	0.59%	0.39%	0.20%	0.14%	0.08%	0.07%	0.04%	0.02%	0.02%
2007	0.20%	0.15%	0.05%	0.15%	0.11%	0.04%	0.04%	0.01%	0.03%
Equity Partners									
2016	0.50%	0.39%	0.11%	0.13%	0.07%	0.05%	0.03%	0.02%	0.01%
2007	0.20%	0.15%	0.05%	0.15%	0.10%	0.04%	0.03%	0.01%	0.01%
Non-equity Partners									
2016	0.85%	0.40%	0.45%	0.20%	0.09%	0.11%	0.08%	0.04%	0.04%
2007	0.21%	0.15%	0.06%	0.16%	0.13%	0.03%	0.09%	0.02%	0.07%
Of Counsel									
2016	1.27%	0.66%	0.61%	0.19%	0.08%	0.10%	0.05%	0.02%	0.03%
2007	0.36%	0.16%	0.21%	0.11%	0.06%	0.05%	0.08%	0.05%	0.03%
Year	All	Men	Women	All	Men	Women	All	Men	Women
Recruitment & Promotion									
All Attorneys Hired (lateral hires and starting associates)									
2016	3.04%	1.43%	1.60%	0.16%	0.06%	0.10%	0.04%	0.02%	0.02%
2007	1.28%	0.59%	0.70%	0.26%	0.14%	0.13%	0.11%	0.05%	0.06%
Lateral Associates Hired									
2016	3.06%	1.40%	1.67%	0.15%	0.10%	0.05%	0.03%	0.02%	0.02%
2007	1.14%	0.55%	0.59%	0.28%	0.09%	0.19%	0.12%	0.08%	0.04%
Lateral Partners Hired									
2016	1.63%	0.79%	0.84%	0.06%	0.06%	0.00%	0.00%	0.00%	0.00%
2007	0.28%	0.19%	0.09%	0.33%	0.28%	0.05%	0.09%	0.00%	0.09%
Lateral Of Counsel Hired									
2016	2.66%	1.17%	1.48%	0.25%	0.06%	0.19%	0.06%	0.06%	0.00%
2007	0.71%	0.14%	0.57%	0.21%	0.14%	0.07%	0.29%	0.21%	0.07%
2L Summer Associates									
2016	3.48%	1.47%	2.01%	0.21%	0.10%	0.11%	0.08%	0.03%	0.05%
2007	1.23%	0.45%	0.78%	0.37%	0.16%	0.20%	0.12%	0.09%	0.03%

**Table A4. Multiracial, Alaska Native/Native American and Native Hawaiian/Pacific Islander Lawyers
Among Surveyed Firms: 2016 vs 2007 (cont.)**

	Multiracial			Alaska Native/American Indian			Native Hawaiian/ Pacific Islander		
Year	All	Men	Women	All	Men	Women	All	Men	Women
Partners Promoted									
2016	1.64%	0.82%	0.82%	0.26%	0.10%	0.15%	0.10%	0.05%	0.05%
2007	0.54%	0.36%	0.18%	0.27%	0.23%	0.05%	0.18%	0.18%	0.00%
All New Equity Partners (both promoted and hired laterally)									
2016	1.15%	0.75%	0.40%	0.25%	0.20%	0.05%	0.00%	0.00%	0.00%
2007	0.40%	0.30%	0.10%	0.30%	0.15%	0.15%	0.05%	0.05%	0.00%
Year	All	Men	Women	All	Men	Women	All	Men	Women
Attrition (attorneys who left their firms)									
All Attorneys (associates, partners, of counsel)									
2016	2.38%	1.26%	1.12%	0.17%	0.14%	0.03%	0.10%	0.04%	0.07%
2007	0.27%	0.13%	0.13%	0.31%	0.19%	0.13%	0.11%	0.04%	0.07%
Associates (all levels)									
2016	3.03%	1.58%	1.45%	0.18%	0.15%	0.03%	0.15%	0.04%	0.10%
2007	0.35%	0.18%	0.18%	0.37%	0.22%	0.15%	0.11%	0.05%	0.05%
Junior Associates (1st- and 2nd-years)									
2016	3.54%	1.86%	1.68%	0.00%	0.00%	0.00%	0.09%	0.00%	0.09%
2007	0.37%	0.25%	0.12%	0.68%	0.37%	0.31%	0.18%	0.06%	0.12%
Midlevel Associates (3rd-, 4th- and 5th-years)									
2016	3.38%	1.62%	1.76%	0.28%	0.25%	0.04%	0.18%	0.04%	0.14%
2007	0.40%	0.17%	0.23%	0.26%	0.17%	0.09%	0.11%	0.09%	0.03%
Senior Associates (6rd-, 7th-, 8th-years and above)									
2016	2.49%	1.44%	1.05%	0.14%	0.11%	0.04%	0.14%	0.07%	0.07%
2007	0.27%	0.13%	0.13%	0.31%	0.18%	0.13%	0.04%	0.00%	0.04%
Equity Partners									
2016	1.20%	0.86%	0.34%	0.09%	0.09%	0.00%	0.09%	0.09%	0.00%
2007	0.14%	0.07%	0.07%	0.28%	0.21%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners									
2016	0.79%	0.53%	0.26%	0.18%	0.09%	0.09%	0.00%	0.00%	0.00%
2007	0.09%	0.09%	0.00%	0.09%	0.09%	0.00%	0.19%	0.00%	0.19%
Of Counsel									
2016	1.64%	0.73%	0.91%	0.18%	0.18%	0.00%	0.00%	0.00%	0.00%
2007	0.07%	0.00%	0.07%	0.22%	0.07%	0.15%	0.15%	0.00%	0.15%

**Table A4. Multiracial, Alaska Native/Native American and Native Hawaiian/Pacific Islander Lawyers
Among Surveyed Firms: 2016 vs 2007 (cont.)**

Year	Multiracial			Alaska Native/American Indian			Native Hawaiian/ Pacific Islander		
	All	Men	Women	All	Men	Women	All	Men	Women
Membership on Management-Level Committees									
Executive/Management Committee									
2016	0.48%	0.40%	0.08%	0.20%	0.08%	0.12%	0.04%	0.00%	0.04%
2007	0.30%	0.23%	0.08%	0.19%	0.15%	0.04%	0.04%	0.04%	0.00%
Partner Review Committee									
2016	0.41%	0.31%	0.10%	0.21%	0.10%	0.10%	0.05%	0.00%	0.05%
2007	0.15%	0.15%	0.00%	0.19%	0.15%	0.05%	0.00%	0.00%	0.00%
Associate Review Committee									
2016	0.76%	0.59%	0.17%	0.11%	0.08%	0.03%	0.00%	0.00%	0.00%
2007	0.11%	0.11%	0.00%	0.17%	0.14%	0.03%	0.08%	0.03%	0.06%
Hiring Committee									
2016	1.23%	0.44%	0.79%	0.23%	0.12%	0.12%	0.05%	0.02%	0.02%
2007	0.58%	0.22%	0.36%	0.16%	0.09%	0.07%	0.11%	0.05%	0.05%
Diversity Committee									
2016	2.44%	1.14%	1.30%	0.51%	0.18%	0.33%	0.04%	0.02%	0.02%
2007	0.95%	0.54%	0.41%	0.43%	0.19%	0.24%	0.16%	0.05%	0.11%

Table A5. LGBTQ Lawyers and Attorneys with Disabilities among Surveyed Firms: 2016 vs 2007

percentage drop / percentage increase

	Openly LGBTQ			Individuals with Disabilities		
Year	All	Men	Women	All	Men	Women
Overall Law Firm Demographics						
All Attorneys (associates, partners, of counsel)						
2016	2.50%	1.75%	0.75%	0.42%	0.29%	0.13%
2007	1.58%	1.13%	0.45%	0.15%	0.11%	0.05%
Associates						
2016	3.28%	2.26%	1.02%	0.39%	0.23%	0.16%
2007	1.98%	1.43%	0.56%	0.13%	0.08%	0.05%
All Partners (both equity and non-equity)						
2016	1.77%	1.29%	0.49%	0.40%	0.31%	0.09%
2007	1.16%	0.82%	0.35%	0.16%	0.13%	0.04%
Equity Partners						
2016	1.81%	1.34%	0.47%	0.40%	0.32%	0.08%
2007	1.16%	0.86%	0.31%	0.17%	0.14%	0.03%
Non-equity Partners						
2016	1.67%	1.13%	0.53%	0.42%	0.27%	0.14%
2007	1.17%	0.69%	0.48%	0.16%	0.09%	0.07%
Of Counsel						
2016	2.28%	1.56%	0.72%	0.60%	0.42%	0.19%
2007	1.25%	0.92%	0.33%	0.24%	0.18%	0.06%
Year	All	Men	Women	All	Men	Women
Recruitment & Promotion						
All Attorneys Hired (lateral hires and starting associates)						
2016	3.05%	2.16%	0.89%	0.42%	0.27%	0.15%
2007	1.43%	1.02%	0.41%	0.07%	0.03%	0.04%
Lateral Associates Hired						
2016	2.86%	2.05%	0.81%	0.30%	0.22%	0.08%
2007	1.07%	0.76%	0.31%	0.08%	0.03%	0.05%
Lateral Partners Hired						
2016	1.46%	1.12%	0.34%	0.22%	0.11%	0.11%
2007	0.98%	0.65%	0.33%	0.00%	0.00%	0.00%
Lateral Of Counsel Hired						
2016	2.10%	1.61%	0.49%	0.74%	0.56%	0.19%
2007	0.93%	0.64%	0.29%	0.00%	0.00%	0.00%
2L Summer Associates						
2016	4.64%	3.25%	1.39%	0.20%	0.10%	0.10%
2007	2.01%	1.52%	0.48%	0.05%	0.02%	0.03%

Table A5. LGBTQ Lawyers and Attorneys with Disabilities among Surveyed Firms: 2016 vs 2007 (cont.)

	Openly LGBTQ			Individuals with Disabilities		
Year	All	Men	Women	All	Men	Women
Partners Promoted						
2016	1.54%	1.28%	0.26%	0.36%	0.15%	0.21%
2007	1.18%	0.59%	0.59%	0.05%	0.00%	0.05%
All New Equity Partners (both promoted and hired laterally)						
2016	1.60%	1.20%	0.40%	0.20%	0.10%	0.10%
2007	0.90%	0.60%	0.30%	0.05%	0.05%	0.00%
Year	All	Men	Women	All	Men	Women
Attrition (attorneys who left their firms)						
All Attorneys (associates, partners, of counsel)						
2016	1.92%	1.35%	0.57%	0.34%	0.21%	0.13%
2007	0.95%	0.67%	0.28%	0.06%	0.02%	0.04%
Associates (all levels)						
2016	2.28%	1.64%	0.64%	0.31%	0.18%	0.13%
2007	1.17%	0.83%	0.34%	0.07%	0.01%	0.05%
Junior Associates (1st- and 2nd-years)						
2016	2.42%	1.86%	0.56%	0.28%	0.19%	0.09%
2007	1.11%	0.68%	0.43%	0.00%	0.00%	0.00%
Midlevel Associates (3rd-, 4th- and 5th-years)						
2016	2.61%	1.73%	0.88%	0.46%	0.28%	0.18%
2007	1.12%	0.83%	0.29%	0.06%	0.03%	0.03%
Senior Associates (6rd-, 7th-, 8th-years and above)						
2016	1.90%	1.48%	0.42%	0.18%	0.07%	0.11%
2007	1.29%	0.94%	0.36%	0.13%	0.00%	0.13%
Equity Partners						
2016	1.97%	1.37%	0.60%	0.43%	0.34%	0.09%
2007	0.28%	0.21%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners						
2016	1.14%	0.62%	0.53%	0.26%	0.18%	0.09%
2007	0.85%	0.57%	0.28%	0.09%	0.09%	0.00%
Of Counsel						
2016	0.97%	0.67%	0.30%	0.43%	0.24%	0.18%
2007	0.52%	0.37%	0.15%	0.07%	0.00%	0.07%

Table A5. LGBTQ Lawyers and Attorneys with Disabilities among Surveyed Firms: 2016 vs 2007 (cont.)

	Openly LGBTQ			Individuals with Disabilities		
Year	All	Men	Women	All	Men	Women
Membership on Management-Level Committees						
Executive/Management Committee						
2016	1.61%	0.73%	0.89%	0.32%	0.16%	0.16%
2007	0.72%	0.42%	0.30%	0.23%	0.11%	0.11%
Partner Review Committee						
2016	0.98%	0.36%	0.62%	0.15%	0.10%	0.05%
2007	0.97%	0.58%	0.39%	0.24%	0.10%	0.15%
Associate Review Committee						
2016	1.80%	1.10%	0.70%	0.28%	0.22%	0.06%
2007	1.18%	0.76%	0.42%	0.11%	0.06%	0.06%
Hiring Committee						
2016	3.13%	1.97%	1.16%	0.37%	0.19%	0.19%
2007	1.83%	1.23%	0.60%	0.13%	0.07%	0.05%
Diversity Committee						
2016	8.03%	5.15%	2.88%	0.68%	0.35%	0.33%
2007	6.36%	4.13%	2.23%	0.33%	0.22%	0.11%

	Openly LGBTQ	Individuals with Disabilities
Year	All	All
Other Leadership Roles*		
U.S. Office Heads		
2016	1.94%	0.65%
2008	1.01%	0.20%
Practice Leaders		
2016	1.51%	0.61%
2008	1.30%	0.12%

*Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; gender-specific data is unavailable.

Table A6. Women among Surveyed Firms: 2016 vs 2007

percentage drop / percentage increase

ALL FEMALE LAWYERS			
Year	All Women	White Women	Women of Color
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)			
2016	35.03%	26.95%	8.08%
2007	33.10%	26.09%	7.01%
Associates			
2016	45.80%	32.43%	13.36%
2007	44.66%	33.01%	11.65%
All Partners (both equity and non-equity)			
2016	22.52%	19.48%	3.03%
2007	18.46%	16.56%	1.90%
Equity Partners			
2016	19.81%	17.33%	2.48%
2007	16.05%	14.53%	1.52%
Non-equity Partners			
2016	30.15%	25.56%	4.59%
2007	26.17%	23.05%	3.11%
Of Counsel			
2016	39.83%	33.05%	6.78%
2007	35.63%	30.85%	4.78%
Year	All Women	White Women	Women of Color
Recruitment & Promotion			
All Attorneys Hired (lateral hires and starting associates)			
2016	43.77%	30.59%	13.18%
2007	42.22%	30.63%	11.59%
Lateral Associates Hired			
2016	45.88%	31.18%	14.69%
2007	45.54%	32.65%	12.89%
Lateral Partners Hired			
2016	23.64%	18.75%	4.88%
2007	18.78%	16.13%	2.65%
Lateral Of Counsel Hired			
2016	45.67%	36.03%	9.64%
2007	38.31%	31.74%	6.58%
2L Summer Associates			
2016	48.99%	31.70%	17.30%
2007	46.53%	31.90%	14.63%

Table A6. Women among Surveyed Firms: 2016 vs 2007 (cont.)

ALL FEMALE LAWYERS			
Year	All Women	White Women	Women of Color
Partners Promoted			
2016	36.24%	28.91%	7.33%
2007	30.03%	24.37%	5.66%
All New Equity Partners (both promoted and hired laterally)			
2016	26.95%	22.46%	4.49%
2007	20.86%	17.55%	3.31%
Year	All Women	White Women	Women of Color
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)			
2016	40.32%	29.24%	11.08%
2007	40.72%	30.82%	9.90%
Associates (all levels)			
2016	45.07%	31.16%	13.91%
2007	47.66%	34.64%	13.02%
Junior Associates (1st- and 2nd-years)			
2016	43.39%	28.96%	14.43%
2007	47.87%	33.52%	14.36%
Midlevel Associates (3rd-, 4th- and 5th-years)			
2016	46.76%	31.15%	15.61%
2007	49.80%	36.15%	13.65%
Senior Associates (6rd-, 7th-, 8th-years and above)			
2016	44.03%	32.01%	12.02%
2007	44.18%	33.11%	11.07%
Equity Partners			
2016	23.91%	19.19%	4.71%
2007	17.78%	15.32%	2.46%
Non-equity Partners			
2016	29.64%	23.66%	5.98%
2007	24.55%	21.42%	3.13%
Of Counsel			
2016	39.83%	32.30%	7.53%
2007	39.73%	33.71%	6.03%

Table A6. Women among Surveyed Firms: 2016 vs 2007 (cont.)

ALL FEMALE LAWYERS			
Year	All Women	White Women	Women of Color
Membership on Management-Level Committees			
Executive/Management Committee			
2016	21.77%	18.98%	2.78%
2007	14.81%	13.60%	1.21%
Partner Review Committee			
2016	23.48%	21.07%	2.42%
2007	16.93%	15.77%	1.17%
Associate Review Committee			
2016	29.89%	25.42%	4.47%
2007	24.42%	21.46%	2.95%
Hiring Committee			
2016	37.45%	29.06%	8.40%
2007	35.12%	28.03%	7.09%
Diversity Committee			
2016	44.21%	26.68%	17.53%
2007	44.88%	25.52%	19.35%

ALL FEMALE LAWYERS	
Year	All Women
Other Leadership Roles*	
U.S. Office Heads	
2016	20.19%
2008	14.39%
Practice Leaders	
2016	21.12%
2008	18.38%

*Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; race-specific data is unavailable.

Participating Law Firms

2017 Vault/MCCA Law Firm Diversity Survey

* firm has participated in each of last 10 years

Adams and Reese LLP*

Akerman LLP*

Akin Gump Strauss Hauer & Feld LLP*

Allen & Overy LLP*

Allen Matkins Leck Gamble Mallory & Natsis LLP

Alston & Bird LLP*

Andrews Kurth Kenyon LLP*

Archer Norris A Professional Law Corporation

Arent Fox LLP*

Armstrong Teasdale LLP

Arnold & Porter Kaye Scholer LLP*

Arnstein & Lehr LLP

Baird Holm LLP*

BakerHostetler*

Baker & McKenzie LLP*

Baker Botts LLP*

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*

Barack Ferrazzano Kirschbaum & Nagelberg LLP

Barnes & Thornburg LLP

Beveridge & Diamond P.C.

Blank Rome LLP*

Bodman LLP

Boies, Schiller & Flexner LLP*

Bookoff McAndrews, PLLC

Bowman and Brooke LLP

Bracewell LLP*

Bressler, Amery & Ross, P.C.

Bricker & Eckler*

Brinks Gilson & Lione

Bryan Cave LLP*

Buchalter

Buchanan Ingersoll & Rooney PC*

Butler Snow LLP

Cadwalader, Wickersham & Taft LLP*

Cahill Gordon & Reindel LLP*

Carlton Fields*

Chapman and Cutler LLP

Choate Hall & Stewart LLP*

Cleary Gottlieb Steen & Hamilton LLP*

Clifford Chance US LLP*

Constangy, Brooks, Smith & Prophete, LLP

Cooley LLP*

Covington & Burling LLP*

Cozen O'Connor

Cravath, Swaine & Moore LLP*

Crowell & Moring LLP*

Davis & Harman LLP

Davis Polk & Wardwell LLP*

Davis Wright Tremaine LLP*

Day Pitney LLP*

Debevoise & Plimpton LLP*

Dechert LLP*

Dentons*

Dinsmore & Shohl LLP

DLA Piper LLP (US)*

Dorsey & Whitney LLP*

Drew Eckl & Farnham LLP*

Drinker Biddle & Reath LLP*

Duane Morris LLP*

Dunlap Codding

Dykema Gossett PLLC*

Epstein Becker & Green, P.C.*

Eversheds Sutherland (US) LLP*

Faegre Baker Daniels LLP*

Farella Braun + Martel LLP*

Fenwick & West LLP*

Finnegan Henderson Farabow Garrett & Dunner, LLP*

Fish & Richardson P.C.*

Fisher & Phillips LLP*

Fitzpatrick, Cella, Harper & Scinto*

Foley & Lardner LLP*

Foley Hoag LLP*

Fox Rothschild LLP*

Fried, Frank, Harris, Shriver & Jacobson LLP*

Frost Brown Todd LLC*

Galloway, Johnson, Tompkins, Burr & Smith, APLC

Gardere Wynne Sewell LLP
Gentry Locke Rakes & Moore LLP*
Gibbons P.C.
Gibson Dunn & Crutcher LLP*
Goldberg Segalla
Goodwin Procter LLP*
Gordon Rees Scully Mansukhani, LLP*
Goulston & Storrs
Gray Plant Mooty
Greenberg Glusker LLP
Greenberg Traurig, LLP*
Greensfelder, Hemker & Gale, P.C.
Groom Law Group, Chartered
Gust Rosenfeld P.L.C.*
Harris Karstaedt Jamison & Powers PC
Haynes and Boone LLP*
Hinshaw & Culbertson LLP
Hogan Lovells US LLP*
Holland & Hart LLP*
Holland & Knight LLP*
Howell & Fisher, PLLC*
Hughes Hubbard & Reed LLP*
Hunton & Williams LLP*
Husch Blackwell LLP*
Ice Miller LLP
Jackson Lewis, P.C.*
Jackson Walker L.L.P.*
Jenner & Block LLP*
Jones Day*
Jones Walker LLP
K&L Gates LLP
Kasowitz Benson Torres LLP
Katten Muchin Rosenman LLP*
Kaye Scholer LLP (now part of Arnold & Porter Kaye Scholer LLP)*
Keating Muething & Klekamp PLL*
Kelley Drye & Warren LLP*
Kilpatrick Townsend & Stockton LLP
King & Spalding LLP*
Kirkland & Ellis LLP*
Knobbe, Martens, Olson & Bear LLP
Kobre & Kim LLP
Kramer Levin Naftalis & Frankel LLP*

Kutak Rock LLP*
Lane Powell P.C.*
Latham & Watkins LLP*
Latham Wagner Steele & Lehman PC
Lewis Roca Rothgerber Christie LLP
LimNexus LLP
Lindquist & Vennum PLLP
Linklaters LLP*
Littler Mendelson P.C.*
Locke Lord LLP*
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Manatt, Phelps & Phillips, LLP*
Mayer Brown LLP*
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McGlinchey Stafford
McGuireWoods LLP*
Meserve, Mumper & Hughes LLP
Michael Best & Friedrich LLP
Milbank, Tweed, Hadley & McCloy LLP*
Miles & Stockbridge P.C.
Miller & Martin PLLC*
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Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, PC*
Moore & Van Allen PLLC*
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Neal, Gerber & Eisenberg LLP*
Nelson Mullins Riley & Scarborough LLP*
Nixon Peabody LLP*
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O'Connor, O'Connor, Bresee & First
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
O'Melveny & Myers LLP*
Orgain Bell & Tucker, LLP
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Parsons, Lee & Juliano, P.C.*
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Paul Hastings LLP*
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Robins Kaplan LLP*
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Roig Lawyers
Ropes & Gray LLP*
Rumberger Kirk & Caldwell
Russell & Oliver, PLC*
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Saiber LLC
Sanchez-Medina, Gonzalez, Quesada, Lage, Crespo,
Gomez & Machado LLP [SMGQ Law]
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Sheppard, Mullin, Richter & Hampton LLP*
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Sidley Austin LLP*
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Skadden, Arps, Slate, Meagher & Flom LLP*

Smith Haughey Rice & Roegge*
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Snyder, Clark, Lesch & Chung, LLP
Squire Patton Boggs LLP
Steptoe & Johnson LLP*
Sterne, Kessler, Goldstein & Fox, P.L.L.C.
Stinson Leonard Street LLP*
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Thompson & Knight LLP*
Thompson Coburn LLP*
Thompson Hine LLP*
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Vorys, Sater, Seymour and Pease LLP*
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