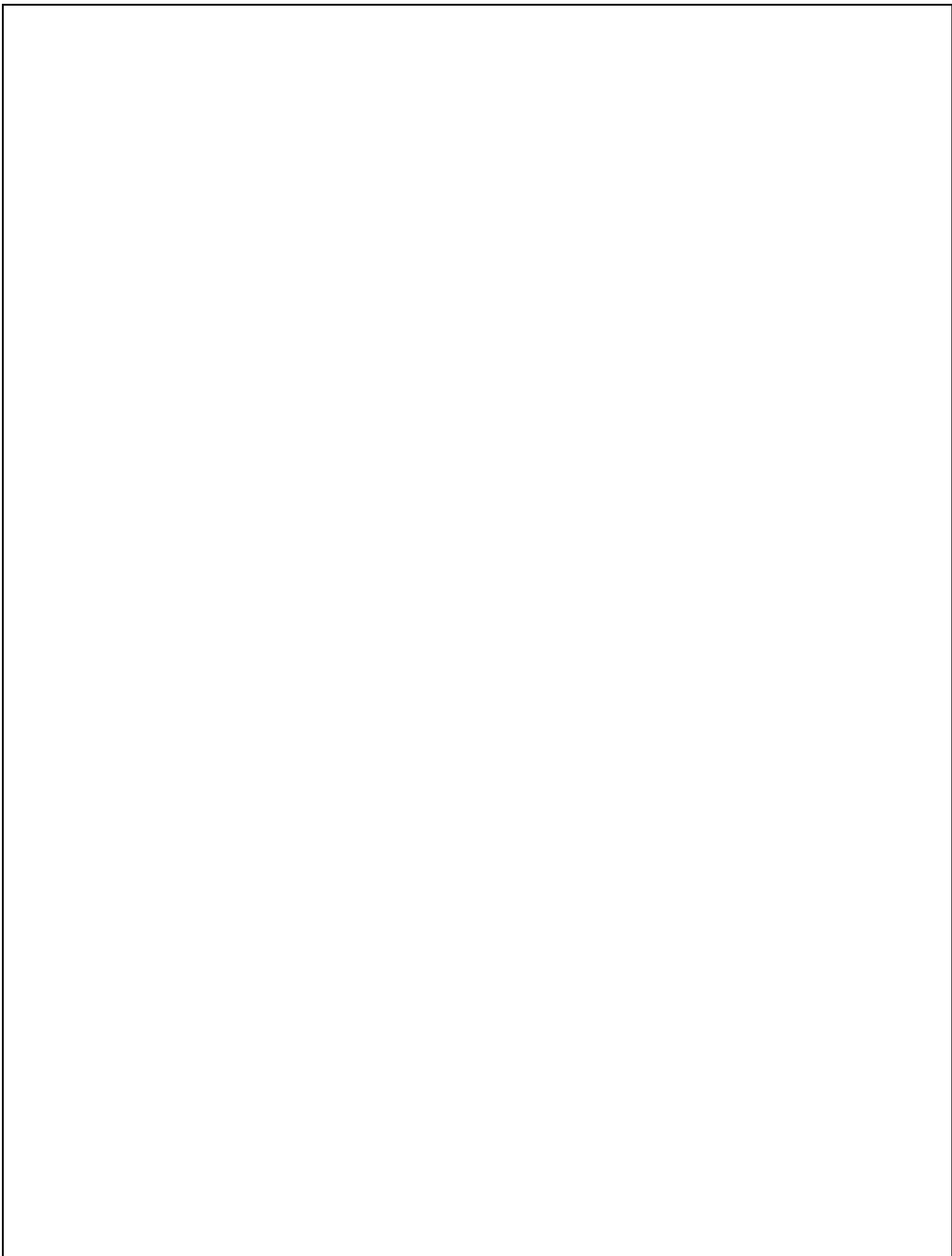




2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

**Vault/MCCA Law Firm Diversity Survey
2019 Report**



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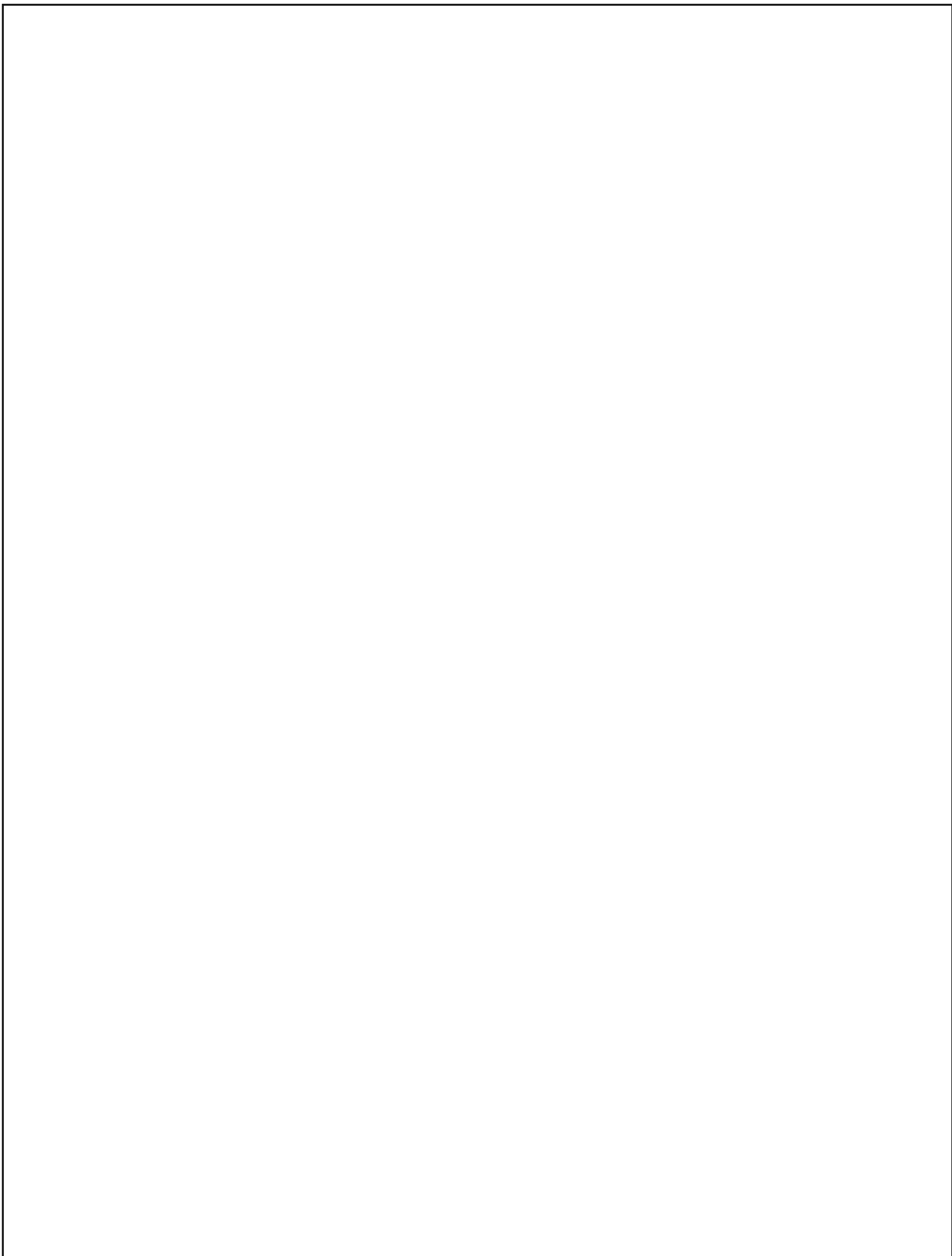


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Introduction

October 2019

Since 2004, Vault and the Minority Corporate Counsel Association (MCCA) have worked with law firms and corporate counsel across the country to develop a standardized resource for measuring diversity progress.

Now in its 16th year, the Vault/MCCA Law Firm Diversity Survey collects information from law firms about the steps they are taking to recruit and retain a more diverse workforce. The survey gathers 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 and from the lawyers who serve on management committees to the attorneys who leave their firms. Firms are asked to outline their initiatives and goals with respect to diversity and inclusion, and to explain how management is held accountable for achieving those goals.

This year, 238 law firms participated in the Vault/MCCA Survey, a majority of whom have taken part for the last 10 years. Their responses are available in the Law Firm Diversity Database (<http://mcca.vault.com>). The database also maintains an archive of survey data collected since 2008, thus offering uniquely comprehensive demographic snapshots of the nation's leading law firms and the industry as a whole. Access to the Law Firm Diversity Database is provided at no charge to the legal community to promote transparency and accountability and in the belief that the pursuit of progress is a shared endeavor.

This report, compiled by Vault, highlights industry-wide findings from the most recent Vault/MCCA Survey conducted in the spring of 2019. Law firm demographic statistics were reported as of the end of the 2018 calendar year.

We thank all the law firms who have taken the time to complete the survey, the corporate legal departments who have been the driving force behind this initiative, and the database sponsors without whose generous financial support this project would not be possible.

Vera Djordjevich
Managing Director, Research & Consulting
Vault.com, Inc.

Jean Lee
President & Chief Executive Officer
Minority Corporate Counsel Association

2019 Vault/MCCA Survey Results

The Vault/MCCA Survey collects information for seven different racial/ethnic groups: White/Caucasian, African American/Black, Hispanic/Latinx, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial. The survey breaks out the numbers by gender and also solicits data for LGBTQ attorneys and Individuals with Disabilities.

The latest survey results underscore ongoing trends, including some of the same broad issues highlighted in previous years:

- Law firm populations are slowly becoming more diverse, although demographic changes have been slow to trickle upward, and firms continue to struggle with retention of diverse attorneys, particularly people of color.¹
- While all of the minority groups tracked in this survey contend with issues of underrepresentation, the specific challenges faced by each group vary.
- More women serve as partners and law firm leaders than in the past, although they have yet to achieve gender parity, and women of color enjoy fewer of these successes than their white colleagues.

TABLE 1. OVERALL LAW FIRM DEMOGRAPHICS*

Demographic	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Lawyers
White/Caucasian	66.39%	73.38%	85.93%	89.77%	89.87%	89.30%	81.69%
Asian American	13.13%	11.99%	5.25%	4.21%	3.73%	3.86%	7.70%
Hispanic/Latinx	7.55%	5.46%	3.41%	3.33%	2.62%	2.81%	4.08%
African American/Black	7.76%	4.83%	3.06%	2.45%	1.94%	2.08%	3.45%
Multiracial	3.81%	3.24%	1.44%	1.23%	0.76%	0.89%	2.02%
Alaska Native/American Indian	0.25%	0.18%	0.20%	0.21%	0.14%	0.16%	0.17%
Native Hawaiian/Pacific Islander	0.14%	0.08%	0.05%	0.06%	0.03%	0.04%	0.06%
Openly LGBTQ	5.61%	4.01%	2.16%	2.02%	1.90%	1.93%	2.90%
Individuals with Disabilities	0.35%	0.55%	0.64%	0.57%	0.44%	0.48%	0.53%
All Racial Minorities	32.63%	25.78%	13.41%	11.49%	9.21%	9.83%	17.48%
All Women	51.37%	46.47%	39.96%	30.11%	21.64%	23.93%	36.16%
Women of Color	19.27%	14.58%	7.05%	5.06%	3.08%	3.61%	9.00%

*Unless otherwise indicated, all data in charts and tables reflect the most recent 2019 survey results.

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/Latinx, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial.

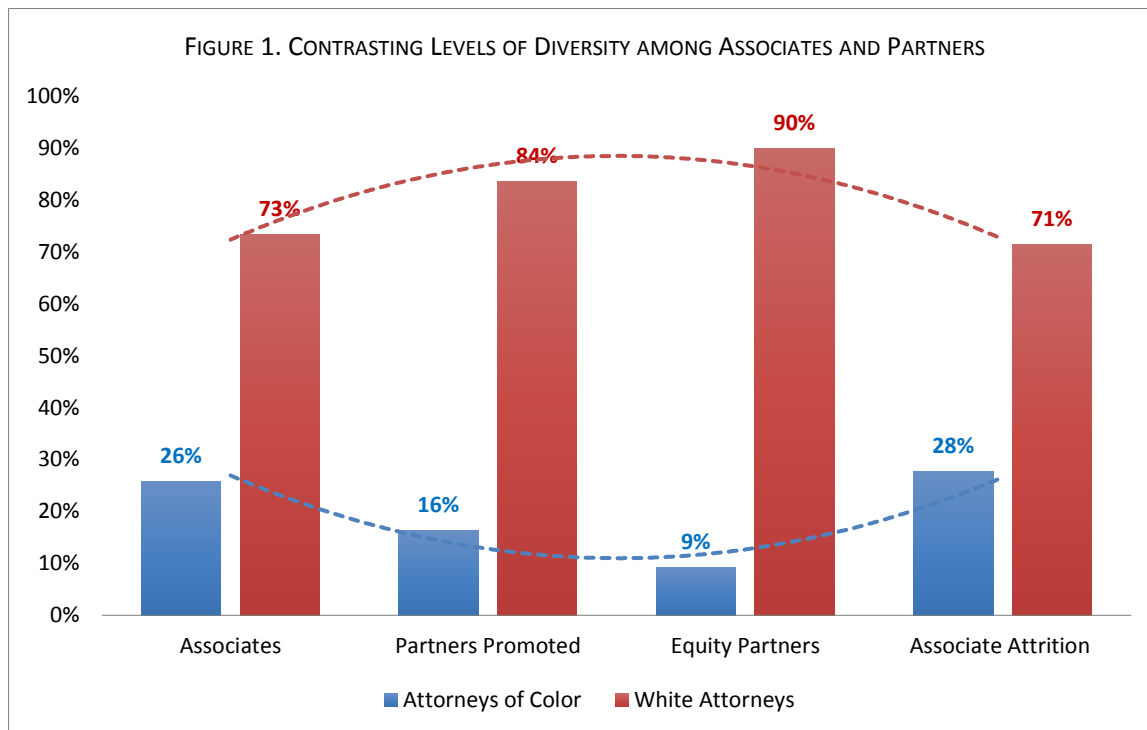
MINORITY LAWYERS

The 2019 survey results included the highest representation of minority attorneys to date. More than 17 percent of law firm attorneys are members of a racial or ethnic minority group. Representation is strongest among summer associates—almost 33 percent of 2Ls at surveyed law firms in 2018 were members of racial or ethnic minority groups—and associates, 26 percent of whom are attorneys of color.

Although the numbers thin within the partnership ranks, minority representation among partners is higher than in prior years. Sixteen percent of the partners promoted in 2018 are attorneys of color, compared to 14 percent in 2017. Minority attorneys now represent 10 percent of all partners and 9 percent of equity partners.

More minority lawyers serve in leadership roles than in the past. Almost 11 percent of attorneys on their firms' management committees are people of color, which is more than a percentage point higher than the results from last year's survey. Minority attorneys represent 10 percent of office heads in the United States and 9 percent of those who lead practice groups.

Yet, even as recruitment and promotion of attorneys of color increase, so does their attrition, and the ranks of attorneys who leave their firms are far more diverse than those who join their partnerships. Twenty-two percent of the lawyers who left their firms last year were members of racial/ethnic minority groups, even though attorneys of color represent only 17 percent of attorneys at surveyed firms. The departure rate among associates was even higher: almost 28 percent of associates who left their firms were attorneys of color.



WOMEN

As the population of female attorneys slowly increases, more women are joining the partnership ranks and serving in leadership roles. Notably, this year's survey included the highest percentage of female summer associates to date.

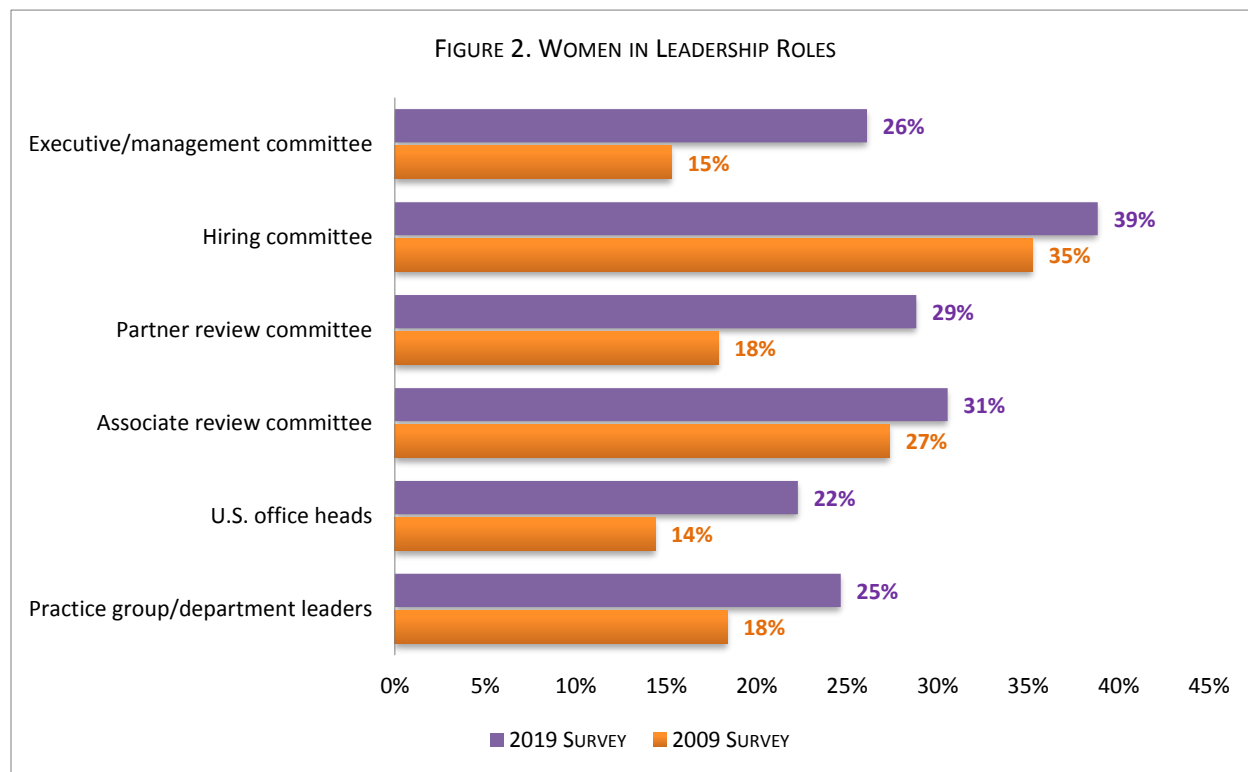
The number of women in law firms, which had remained fairly level for almost a decade since 2007—hovering between 33 and 34 percent—began to climb in 2016 and now exceeds 36 percent. More than 46 percent of associates are women. Women represent 24 percent of all partners and almost 22 percent of equity partners.

Law firms reported that 38 percent of the attorneys promoted to partnership in 2018 were women; while the number is only slightly higher than it was in 2017, it has increased 8 percentage points over the last decade.

Female attorneys represent 26 percent of attorneys who serve on their firms' executive or management committees, 22 percent of attorneys who head U.S. offices and almost 25 percent of practice group leaders. Each of these figures is higher than prior surveys.

Although lateral hiring among women is down since the previous year, the 2018 summer associate classes included more women than men for the first time since Vault and MCCA have conducted this survey. Female law students represented more than 51 percent of 2L summer associates at surveyed firms.

Attrition numbers, while they show marginal increases over last year's results, remain close to the figures reported over the last 12 years. Women represented approximately 41 percent of all attorneys who left their firms in 2018 and 47 percent of departing associates.



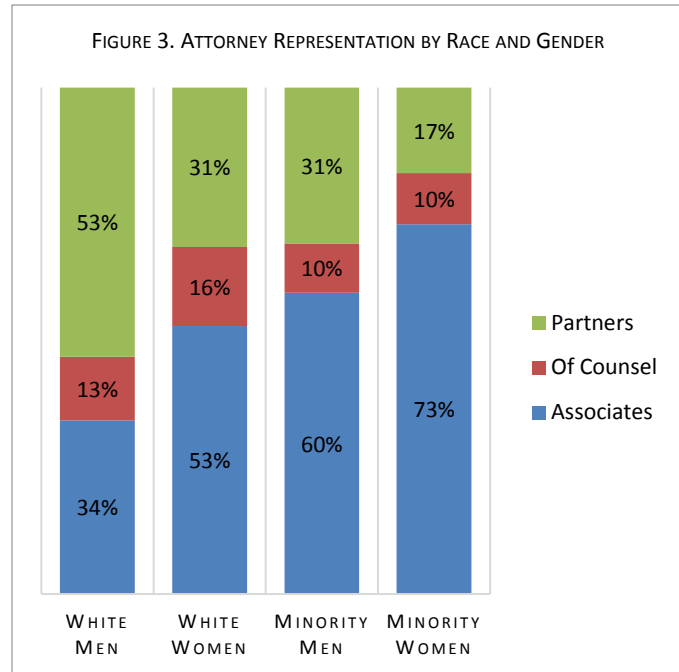
WOMEN OF COLOR

In some respects, the survey results show progress for all women, regardless of race/ethnicity. Both white women and minority women represent a larger proportion of law firm summer associates, associates and partners than they did a decade ago.

Women of color are hired in greater numbers and make up a larger share of the attorney population than men of color. Women represented 59 percent of the minority law students hired as summer associates in 2018 and more than half of all attorneys of color hired. Women of color represent more than 14 percent of associates.

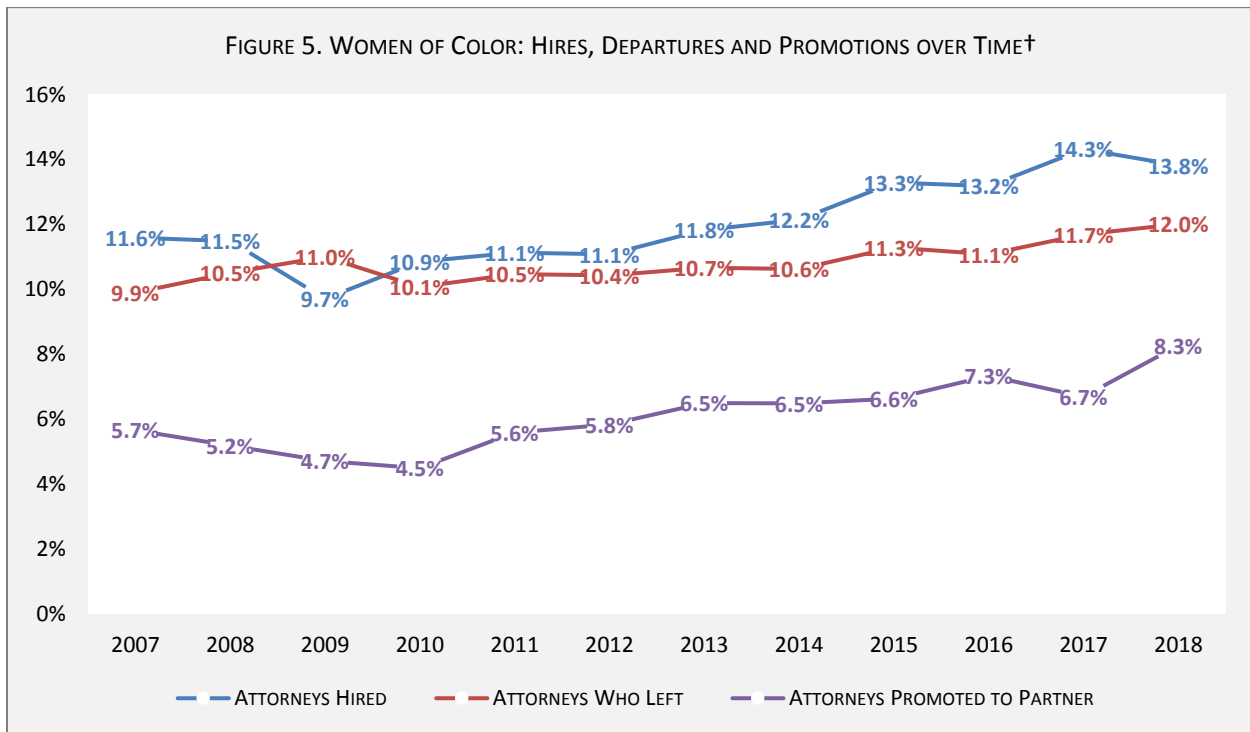
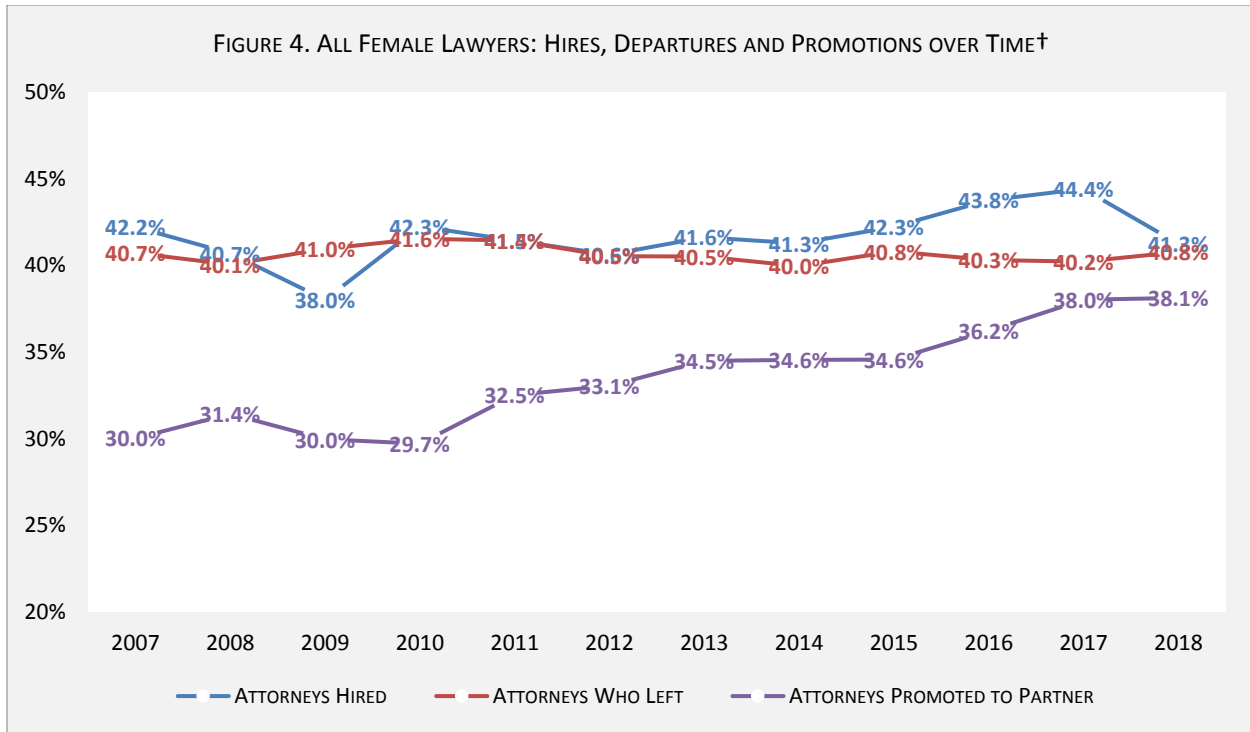
The progress is not as strong at the partner level, however. Although the number of female minority partners has also grown, their representation in the partner ranks remains low. Less than 4 percent of all partners are women of color, and minority women represent just 3 percent of equity partners, compared to 6 percent for minority men and 19 percent for white women.

Attrition among women of color, especially at the associate level, continues to increase. Minority women represented almost 19 percent of the first- and second-year associates who left their firms in 2018. Twelve percent of all attorneys who left their firms in 2018 were women of color—the highest figure recorded to date.



Notwithstanding the progress female attorneys have made over the years, men are still more likely to join the equity partner ranks than women, and women of color are the least likely.

TABLE 2. PERCENTAGE OF EQUITY PARTNERS AMONG NEW PARTNERS (includes both lateral hires and internal promotions)				
	White Men	White Women	Minority Men	Minority Women
	56%	51%	52%	48%
New Equity Partners	1,483	576	203	153
New Partners	2,671	1,126	389	319
Associates	19,934	15,324	5,383	7,006

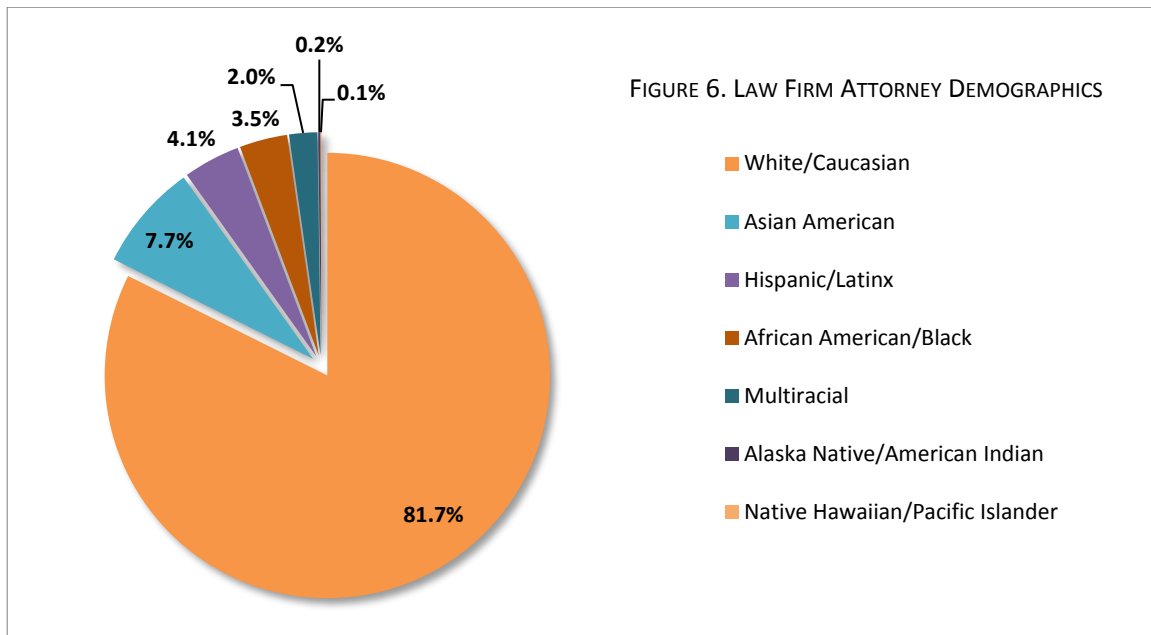


†Represents percentage of women among attorneys hired each year (incoming associates as well as laterals), compared to percentage of women among attorneys who left their firms that year (associates, counsel and partners) and the percentage of women among attorneys promoted to partnership.

Results by Race/Ethnicity

The following sections highlight significant findings based on the data reported for individual racial/ethnic groups.

- Even compared to other minority groups, Asian Americans are significantly underrepresented at partnership and management levels, although the numbers are slowly trending upward.
- While the numbers remain low compared to their share of the U.S. population as a whole, Hispanic and Latinx lawyers have seen slow but steady gains according to the data.
- Progress for African American lawyers is less evident, as their numbers in law firms remain below pre-recession levels and they leave their firms at a higher rate than other groups.



ASIAN AMERICAN

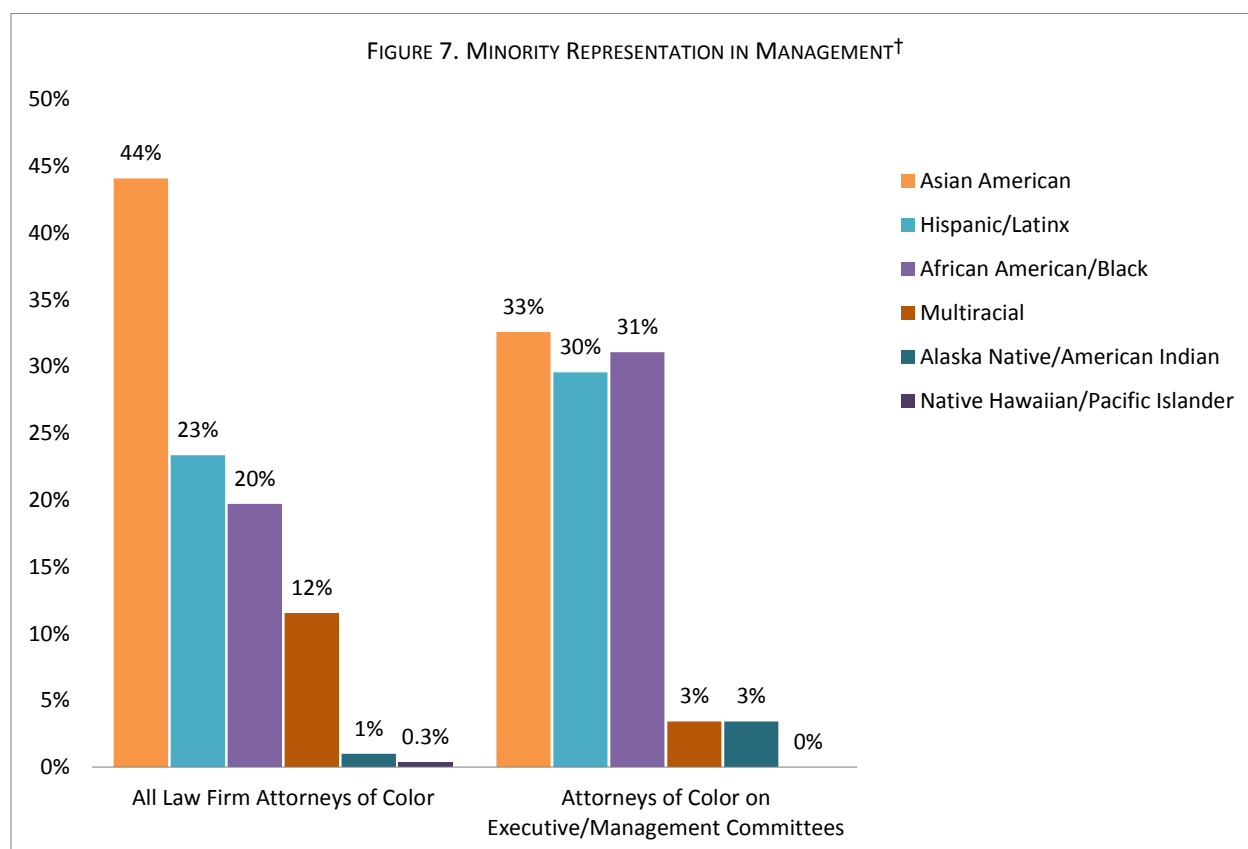
Asian Americans are the largest minority group among law firm attorneys. According to this year’s survey, they represent 44 percent of minority lawyers and almost 8 percent of all attorneys in surveyed law firms. Twelve percent of associates and almost 4 percent of partners are Asian Americans. Both figures represent small increases over last year.

Although the overall population of Asian lawyers has grown, the latest survey reported slightly lower percentages of Asian Americans among summer associates and attorneys hired than the previous year.

Asian American attorneys continue to be underrepresented in the upper echelons of law firms. Only 21 percent of Asian American lawyers are partners in their firms, compared to 25 percent of African American attorneys, 29 percent of Hispanic/Latinx lawyers and 46 percent of white attorneys.

While the vast majority (almost 90 percent) of attorneys serving on firm executive or management committees are white, Asian American attorneys represent a disproportionately small share of the minority lawyer membership. Asian Americans represent 44 percent of all minority attorneys in law firms but only 33 percent of the attorneys of color who serve on executive committees.

That said, this year’s results did show a slight uptick in the number of Asian Americans promoted to partnership, as well as increases in the number of Asian attorneys in leadership roles. Asian Americans represented almost 7 percent of attorneys promoted to partnership in 2018 and make up 3.5 percent of attorneys serving on executive committees, 4 percent of lawyers on partner review committees and 5 percent of attorneys on associate review committees.



[†]Represents racial/ethnic breakdown of minority attorneys, comparing demographics of overall law firm population to demographics of firms’ executive/management committees. Note that percentages are based on the total number of attorneys of color.

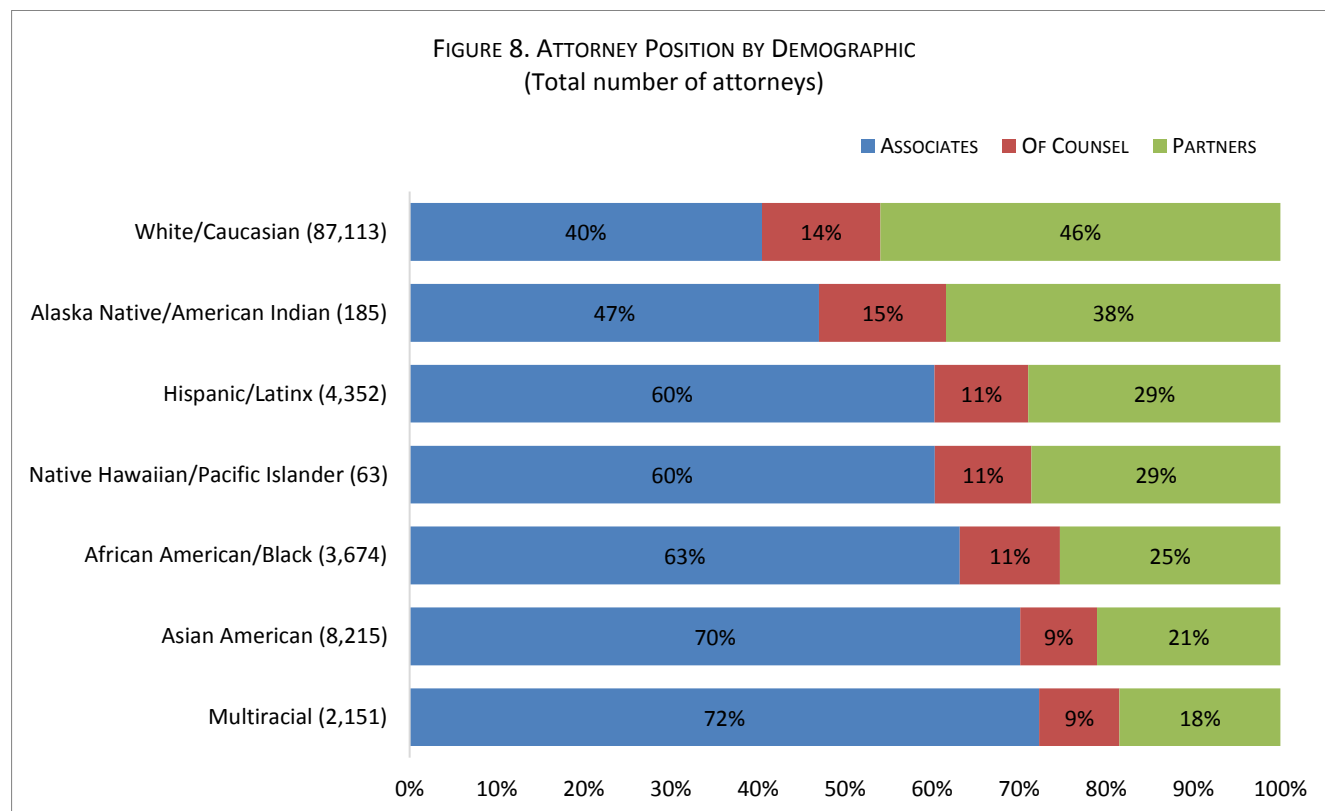
HISPANIC/LATINX

While still disproportionately low relative to their overall population in the United States, the number of Hispanic and Latinx attorneys continues to increase, albeit very slowly. In 2007, Hispanic/Latinx attorneys represented 3 percent of attorneys in law firms; now they represent more than 4 percent.

According to this year's survey, more than 5 percent of associates and just under 3 percent of partners are Hispanic/Latinx. Although the partnership numbers remain low, Hispanic and Latinx lawyers are more likely to be partners at their firms than either black or Asian attorneys. Twenty-nine percent of Hispanic/Latinx lawyers are partners at their firms, while the figures are 25 percent and 21 percent, respectively, for African American and Asian American lawyers.

In 2018, 4 percent of attorneys promoted to their firms' partnerships were Hispanic or Latinx—the highest number in the last six years. At the leadership level, Hispanic and Latinx attorneys represent 3 percent of attorneys on executive committees, 4 percent of lawyers on hiring committees, and close to 3 percent of the attorneys serving on partner review and associate review committees.

Hispanic/Latinx lawyers made up more than 5 percent of all new attorneys hired in 2018 and more than 7 percent of 2L summer associates that year. As is true for other racial/ethnic minority groups, women outnumber men among the summer associates, although the Hispanic/Latinx lawyers hired laterally included more men than women.



AFRICAN AMERICAN/BLACK

Compared to other minority groups, data for African American/Black lawyers reveal fewer signs of progress. Although the last few years have shown some small increases, the number of black attorneys has yet to return to pre-recession levels.

African Americans represent more than 3 percent of all law firm attorneys. While this year's figure is slightly higher than last year's (3.5 percent compared to 3.3 percent), prior to the recession, it was closer to 4 percent. Similarly, the percentage of black associates, which had steadily declined since 2007, has only slowly inched upward in the last three years to bring the current figure closer to—though still below—the 5 percent reported more than a decade ago.

According to this year's survey, 2 percent of all partners and just under 2 percent of equity partners are African American/Black. The percentage of black attorneys among partners promoted did increase by a small margin over the previous year, although it still remains below 3 percent.

One area in which the numbers have improved in recent years is summer associate hiring. Although the 2018 class of 2Ls included fewer African Americans than 2017, the number is approaching 8 percent and exceeds the figures reported for every other year. In addition, at a little over 5 percent, the number of black attorneys among new hires is the highest it has been since 2007.

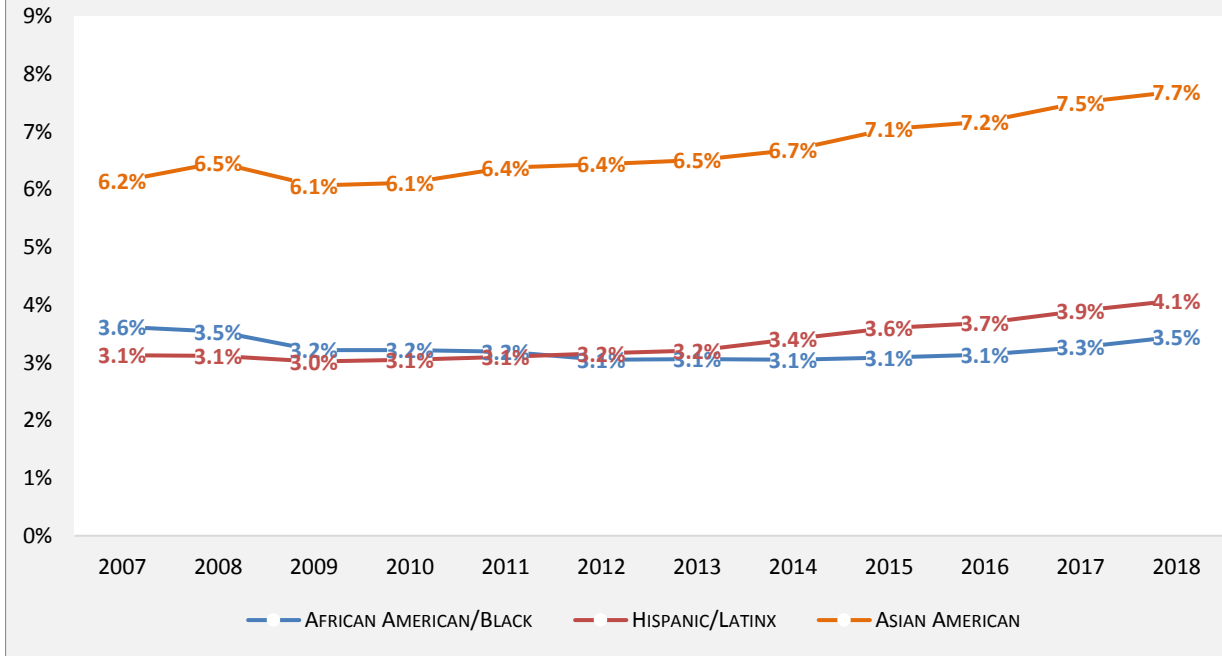
Relative to other minority groups, African American/Black attorneys are better represented on their firms' executive/management committees. African Americans make up 3.5 percent of all law firm attorneys and they represent 3.3 percent of attorneys on executive committees. By contrast, Hispanic/Latinx lawyers represent 4.1 percent of attorneys but only 3.2 percent of executive committee members, while Asian Americans, whose population is more than that of African American and Hispanic/Latinx attorneys combined, represent just 3.5 percent of attorneys on their firms' executive committees.

Retention of black lawyers remains an ongoing issue, as they continue to leave their firms at a higher rate than other groups. More than 6 percent of associates who left their firms in 2018 were African American, the highest figure since 2011.

**TABLE 3. ATTORNEY DEPARTURES AMONG LARGEST RACIAL/ETHNIC GROUPS IN 2018
AS PERCENTAGE OF THEIR OVERALL LAW FIRM POPULATION**

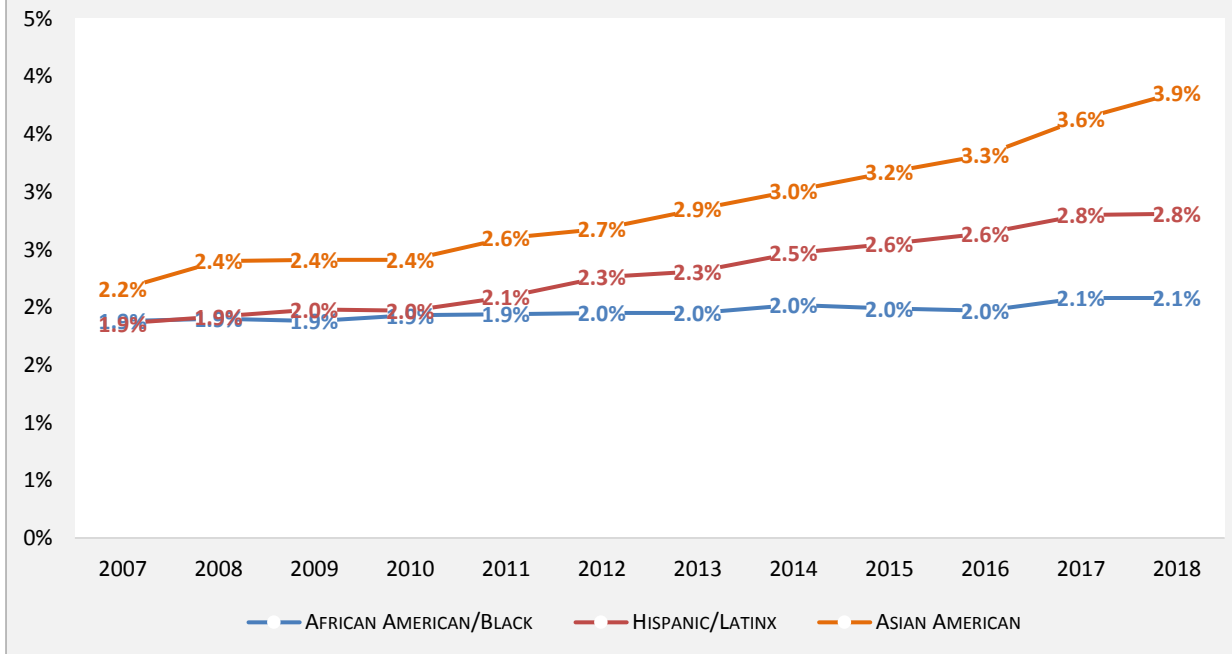
	African American/ Black	Asian American	Hispanic/Latinx	White/Caucasian
All Attorneys	16.7%	14.3%	12.1%	10.6%
Men	16.0%	13.9%	11.3%	10.0%
Women	17.3%	14.7%	13.0%	11.9%

FIGURE 9. MINORITY REPRESENTATION AMONG LAW FIRM ATTORNEYS



As the population of Asian American and Hispanic/Latinx lawyers has gradually increased over time, the number of African American/Black lawyers has fallen or remained flat. The numbers of Hispanic/Latinx and Asian American partners have also grown at a higher rate than that of African American/Black partners.

FIGURE 10. MINORITY REPRESENTATION AMONG LAW FIRM PARTNERS



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

In addition to African American/Black, Hispanic/Latinx 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. Although most of the law firms surveyed now report demographic data for all groups, not all have separately tracked numbers for multiracial attorneys and Native Hawaiian/Pacific Islanders, classifications that the EEOC introduced to its reporting requirements in 2007.

Both because of these reporting issues and because the groups represent a relatively small share even of the overall minority populations, it is difficult to assess changes over time.

Multiracial attorneys—those lawyers who identify with more than one racial group—represent a small but growing share of the lawyer population. According to this year's survey, they represent 2 percent of all attorneys in law firms, including 3 percent of associates and less than 1 percent of partners.

Relative to their overall numbers, multiracial attorneys are even less likely to be partners at their firms than Asian Americans or other minority groups, but their representation in law firm partnerships has been growing. Over the last three years, the percentage of multiracial attorneys who are partners at their firms has grown from 15 percent to 18 percent.

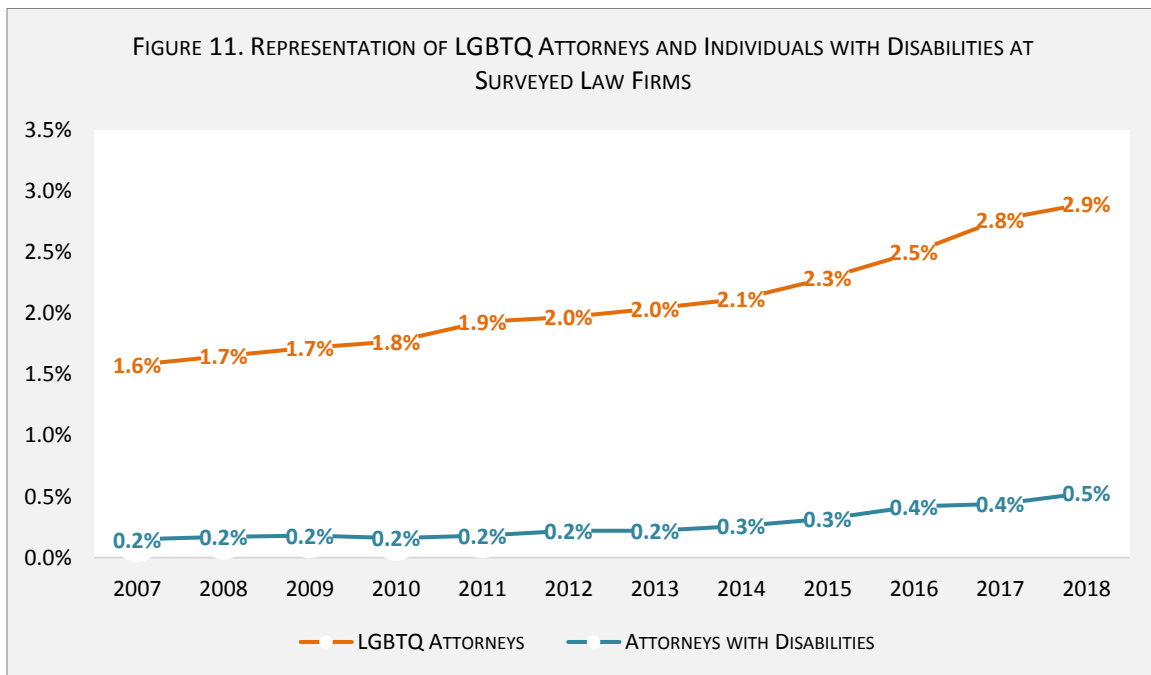
According to this year's survey, there are just 185 attorneys identifying as Alaska Native or American Indian at surveyed law firms, representing less than 0.2 percent of law firm attorneys, although their representation among summer associates is slightly higher.

Native Hawaiians and Pacific Islanders are the smallest racial group for which survey data is collected, representing less than one-tenth of 1 percent of lawyers—63 attorneys—across surveyed firms.

LGBTQ ATTORNEYS

While still low, the numbers reported for openly lesbian, gay, bisexual, transgender and queer attorneys at law firms continue to grow. According to the latest survey results, nearly 3 percent of law firm attorneys identify as LGBTQ, the highest figure reported to date. (Note that approximately 7 percent of surveyed firms did not provide LGBTQ data.)

Four percent of associates and almost 2 percent of partners identify as LGBTQ. The numbers are higher among summer associates. Law firms reported that more than 5 percent of 2L summer associates in 2018 were LGBTQ.



INDIVIDUALS WITH DISABILITIES

The Vault/MCCA Survey solicits information on Individuals with Disabilities, although a sizeable minority of law firms (29 percent) do not collect or report this data. While underreporting makes it difficult to draw reliable conclusions about their representation in law firms, the numbers are trending upward.

According to the latest survey results, Individuals with Disabilities represent more than 0.5 percent of law firm attorneys. Of the 563 attorneys with disabilities recorded in this year's survey, nearly 38 percent are partners, 47 percent are associates and 16 percent are of counsel.

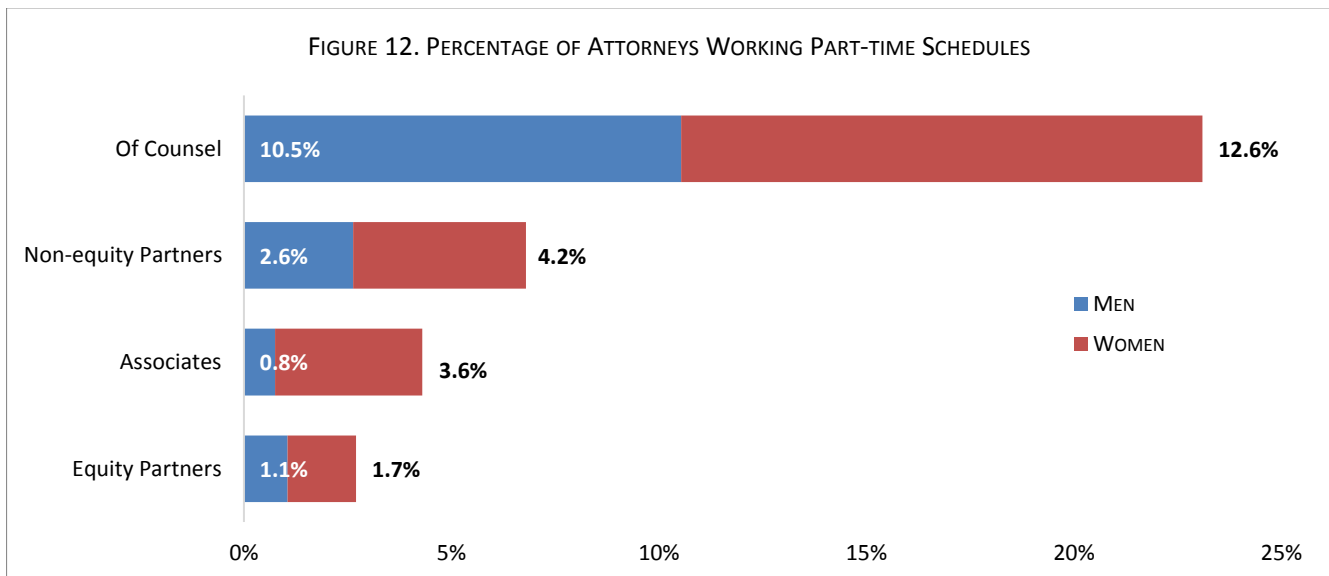
PART-TIME ATTORNEYS

The survey also touched upon flexible schedules and found that more than 6 percent of law firm attorneys work a part-time schedule. Women represent the majority—about 64 percent—of those lawyers.

Part-time schedules are most common among law firm of counsel and associates, while equity partners are the least likely to work part time. Almost 46 percent of attorneys working part time are of counsel, and 23 percent of all of counsel at law firms have part-time schedules.

Thirty percent of attorneys working part time are associates, 12 percent are equity partners and just under 12 percent are non-equity partners.

FIGURE 12. PERCENTAGE OF ATTORNEYS WORKING PART-TIME SCHEDULES



Appendices

Methodology

Findings are based on law firm responses to the annual Vault/MCCA Law Firm Diversity Survey, which was first developed in 2004 by MCCA, working with Vault and leading general counsel, to support the Chief Legal Officers' Call to Action to increase diversity in the legal profession. Vault administers the survey, compiles the data and publishes the results. This annual report was written by Vault's managing director of research and consulting, Vera Djordjevich.

All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2018, was distributed in the spring of 2019 and published in September 2019.

Survey results for the years 2007 through 2018 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/>.

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 238 law firms.

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 2018); 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 Latinx); Hispanic/Latinx; 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: 2018 vs 2017 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	2018	66.39%	73.38%	85.93%	89.77%	89.87%	89.30%	81.69%
	2017	67.46%	74.54%	86.69%	87.33%	90.90%	89.94%	82.64%
	2007	73.43%	78.96%	89.43%	91.17%	93.65%	93.06%	85.72%
Asian American	2018	13.13%	11.99%	5.25%	4.21%	3.73%	3.86%	7.70%
	2017	13.57%	11.85%	5.25%	3.82%	3.56%	3.63%	7.51%
	2007	12.88%	9.96%	3.43%	3.00%	1.90%	2.16%	6.15%
Hispanic / Latinx	2018	7.55%	5.46%	3.41%	3.33%	2.62%	2.81%	4.08%
	2017	6.78%	5.15%	3.22%	3.48%	2.54%	2.80%	3.90%
	2007	4.08%	4.33%	2.35%	2.21%	1.75%	1.86%	3.13%
African American / Black	2018	7.76%	4.83%	3.06%	2.45%	1.94%	2.08%	3.45%
	2017	7.86%	4.53%	2.85%	2.65%	1.87%	2.08%	3.27%
	2007	7.27%	5.11%	3.32%	2.78%	1.60%	1.88%	3.62%
Multiracial	2018	3.81%	3.24%	1.44%	1.23%	0.76%	0.89%	2.02%
	2017	3.64%	3.14%	1.41%	1.03%	0.67%	0.77%	1.91%
	2007	1.23%	1.05%	0.36%	0.21%	0.20%	0.20%	0.64%
Alaska Native / American Indian	2018	0.25%	0.18%	0.20%	0.21%	0.14%	0.16%	0.17%
	2017	0.29%	0.19%	0.20%	0.18%	0.12%	0.13%	0.17%
	2007	0.37%	0.22%	0.11%	0.16%	0.15%	0.15%	0.18%
Native Hawaiian / Pacific Islander	2018	0.14%	0.08%	0.05%	0.06%	0.03%	0.04%	0.06%
	2017	0.03%	0.09%	0.03%	0.13%	0.07%	0.08%	0.08%
	2007	0.12%	0.12%	0.08%	0.09%	0.03%	0.04%	0.08%
Openly LGBTQ	2018	5.61%	4.01%	2.16%	2.02%	1.90%	1.93%	2.90%
	2017	5.16%	3.73%	2.20%	2.01%	1.92%	1.95%	2.77%
	2007	2.01%	1.98%	1.25%	1.17%	1.16%	1.16%	1.58%
Individuals with Disabilities	2018	0.35%	0.55%	0.64%	0.57%	0.44%	0.48%	0.53%
	2017	0.26%	0.43%	0.64%	0.39%	0.39%	0.39%	0.44%
	2007	0.05%	0.13%	0.24%	0.16%	0.17%	0.16%	0.15%
All Racial Minorities	2018	32.63%	25.78%	13.41%	11.49%	9.21%	9.83%	17.48%
	2017	32.18%	24.95%	12.97%	11.29%	8.82%	9.48%	16.84%
	2007	25.95%	20.78%	9.66%	8.45%	5.62%	6.30%	13.81%
All Women	2018	51.37%	46.47%	39.96%	30.11%	21.64%	23.93%	36.16%
	2017	49.88%	46.22%	40.23%	30.36%	20.64%	23.26%	35.70%
	2007	46.53%	44.66%	35.63%	26.17%	16.05%	18.46%	33.10%
Women of Color	2018	19.27%	14.58%	7.05%	5.06%	3.08%	3.61%	9.00%
	2017	18.48%	13.96%	7.03%	4.88%	2.81%	3.37%	8.57%
	2007	14.63%	11.65%	4.78%	3.11%	1.52%	1.90%	7.01%

Table A2. Minority Lawyers among Surveyed Firms

MINORITY LAWYERS			
2019 Survey	All	Men	Women
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)	17.48%	8.48%	9.00%
Associates	25.78%	11.20%	14.58%
All Partners (both equity and non-equity)	9.83%	6.21%	3.61%
Equity Partners	9.21%	6.14%	3.08%
Non-equity Partners	11.49%	6.43%	5.06%
Of Counsel	13.41%	6.36%	7.05%
Recruitment & Promotion			
2L Summer Associates	32.63%	13.36%	19.27%
All Attorneys Hired (laterals and starting associates)	25.34%	11.51%	13.82%
Lateral Associates	28.07%	12.50%	15.58%
Lateral Partners	14.86%	9.06%	5.80%
Lateral Of Counsel	20.99%	9.82%	11.16%
Partners Promoted	16.28%	8.00%	8.27%
All New Equity Partners (both promoted and lateral)	14.62%	8.34%	6.28%
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)	22.08%	10.07%	12.01%
Associates (all levels)	27.72%	12.17%	15.55%
Junior Associates (1st- and 2nd-years)	31.77%	13.18%	18.58%
Midlevel Associates (3rd-, 4th- and 5th-years)	30.19%	13.42%	16.76%
Senior Associates (6th-, 7th-, 8th-years and above)	23.40%	10.42%	12.98%
Equity Partners	11.28%	7.09%	4.19%
Non-equity Partners	12.19%	6.63%	5.56%
Of Counsel	15.53%	6.59%	8.94%
Membership on Management-level Committees			
Executive/Management Committee	10.74%	6.96%	3.79%
Partner Review Committee	10.53%	7.03%	3.50%
Associate Review Committee	11.10%	6.79%	4.30%
Hiring Committee	17.07%	8.67%	8.40%
Diversity Committee	41.49%	20.72%	20.77%
Other Leadership Roles*			
U.S. Office Heads	10.22%		
Practice Leaders	8.54%		

**Gender-specific data is unavailable*

Table A3. Women among Surveyed Firms

ALL FEMALE LAWYERS			
2019 Survey	All Women	White Women	Women of Color
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)	36.16%	27.16%	9.00%
Associates	46.47%	31.89%	14.58%
All Partners (both equity and non-equity)	23.93%	20.32%	3.61%
Equity Partners	21.64%	18.56%	3.08%
Non-equity Partners	30.11%	25.05%	5.06%
Of Counsel	39.96%	32.91%	7.05%
Recruitment & Promotion			
2L Summer Associates	51.37%	32.10%	19.27%
All Attorneys Hired (laterals and starting associates)	41.27%	27.45%	13.82%
Lateral Associates	45.17%	29.59%	15.58%
Lateral Partners	25.63%	19.84%	5.80%
Lateral Of Counsel	43.59%	32.42%	11.16%
Partners Promoted	38.13%	29.86%	8.27%
All New Equity Partners (both promoted and lateral)	29.94%	23.66%	6.28%
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)	40.79%	28.78%	12.01%
Associates (all levels)	46.85%	31.30%	15.55%
Junior Associates (1st- and 2nd-years)	49.34%	30.76%	18.58%
Midlevel Associates (3rd-, 4th- and 5th-years)	46.01%	29.25%	16.76%
Senior Associates (6th-, 7th-, 8th-years and above)	46.64%	33.66%	12.98%
Equity Partners	21.91%	17.72%	4.19%
Non-equity Partners	29.63%	24.07%	5.56%
Of Counsel	40.45%	31.51%	8.94%
Membership on Management-level Committees			
Executive/Management Committee	26.09%	22.30%	3.79%
Partner Review Committee	28.82%	25.32%	3.50%
Associate Review Committee	30.55%	26.24%	4.30%
Hiring Committee	38.85%	30.45%	8.40%
Diversity Committee	47.88%	27.12%	20.77%
Other Leadership Roles*			
U.S. Office Heads	22.27%		
Practice Leaders	24.64%		

**Race-specific data is unavailable*

**Table A4. African American/Black, Asian American and Hispanic/Latinx Lawyers
Among Surveyed Firms**

	African American/Black			Asian American			Hispanic/Latinx		
2019 Survey	All	Men	Women	All	Men	Women	All	Men	Women
Law Firm Demographics									
All Attorneys	3.45%	1.59%	1.85%	7.70%	3.55%	4.15%	4.08%	2.21%	1.87%
Associates	4.83%	1.96%	2.87%	11.99%	5.04%	6.96%	5.46%	2.61%	2.86%
All Partners	2.08%	1.28%	0.79%	3.86%	2.34%	1.52%	2.81%	1.90%	0.91%
Equity Partners	1.94%	1.22%	0.71%	3.73%	2.37%	1.35%	2.62%	1.88%	0.74%
Non-equity Partners	2.45%	1.45%	1.01%	4.21%	2.25%	1.96%	3.33%	1.94%	1.39%
Of Counsel	3.06%	1.31%	1.76%	5.25%	2.33%	2.92%	3.41%	1.88%	1.52%
Recruitment & Promotion									
2L Summer Associates	7.76%	2.89%	4.86%	13.13%	5.02%	8.10%	7.55%	3.43%	4.12%
All Attorneys Hired	5.49%	2.34%	3.15%	11.03%	4.92%	6.11%	5.54%	2.81%	2.73%
Lateral Associates	6.01%	2.47%	3.53%	12.71%	5.54%	7.18%	5.78%	2.85%	2.93%
Lateral Partners	2.75%	1.85%	0.90%	6.40%	4.12%	2.28%	3.86%	2.15%	1.72%
Lateral Of Counsel	5.26%	2.36%	2.90%	8.16%	3.70%	4.46%	4.51%	2.42%	2.09%
Partners Promoted	2.79%	1.35%	1.44%	6.83%	3.28%	3.55%	4.00%	1.89%	2.11%
All New Equity Partners	2.71%	1.68%	1.03%	6.65%	3.78%	2.87%	3.49%	2.01%	1.48%
Attrition (attorneys who left their firms)									
All Attorneys	5.11%	2.26%	2.85%	9.80%	4.40%	5.40%	4.37%	2.22%	2.15%
All Associates	6.30%	2.76%	3.54%	12.67%	5.55%	7.12%	5.03%	2.37%	2.66%
Junior Associates	7.79%	3.24%	4.55%	13.42%	5.71%	7.71%	6.63%	2.62%	4.01%
Midlevel Associates	6.74%	3.08%	3.66%	13.78%	5.84%	7.94%	5.45%	2.76%	2.69%
Senior Associates	5.18%	2.22%	2.96%	11.20%	5.18%	6.02%	3.90%	1.85%	2.05%
Equity Partners	2.90%	1.61%	1.29%	4.12%	2.45%	1.68%	3.03%	2.19%	0.84%
Non-equity Partners	2.82%	1.45%	1.37%	4.80%	2.74%	2.06%	3.43%	1.83%	1.60%
Of Counsel	3.85%	1.40%	2.46%	6.59%	2.57%	4.02%	3.52%	1.96%	1.56%
Membership on Management-level Committees									
Executive/Management Committee	3.34%	2.08%	1.26%	3.50%	2.16%	1.34%	3.17%	2.16%	1.02%
Partner Review Committee	2.64%	1.79%	0.85%	4.22%	2.69%	1.53%	2.86%	1.92%	0.94%
Associate Review Committee	2.57%	1.43%	1.15%	4.84%	2.82%	2.01%	2.52%	1.68%	0.84%
Hiring Committee	5.03%	2.42%	2.60%	6.27%	3.28%	2.99%	4.03%	2.26%	1.77%
Diversity Committee	14.57%	7.73%	6.83%	14.57%	6.88%	7.68%	9.44%	4.82%	4.62%

**Table A5. Multiracial, Alaska Native/Native American and Native Hawaiian/Pacific Islander Lawyers
Among Surveyed Firms**

2019 Survey	Multiracial			Alaska Native/American Indian			Native Hawaiian/Pacific Islander		
	All	Men	Women	All	Men	Women	All	Men	Women
Law Firm Demographics									
All Attorneys	2.02%	1.00%	1.02%	0.17%	0.09%	0.08%	0.06%	0.03%	0.03%
Associates	3.24%	1.48%	1.76%	0.18%	0.08%	0.10%	0.08%	0.04%	0.04%
All Partners	0.89%	0.56%	0.32%	0.16%	0.10%	0.06%	0.04%	0.03%	0.01%
Equity Partners	0.76%	0.54%	0.22%	0.14%	0.10%	0.04%	0.03%	0.02%	0.01%
Non-equity Partners	1.23%	0.64%	0.59%	0.21%	0.11%	0.10%	0.06%	0.04%	0.02%
Of Counsel	1.44%	0.75%	0.70%	0.20%	0.07%	0.12%	0.05%	0.02%	0.03%
Recruitment & Promotion									
2L Summer Associates	3.81%	1.75%	2.05%	0.25%	0.19%	0.06%	0.14%	0.08%	0.06%
All Attorneys Hired	2.98%	1.31%	1.67%	0.21%	0.11%	0.11%	0.08%	0.03%	0.05%
Lateral Associates	3.24%	1.48%	1.76%	0.23%	0.12%	0.11%	0.11%	0.04%	0.07%
Lateral Partners	1.63%	0.82%	0.82%	0.17%	0.09%	0.09%	0.04%	0.04%	0.00%
Lateral Of Counsel	2.68%	1.23%	1.45%	0.32%	0.11%	0.21%	0.05%	0.00%	0.05%
Partners Promoted	2.16%	1.03%	1.12%	0.36%	0.36%	0.00%	0.13%	0.09%	0.04%
All New Equity Partners	1.48%	0.62%	0.86%	0.21%	0.21%	0.00%	0.08%	0.04%	0.04%
Attrition (attorneys who left their firms)									
All Attorneys	2.45%	1.03%	1.42%	0.25%	0.11%	0.14%	0.10%	0.05%	0.05%
All Associates	3.37%	1.37%	2.00%	0.23%	0.08%	0.15%	0.12%	0.04%	0.08%
Junior Associates	3.32%	1.31%	2.00%	0.39%	0.23%	0.15%	0.23%	0.08%	0.15%
Midlevel Associates	3.83%	1.62%	2.20%	0.29%	0.10%	0.19%	0.10%	0.03%	0.06%
Senior Associates	2.93%	1.14%	1.78%	0.10%	0.00%	0.10%	0.10%	0.03%	0.07%
Equity Partners	0.84%	0.52%	0.32%	0.26%	0.19%	0.06%	0.13%	0.13%	0.00%
Non-equity Partners	0.84%	0.46%	0.38%	0.23%	0.08%	0.15%	0.08%	0.08%	0.00%
Of Counsel	1.23%	0.50%	0.73%	0.34%	0.17%	0.17%	0.00%	0.00%	0.00%
Membership on Management-level Committees									
Executive/Management Committee	0.37%	0.33%	0.04%	0.37%	0.24%	0.12%	0.00%	0.00%	0.00%
Partner Review Committee	0.68%	0.55%	0.13%	0.13%	0.09%	0.04%	0.00%	0.00%	0.00%
Associate Review Committee	1.03%	0.75%	0.28%	0.11%	0.11%	0.00%	0.03%	0.00%	0.03%
Hiring Committee	1.54%	0.59%	0.95%	0.16%	0.09%	0.07%	0.05%	0.02%	0.02%
Diversity Committee	2.55%	1.07%	1.48%	0.24%	0.12%	0.12%	0.12%	0.10%	0.02%

Table A6. LGBTQ Lawyers and Attorneys with Disabilities among Surveyed Firms

2019 Survey	Openly LGBTQ			Individuals with Disabilities		
	All	Men	Women	All	Men	Women
Overall Law Firm Demographics						
All Attorneys	2.90%	1.97%	0.93%	0.53%	0.34%	0.19%
Associates	4.01%	2.71%	1.29%	0.55%	0.33%	0.22%
All Partners	1.93%	1.31%	0.62%	0.48%	0.34%	0.13%
Equity Partners	1.90%	1.31%	0.59%	0.44%	0.33%	0.11%
Non-equity Partners	2.02%	1.32%	0.69%	0.57%	0.38%	0.19%
Of Counsel	2.16%	1.52%	0.65%	0.64%	0.36%	0.28%
Recruitment & Promotion						
2L Summer Associates	5.61%	3.33%	2.27%	0.35%	0.19%	0.16%
All Attorneys Hired	3.66%	2.50%	1.16%	0.52%	0.31%	0.21%
Lateral Associates	4.02%	2.90%	1.12%	0.58%	0.30%	0.28%
Lateral Partners	1.89%	1.55%	0.34%	0.43%	0.26%	0.17%
Lateral Of Counsel	2.42%	1.56%	0.86%	0.75%	0.48%	0.27%
Partners Promoted	2.20%	1.35%	0.85%	0.72%	0.36%	0.36%
All New Equity Partners	2.34%	1.52%	0.82%	0.33%	0.16%	0.16%
Attrition (attorneys who left their firms)						
All Attorneys	2.88%	2.02%	0.86%	0.37%	0.21%	0.16%
All Associates	3.41%	2.41%	1.01%	0.33%	0.14%	0.19%
Junior Associates	4.47%	3.01%	1.46%	0.54%	0.23%	0.31%
Midlevel Associates	3.47%	2.50%	0.97%	0.29%	0.13%	0.16%
Senior Associates	2.89%	2.05%	0.84%	0.27%	0.10%	0.17%
Equity Partners	2.58%	1.80%	0.77%	0.06%	0.06%	0.00%
Non-equity Partners	1.60%	1.14%	0.46%	0.30%	0.15%	0.15%
Of Counsel	1.90%	1.28%	0.61%	0.84%	0.67%	0.17%
Membership on Management-level Committees						
Executive/Management Committee	2.08%	0.98%	1.10%	0.37%	0.16%	0.20%
Partner Review Committee	2.05%	0.72%	1.32%	0.34%	0.26%	0.09%
Associate Review Committee	2.18%	1.29%	0.89%	0.36%	0.28%	0.08%
Hiring Committee	3.58%	1.99%	1.58%	0.63%	0.34%	0.29%
Diversity Committee	9.39%	5.98%	3.40%	0.66%	0.24%	0.41%
Other Leadership Roles*						
U.S. Office Heads	1.83%			0.53%		
Practice Leaders	1.86%			0.56%		

*Gender-specific data is unavailable.

Participating Law Firms 2019 Vault/MCCA Law Firm Diversity Survey

**Law firms that have participated in the Vault/MCCA Survey every year for the past 10 years.*

Adams and Reese LLP*	Carter Ledyard & Milburn LLP
Akerman LLP*	Chapman and Cutler LLP
Akin Gump Strauss Hauer & Feld LLP*	Choate Hall & Stewart LLP*
Allen & Overy LLP*	Cleary Gottlieb Steen & Hamilton LLP*
Allen Matkins Leck Gamble Mallory & Natsis LLP	Clifford Chance US LLP*
Alston & Bird LLP*	Constangy, Brooks, Smith & Prophete, LLP
Arent Fox LLP*	Cooley LLP*
Armstrong Teasdale LLP	Covington & Burling LLP*
Arnold & Porter Kaye Scholer LLP*	Cozen O'Connor
Ater Wynne LLP	Cravath, Swaine & Moore LLP*
Atkinson, Andelson, Loya, Ruud & Romo	Crowell & Moring LLP*
Axinn Veltrop & Harkrider LLP	Davis & Harman LLP*
Baird Holm LLP*	Davis Polk & Wardwell LLP*
Baker & McKenzie, LLP*	Davis Wright Tremaine LLP*
Baker Botts LLP*	Day Pitney LLP
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*	Debevoise & Plimpton LLP*
BakerHostetler*	Dechert LLP*
Ballard Spahr LLP	Dentons*
Banner & Witcoff Ltd	Dinsmore & Shohl LLP*
Barack Ferrazzano Kirschbaum & Nagelberg LLP	DLA Piper LLP (US)*
Barnes & Thornburg LLP	Dorsey & Whitney LLP*
Best Best & Krieger LLP	Drew Eckl & Farnham LLP*
Beveridge & Diamond P.C.	Drinker Biddle & Reath LLP*
Blank Rome LLP*	Duane Morris LLP*
Boies Schiller Flexner LLP*	Dykema Gossett PLLC*
Bookoff McAndrews, PLLC	Edwards Cohen Dawson Noble & Dawes, P.A.
Bowman and Brooke LLP	Epstein Becker & Green, P.C.*
Bracewell LLP*	Eversheds Sutherland (US) LLP*
Bressler, Amery & Ross, P.C.	Faegre Baker Daniels LLP*
Bricker & Eckler LLP*	Farella Braun + Martel LLP*
Brown & James, P.C.	Fenwick & West LLP*
Bryan Cave Leighton Paisner LLP*	Finnegan Henderson Farabow Garrett & Dunner, LLP*
Buchanan Ingersoll & Rooney PC*	Fish & Richardson P.C.*
Buckley LLP	Fisher Phillips
Burns White LLC	Fletcher Yoder PC
Cadwalader, Wickersham & Taft LLP*	Foley & Lardner LLP*
Cahill Gordon & Reindel LLP*	Foley Hoag LLP*
Calfee, Halter & Griswold LLP	Fox Rothschild LLP*
Cantrell, Strenski & Mehringer, LLP	Fredrikson & Byron, P.A.
Carlton Fields*	Fried, Frank, Harris, Shriver & Jacobson LLP*

Frost Brown Todd LLC
GableGotwals
Galloway, Johnson, Tompkins, Burr & Smith, APLC
Gentry Locke, LLP*
Gibbons P.C.*
Gibson, Dunn & Crutcher LLP*
Goldberg Segalla
Goodwin Procter LLP*
Gordon Rees Scully Mansukhani, LLP*
Goulston & Storrs PC
Gray Plant Mooty
Greenberg Traurig, LLP*
Greensfelder, Hemker & Gale, P.C.
Greenspoon Marder, P.A.
Groom Law Group, Chartered
Hanson Bridgett LLP
Harrity & Harrity, LLP
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 Andrews Kurth LLP*
Husch Blackwell LLP*
Ice Miller LLP*
Jaburg & Wilk, P.C.
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*
Kaufman Dolowich Voluck LLP
Kelley Drye & Warren LLP*
Kilpatrick Townsend & Stockton LLP
King & Spalding*
Kirkland & Ellis LLP*
Knobbe Martens
Kobre & Kim LLP
Kramer Levin Naftalis & Frankel LLP*
Kutak Rock LLP*

Lane Powell PC*
Latham & Watkins LLP*
Lathrop Gage LLP
Lewis Roca Rothgerber Christie LLP*
Linklaters LLP*
Littler Mendelson P.C.*
Locke Lord LLP*
Loeb & Loeb LLP*
Lowenstein Sandler LLP
Manatt, Phelps & Phillips, LLP*
Mayer Brown LLP*
Maynard Cooper & Gale PC
McCarter & English LLP*
McDermott Will & Emery LLP
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