

WOMEN LAWYERS GROUP



What it Means to be a Woman Lawyer at Sheppard Mullin

Sheppard Mullin is committed to diversity and inclusion and we recognize its importance to our workplace and clients. Our affinity groups, which include a Women Lawyers Group in each U.S. office, provide opportunities for growth and development and a network of peer support for all of our diverse attorneys. Refer to the “Diversity” tab on the Sheppard Mullin web page at www.sheppardmullin.com or contact D&I@sheppardmullin.com for additional information.

Firm Governance & Leadership

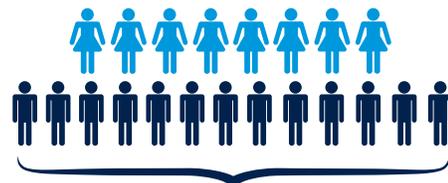
- Women partners make up 30% of the elected positions on Sheppard Mullin’s Executive Committee
- Women partners make up 30% of the elected positions on our Compensation Committee
- Women and diverse partners make up 47% of our office managing partners
- Women partners and partners of color make up 30% of our Practice Group Leaders

Sheppard Mullin Demographics for Female Attorneys

- Sheppard Mullin data compare favorably to or exceed NALP national data
- Sheppard Mullin’s 2019 first-year class is 61% female
- Sheppard Mullin’s 2020 summer associate class was 52% female (pre-hire data)

Diversity & Inclusion Leadership

A small group of key leaders study historical progress, develop related goals, and collaborate with the larger, firm-wide Diversity & Inclusion Committee and others in the firm to implement strategies, assign accountabilities, monitor progress and evaluate outcomes. A full-time Director of D&I and Talent Strategy, along with other key D&I staff, helps lead these efforts.



In 2020, of the 21 attorneys promoted to partner, **8 were women.**

Gender Initiatives

Gender initiatives are headed up by two women partners and include 11 U.S. Women Lawyers Groups (WLG) with significant budgets. The Sheppard Mullin Women Lawyers Group (the “WLG”) is devoted to providing our firm’s women attorneys with the tools, resources and opportunities they need to achieve their maximum professional potential, taking into account issues of intersectionality and diverse experiences. In particular, the WLG is focused on addressing the following pillars of success: (i) strong professional skills, (ii) strategic business development, (iii) leadership and visibility within the firm and externally, (iv) mentoring and relationship building and (v) sponsorship. WLG serves as a vital, powerful, robust and inclusive network, connecting and supporting women across the firm at various stages of their careers and working collaboratively with all of the firm’s attorneys to promote our collective success.

• Women Lawyers Groups

Individual office groups meet monthly and provide women attorneys with opportunities for leadership, professional growth and ongoing support. In addition, our Women Lawyers Groups combined host receptions for hundreds of female clients and other guests each year.

• Mansfield Rule Initiative

Sheppard Mullin is one of 44 law firms that originally signed onto the Mansfield Rule in 2018, the legal profession’s equivalent of the Rooney Rule. The goal of the Mansfield Rule is for law firms to affirmatively consider – at least 30% of candidate pools – attorneys of color, women and other diverse lawyers for promotions, senior level hiring and firm leadership roles.

• The Women Attorneys Success Initiative Committee (WASIC)

A 2016 study co-chaired by the firm’s chairman with a woman partner to study firm data and women attorney retention issues. WASIC recommended a number of significant changes that were unanimously approved by our Executive Committee and implemented in 2017:

- A progressive parental leave policy that was enhanced in 2020 in which new parents (mothers and fathers) can take up to 12 weeks of paid parental baby bonding leave for the birth, adoption or foster care placement of a child. Birth mothers will receive an additional six to eight weeks of paid disability leave for child birth recovery depending on the period of actual disability.
- Adopting a pre-approved 6-week ramp down and ramp up time period after maternity leave for a flexible work arrangements that does not impact an associate’s salary, bonus, benefits or FTE.
- Establishing a process whereby our business development teams work with partners to form diverse teams for pitches and RFPs whenever possible and including practice group leaders and the firm’s chairman in that process, if necessary.
- A requirement to inform all potential team members that they were included in RFPs and to engage them in any

resulting business.

Related Firm Policies & Benefits

- A business development coaching program called “Practice Made Perfect” led by an outside consultant aimed specifically at senior level women associates to help ensure their success.
- A flexible work arrangement policy designed for associates requesting part-time work arrangements due to family, health or other personal reasons.
- A clear path from flexible work arrangements to part-time partnership.
- A remote work policy for associates.
- Maternity Leave Transition Liaisons (female partners and senior associates in each U.S. office) available to women before, during and after maternity leaves to assist with on- and off-ramping.
- Access to a backup childcare facility for emergency use (available to staff and attorneys).

External Leadership

The firm regularly supports and provides attorney involvement for bar association, law student, law school and other legal organization efforts that promote and sustain diversity and inclusion in the Firm and in the profession. Many of our women attorneys are leaders in women lawyers bar associations and other law-related organizations.

• ABA Presidential Initiative on Achieving Long Term Careers for Women In the Law

Sheppard Mullin is a prominent sponsor of this new ABA initiative that seeks to underscore the benefits of women remaining in the profession and highlight the career paths of senior women lawyers for the next generation.

• In-House Initiative

Sheppard Mullin partners with an external leadership institute to host a full-day training program for women in-house counsel who aspire to the general counsel role (125 in-house attendees to date).

Recognition

- 2020 *Working Mother* “60 Best Law Firms for Women”
- 2020 Yale Law Women Top Ten Firms for Gender Equity and Top Ten Firms for Family Friendliness – One of only four law firms to make both lists
- Awarded Mansfield Certified Plus designation for 2020
- American Lawyer Top Firms for Diversity/2020 Diversity Scorecard - #31
- Sheppard Mullin Women Attorney Recognition Named in 2017 and 2018 Top Attorneys, Superlawyers, Rising Stars and Chambers Global lists, among others
- Leadership Council on Legal Diversity - Top 50 law firms recognized by LCLD in 2017, 2018, 2019 and 2020
- Client Recognition - Recognized for the firm’s Diversity & Inclusion efforts by prominent clients