



CalPERS Legal Office

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Diversity Questionnaire

Name of Firm/Organization/Business:

Contact information:

Name:
Phone
Email:

Thank you for answering the following questions regarding your firm's commitment to diversity and the diversity of your firm's outside counsel firms.

Hiring practices:

1. In total, how many attorneys are employed by your firm at ALL locations?
2. Please indicate the total number of attorneys your firm employs who are:
 - a. Male Caucasian (not of Hispanic decent) _____
 - b. Female Caucasian (not of Hispanic decent) _____
 - c. Male Hispanic _____
 - d. Female Hispanic _____
 - e. Male Asian _____
 - f. Female Asian _____
 - g. Male African American _____
 - h. Female African American _____
 - i. Male Native Hawaiian or Other Pacific Islander _____
 - j. Female Native Hawaiian or Other Pacific Islander _____
 - k. Male Indian or Alaskan Native _____
 - l. Female Indian or Alaskan Native _____
 - m. Male Veteran (U.S. Armed Forces) _____
 - n. Female Veteran (U.S. Armed Forces) _____
 - o. Disabled Male _____
 - p. Disabled Female _____
3. In what ways do female lawyers (Caucasian or minority) in your firm participate in the recruiting and hiring of new law school graduates? Please circle all that apply: Recruiting, Screening, Interviewing, Recommending, Making the final decision.



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4. In what ways do male lawyers (Caucasian or minority) in your firm participate in the recruiting and hiring of new law school graduates? Please circle all that apply: Recruiting, Screening, Interviewing, Recommending, Making the final decision.
5. In what ways do female lawyers (Caucasian or minority) in your firm participate in the recruiting and hiring of new lateral associates or partners? Please circle all that apply: Recruiting, Screening, Interviewing, Recommending, Making the final decision.
6. In what ways do male lawyers (Caucasian or minority) in your firm participate in the recruiting and hiring of new lateral associates or partners? Please circle all that apply: Recruiting, Screening, Interviewing, Recommending, Making the final decision.
7. Is the final decision about whether a lawyer is hired made by one person or by a group?
 - a. If by one person – who is this person?
 - b. If by a group – what is the diversity layout of this group?

Cultural Environment of Firm:

1. Does your firm have a Diversity Policy?
 - a. If so, would you share this policy with us in an attachment to this survey?
 - b. If not, are you open to creating a Diversity Policy for your firm?
2. Does your firm have a formal Diversity Program?
 - a. If so, would you share any materials describing the program in an attachment to this survey?
 - b. If not, are you open to creating a formal diversity program for your firm?

Compensation:

1. During calendar year 2011, how many lawyers in EACH of the following categories within your firm received the top 25% (the highest quartile) total monetary compensation as compared to other lawyers in that same level?

Associate level:

- a. Male Caucasian (not of Hispanic decent) _____
- b. Female Caucasian (not of Hispanic decent) _____
- c. Male Hispanic _____
- d. Female Hispanic _____



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- e. Male Asian _____
- f. Female Asian _____
- g. Male African American _____
- h. Female African American _____
- i. Male Native Hawaiian or Other Pacific Islander _____
- j. Female Native Hawaiian or Other Pacific Islander _____
- k. Male Indian or Alaskan Native _____
- l. Female Indian or Alaskan Native _____
- m. Male Veteran (U.S. Armed Forces) _____
- n. Female Veteran (U.S Armed Forces) _____
- o. Disabled Male _____
- p. Disabled Female _____

Partner/Shareholder/Member level:

- q. Male Caucasian (not of Hispanic decent) _____
- r. Female Caucasian (not of Hispanic decent) _____
- s. Male Hispanic _____
- t. Female Hispanic _____
- u. Male Asian _____
- v. Female Asian _____
- w. Male African American _____
- x. Female African American _____
- y. Male Native Hawaiian or Other Pacific Islander _____
- z. Female Native Hawaiian or Other Pacific Islander _____
- aa. Male Indian or Alaskan Native _____
- bb. Female Indian or Alaskan Native _____
- cc. Male Veteran (U.S. Armed Forces) _____
- dd. Female Veteran (U.S Armed Forces) _____
- ee. Disabled Male _____
- ff. Disabled Female _____

2. What criteria does your firm use when making compensation decisions? (Circle all that apply for each item.)

Bar Association Work:	Associate	Partner
Billable hours:	Associate	Partner
Business Generation:	Associate	Partner
Client Feedback:	Associate	Partner



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Seniority:	Associate	Partner
Supervisory Work:	Associate	Partner
Results/Performance:	Associate	Partner
Other (Please specify below):	Associate	Partner

3. How is the compensation criteria communicated to lawyers within your firm/organization? (Circle all that apply.)
- In writing
 - Presented orally at a meeting
 - In a policy statement
 - Statement posted in highly visible area
 - Not communicated

2012 Lego Outside Counsel Diversity Survey

Basic Statistics

Firm	Total # Attorneys	Male	Female	Male Minority*	Female Minority**	Male Veterans	Female Veterans	Disabled Male	Disabled Female
Covington & Burling LLP	702	60.00%	40.00%	8.00%	10.00%	1.00%	3.00%	0.00%	0.00%
Nossaman LLP	120	65.00%	35.00%	0.00%	0.00%	8.00%	0.00%	0.80%	0.00%
Lafayette & Kumagai LLP	10	40.00%	60.00%	40.00%	60.00%	0.00%	0.00%	0.00%	10.00%
Reed Smith LLP	1132	65.00%	35.00%	6.00%	7.00%	0.20%	0.08%	0.20%	0.08%
Zuber & Taillieu LLP	20	90.00%	10.00%	35.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Quinn Emmanuel	573	68.00%	32.00%	10.00%	7.00%	1.00%	0.20%	0.00%	0.20%
Shah & Associates	4	66.00%	34.00%	66.00%	34.00%	0.00%	0.00%	0.00%	0.00%
Steptoe & Johnson LLP	457	67.00%	33.00%	9.00%	6.00%	3.00%	0.40%	0.20%	0.20%
Reinhart & Boerner Van Deuren SC	201	76.00%	24.00%	2.00%	0.05%	0.00%	0.00%	0.00%	0.00%
Downey Brand LLP	126	60.00%	40.00%	2.00%	4.00%	7.00%	0.00%	0.00%	0.00%
Davis Wright Tremaine LLP	502	66.00%	34.00%	6.00%	8.00%	3.00%	0.00%	0.00%	0.00%
Cox Castle Nicholson	116	73.00%	26.00%	6.00%	3.00%	0.00%	0.00%	0.00%	0.00%
Vasquez Benisek & Lindgren LLP	7	86.00%	14.00%	14.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Morgan Lewis & Bockius LLP	1274	60.00%	40.00%	6.00%	10.00%	0.00%	0.00%	0.00%	0.00%
Robbins Geller Rudman & Dowd LLP	179	66.00%	34.00%	8.00%	7.00%	1.00%	0.00%	0.00%	0.00%
Grant & Eisenhofer P.A.	67	57.00%	43.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%
Bernstein Litowitz Berger & Grossman LLP	169	60.00%	40.00%	7.00%	14.00%	0.00%	0.00%	0.00%	0.00%
Hawkins Delafield & Wood LLP	178	43.00%	57.00%	8.00%	26.00%	2.00%	0.00%	0.00%	0.00%
Tory's LLP	273	65.00%	35.00%	6.00%	4.00%	0.00%	0.00%	0.00%	0.00%
Gonzalez Saggio & Harlan LLP	105	64.00%	36.00%	34.00%	0.90%	0.00%	0.00%	0.00%	0.00%
Mitchell Silberberg & Knupp LLP	126	66.00%	34.00%	5.00%	9.00%	0.00%	0.00%	0.00%	0.00%
Remcho Johansen & Purcell, LLP	6	33.00%	67.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Melinda Guzman Professional Corporation	6	83.00%	17.00%	0.00%	17.00%	0.00%	0.00%	0.00%	0.00%
Lim Ruger & Kim LLP	22	73.00%	27.00%	55.00%	23.00%	5.00%	0.00%	0.00%	0.00%
Law Office Sima Salek	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mennemeier Glassman & Stroud LLP	7	71.00%	29.00%	14.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Shaw Valenza LLP	7	43.00%	57.00%	14.00%	43.00%	0.00%	0.00%	0.00%	0.00%
Chapman and Cutler LLP	212	68.00%	32.00%	6.00%	7.00%	0.00%	0.00%	0.00%	0.00%
K&L Gates	1488	70.00%	30.00%	6.00%	5.00%	0.00%	0.00%	0.00%	0.00%
Foster Pepper PLLC	121	72.00%	28.00%	7.00%	6.00%	0.00%	0.00%	0.00%	0.00%
Felderstein Fitzgerald Willoughy & Pascuzzi LLP	8	75.00%	25.00%	13.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* the percentage of minority male attorneys was calculated from the total number of attorneys (not just out of the males)

** the percentage of minority female attorneys was calculated from the total number of attorneys (not just out of the females)

Survey of Diversity Policies/Programs within each firm

Survey of Hiring practices

Firm	Hiring Committee	Single Person/Partners	Diversity Policy	Diversity Program	Comments
Covington & Burling LLP	X		X	X	
Nossaman LLP	X		X	X	
Lafayette & Kumagai LLP		X - partners	X		
Reed Smith LLP	X		X	X	
Zuber & Taillieu LLP	X		X	X	
Quinn Emmanuel	X (informal)		X		
Shah & Associates		X			
Stephoe & Johnson LLP		X - partners	X	X	
Reinhart & Boerner Van Deuren SC	X				** attached an EEO policy (but this is mandated by law)
Downey Brand LLP	X	X - depending upon level			
Davis Wright Tremaine LLP	X		X	X	
Cox Castle Nicholson	X		X	X	
Vasquez Benisek & Lindgren LLP		X - partners			
Morgan Lewis & Bockius LLP	X		X	X	
Robbins Geller Rudman & Dowd LLP	X		X		
Grant & Eisenhofer P.A.		X - partners			
Bernstein Litowitz Berger & Grossman LLP	X				** attached an EEO policy (but this is mandated by law)
Hawkins Delafield & Wood LLP	X		X	X	
Tory's LLP	X		X	X	
Gonzalez Saggio & Harlan LLP	X				**attached a core values statement
Mitchell Silberberg & Knupp LLP	X		X	X	
Remcho Johansen & Purcell, LLP	X				
Melinda Guzman Professional Corporation		X	X		
Lim Ruger & Kim LLP	X				
Law Office Sima Salek	X				
Mennemeier Glassman & Stroud LLP	X				
Shaw Valenza LLP	X				
Chapman and Cutler LLP	X		X	X	
K&L Gates	X		X	X	
Foster Pepper PLLC	X	X			
Felderstein Fitzgerald Willoughy & Pascuzzi LLP		X - partners	X		

We asked each firm how it hires attorneys, if it uses a committee, if attorneys are hired by the partners, or one person conducts the hiring. The first two columns reflect each firm's answer, an X indicates a positive answer for that column.

Concurrently, we asked each firm if it has a formal diversity policy and/or program. Some had none, some had one or the other, while a handful had neither. An X in the column indicates a positive response.

We would like to note those firms without a program or policy geared towards diversity were open to initiating something in the future.

Diversity Data for Top 25% (Top Earners) at both the Associate and Partner Levels.

Firm	Total number of top earners - Associate Level	Associate Level Data*	Total number of top earners - Partner/Shareholder/Member Level	Partner/Shareholder/Member Level Data*
Covington & Burling LLP	93	46% male, 54% female, 4% minority male, 13% minority female	61	95% male, 5% female, 13% minority male, 2% minority female
Nossaman LLP	11	45% male, 55% female, 0% minority male, 45% minority female	15	88% male, 13% female, 6% minority male, 6% minority female
Lafayette & Kumagai LLP	3	33% male, 77% female, 100% minority male, 100% minority female	1	100% male, 100% minority male
Reed Smith LLP	107	44% male, 56% female, 5% minority male, 19% minority female	60	80% male, 20% female, 3% minority male, 0% minority female
Zuber & Taillieu LLP	2	50% male, 50% female - all Caucasian	4	100% male, 25% minority male
Quinn Emmanuel	113	73% male, 27% female, 9% minority male, 6% minority female	37	89% male, 11% female, 3% minority male, 0% minority female
Shah & Associates	4	75% male, 25% female, 50% minority male, 25% minority female	1	100% male, 100% minority male
Step toe & Johnson LLP	30	70% male, 30% female, 6% minority male, 0% minority female	40	95% male, 5% female, 13% minority male, 0% minority female
Reinhart & Boerner Van Deuren SC	10	80% male, 20% female, 10% minority male, 0% minority female	30	93% male, 7% female, 0% minority male or female
Downey Brand LLP	10	40% male, 60% female, 0% minority male or female	14	86% male, 14% female, 0% minority male or female
Davis Wright Tremaine LLP	n/a	Did not disclose compensation data	n/a	Did not disclose this information
Cox Castle Nicholson	12	75% male, 25% female, 8% minority male, 0% minority female	19	95% male, 5% female, 11% minority male, 0% minority female
Vasquez Benisek & Lindgren LLP	2	100% male, 0% minority male	3	100% male, 33% minority male
Morgan Lewis & Bockius LLP	n/a	Did not disclose compensation data	n/a	Did not disclose this information
Robbins Geller Rudman & Dowd LLP	16	71% male, 29% female, 24% minority male, 0% minority female	n/a	Did not disclose this information
Grant & Eisenhofer P.A.	4	25% male, 75% female, 0% minority male or female	n/a	Did not disclose this information

Diversity Data for Top 25% (Top Earners) at both the Associate and Partner Levels.

Bernstein Litowitz Berger & Grossman LLP	15	60% male, 40% female, 7% minority male, 0% minority female	4	100% male, 0% minority male
Hawkins Delafield & Wood LLP	2	50% male, 50% female - all Caucasian	7	71% male, 29% female, 14% minority male, 0% minority female
Tory's LLP	n/a	Did not disclose this information	n/a	Did not disclose this information
Gonzalez Saggio & Harlan LLP	7	57% male, 43% female, 57% minority male, 14% minority female	5	80% male, 20% female, 0% minority male, 80% minority female
Mitchell Silberberg & Knupp LLP	36	44% male, 56% female, 8% minority male, 19% minority female	17	88% male, 13% female, 0% minority male or female
Remcho Johansen & Purcell, LLP	2	50% male, 50% female - all Caucasian	2	50% male, 50% female, all Caucasian
Melinda Guzman Professional Corporation	1	100% female, 100% minority female	1	100% female, 100% minority female
Lim Ruger & Kim LLP	4	40% male, 60% female, 100% minority male, 100% minority female	3	67% male, 33% female, 100% minority male and female
Law Office Sima Salek	n/a	Sole Practice	1	100% female, 0% minority female
Mennemeier Glassman & Stroud LLP	2	100% male, 50% minority male	1	100% male, 0% minority male
Shaw Valenza LLP	4	50% male, 50% female, 25% minority male, 50% minority female	2	50% male, 50% female, all Caucasian
Chapman and Cutler LLP	16	59% male, 41% female, 0% minority male, 29% minority female	25	96% male, 4% female, 4% minority male, 0% minority female
K&L Gates	n/a	Did not disclose this information	n/a	Did not disclose this information
Foster Pepper PLLC	8	63% male, 37% female, 0% minority male, 13% minority female	18	89% male, 11% female, 11% minority male, 0% minority female
Felderstein Fitzgerald Willoughy & Pascuzzi LLP	1	0% male, 100% female, 100% minority female	2	100% male, 0% minority male
* "Top earner" is defined as someone with compensation in the top quartile of all lawyers in the category (associate or partner/shareowner/member).				