

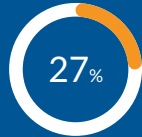


WOMEN LAWYERS GROUP



The Sheppard Mullin Women Lawyers Group (“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 their collective success.

FIRM GOVERNANCE & LEADERSHIP



Women partners make up 27% 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 53% of our Office Managing Partners



Women partners and partners of color make up 39% of our Practice Group Leaders

SHEPPARD MULLIN DEMOGRAPHICS FOR FEMALE ATTORNEYS



▶ Sheppard Mullin data compare favorably to or exceed NALP national data

- 65%** of Sheppard Mullin’s 2022 first-year class is female
- 58%** of Sheppard Mullin’s 2022 summer associate class is female
- 27%** of Sheppard Mullin Partners are female
- 50%** of Sheppard Mullin Associates are female

DIVERSITY & INCLUSION LEADERSHIP

A small group of key leaders study historical progress, develop related goals, and collaborate with the larger, firmwide 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 2022, of the 24 attorneys promoted to partner, **8 were women.**

GENDER INITIATIVES

National Leadership Council

Leads gender initiative of all Women Lawyers Group

Women Lawyers Group (WLG)

Active group in all 11 U.S. offices

Mansfield Rule Initiative

4.0 Certification Plus Status by Diversity Lab



RELATED FIRM POLICIES & BENEFITS

The Firm offers additional benefits and resources aimed to provide notable support for expecting families.



These policies include:

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.

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.

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



2022 Seramount
(formerly Working Mother Media)
Best Law Firm for Women



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

2021 Top 50 Law Firms



Mansfield Rule
Boosting Diversity In Leadership

2021 4.0 Certification
"Plus" Status by Diversity Lab



The American Lawyer
2021 Diversity Scorecard Top 100 Law Firms - #32



Y L W
T O P
T E N

Yale Law 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

Sheppard Mullin Women Attorney Recognition Named in 2020 and 2021 Top Attorneys, Super Lawyers, Rising Stars and Chambers Global lists, among others

Client Recognition - Recognized for the firm's Diversity & Inclusion efforts by prominent clients

CONNECT *with us*
today to **LEARN MORE:**

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