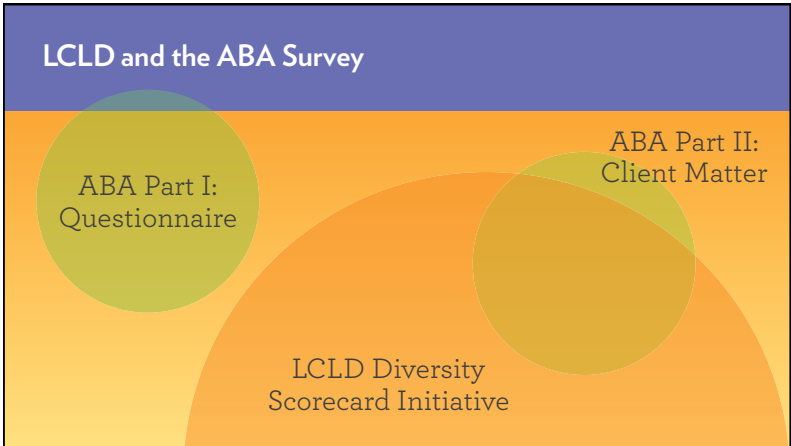
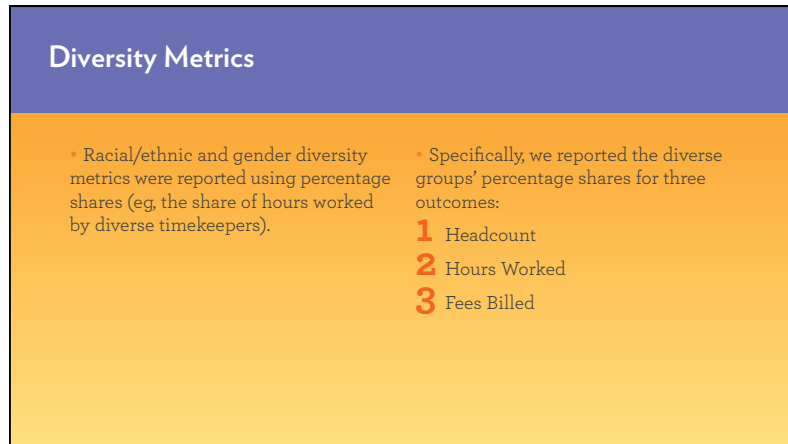
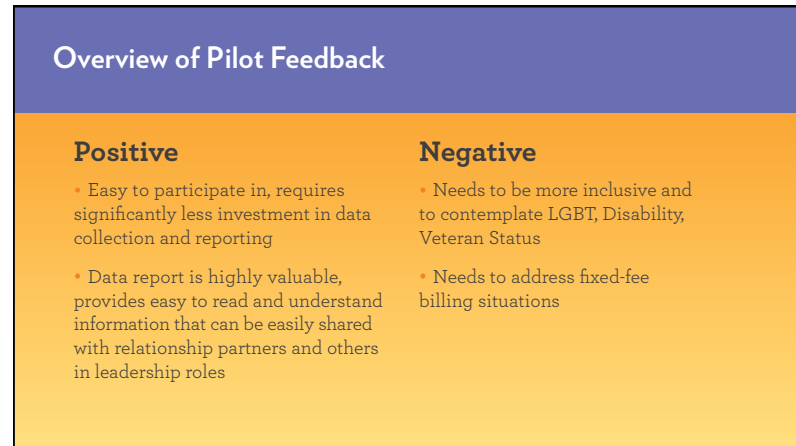
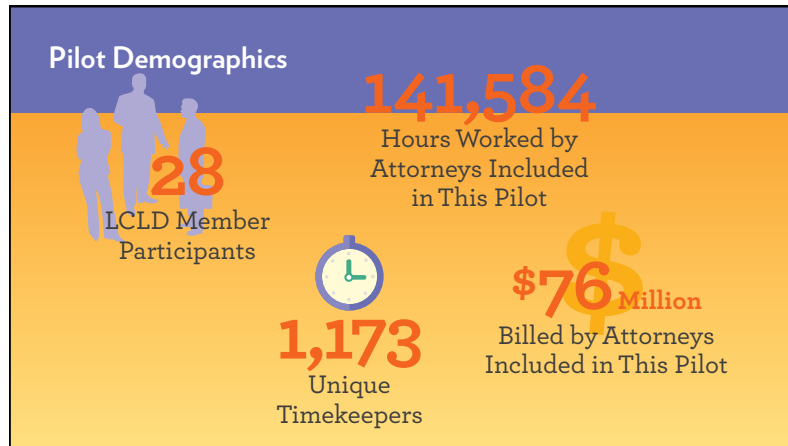


LCLD Diversity Scorecard Initiative



LCLD Diversity Scorecard Initiative Pilot



LAW FIRM REPORT: Scorecard Components (DRAFT)

LAW FIRM	Diverse Share			Female Share			LGBT Share			Overall Score
	Headcount	Hours	Fees	Headcount	Hours	Fees	Headcount	Hours	Fees	
G	27%	78%	56%	27%	78%	56%	9%	0%	1%	37%
D	27%	38%	32%	38%	64%	56%	4%	1%	1%	29%
I	13%	14%	9%	35%	53%	52%	6%	9%	12%	23%
B	29%	16%	11%	43%	52%	51%	0%	0%	0%	22%
Q	21%	22%	25%	42%	33%	35%	5%	11%	5%	22%
N	34%	39%	38%	31%	12%	8%	0%	0%	0%	18%
C	5%	33%	29%	36%	23%	25%	0%	0%	0%	17%
M	10%	40%	35%	29%	7%	8%	5%	0%	1%	15%

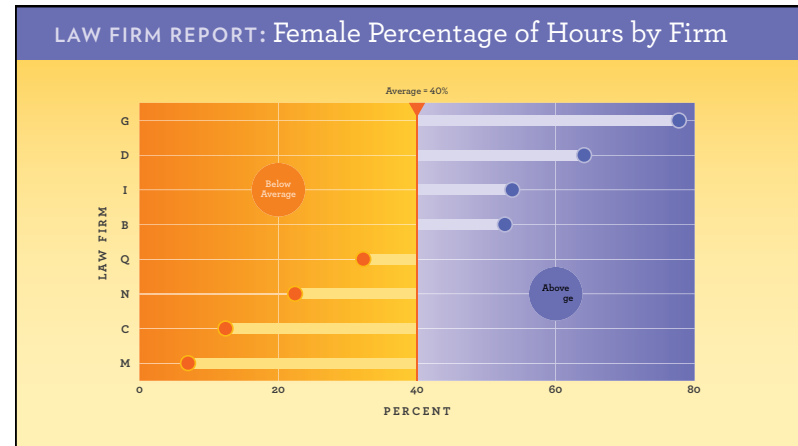
NOTE: Orange = percentage share for diverse group is relatively low; Blue = percentage share for diverse group is relatively high.

LAW FIRM REPORT: Scorecard Components (DRAFT)

LAW FIRM	Diverse Share			Female Share			LGBT Share			Overall Score
	Headcount	Hours	Fees	Headcount	Hours	Fees	Headcount	Hours	Fees	
G	87%	78%	55%	27%	78%	56%	9%	0%	1%	37%
D	87%	38%	38%	38%	64%	56%	4%	1%	1%	29%
I	13%	14%	9%	35%	53%	54%	6%	9%	12%	20%
B	29%	16%	11%	43%	52%	51%	0%	0%	0%	22%
Q	31%	22%	25%	42%	33%	35%	5%	11%	5%	22%
N	34%	39%	38%	31%	12%	8%	0%	0%	0%	18%
C	5%	32%	23%	39%	23%	25%	0%	0%	0%	17%
M	10%	40%	35%	29%	7%	8%	5%	0%	1%	15%

OUTCOME

NOTE: Orange = percentage share for diverse group is relatively low; Blue = percentage share for diverse group is relatively high.



- ### Research and Insights
- Aggregate diversity benchmarks for companies and law firms
 - Descriptive breakdowns by various categories, including:
 - 1 Timekeeper titles (Partners, Associates)
 - 2 Industry categories (eg, Technology, Financial Institutions)
 - 3 Practice areas (eg, Litigation, Transactional, IP)
 - 4 Company/office geography
 - Advanced analytics to explore:
 - 1 Top drivers of law department and law firm diversity
 - 2 Relationship between lawyer networks and law department and law firm diversity
 - 3 Diversity trends overall and by industry, practice area, etc
 - 4 Additional timely topics