|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **BANKRUPTCY PRACTICE GROUP DIVERSITY SCORECARD** | | | | | | | | |
| **ALM DIVERSITY SCORECARD RANKING[[1]](#footnote-1)** | | | | | | | | |
| **Firm-wide Goal**  **30%** | **Firm Score**  **12/31/2019** | | **Dept. Score Q2** | **Dept. Score Q3** | | **Dept. Score Q4** | | **Dept. Score FY20** |
| **%** | | **%** |  | |  | |  |
| **NLJ WOMEN IN LAW SURVEY RANKING** [[2]](#footnote-2) | | | | | | | | |
| **Firm-wide Goal**  **60** | **Firm Score**  **12/31/2019** | | **Dept. Score Q2** | **Dept. Score Q3** | | **Dept. Score Q4** | | **Dept. Score FY20** |
|  | |  |  | |  | |  |
| **WOMEN ASSOCIATES PERFORMANCE BASED ATTRITION** | | | | | | | | |
| **Firm-wide Goal**  **<10%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20** | |
| **%** |  | | |  | |  | |
| **UNDERREPRESENTED ASSOCIATES PERFORMANCE BASED ATTRITION** | | | | | | | | |
| **Firm-wide Goal**  **<10%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20** | |
| **%** |  | | |  | |  | |
| **FORMAL PITCH TEAM UNDERREPRESENTED ATTYS DEMOGRAPHICS** | | | | | | | | |
| **Firm-wide Goal**  **30%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20**  **7/1/20 – 12/31/20** | |
| **%** |  | | |  | |  | |
| **4+ YRS ASSOCIATE/COUNSEL UNDERREPRESENTED ATTYS HIRING DEMOGRAPHICS** | | | | | | | | |
| **Firm-wide Goal**  **50%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20**  **7/1/20 – 12/31/20** | |
| **-** |  | | |  | |  | |
| **<4 YRS ASSOCIATE UNDERREPRESENTED ATTYS HIRING DEMOGRAPHICS** | | | | | | | | |
| **Firm-wide Goal**  **50%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20**  **7/1/20 – 12/31/20** | |
| **-** |  | | |  | |  | |
| **PARTNER UNDERREPRESENTED ATTYS HIRING DEMOGRAPHICS** | | | | | | | | |
| **Firm-wide Goal**  **50%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20**  **7/1/20 – 12/31/20** | |
| **-** |  | | |  | |  | |
| **UNDERREPRESENTED ATTORNEYS UTILIZATION[[3]](#footnote-3)** | | | | | | | | |
| **Firm-wide Goal**  **0%** | **Dept. Score Q2** | **Dept. Score Q3** | | | **Dept. Score Q4** | | **Dept. Score FY20**  **7/1/20 – 12/31/20** | |
| **%** |  | | |  | |  | |

1. Score calculated by adding the attorneys of color percentage to the percentage of all partners of color (must meet 140 FTE billable hours per month avg. to be counted). [↑](#footnote-ref-1)
2. Determined by adding the percentage of female attorneys and percentage of female partners. [↑](#footnote-ref-2)
3. Score based upon underrepresented attorneys (not including equity partners) falling below 140 FTE average billable hours per month. [↑](#footnote-ref-3)