

This is a PDF version of the 2019 Law360 400 survey. To complete the survey, follow [this link](#) to the online form.

Welcome to the 2019 Law360 400 survey! The answers to these questions will be used for Law360's 400, Glass Ceiling Report and Diversity Snapshot, as well as other stories examining the diversity of law firms.

Please answer all of the questions. If your firm decides not to share its figures for any particular question, please indicate that choice as requested. However, if you choose not to submit requested demographic data on the gender and race/ethnicity of your attorneys at every tier of the firm, you may be ineligible for the Glass Ceiling and Diversity Snapshot rankings.

Headcount figures should be as of Dec. 31, 2018. Promotions, lateral hires or mergers that went into effect on 1/1/2019 should not be included. Only attorneys based in the United States should be included in these figures. All figures should be **headcount**, NOT full-time equivalent.

For the gender, race and ethnicity sections, count each attorney as "1" in one category only. If an attorney chooses to not self-identify as any race or ethnicity, mark them in the "Declines to Identify" category. Every attorney at your firm should be accounted for in this section. Please note that our survey follows the definitions of race and ethnicity categories used by the [Equal Employment Opportunity Commission](#) in its annual Employer Information EEO-1 survey.

This year we have included demographic questions on LGBT attorneys and attorneys with disabilities. Please provide data as requested, or check the box indicating that your firm does not collect this data. This data may be used to examine trends in law firm diversity and law firm diversity data collection and reporting.

Questions? Email surveys@law360.com.

Page 1: General Information

- Your Name
- Your Email
- Your Title
- Your Firm's Name
- Does your firm have a headquarters or home base in a U.S. city?
 - If YES: Please list the U.S. city here.
 - If NO (no specific home base): Please list the U.S. city where the firm has the most attorneys
- Is your firm a boutique? If yes, what kind of law does it focus on?
- What kind of partnership structure does your firm have? (NOTE: Answer either "One Tier" or "Two Tier." For purposes of this survey, "One Tier" firms have only equity partners, while "Two Tier" firms have both equity and nonequity partners.)

- If Two Tier: Are you providing details on both nonequity and equity partners? Yes/No *(If your firm only wants to provide total partner data, instead of specifics on both nonequity and equity partners, we still welcome your submission, but please note that your firm will be ineligible for our any Glass Ceiling and Diversity Snapshot rankings that take into account equity partners. Most of our rankings do consider equity partners, and most two tier firms do disclose nonequity and equity data. If you click no, the online form will guide you to only enter nonpartner and total partner data throughout the survey.)*

Page 2: Basic Headcount

List how many total U.S.-based attorneys your firm has in the following categories. The first three categories below should add up to the total U.S. attorney headcount for your firm — in other words, the last question on this page.

All figures should be **headcount**, NOT full-time equivalent, as of Dec. 31, 2018.

- Total Nonpartners
- Total Nonequity Partners
- Total Equity Partners
- Total Attorneys

Page 3: Law Firm Demographics

List how many U.S.-based attorneys your firm has in the following categories (headcount, not full-time equivalent), as of Dec. 31, 2018. The data collected in this section will be used for Law360's Glass Ceiling Report and Diversity Snapshot, as well as other stories on law firm diversity.

Count each attorney as "1" in one category. If an attorney chooses to not self-identify as any race or ethnicity, mark them in the "Declines to Identify" category.

- Hispanic or Latino
 - Nonpartners
 - Female __
 - Male __
 - Declines to Identify Gender __
 - Nonequity Partners __
 - Female __
 - Male __
 - Declines to Identify Gender __
 - Equity Partners __
 - Female __
 - Male __
 - Declines to Identify Gender __
- Black or African-American

- Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
- Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Asian
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- White
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Native Hawaiian or Other Pacific Islander
 - Nonpartners __
 - Female__
 - Male__

- Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Native American or Alaska Native
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Two or More Races
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- Declines to Self-Identify Race/Ethnicity
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__

- Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__
- LGBT Attorneys
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__

If you do not fill in this section - please choose one of the following

- Our firm does not collect this data
- Our firm chooses not to disclose this data

- Attorneys With Self-Reported Disabilities
 - Nonpartners __
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Nonequity Partners__
 - Female__
 - Male__
 - Declines to Identify Gender__
 - Equity Partners __
 - Female__
 - Male__
 - Declines to Identify Gender__

If you do not fill in this section - please choose one of the following

- Our firm does not collect this data
- Our firm chooses not to disclose this data

- Name the head(s) of the firm (CEO, chairman or firmwide managing partner) as of Dec. 31, 2018. Please include, name, title and any relevant demographic details not captured by the two questions following this one.
- Does the head of your firm identify as female?
 - No
 - Yes
- How does the head of your firm identify
 - Declines to Self-Identify
 - Black or African-American
 - Hispanic or Latino
 - Asian
 - White
 - Native Hawaiian or Other Pacific Islander
 - American Indian or Alaska Native
 - Two or More Races
- How many attorneys were on your firm's executive or management committee as of Dec. 31, 2018? (*NOTE: "Executive or management committee" means the highest governing body of the firm for the purposes of this survey. If your firm is multinational, please only include the highest governing body of the U.S. unit – and please only count U.S.-based members.*)
- How many attorneys on your firm's executive or management committee as of Dec. 31, 2018, identify as female?
- How many attorneys on your firm's executive or management committee as of Dec. 31, 2018, identify as a minority?
- How many attorneys were promoted to partner in 2018, not including lateral partner hires? (Please include only U.S. based attorneys)

Total Partner Promotions__

Hispanic or Latino

- Female __
- Male __
- Declines to Identify Gender__

Black or African-American

- Female __
- Male __
- Declines to Identify Gender__

Asian

- Female __
- Male __
- Declines to Identify Gender__

White

- Female __
- Male __
- Declines to Identify Gender__

Native Hawaiian or Other Pacific Islander

- Female ___
- Male ___
- Declines to Identify Gender ___

Native American or Alaska Native

- Female ___
- Male ___
- Declines to Identify Gender ___

Two or More Races

- Female ___
- Male ___
- Declines to Identify Gender ___

Declines to Self-Identify Race/Ethnicity

- Female ___
- Male ___
- Declines to Identify Gender ___

LGBT Attorneys

- Female ___
- Male ___
- Declines to Identify Gender ___

Attorneys with Disabilities ___

- Female ___
- Male ___
- Declines to Identify Gender ___

- Did your law firm have a designated full time or part time diversity manager who has no billable hour requirements as of Dec. 31, 2018? If yes, please list the name and title of the manager.
- Did your law firm have a diversity committee that includes partners and reports to the firm's top governing committee as of Dec. 31, 2018?

Anything else we should know about diversity & inclusion at your firm?

PLEASE NOTE:

If you discover a mistake in your survey data before the rankings are published in late March, please let us know immediately by sending an email to surveys@law360.com. Firms that discover mistakes after the rankings are published will be asked to provide Law360 clear, verifiable data that shows a mistake was made.

