DIVERSITY, EQUITY AND INCLUSION REPORT

CONNECTING SUCCESS
Wiley Rein LLP is an equal opportunity employer. The firm does not discriminate in hiring, or in any other respect, on the basis of race, color, sex, age, religion, national origin, sexual orientation, gender identity or expression, genetic information, personal appearance, political affiliation, marital status, family responsibilities, matriculation, disability, status as a veteran, or any other legally protected characteristic.

For more information on diversity at Wiley Rein, please contact:
Janell R. Mallard, Senior Recruiting and Diversity Manager
202.719.3324
JMallard@wileyrein.com
MESSAGE FROM THE MANAGING PARTNER

Wiley Rein LLP embraces diversity and inclusion as core values. As a law firm with national and international clients, we are committed to a professional workforce that reflects the rich cultural and ethnic diversity of our client base and our country. This reflects our belief that we, along with our clients, are enriched by working with a diverse group of exceptional attorneys who, through different perspectives and experiences, allow us to think more creatively and produce innovative solutions for clients.

The pages that follow highlight our efforts toward becoming a leader among law firms in recruiting and advancing diverse attorneys, and include:

• Our pipeline initiatives to expose high school and college students to careers in the legal field;
• Our internal programs and policies that promote a diverse, equitable and inclusive community; and
• Our commitment to mentoring and professional development to retain our diverse attorneys and prepare them for leadership positions.

As a result of these efforts, we are proud to have achieved a perfect score of 100% on the 2018 Corporate Equality Index (CEI), a national benchmarking survey and report on LGBT workplace equality, administered by the Human Rights Campaign Foundation; it’s the third consecutive year we have been named to the prominent list. In addition, we were named to Law360’s 2018 list of “Best Firms for Minority Attorneys,” one of only four major law firms in the Washington area to make the list of 74 firms recognized nationally, and the only premier DC firm named in the size category of 150–299 attorneys.

While we’re proud of these accomplishments, we continue to strive to build a workforce and culture that are even more diverse and inclusive. We understand how important individual backgrounds, experiences, and identities are to the overall success of our firm and are committed to creating an inclusive environment where all attorneys, professional staff, and clients are welcome.

Thank you for your interest in diversity at Wiley Rein. If you have any questions or would like additional information, please feel free to contact Anna Gomez, chair of the firm’s Diversity, Equity and Inclusion Committee, or me.

PETER D. SHIELDS
Managing Partner
DIVERSITY AT A GLANCE

- **Women Lead 85% of Our Committees**
- **5 Women Are Practice Group Leaders**
- **Wiley Rein Has 8 Affinity Groups**

WILEY REIN RECEIVED A SCORE OF **100%** ON THE HUMAN RIGHTS CAMPAIGN FOUNDATION'S 2018 CORPORATE EQUALITY INDEX.

WILEY REIN WAS NAMED TO **LAW360’s 100 Best 2018 List for “The 100 Best Law Firms For Minority Attorneys”**.

MORE THAN HALF OF WILEY REIN’S ASSOCIATES ARE WOMEN.

NAMED TO WORKING MOTHER’S **2018 List of “Best Law Firms For Women”**.

IN THE LAST FIVE YEARS, **56%** OF WILEY REIN ATTORNEYS PROMOTED TO PARTNER OR OF COUNSEL WERE WOMEN, LGBT, AND/OR ETHNICALLY DIVERSE.

IN THE LAST 10 YEARS, THE NUMBER OF OUR MINORITY PARTNERS INCREASED BY 20% AND OUR MINORITY ASSOCIATES INCREASED BY 60%.

WILEY REIN ATTORNEYS SPAN GENERATIONS:

- **1% Traditionalists**
- **27% Baby Boomers**
- **44% Generation X**
- **28% Millennials**

**35%** OF OUR WOMEN ATTORNEYS WORK IN STEM-RELATED PRACTICES.

WE PARTICIPATE IN **50 DIVERSITY AND INCLUSION PROGRAMS AND INITIATIVES THROUGHOUT THE YEAR**.
RECRUITING DIVERSE TALENT

Wiley Rein is a great place to build a career. We are home to a diverse group of people, who share a passionate commitment to our clients, our work, and our community. We credit our firm’s growth and success to our collaborative culture and our initiatives to attract talent. With half a dozen law schools in the greater Washington, DC area, the firm’s lawyers regularly participate in panel discussions and mock-interview programs for diverse law students. We annually host a “Summer in the City” reception for law students from various law schools throughout the United States. At this reception, law students learn more about Wiley Rein, network with our attorneys, and hear personal stories about what it is like to work at a big law firm.

THE DC PUBLIC SCHOOL PARTNERSHIP PROGRAM

Wiley Rein has started a school partnership with Langdon Elementary School as part of The DC Public School Partnership Program led by the Washington Lawyers’ Committee for Civil Rights and Urban Affairs. 100% of Langdon students qualify as Economically Disadvantaged. The opportunity and resource gap amongst affluent and low-income students is monumental. The School Partnership is an effort to fix an often unspoken injustice in public education. As part of our support for Langdon Elementary School, we organized a Back to School event where our attorneys and staff donated school supplies so that Langdon students could get a great start to their new school year.

THURGOOD MARSHALL ACADEMY

Annually, Wiley Rein hosts a “Law Day” program for approximately 100 rising 9th and 10th graders for a half-day workshop that introduces legal skills including critical thinking, advocacy, and negotiation. The students work with attorneys and other legal staff on interactive projects, including learning the basics of a mock trial.

LAW SCHOOL OUTREACH

We regularly provide outreach to diverse student groups at the following law schools:
- Georgetown University Law Center
- The George Washington University Law School
- Harvard Law School
- Howard University School of Law
- University of Virginia School of Law
- University of Michigan Law School

DC ROAD SHOWS

The firm is a long-standing participant and sponsor of the DC Road Show events. The DC Road Show began more than 40 years ago by a group of DC-based law firms to encourage African-American law students to practice law in the city. It has grown into a popular series of annual events where employers and students can participate in candid discussions about practicing law in a big firm from an African-American perspective. Issues such as handling interviews, managing grades, choosing a practice area, and succeeding in a large firm are discussed by panels consisting of both partners and associates. In recent years, we participated in DC Road Show Events at Howard University School of Law, University of Pennsylvania Law School, The George Washington University Law School, and Georgetown University Law Center; we also participated in the annual DC Road Show Reception.
LEADERSHIP COUNCIL ON LEGAL DIVERSITY 1L SCHOLAR PROGRAM

Through the Leadership Council on Legal Diversity’s (LCLD) 1L Scholars Program, Wiley Rein provides networking and professional development opportunities to diverse students who have completed their first year of law school.

The LCLD scholar participates in Wiley Rein’s traditional 10-week summer associate program, which provides hands-on experience at the firm. In addition, the firm’s LCLD scholar has the opportunity to attend a summit, along with other LCLD scholars, that provides training and professional development opportunities.

ONRAMP FELLOWSHIP

Wiley Rein is a proud supporter of the OnRamp Fellowship program, which is a re-entry platform that matches experienced women returning to the workforce after a career break with law firms, legal departments, and financial services firms for six- to twelve-month paid positions. Through our participation in the program, we have hired two OnRamp Fellows. One of those Fellows recently transitioned into a full-time associate position in our Corporate Group. Our goal is to provide professional development opportunities for our Fellows and to create an ongoing pipeline of talented diverse and female attorneys, each of whom would ultimately join the firm as an associate on a full-time basis. We are proud to have met this goal and look forward to hiring additional OnRamp Fellows.

SUMMER PROGRAM SUCCESS

In order to address the firm’s ongoing efforts to build a diverse and inclusive workforce, our Recruiting Committee conducted direct outreach with each of the law schools where we recruit on-campus. During these discussions, we emphasized Wiley Rein’s commitment to diversity and expressed the firm’s desire to see a more diverse selection of students on its interview schedules. As a result of these efforts, Wiley Rein has increased the number of diverse students in our most recent summer associate classes.

INTERVIEWER TRAINING

In addition, each year, the firm’s Recruiting Committee hosts an interview training program to detect and correct unconscious biases in the hiring process. Through awareness of our own biases, and with practical scenario-based training, the attorneys on the firm’s Recruiting Committee are able to ensure an open and fair hiring process for the firm.
ADVANCING AND RETAINING OUR DIVERSE TALENT

Recognizing that recruitment is only part of our commitment to an inclusive workforce, Wiley Rein ensures that once at our firm, our women and minority attorneys are provided opportunities that will allow them to flourish. We are committed to providing our diverse attorneys appropriate work assignments, mentoring, resource groups, and client networking opportunities that will ultimately allow them to rise to leadership positions, both inside and outside the firm.

AFFINITY GROUPS

Wiley Rein’s affinity groups provide active, ongoing support for lawyers within the firm. They are comprised of attorneys from various practice areas and levels of seniority. Groups are open to all interested lawyers and help create opportunities for all attorneys to develop professional relationships. The groups organize social activities, discuss and raise awareness of issues important to each group, participate in recruiting efforts, and conduct professional development programs. Below are our diversity-based affinity groups:

- African-American/Black Lawyers
- Latino Lawyers
- LGBT & Allies Lawyers
- Minority Lawyers
- Parents-in-the-Law
- Women’s Forum

LEGAL INDUSTRY SUPPORT

Wiley Rein is an active member of the following industry groups who are committed to advancing and promoting diversity in the legal profession, and our attorneys and professional teams regularly present, host, or sponsor events for these groups:

- Corporate Counsel Women of Color
- Diversity & Flexibility Alliance
- Leadership Council on Legal Diversity (LCLD)
- The National Association for Law Placement (NALP) and the NALP Foundation

WOMEN IN GOVERNMENT CONTRACTS (WIGC)

Founded by three Wiley Rein female partners, WiGC’s mission is to advance the profile of women professionals in all aspects of government contracting law by providing opportunities for networking, mentoring, knowledge-sharing, and professional growth. Wiley Rein attorneys of all levels participate alongside firm clients in this group.
LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Through our membership in LCLD, the firm selected – Brian Sylvester, an African American special counsel in our Environment & Safety Practice to serve as our LCLD Fellow for 2019. The LCLD Fellows program is designed to provide specific professional development and networking support for diverse lawyers in their 10th to 12th year of practice. This allows lawyers such as Brian to build connections with in-house lawyers and others who will help build their professional networks and expand their practices.

Wiley Rein also sponsored an LCLD Pathfinder (lawyers in their fifth to eighth year of practice) – Cynthia Galvez, a Latina associate in our International Trade Practice, who was able to participate in networking and professional development opportunities at the site of a major corporate law department. Pathfinders build skills in business development and networking, and make professional connections that will help them succeed at their firms and continue to build and amplify their practice experience.

BAR ASSOCIATIONS AND OTHER INITIATIVES

The firm also contributes both financially and with volunteer time to initiatives, organizations, and events that are important to our diverse attorneys, including:

- Asian Pacific American Bar Association of DC
- DC Diverse Partners Network
- The George Washington University Law School & Northrop Grumman Focus on the Future
- Hispanic Bar Association of DC
- Hispanic National Bar Association
- LCLD Success in Law School Mentoring Program
- Muslim Advocates
- National Asian Pacific American Bar Association
- National Partnership for Women & Families
- National Bar Association
- ABA Committees and Subcommittees that Focus on Diversity
- National Women's Law Center
- South Asian Bar Association of Washington, D.C.
- Women’s Bar Association
- Women in Law Empowerment Forum
- Women’s Leadership & Mentoring Alliance
ATTORNEY RECOGNITIONS

Our success is measured in a variety of ways. This year, the firm and our women and minority attorneys have been recognized for their outstanding efforts including:

• Dot Powell-Woodson was a recipient of the 2018 Trailblazer Award by the Greater Washington Area Chapter (GWAC) of the Women’s Division of the National Bar Association
• Kara Sacilotto was profiled by Law360 as a ‘Government Contracts MVP’
• Kathy Kirby received the 2018 ‘Distinguished Service Award’ from the Federal Communications Bar Association
• Laura El-Sabaawi was named an American Bar Association ‘On the Rise – Top 40 Young Lawyer’
• Ted Howard’s extraordinary Pro Bono career was profiled in Washington Lawyer
• Christine Connelly and Maureen O’Brien were named 2018 ‘Legal Eagles’ by Franchise Times
• Jennifer Hindin was named a Telecommunications MVP by Law360
• Megan Brown was Named a ‘D.C. Rising Star’ by The National Law Journal
• Kim Ashmore was selected for the Inaugural ‘Break Out’ Award by Business Insurance Magazine
HOW WE COMPARE

Wiley Rein’s number of minority attorneys exceeds averages for Washington, DC law firms and we continue to strive to surpass our peers.

MINORITY PARTNERS

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<th>Washington, DC Law Firms</th>
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MINORITY ASSOCIATES

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HOW WE COMPARE

Wiley Rein’s number of women attorneys exceeds averages for Washington, DC law firms and we continue to strive to surpass our peers.

**FEMALE PARTNERS**

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**FEMALE ASSOCIATES**

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OUR DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Our commitment to diversity and inclusion would not be possible without the diligent work of our dedicated Diversity, Equity and Inclusion Committee, comprised of attorneys from across many practice areas. The Committee is responsible for developing an action plan to enhance the firm’s efforts in recruiting and retaining minority and female attorneys, as well as initiatives that foster a diverse and inclusive environment.

MEET OUR MEMBERS

Anna Gomez  
Chair, Partner

Kay Tatum  
Partner

Saverio Romeo  
Associate

Neal Seth  
Co-Chair, Partner

Karen Toto  
Partner

Rebecca Saitta  
Of Counsel

Brian Walsh  
Co-Chair, Partner

Dan Brooks  
Associate

Joan Stewart  
Of Counsel

Shawn Chang  
Partner

Ryan Frazee  
Associate

Adam Teslik  
Associate

Edgar Class  
Partner

Vesna Harasic-Yaksic  
Associate

Maggie Thomas  
Associate

Duane Pozza  
Partner

Nick Peterson  
Of Counsel

Nicole Richardson  
Associate
Wiley Rein LLP embraces diversity, equity and inclusion as core values. We will continue to undertake focused and targeted efforts as we execute our Diversity, Equity & Inclusion Strategic Plan. Our nine primary goals are:

**HIRING AND ADVANCEMENT**
- Engage in strategic partnerships to build a robust hiring pipeline and further our advancement efforts.
- Continue to analyze our internal diversity data to identify gaps, related initiatives, and strategies for improvement.
- Explore additional retention programs in addition to the firm’s Professional Development Partner Program.

**INTERNAL EFFORTS**
- Foster an environment where inclusion is central to our diversity and talent management activities.
- Promote participation for firm leaders in diversity and inclusion efforts.
- Continue to empower, embrace, unify, and solidify the firm’s culture across all practices, and re-energize efforts where needed.

**EXTERNAL INITIATIVES**
- Broaden firm participation in external diversity activities.
- Evaluate external measurements of success and determine how to achieve results.

**EDUCATION AND AWARENESS**
- Provide internal education on diversity, inclusion, and multicultural competence, including developing cross-cultural skills for international clients.
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For more information on diversity at Wiley Rein, please contact:
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JMallard@wileyrein.com