

Legal Recruiting

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DIVERSITY AT MCDERMOTT

We are committed to a culture that values and nurtures diversity and inclusion. In order to meet our commitment, our Diversity & Inclusion Committee (which includes partners, associates and staff) oversees and coordinates the sharing of information between four workstreams: Differently Abled, Gender, LGBT and Racial and Ethnic diversity and inclusion.

We understand that diversity and inclusion begin with recruitment, but must also be woven through all aspects of the Firm, from work assignments and mentoring, to participating on pitch teams, to leadership and promotion. Our efforts in the diversity and inclusion arena have been consistently recognized by national and regional organizations.

McDermott works continuously at the highest level of Firm management to ensure equal access to all client development activities, challenging work assignments and viable advancement options for all lawyers by taking the following actions:

- Supporting inclusion and equality at all management levels
- Providing training, mentoring opportunities, recognition and funding for the development of sustainable and growing practices, as well as professional reputations
- Identifying and addressing possible conscious and unconscious stereotypes and biases
- Using surveys and open discussions to solicit our lawyers' views on our diversity programs and objectives, in an effort to foster and maintain a culture of inclusion and equality
- Implementing reduced-time and flexible schedules to ensure professional development and long-term careers for those lawyers who seek to avail themselves of these alternative work arrangements

FIRST-YEAR LAW STUDENT DIVERSITY FELLOWSHIP PROGRAM

We are seeking racially or ethnically diverse first-year law students to join our 2017 Summer Associate Program resident in the Washington, D.C. office. Interested students should have strong academic credentials. First-year summer associates will be paired with a mentor to provide guidance during the summer and throughout the school year, and given the opportunity to return the following summer after successful completion of the program. Please visit our website at <http://www.careers.mwe.com> for more information and instructions on how to apply.

SUMMER ASSOCIATE PROGRAM

McDermott's 10-week summer program offers summer associates a realistic introduction to the practice of law and day-to-day life as a McDermott associate. The summer associate program provides meaningful responsibility which is consistent with our junior associate level experience. Our conservative hiring approach allows students the opportunity to fully integrate into our multiple practice groups throughout their first summer with the firm through training programs, mentoring opportunities and work assignments across practice groups. Summer associates are provided the opportunity to get to know each other as well as Firm leadership through business and social gatherings including a summer retreat.

Racial & Ethnic Diversity



Racial & Ethnic Diversity & Inclusion

At McDermott Will & Emery we proactively respond to change. As our Firm, the legal profession and society as a whole become more diverse, we have formalized our commitment to the support and inclusion of racial and ethnic minorities.

The Firm's Racial & Ethnic Diversity Subcommittee develops and institutes policies and procedures for hiring, retaining and promoting racially and ethnically diverse lawyers. The Subcommittee monitors recruiting, retention, promotion and other professional development policies to ensure that diversity is a key component in all major Firm-wide decisions.

The Subcommittee collaborates with the Firm's recruiting committees across all offices, assisting in law school recruiting efforts and raising the Firm's profile by hosting on-campus and in-office receptions for racially and ethnically diverse law students. Subcommittee members actively participate in all facets of the law student recruiting process.

Our retention and promotion initiatives are focused on providing an atmosphere in which all of our racially and ethnically diverse lawyers have the opportunity to be successful in their careers within the Firm. In 2013 we rolled out a Diversity Talent Development Initiative specifically designed to provide McDermott's lawyers of color with partner mentors and sponsors who monitor participants' career development and access to important assignments.

McDermott's commitment to racial and ethnic diversity extends beyond the Firm. We support numerous professional diversity associations and community service organizations that promote diversity. We also assist the communities in which our lawyers and staff live and work by providing these communities with *pro bono*, financial and other support. Our subcommittee will continue to focus on these activities and similar pipeline initiatives.

RECENT ACCOMPLISHMENTS

- Promoted a class of new partners that was nearly 20% racially and/or ethnically diverse, one of our most diverse promotion classes ever
- Received the Minority Corporate Counsel Association's (MCCA) 2014 George B. Vashon Innovator Award for our Diversity Talent Development Initiative, which is designed to help the Firm retain and promote lawyers of color
- Ranked #12 among "The 100 Best Law Firms for Minority Attorneys" (*Law360*) based on the Firm's minority representation at the partner and non-partner levels and total number of minority attorneys
- Launched a 1L Diversity Fellowship initiative that reserves three spots in our summer associate program for racially and ethnically diverse first year law students
- Established accountability for diversity- and inclusion- related metrics within our practice groups' business plans

*14% of our lawyers in the U.S. are racial and/or ethnic minorities,
including 23% of our associates and 10% of our partners*

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