

DIVERSITY & INCLUSION

Unlocking the Extraordinary



PAUL

HASTINGS

Innovation powers growth. Diversity powers innovation. Inclusion powers people.

Our clients will tell you: innovation drives growth—for their businesses and for ours. Our diversity is what powers our innovation. Inclusion is what powers our people.

The result? More creative thinking, more questioning of preconceived notions, more innovative solutions. It's how we turn the ordinary into the extraordinary—from breaking through our clients' toughest challenges to making the most of unexpected opportunities.

We believe that our focused and succinct strategy is a best practice enabling us to stay focused and aligned to create an inclusive culture, enhance performance and drive innovation and growth.

Through those efforts, coupled with our internal programming, policies and our collaborations with leading diversity organizations and law schools, we aim to provide consistent excellence in legal practice, equality in the workplace, and promotion and advancement for all people.





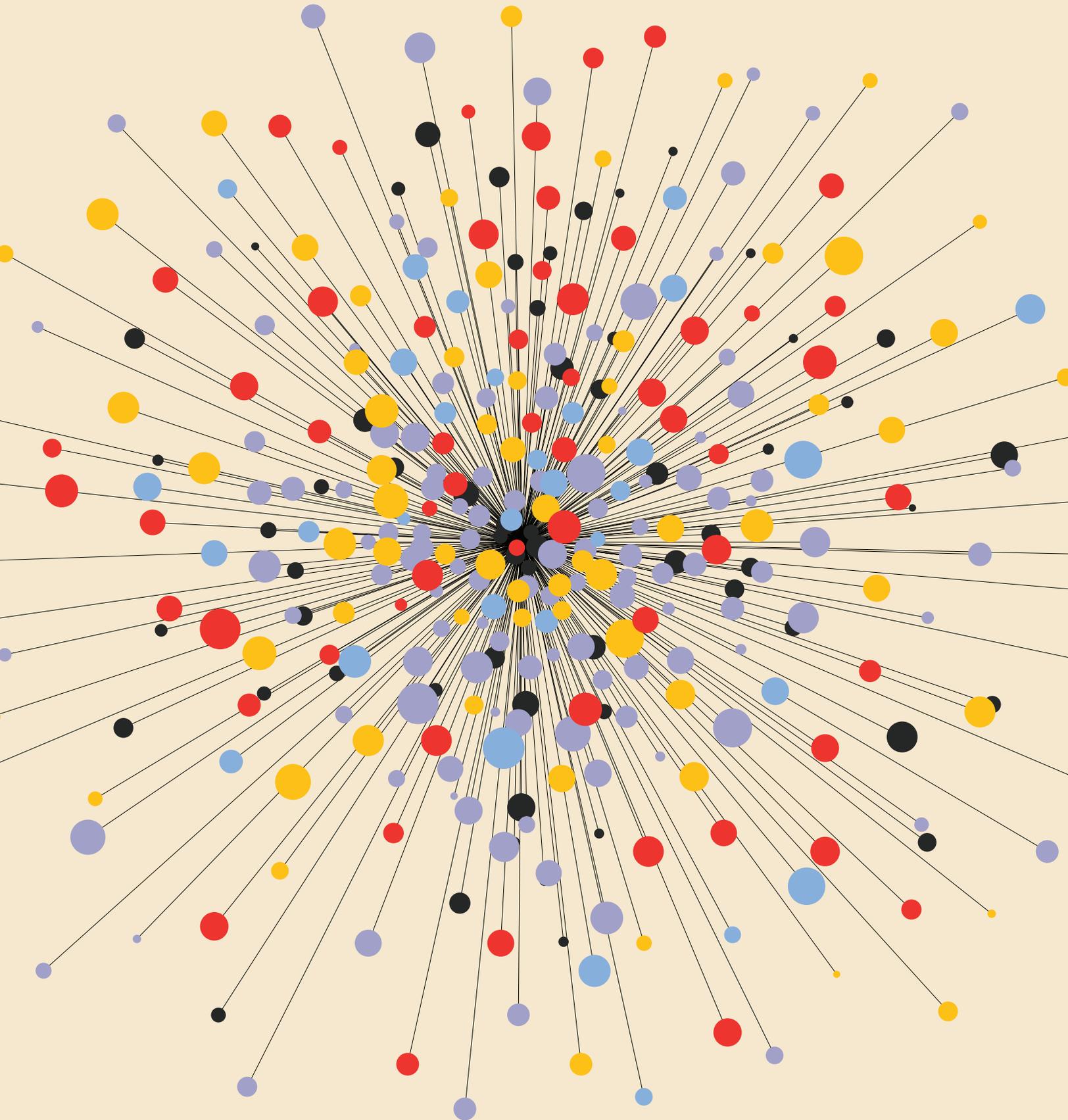
Our culture. Our people. Our clients. Our community.

At Paul Hastings, our commitment to diversity and inclusion begins at the top and is deeply embedded throughout the Firm's culture. Co-chaired by our Managing Partner, the Global Diversity and Inclusion Council is comprised of key Firm leaders from our partnership and Talent Management, Recruiting, Marketing and Business Development departments, ensuring we continue to push the needle forward while staying on target with our strategy.

The PH Strategy:

- **Culture of Inclusion:** Create an environment that fosters engagement, inclusion, and belonging.
- **Talent Management and Development:** Recruit, develop, promote, and build top diverse talent.
- **Client Engagement and Business Development:** Collaborate with clients and the industry on innovative programming.
- **Brand, Reputation, and Community:** Create a dialogue around inclusion and diversity within our client relationships, business partners, and communities.





Culture of Inclusion

Through our Initiatives, we offer a variety of professional and business development programs to provide the necessary tools for success at the Firm and in the legal industry at large.

Paul Hastings Affinity Networks (PHANs)

Paul Hastings Affinity Networks are open to all attorneys and professional staff. The PHANs promote inclusion, offer mentoring, drive recruiting efforts, and provide professional and client development opportunities. Our PHANs often team up with client affinity groups on diversity and inclusion programs and have been responsible for many of the firm's most engaging events and progressive policies.

Our PHANs include:

- Asia
- Black
- Latinx
- LGBTQIA
- Women

Women's Initiative

Paul Hastings Women's Initiative overarches the local programming offered by our Women PHANs with a broader focus on elevating women leaders at the Firm, in the legal community, and with external clientele.

In late 2018 our Women's Initiative launched its signature training series, PH Empower, a business and professional development series aimed at empowering, coaching and providing leadership opportunities for women in law. While the programming is geared to women, all are welcome to join.

PH Balanced

Paul Hastings recognizes the challenges in achieving work/life balance in "BigLaw." PH Balanced seeks to redefine "BigLaw" culture by hosting discussions and programming addressing family and parental topics, work/life balance, mindfulness, mental health, stress management and wellness.

Through PH Balanced, the Firm is a proud signatory to American Bar Association's Well-Being Pledge.

Innovative Programs

Through our Women's Initiative, PHANs and PH Balanced programs, we have hosted a variety of speakers and thought leadership sessions aimed at advancing diversity and inclusion. A sampling of recent events have included:

- Mental Health in the Legal Industry with expert Patrick Krill
- Hope, Hardship, and Refugee Hispanic Immigration in Modern America with Pulitzer Prize Winner Sonia Nazario
- A multi-year Inclusive Leadership Series with Dr. Arin Reeves
- Dr. Ilan H. Meyer from The Williams Institute at UCLA School of Law discussing his research, *generations*, the first long-term study to examine health and well-being across three generations of LGB people
- A panel discussion on Asian American / Pacific Islander Identity and Media Portrayal
- 50/50 Day: Rethinking the Past, Present, and Future of Women + Power
- Black History Month with Dr. Bernice King, daughter of the late Dr. Martin Luther King

Talent Management & Development

Attracting top talent is an issue all major law firms face. To stay ahead of this important issue, our Talent Management and Diversity teams work closely on initiatives to attract, retain, and promote inclusiveness.

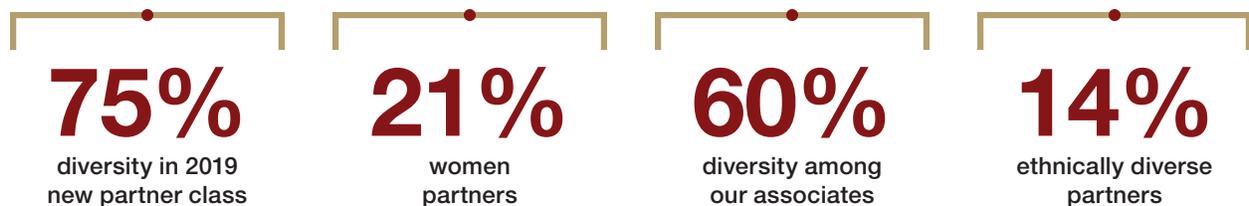
Recruit

Paul Hastings recruits the best and brightest talent to become active contributors to our Firm's success. We participate in law school-sponsored recruiting and diversity programs designed for first-year students, and offer a competitive scholarship to select 1L and 2L law students demonstrating a commitment to promoting diversity and contributing to the Firm's diversity goals.



Develop

To increase diversity in our partner, counsel and associate ranks, we offer a robust training program depending on career stage. Paul Hastings provides a mix of targeted professional, and business development programming aiming to increase advancement, and wider programming for our broader base of attorneys and professional staff.



Support

To ensure we continue to attract and support the best talent, we strive to offer elite policies and benefits.

Parity is key to advancing inclusion and Paul Hastings currently boasts one of the best parental leave policies in the market. All personnel, attorney and professional staff are afforded 14 weeks of fully paid leave to new parents and 8 additional weeks of recovery time for birth-giving mothers. Other policies aimed at inclusion include in-vitro benefits and transgender support.

Client Engagement and Business Development

Over the years, we have worked with our clients and the industry to create a dialogue around diversity. We hope that, by working together, we can bring to light strategies that are making a difference and helping to drive change.

Minority Corporate Counsel Association (MCCA): We recently joined forces with MCCA on an ongoing **research project** examining how organizations are effecting culture change through inclusion and diversity practices. As part of this initiative, we invited clients to share their organization’s approach to inclusion and how that approach impacts their respective businesses.

GC Diversity and Inclusion Report: To gain insights from general counsels at various organizations, we worked with the Legal 500 & GC Magazine to produce **GC Diversity and Inclusion Report USA** – an in-depth examination of the perspectives and innovative actions of the in-house legal. This report features interviews from 20+ general counsels and senior executives, as well as some of our own people, sharing how their focus on inclusion has created stronger corporate cultures and yielded better end-results.

Breaking the Glass Ceiling: Decades of research suggest that increasing the number of women in positions of power has the potential to transform the way women are treated at all levels of society. We have taken an active and actionable stance on promoting more women to corporate boards, including via our annual report, **Breaking the Glass Ceiling: Women in the Boardroom**. The report takes a closer look at the initiatives and movement underway in countries around the world to help close the gender gap on corporate boards.



Brand, Reputation, and Community

We work with various diversity bar and law student associations, and research and advocacy groups, to offer leadership opportunities and programming to our people. We also rely on these relationships to gauge our programs and stay current. A sampling of our partnerships include:

- **Association of Corporate Counsel (ACC)**
- **Black Law Students Association (BLSA)**
- **CHiPs**
- **Corporate Counsel Women of Color**
- **Hispanic National Bar Association**
- **Human Rights Campaign (HRC)**
- **Latino Law Students Association (LLSA)**
- **Lavender Law Conference & Career Fair**
- **Leadership Council on Legal Diversity (LCLD)**
- **My Brother's Keeper**
- **National Asian Pacific American Bar Association (NAPABA)**
- **National Association of Women Lawyers (NAWL)**
- **National Employment Law Council (NELC)**
- **Out & Equal**
- **The Quorum Initiative**
- **The Thirty Percent Coalition**
- **UCLA School of Law / Women LEAD Conference**
- **Williams Institute at UCLA Law**
- **Women in Fund Finance Association**
- **Women in Commercial Finance**
- **Women in Corporate Governance**
- **Women in Law Empowerment Forum (WILEF)**

Noteworthy Accomplishments

- 100% Human Rights Campaign (HRC) Corporate Equality Index (CEI) for LGBT Workplace Equality (2008-2019): national benchmarking tool on corporate policies and practices pertinent to LGBT transgender employees.
- Top 3 Overall Diversity by Vault/Minority Corporate Counsel Association (MCCA) (2019): reviews firm demographics, policies and programs, and surveys law firm associates about their firm's overall commitment to hiring, retaining and promoting diverse attorneys.
- Top 3 "Law360 Best Firms for Minority Lawyers" (2019)
- "Top Firm for Diversity" on The American Lawyer's 2019 Diversity Scorecard.
- Worked with PHANs, PH Balanced and firm leadership to enhance our parental leave policies for male and female attorneys and professional staff in 2019.
- In 2018 our Chairman launched a multi-year, Firm-wide Inclusive Leadership program to help us be more clear-eyed about how our perceptions influence our interactions with each other and our clients.



We are excited by the recent push to come together and advance diversity in the legal industry. With recent initiatives such as **The CEO Action for Diversity & Inclusion** pledge that our Chairman signed and the passing of **Resolution 113** and ABA Standardized Diversity Survey, it is our hope that leaders from law firms and corporations continue to come together to work on this important issue.

Through those efforts, coupled with our internal programming and policies and our collaborations with leading diversity organizations and law schools, we aim to provide consistent excellence in legal practice, equality in the workplace, and promotion and advancement for all people.

Global Resources

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Atlanta
Century City
Chicago
Houston
Los Angeles
New York

Orange County
Palo Alto
San Diego
San Francisco
São Paulo
Washington, D.C.

Europe

Brussels
Frankfurt
London
Paris

Asia

Beijing
Hong Kong
Seoul
Shanghai
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Across the Americas, Asia and Europe

To integrate with the strategic goals
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