

# LATHAM & WATKINS' GENDER PAY GAP REPORT 2018

Latham & Watkins is strengthened by a multiplicity of viewpoints, backgrounds, and experiences. We are committed to diversity and inclusion, which enables us to draw from a remarkable wealth of talent to recruit and retain the lawyers and staff who make Latham one of the world's leading law firms.

## GENDER PAY AND BONUS GAP

### All Personnel

The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff.

	Mean	Median
Pay Gap	31.1%	56.9%
Bonus Gap	46.7%	87.6%

### Staff

	Mean	Median
Pay Gap	16.1%	5.4%
Bonus Gap	37.4%	23.8%

- There is a larger proportion of female staff (75%) in London.
- The staff analysis includes an all-female secretarial group which has a significant impact on the mean and median pay and bonus data.

### Counsel and Associates

	Mean	Median
Pay Gap	17.5%	10.6%
Bonus Gap	5.4%	19.2%

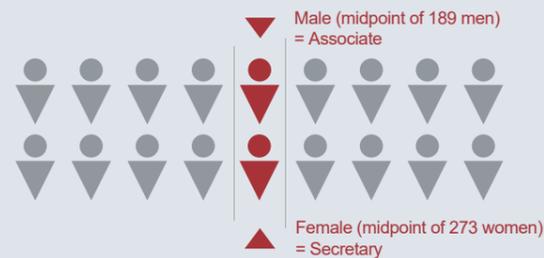
- Associates are compensated according to their years of experience, with all associates in the same class year receiving the same salary.
- All lawyers are eligible for a bonus if they meet the threshold hours. The level of bonus received depends on years of experience and other performance criteria.

### Partners

	Mean	Median
Total compensation	33.4%	46.5%

- 22% of London partners are female.
- The firm's compensation of its global partnership is transparent. On an annual basis, all partners are informed of the total compensation received by each partner and the make-up of the compensation (i.e. base and bonus).
- Partners are compensated for a range of contributions.

For the purposes of the all personnel analysis, the median figures compare the salary and bonus of a male associate with a female secretary (see chart below).



## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

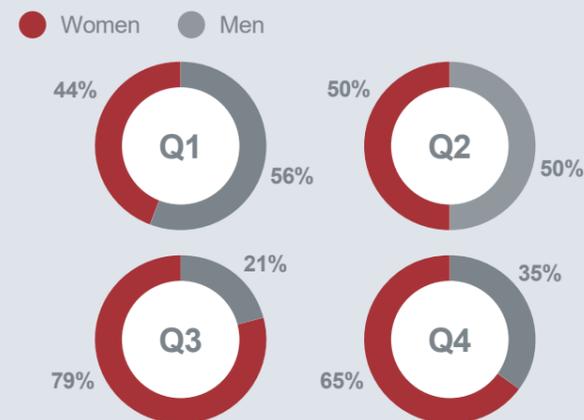
The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff.

	Men	Women
% of employees receiving a bonus	67.5%	70.1%

- All lawyers and staff have an equal opportunity to participate in the firm's bonus scheme.

## PROPORTION OF MEN AND WOMEN BY PAY QUANTILES

The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff. Q1 represents the highest paid.



## METHODOLOGY

All UK companies with 250 or more employees on 5 April 2018 are required to publish:

- Mean and median gender pay gap.
- Mean and median gender bonus gap.
- Proportion of males and females receiving a bonus.
- Proportion of males and females by quartile pay band.
- Some variable pay, including overtime, is not included in the methodology.
- Bonuses are pro-rated for those who have an adjusted billable target arrangement or are returning from leave. Pro-rated bonuses have not been converted into a full-time equivalent figure.

## DEFINITIONS

- The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. The median gender pay gap is the difference in the midpoints of pay rates (ordered from highest to lowest) for men and women. The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2018.
- The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap is the difference in the midpoints of bonus pay (ordered from highest to lowest) for men and women. The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2018.
- The gender pay gap is different to equal pay. Equal pay relates to men and women being paid equally for equal work regardless of gender.

## OVERVIEW OF THE FIRM'S DIVERSITY INITIATIVES

Diversity makes us who we are, strengthens our culture, and challenges us to be better and do more. We are proud of our programs, which are designed to enhance diversity and inclusion, and we will keep innovating to improve, grow, and inspire.

Men and women of diverse backgrounds have long been represented on the firm's management committees responsible for promotions to partnership, recruiting, training, and mentoring, among other responsibilities.

Latham's Diversity Leadership Committee works to promote the firm as a workplace where the best and brightest lawyers from all groups, including those traditionally underrepresented in the legal profession, excel and find opportunities to become leaders.

Latham has a number of initiatives focused on diversity and inclusion, including:

- The 'Inclusion Initiative', a new program designed to achieve widespread, consistent engagement among all of our attorneys and staff around the world in building a more inclusive culture at the firm.
- Diversity Leadership and Women's Leadership Academies.
- Our Women Enriching Business Committee, which hosts 50+ events around the world each year.
- 15 global affinity groups for lawyers and staff, with over 2,700 members around the globe.
- Firmwide training to ensure inclusive selection in all progression and recruitment activities, including combatting unconscious bias.
- Appointed attorneys responsible for allocating work equally among associates.

## DECLARATION

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Jay Sadanandan**  
London Office  
Managing Partner



**Catherine Drinnan**  
London Deputy Office  
Managing Partner



**Joshua S. Friedlander**  
Chief Human  
Resources Officer