Latham & Watkins’ Gender Pay Gap Report 2022

Gender Pay Gap and Bonus Gap

For the purposes of the all personnel analysis, the median figures compare the salary and bonus of an associate (man) with a business services employee (woman). See chart below.

Overview of the Firm’s DEI 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 DEI and we will keep innovating to improve, grow, and inspire.

Lawyers from underrepresented groups have long been 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 and professional staff 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 DEI, including:

- A range of enhanced parental leave policies, enabling birth and non-birth parents to spend time at home caring for their newborn or adoptive child
- A policy of not pro-rating year-end bonuses for paid leave. Consistent with our culture of supporting families and wellness, full credit is given for year-end bonus purposes for up to 26 weeks of time spent on paid leave
- Appointed attorneys responsible for allocating work equally among associates
- A Family Planning Assistance Program, offering financial assistance for a range of family planning services
- 18 global affinity groups for lawyers and staff, with over 3,700 members around the globe (many of whom are members of multiple groups)
- Dedicated coaching resources for new parents, plus family planning assistance for a range of family planning services
- A Diversity and Racial Justice Speaker Series featuring A Family Planning Assistance Program, offering financial assistance for a range of family planning services

Definitions

- The mean gender pay gap is the difference in average hourly rates of pay for men and women. 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 2022.
- The mean gender bonus gap is the difference in average bonus pay for men and women. 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 2022.
- 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.
- Please note: Gender is referenced in binary terms of men and women on this page, but we recognize that a number of people at Latham & Watkins are non-binary or gender non-conforming too and will not be represented by this breakdown.

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.

Methodology

All UK companies with 250 or more employees are required to publish:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of men and women receiving a bonus
- Proportion of men and women by quartile pay ban
- Some variable pay, including overtime, is not included in the methodology
- Information on bonuses, some of which may be subject to pro-rata i.e. for those who have an adjusted billable target or have returned from a period of leave (pro-rated bonuses have not been converted into a full-time equivalent figure).

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