

LEADERS AT THE FRONT

Super Pledge

Succession Planning

- I commit that my succession plan and the succession plans of each of my direct reports and each of their direct reports will maintain at least 50 percent diverse representation, including at least 25 percent racial and ethnic representation. – **Carlos Brown, Dominion Energy**
- My firm will develop client succession plans that ensure a diverse lawyer is one of 2-3 lawyers identified to succeed senior partners in several key clients each year. Plans should include bringing diverse potential successors into client relationships several years in advance of when succession will actually occur. – **Kim Koopersmith, Akin Gump Strauss Hauer & Feld LLP**

Sponsorship

- We will provide targeted development and sponsorship through the continuation of our Career Strategies Initiative program for underrepresented professionals which also trains their managers on inclusive leadership and management tools. – **Jeffrey Ferguson, The Carlyle Group**
- I will sponsor two Black lawyers at Crowell & Moring through the balance of 2020 and 2021 to secure concrete stretch opportunities, enhance their internal and external visibility, and position them well for advancement within 12 months. – **Ellen Dwyer, Crowell & Moring LLP**

Collaboration

- I will support Google's Outside Counsel Diversity Mentoring Program, which pairs diverse law firm associates with Google attorney mentors to provide professional development programming for mentees, and will personally mentor an underrepresented law firm associate. – **Halimah DeLaine Prado, Google LLC**
- I will assess our top law firms based on the diversity of law firm management, compensation committees, allocation of origination credit, and

hours worked on our matters. Firms should achieve, demonstrate a concrete plan to, or show marked improvement toward, a goal of 30% minority and 50% female for each of these items. I will work to tie firm compensation to the achievement of these goals. – **Richard Verma, Mastercard**

- We will continue to develop measurable progress in diverse representation on our outside law firm teams through a secondees program for mid to senior associates. Under the program, secondees will train as in-house lawyers for six months, and at the end of the term pitch for PNC legal work to take back to their respective firms. – **Greg Jordan, PNC Financial Services Group Inc.**

Ownership & Accountability

- My firm will rotate its Management Committee every three years, ensuring that there is diversity among leadership. This year the Management Committee will be 10% more diverse than it was last year, and in total the Committee is 44% diverse. – **Katya Jestin, Jenner & Block**
- My firm will expand metrics used to assess and recognize partner contributions to DEI, including diversity of client matter teams and upward feedback results. – **Eric Friedman, Skadden Arps Slate Meagher & Flom LLP**
- We will continue to pledge allyship through having the majority of the partners in the practice group sign and agree to the "Ally Action Pledge," to advocate for and champion at least one diverse associate or junior partner through: (a) Actively managing their workload to ensure they receive career-enhancing and skills-building work that will help them advance; (b) Introducing them to at least 3 partners who will help expand their client relationships and/or work opportunities; (c) Introducing them to at least 3 client contacts who will support their efforts to gain career-enhancing work and/or business generation and credit. – **Sangeeta Shah, Brooks Kushman PC**