

# 2017 Kirkland & Ellis London Gender Pay Gap Report

At Kirkland, we are committed to maintaining a diverse and inclusive environment for women. We have a number of initiatives across the Firm to ensure the recruitment, retention and advancement of women, supporting their development as leaders within the Firm and the legal profession.

## Equal Pay

Annual associate salaries in the London office are based on a policy that lawyers at the same class level are paid equally irrespective of gender.

All associates are eligible for a bonus based upon the same criteria consistently applied. 100% of female and 99% of male associates received a bonus in 2016 (the relevant period in this report), excluding new hires not eligible for a bonus.

## Understanding This Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires the Firm to report gender pay and bonus gaps in the London office across all employees in all roles on a blended basis.

The reporting of gender gap percentages on a blended basis is impacted significantly by the positions filled primarily by one gender. Different gender concentrations in different roles, when taken together, result in gender pay gaps. For example, in the London office, all of our secretaries are women — as such, the median pay and bonus gap percentages result from comparing the pay and bonus of a secretary to that of a lawyer. We also recognise that, in part, gender pay gaps result from fewer female lawyers at the more senior levels, and we are working hard to address this, including all the initiatives described on the following page.



**Working Mother**  
**50 Best Law Firms for Women**  
2012-2017



**The American Lawyer**  
**A-List**  
2013-2017



**Top Performer by the Leadership**  
**Council on Legal Diversity**  
2014-2017

# Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 — Reporting

The data below is as of 5 April 2017.

## Gender Pay and Bonus Gap

	Mean	Median
Hourly pay	33.2%	68.2%
Bonus pay	62.3%	74.3%

## Proportion in Receipt of Bonus\*

	Women	Men
Received bonus	77.9%	77.4%

*\*these are less than 99% as they include new hires who were ineligible for a bonus.*

## Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Women	65.6%	72.1%	52.5%	37.7%
Men	34.4%	27.9%	47.5%	62.3%

## Our Ongoing Initiatives

We are seeking continually to maintain an environment that supports the promotion, development and success of women at the Firm. We have taken a number of steps towards that goal as set out below and are constantly evaluating other measures to narrow the gap.

- Evaluating the issues and concerns facing female attorneys through the Firmwide leadership of Kirkland's Diversity and Inclusion Committee and its Gender Subcommittee.
- Administering structured compensation processes designed to ensure fairness in compensation for the same role.
- Assessing our candidate pools and sources to improve our gender balance in recruitment activities.
- Collaborating with clients on gender and diversity initiatives, including the Women's Leadership Forum.
- Sponsoring nearly 80 programs globally in 2017 through the Women's Leadership Initiative, including networking events, mentoring lunches and training sessions.
- Increasing the number of women in leadership roles in key Firmwide committees.
- Encouraging continued development of our female attorneys through mentoring and sponsorship opportunities.
- Supporting all of our working parents through family-friendly policies, including parental leave, back-up childcare and flexible schedules.

We confirm that the data is accurate.



**Stephen Lucas**, Partner and Member,  
Global Management Executive Committee



**Rajinder Bassi**, Partner and Co-chair,  
Gender Subcommittee of Firmwide  
Diversity & Inclusion Committee