

# Carving our paths together — while physically apart.

Skadden

CARVE  
YOUR  
PATH

## What makes Skadden special are our people and the culture we have created — our culture is our differentiator.

We are relationship-driven, which means we are intensely focused on doing right by the people with and for whom we work. A true sense of partnership, established with our founding, continues today among our attorneys and professional staff. It's not only our business model — it's our way of doing business, and it is the defining value of our organization. It's why people enjoy working here.

While most of our personnel continue to work remotely, protecting the health and safety of their families and our communities, the Firm's investment in our people and culture has been steadfast and on full display while physically apart. For example, we've:

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**Engaged attorneys virtually** by creating the Mentoring Across Miles Program, and presenting "Skadversations," intimate online discussions with senior partners to share their personal perspectives about the Firm.

Launched multiple **global COVID-focused teams** and Impact Projects to ensure continuity in serving our current and new *pro bono* clients. Spearheaded the **Law Firm Antiracism Alliance**.

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Raised the bar on **diversity, equity and inclusion (DEI) efforts** — expanding resources on allyship and racial equity; adopting the Mansfield Rule, which emphasizes a metrics-driven approach to sustain DEI efforts; providing credit for time spent on DEI and other Firm citizenship efforts; and curating an anthology of content on understanding and disrupting anti-Black racism.

**Enhanced scope of well-being offerings** to increase availability and visibility, with particular focus on supporting physical well-being and mental health during the pandemic.

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Supported forums for a variety of **Skadden community-led activities**, including service projects via Volunteer Match, homework helpers, book clubs, virtual fitness outings and hobby "how to" demonstrations.

Recreated our **Summer Associate Program virtually** to include a more intensive learning experience, preparing young lawyers for practice while also socializing/networking online and gaining insight to the Firm and our culture.

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Flexed attorney time-off policies and added resources to accommodate the unique **needs of caregivers** of dependents.

Partnered with Mt. Sinai Health System to inform office protocols as well as to **educate the Skadden community** on topics such as the science of COVID-19 and the impact of the pandemic on children.

Invested in **on-demand attorney learning** tools and content, which have increased participation and cross-office training and networking.