

# Pay Gap Report

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April 2020

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# Contents

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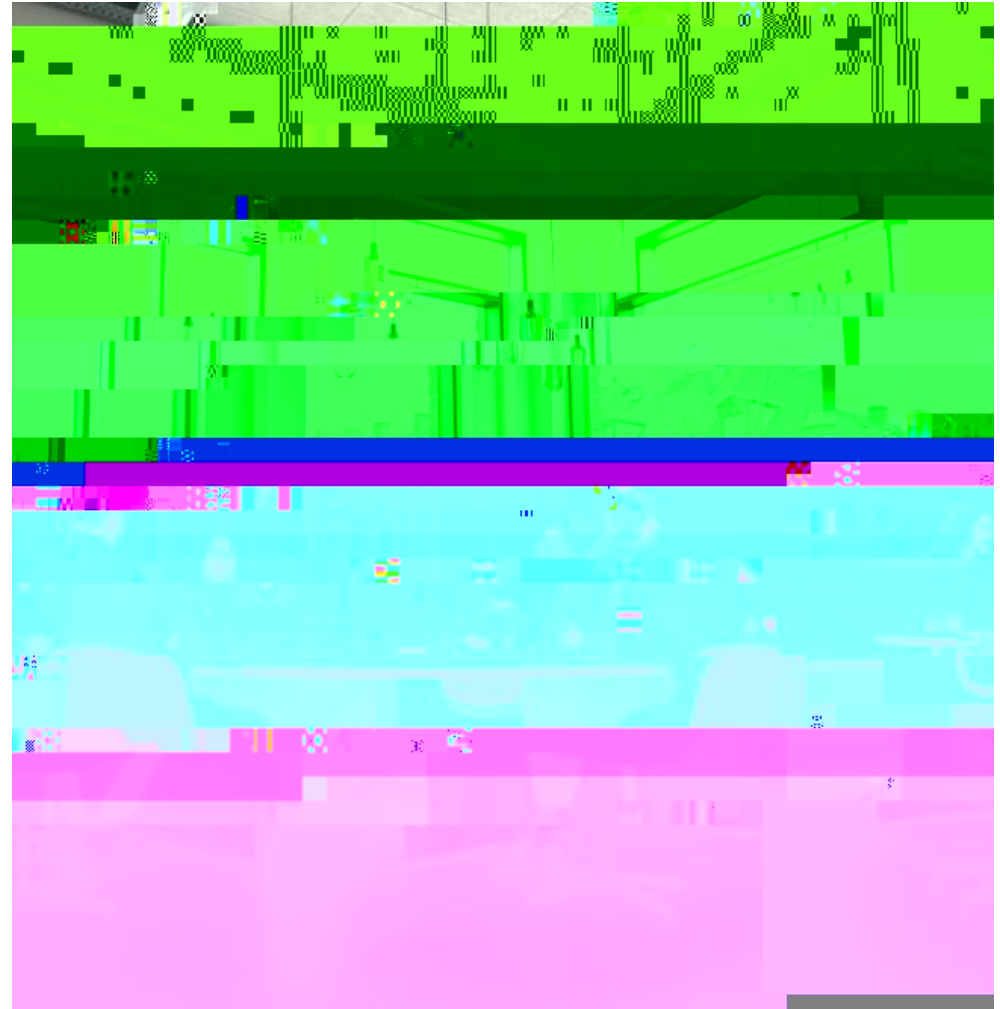
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# Introduction

# Understanding the Pay Gap



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# Our Gender Pay Gap



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# Our Ethnicity Pay Gap - Including LLP Members

	2019	2020
White		36.2%
Black		27.1%
Hispanic		36.2%
Other		27.3%

	2019	2020
White		4.0%
Black		-1.0%
Hispanic		14.3%
Other		33.3%





