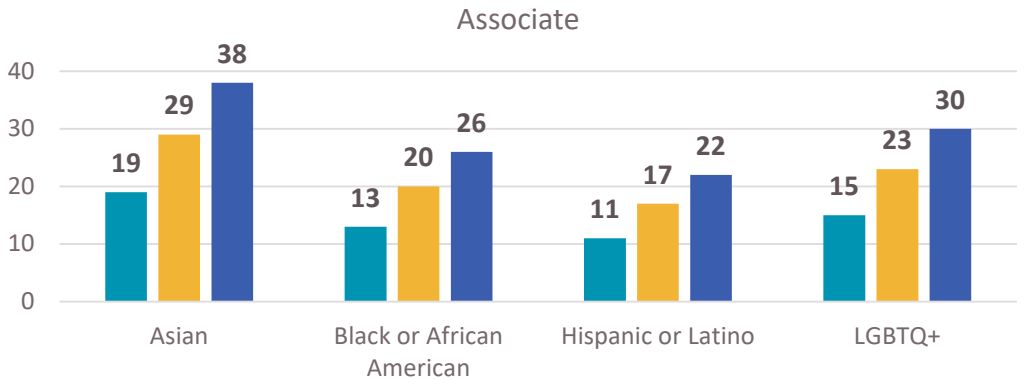
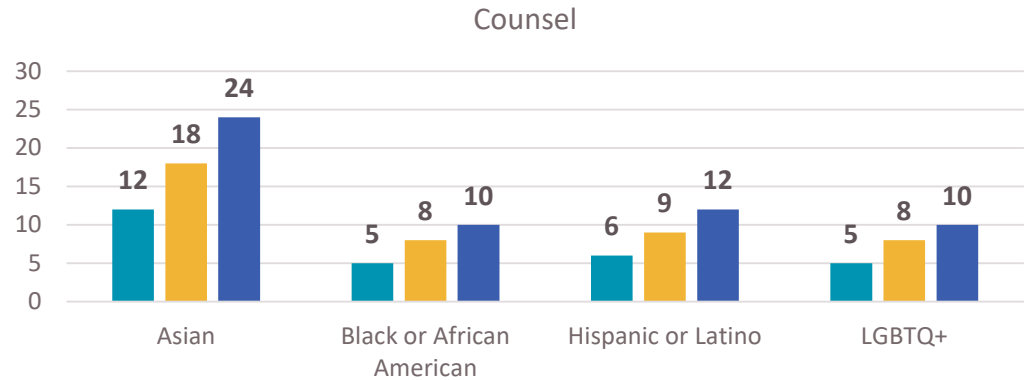
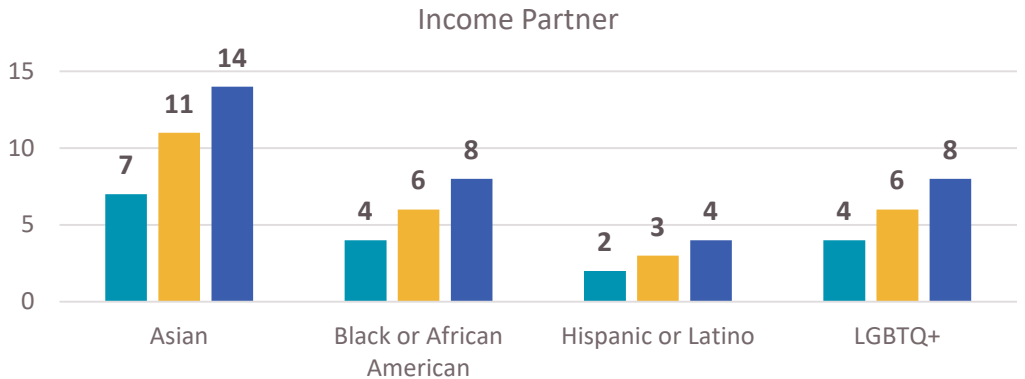
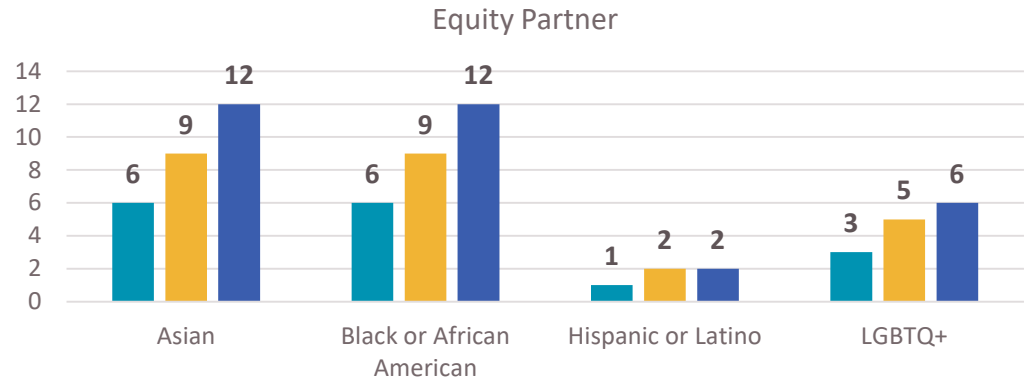


Diversity Pledge

Within **FIVE** years, Crowell pledges to:

- double the number of attorneys from diverse backgrounds at each attorney level;
- increase the percentage of women and diverse attorneys in leadership positions; and
- set an overall diversity enhancement goal of adding 150 diverse lawyers, which includes women and attorneys from diverse backgrounds.



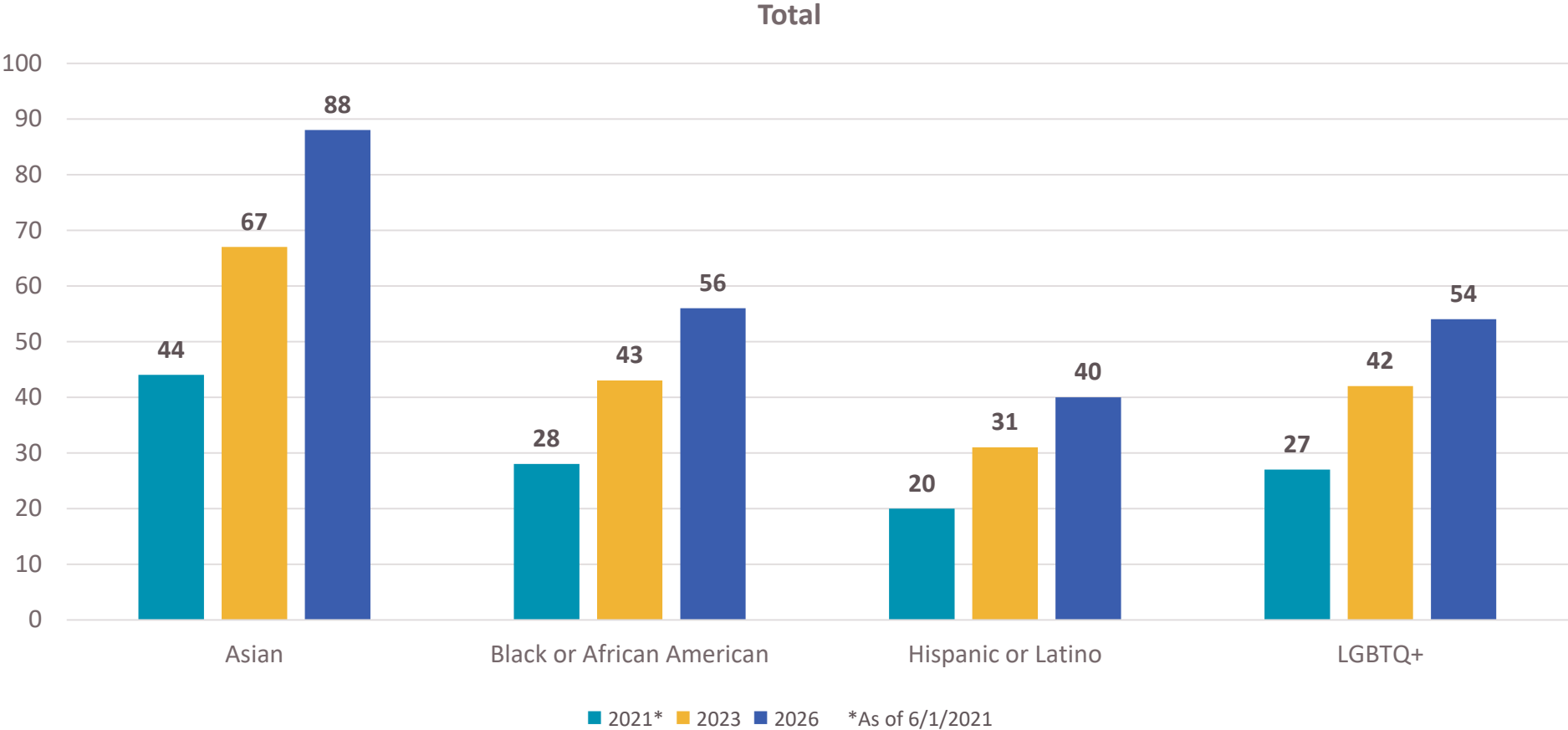
■ 2021* ■ 2023 ■ 2026 *As of 6/1/2021



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