

HLB HOOPER
LUNDY
BOOKMAN

2025-2026

VOICES OF HLB



MESSAGE FROM THE MANAGING SHAREHOLDER



Mark E. Reagan
Managing
Shareholder

Mark E. Reagan

The Voices of HLB 2025/2026 reflects who we are. Not only as a firm, but as a community of people committed to doing meaningful work, in an environment where perspectives are respected, contributions are valued, and opportunity is shared.

At HLB, our strength has always come from our people. The experiences, viewpoints, and lived realities each person brings to the firm shape how we think, how we lead, and how we serve our clients. Creating a workplace where individuals feel heard, supported, and empowered to grow is not a separate initiative, it is fundamental to who we are and how we operate.

This report moves beyond numbers to tell the story of our culture: how we invest in one another, how we open doors, and how we continue to build a firm where professional excellence and mutual respect go hand in hand. The voices reflected here which span across roles, backgrounds, and career stages speak to our strength as a community.

I am grateful to the many professionals at HLB whose thoughtfulness, leadership, and engagement continue to move our firm forward.

MESSAGE FROM THE DEI CO-CHAIRS



Sandi Krul
Shareholder,
DEI Co-Chair

Sandi Krul



Monica Massaro
Principal of Government
Relations & Public Policy,
DEI Co-Chair

Monica Massaro

Culture is shaped in everyday moments. How we collaborate, how we support one another, and how we create space for different perspectives to influence our decisions. The voices captured here reflect both how far we've come and the work ahead as we continue to build a firm grounded in respect, fairness, and shared accountability.

REPRESENTATION ACROSS THE FIRM: A FIVE-YEAR SNAPSHOT

	2021	2022	2023	2024	2025	5Yr Avg
Sr. Counsel and Associates who are women and/or from underrepresented groups	82%	79%	63%	63%	68%	71%
Non-Equity Partners who are women and/or from underrepresented groups	53%	53%	60%	82%	75%	65%
Equity Partners who are women and/or from underrepresented groups	26%	26%	31%	29%	32%	29%
Government Relations Professionals who are women and/or from underrepresented groups	60%	60%	60%	67%	80%	65%
Professional Staff (Chiefs & Directors) who are women and/or from underrepresented groups	86%	86%	71%	67%	67%	75%

WORK LIFE BALANCE & LIFESTYLE



Before working remotely, I spent 3 to 4 hours per day commuting. **Now, I'm more productive and still able to be present for my family and myself, it's truly been life-changing.**"

"I appreciate working at HLB because I feel supported both professionally and personally. The firm recognizes that our families, whatever they look like, are a big part of what allows us to succeed as attorneys."

"Despite being a firm that really emphasizes remote work...**the firm does a great job of curating opportunities for attorneys to come together,** whether it's monthly in-person lunches or casual dinners, happy hour, or other community events."



#8 Vault's Best
Midsize Law Firms
for Firm Culture



2026 Vault
Top Law Firms
150 Under 50

"The environment is very kind and compassionate about people's lives and experiences. Lawyers and staff interact very respectfully and equally in our office."

"Lawyers socialize through both firm-sponsored and organic invitations. The day-to-day atmosphere is fantastic. **It is like working with experts in their field who are also friends.**"

INCLUSION & BELONGING



As a professional ‘non-lawyer’ at HLB, I feel respected, heard, and valued. **It’s empowering to know I can make a difference here, and it motivates me to provide excellent service.”**

“We have an accommodations menu of different supports **to encourage people to take advantage of supports** that could benefit their unique circumstances.”

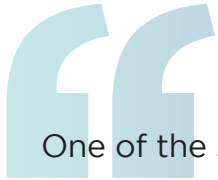
“I find the partners to be incredibly kind and respectful. I am treated like an equal in all strategy conversations, case decisions, work assignments, etc. Associates are allowed to attend the attorneys’ retreat, during which we were privy to a host of information about firm performance, finances, strategic goals, etc.”

“Most firms tout themselves by using aspirational words like “community,” “inclusive,” and “family,” especially to prospective attorneys. But here, those words have meaning. Even though we largely work remotely, I speak with, meet with, and are closer to my colleagues than when I was at my previous firm that required me to be in the office three days a week. And as busy as everyone is, my colleagues often take the initiative to check in to see how life is (both work and personal) and are quick to answer any questions I have. **This is a place I can thrive and I am excited to be able to plant my roots here.”**



#9 Vault’s Best
Midsize Law Firms
for Associates/
Partner Relations

CAREER GROWTH & EQUITABLE OPPORTUNITY



One of the strengths that drew me to HLB was that the firm handles large and complex cases that would often be reserved to big law, but in a setting that is flexible, people-oriented, tightknit, and intimate. **When questions or concerns come up, it doesn't feel like it gets lost going up the ladder.** And the size of the firm allows for changes and updates to happen more efficiently and more organically. Partners, even named partners, don't seem out of reach. Partners make themselves accessible and take the time to get to know you outside of work hours."



#4 Vault's Best

Midsize Law Firms for Informal Training, Mentoring & Scholarship



#9 Vault's Best

Midsize Law Firms for Career Outlook

"Partners take [associate] reviews seriously. At no point did the partners rush the review process or made it seem like the reviews were pointless or inconveniencing them. In fact, the feedback was detailed and goal oriented. **The partners provided actionable steps for me to improve and went so far as to give suggestions based on their own experience as an associate.**"

"The firm gives associates a partner mentor, who does a great job of being an official person to be a sounding board about concerns or goals within the firm. Additionally, the partners who I work with on cases are kind, generous with their time (even though I know they are extremely busy), and often emphasize teamwork and collaboration. **In my experience, the partners here really care.**"