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To: [DG-LAN Users US](#)
Subject: Reduction in Force
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Chairman and Managing Partner



Reduction in Force

As you know, we have been exceptionally busy over the course of the past several years. To meet the significant and growing client demand over this time, we welcomed to the firm many new lawyers and GO! Team members across practices and offices. In fact, since October 1, 2019, our lawyer population grew by 60%. Our GO! Team has grown significantly, as well.

For the last several months, our clients have encountered macro-economic headwinds. With the continuing slowdown in the global economy, we too have experienced a slowdown in demand. While overall we remain busy, demand has dropped from its extraordinary heights of the past several years. This is true not only for our firm, but for the legal industry overall.

Prompted by this ongoing slowdown, we carefully evaluated the impact of the economic environment on our business.

After much thought and careful reflection, we concluded that – regrettably – our current staffing levels are too high for our current and projected demand. Current and expected demand will not create meaningful professional development opportunities for all members of our community at our current size.

As a result, we have made the difficult decision to conduct a reduction in force.

This reduction affected associates, professional track attorneys, paralegals, and science advisors; and GO! Team members, across multiple offices in the United States. Overall, this decision means a reduction of approximately 5% of our timekeeper and GO! Team population. We shared this decision with all of the affected individuals yesterday and today.

This is a difficult decision, and we did not make it lightly. We appreciate the significant effect it has on our colleagues, and we are doing everything we can to make sure that those affected have all of the support that we are able to provide as they transition from the firm.

We are purposefully choosing to be transparent and conduct a reduction in force, rather than engage in reductions through our performance management process. Respect for each other, equity and inclusion, transparency, and commitment to excellence are among our core principles, and we have implemented this reduction in force decision in a manner we believe adheres to these principles and is consistent with our culture.

Our strategy of serving clients across our key industries of focus, and where they converge, positions us well for the future, notwithstanding current macro-economic conditions. We remain steadfastly committed both to supporting our people and to providing excellent service to our clients, who are also managing their businesses to ensure durable and long-term success.

We also appreciate the effect of these actions on our culture overall. In the coming days and weeks, we will make forums available for all of us to come together in groups large and small to gather as a community.

If you have any immediate questions, please reach out to your Attorney Development Manager, your direct Manager or Director, or to your Human Resources Business Partner.

Thank you.

- Rob and Mark