

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Erika Arner, Managing Partner	White	Female	

#### Executive Committee

Total Number of Attorneys on Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm's diversity, equity, and inclusion initiatives?

Yes

#### Name and Title

Esther Lim, Partner & Chief Diversity and Inclusion Officer

### DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? No  
 In what year was the committee formed?

Total Number of Attorneys on DEI Committee: 0

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	0	0	0	0
American Indian or Alaska Native				
Asian				
Black or African-American				
Hispanic or Latinx				
Native Hawaiian or Other Pacific Islander				
White				
Two or More Races				
Other or Unknown				
<b>Additional Demographics</b>	0	0	0	0
LGBTQ+ Individuals				
Individuals with Disabilities				

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### ATTORNEY DEMOGRAPHICS

#### Attorney Headcount

287 Total attorneys in U.S. offices

316 Total attorneys worldwide (including all U.S. and global offices)

#### U.S. Associates

129 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>70</b>	<b>58</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	13	23	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	6	1	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	46	31	0	0
Two or More Races	2	1	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	9	1	1	0
Individuals with Disabilities	0	1	0	0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### U.S. Equity Partners

81 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>62</b>	<b>19</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	1	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	53	16	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	1	0	0

### U.S. Non-Equity Partners

24 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>17</b>	<b>7</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	1	0	0

## Finnegan Henderson Farabow Garrett & Dunner, LLP

### 2023 Vault Law Firm Diversity Survey

#### U.S. Counsel / Of Counsel

34 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>28</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	5	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	0	0	0

#### U.S. Non-Partner-Track Attorneys

4 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### U.S. Law Clerks

15 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	5	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

### U.S. Office Managing Partners

1 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### U.S. Hiring Committee

5 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## FORMAL PROCESSES AND GOALS

### Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

### Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes If yes, describe the firm's targets:

Our targets are consistent with the Mansfield targets.

## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### **Accountability**

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

**Yes**

If yes, explain how the firm holds partners accountable for DEI achievements?

To promote close collaboration and teamwork, our partner compensation is considered holistically based, in part, on nonbillable contributions, including client support, DEI, mentoring, leadership, and collaboration. For example, as part of annual evaluations, partners' efforts to cultivate the firm's strategy of enhancing DEI and their collaborative efforts involving DEI are considered.



## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### RECRUITMENT AND HIRING

---

#### HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

**Yes**

If yes, which HBCUs does the firm hire from?

Howard

#### Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

**No**

If yes, which law schools does the firm recruit at specifically for diversity purposes?

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<b>Scholarships</b>	
The Finnegan Diversity Scholarship, established in 2003, awards law school student applicants \$15,000 per year for tuition and law school fees, as well as an offer to join the firm's summer associate program. \$600,000 has been awarded since inception of the scholarship. Link: <a href="https://www.finnegan.com/en/firm/news/finnegan-accepting-applications-for-2022-diversity-scholarship.html">https://www.finnegan.com/en/firm/news/finnegan-accepting-applications-for-2022-diversity-scholarship.html</a>	2

### Internships

Finnegan Diversity Corporate Partnership provides a unique opportunity for law students to gain exposure to both law firm practice and corporate in-house legal departments. The position includes a paid 1L Summer Associate position in one of our domestic offices as well as a corporate internship with one of Finnegan's clients. Students spend about eight weeks of the summer at Finnegan and several weeks at the corporate site. Link: [https://www.finnegan.com/a/web/m7tUNuMoFyapySybXM3AQk/corporatepartnership\\_brochure\\_2023\\_final.pdf](https://www.finnegan.com/a/web/m7tUNuMoFyapySybXM3AQk/corporatepartnership_brochure_2023_final.pdf)

### Fellowships

Link:

**2023 Vault Law Firm Diversity Survey**

**Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

If yes, list the diversity career fairs in which the firm participates

Bay Area Diversity Career Fair, Lavender Law Career Fair, New England BLSA Job Fair, Southeastern Minority Job Fair, Southern Region National BLSA, Veterans Legal Career Fair

**Combating Implicit Bias**

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The firm has provided live and on-demand programming on interview training and uses behavioral interview questions.

## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### **Summer Associates**

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

The firm supports all summer associates, including diverse associates, via mentoring, training, events, etc. Diverse summer associates are also included in affinity group events and programs.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### 1L Summer Associates

Does the firm hire 1L summer associates?

Yes

7 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

### Diversity Program Participants

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

2

## Finnegan Henderson Farabow Garrett & Dunner, LLP

### 2023 Vault Law Firm Diversity Survey

#### 2L Summer Associates

Did the firm hold a 2L summer program in 2022? **Yes**

**17** Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

#### 2L Summer Associates Who Received Offers

**17** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

#### 2L Summer Associates Who Accepted Offers

**14** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### Diversity Program Participants

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

3

### New Attorneys Hired

16 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	2	1	1	0
Individuals with Disabilities	0	0	0	0

### Mandatory Arbitration

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:



## **Finnegan Henderson Farabow Garrett & Dunner, LLP**

---

### **2023 Vault Law Firm Diversity Survey**

#### **CULTURE AND COMMUNITY**

---

##### **Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

African American, AAPI, Finnegan FORWARD Women's Initiative, Hispanic/Latino, LGBTQ+, Mom's Group, South Asian and MENA.

**2023 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

What kind of support does the firm provide for its affinity groups or networks?

Finnegan encourages and supports the formation of and participation in affinity groups, which provide a space for mentoring, connecting, personal and professional development, and business development among those with shared experiences and common interests.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

The firm hosts the Finnegan FORWARD Women's Summit biyearly and focuses on sponsorship and retention of women in IP while forging new frontiers professionally. Also, as part of the firm's all-attorney retreat, there is a portion of the conference dedicated to diversity, equity and inclusion.

## **Finnegan Henderson Farabow Garrett & Dunner, LLP**

---

### **2023 Vault Law Firm Diversity Survey**

#### **Reverse Mentoring**

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

**No**

If applicable, elaborate on the firm's reverse mentoring program:

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### Associate Committee

Does the firm have an associate committee that consults with the partnership?

**Yes**

If applicable, describe how the associate committee engages with the partnership:

The committee is intentionally diverse across age, associate tenure, practice group, office, gender, and racial/ethnic background. The committee consults and collaborates with the firm partnership and management through monthly meetings, facilitating conversation about management decisions the partnership is considering, soliciting feedback about the associate experience and ongoing initiatives, and discussing thoughts on anonymously submitted questions/comments from the firm's monthly Associate feedback survey. Additionally, members of the AAC are asked to take leadership roles at the firm, piloting technology and programs before firm-wide adoption and hosting monthly town-hall-like calls with non-partner attorneys at the firm.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)?      **Yes**

### Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm celebrates important dates honoring diversity each year by hosting speakers, highlighting individuals on our social media, receptions, etc. We regularly celebrate Black History Month, Women's History Women's, AAPI Heritage Month, Pride Month, and Hispanic Heritage Month. Additionally, we celebrate Juneteenth and honor its remembrance as an official firm holiday.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### **NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

---

#### **Mentoring & Sponsorship**

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

**Yes**

If applicable, describe the mentoring or sponsorship program

The firm offers a sponsorship program that connects diverse attorneys with the most senior leadership in the firm (those on the management/compensation committees and practice group leaders).

**2023 Vault Law Firm Diversity Survey**

**Professional Development**

Does the firm offer professional development programs specifically for diverse attorneys?

**Yes**

If applicable, elaborate on the professional development programs available to diverse attorneys:

Finnegan participates in numerous internal and external programs that target retention, development, and promotion of women, minority and LGBT colleagues: (1) Mansfield certification, which reflects our commitment to considering at least 30% women and minority attorneys for advanced roles and pitch opportunities, (2) a LEAP (Learn-Enrich-Achieve-Progress) program that provides developmental training; (3) membership in Leadership Council on Legal Diversity (LCLD), an organization comprised of corporate chief legal officers and law firm managing partners committed to increasing diversity in the legal field; (4) LCLD Fellows program annual participant, which provides a year-long professional development opportunity for a diverse attorney; (5) Charting Your Own Course conference, a unique conference that specifically targets development of attorneys of color; (6) strategic mentoring, with an intentional focus on diverse attorneys, (7) affinity groups, which serve the needs and interests of our colleagues in these groups, and a sponsorship program, which pairs mid to senior level attorneys with leaders of our management committee and practice group leaders for additional mentoring. The firm has a women's business initiative, Finnegan FORWARD: Focused on Raising Women's Advancement, Representation, and Development. These initiatives arm our women in mentoring, increasing networks, professional development, and increasing business opportunities. The firm encourages and offers financial support for attorney involvement in bar and community organizations that show a strong commitment to diversity: Hispanic National Bar Association (HNBA), Minority Corporate Counsel Association (MCCA), National Asian Pacific American Bar Association (NAPABA), National Association of South Asian Bar Association (NASABA), National Bar Association (NBA), ChIPs Women in IP, Diversity & Flexibility Alliance, Just the Beginning Foundation, Corporate Counsel Women of Color (CCWC), Women's Bar Association (WBA), and many others. Finnegan is proud to consistently rank as one of the nation's top law firms for minority and overall diversity by Law360, Vault Guide, American Lawyer, Seramount, and the Human Rights Campaign's Corporate Equality Index.



## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**No**

Describe how the firm monitors work distribution

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

The firm also supports associate involvement in external development opportunities offer through Leadership Council on Legal Diversity and Charting Your Own Course offerings. Opportunities through these organizations specifically target the development of diverse attorneys. We have numerous attorneys participate in each annually.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### PROMOTION AND ADVANCEMENT

---

#### Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

Our review partner committees read and discuss all evaluations to ensure implicit bias is not impacting the reviews of our non-partner attorneys. The CDIO also participates in review partner committee evaluation meetings.

#### Upward Reviews

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

**No**

If applicable, describe the firm's initiatives to mitigate implicit bias

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

### Multi-tier Partnership

Does the firm have a multi-tiered partnership? **Yes**

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

The firm formally approved an alternative track/off-track associate program about 7 years ago. We recognize that we need to offer a variety of career paths for attorneys who possess invaluable skill sets, but who may not wish to pursue partnership at a particular point in their professional or personal lives. Details include: 1) To perform at the highest levels, alternate track associates will participate in internal nonbillable activities, to include: recruiting, mentoring, training, and supervision of others. The expectation/requirements for external significant non-billable work will not apply to alternate track associates; 2) The advancement in position, if deemed appropriate (based on the growth of the alternate track associate), would be promotion to an alternate track, Of Counsel position; 3) The individual would be eligible for both merit and productivity bonuses under the associate bonus plan; and 4) The attorney would be eligible for transition back to the partner track, and would receive credit for the year(s) s/he was part of the alternate track attorney program.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

92%

### Promotions to Partnership

5 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

## BILLABLE HOURS AND COMPENSATION

### Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

If so, how many hours can be applied to the firm's billable hour target?

100

### Compensation

Are associate salaries lockstep or discretionary?

Hybrid

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Discretionary**

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

The firm does public compensation ranges but does not publish compensation information for each associate.

### **Flex-time Policy**

Does the firm have a formal flex-time policy?

**Yes**

### **Reduced-hours Policy**

Does the firm have a formal reduced-hours policy?

**Yes**

### **Partnership Eligibility**

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

**Yes**

Please explain how working an alternative schedule may affect an associate's path to partnership:

An attorney's track to partnership will be adjusted in proportion to the part time schedule. Attorneys who are already partners are eligible to work an alternative schedule.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### Attorneys Working Reduced Hours

23 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	3	0	0
Equity Partners	0	0	0	0
Non-equity Partners	1	4	0	0
Counsel / Of Counsel	12	1	0	0
Non-Partner-Track Attorneys	0	0	0	0

## WORKING PARENTS

### Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?

Yes

If applicable, describe the family-planning resources available:

Infertility covered services: lab and radiology test, counseling, surgical treatment, includes artificial insemination, in-vitro fertilization, GIFT, ZIFT, etc. Women- Includes contraceptive devices as ordered or prescribed by a physician and surgical sterilization services, such as tubal ligation (excludes reversals). Men- Includes surgical sterilization services, such as vasectomy (excludes reversals).

## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

#### Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

12 weeks



## Finnegan Henderson Farabow Garrett & Dunner, LLP

---

### 2023 Vault Law Firm Diversity Survey

#### **Parental Leave Policy**

Describe the firm's parental leave policy.

12 weeks for attorneys/managers and up to 6 weeks (depending on years of service) for staff who are primary caregiver and up to 1 week for staff who are secondary caregiver.

**2023 Vault Law Firm Diversity Survey**

**Support for Parents**

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

**2023 Vault Law Firm Diversity Survey**

**INCLUSIVENESS AND ACCESSIBILITY**

---

**Equity in Benefits**

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

**Yes**

**LGBTQ+ Inclusivity**

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- No** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- No** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No** Other (please elaborate):

**Accessibility**

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- No** Other (please elaborate):

## Finnegan Henderson Farabow Garrett & Dunner, LLP

### 2023 Vault Law Firm Diversity Survey

#### ATTRITION

##### Departures among U.S. Associates

28 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>21</b>	<b>7</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	4	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	1	0	0	0

##### Departures among U.S. Partners

4 Total Number of Departures among U.S. Partners in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

## 2023 Vault Law Firm Diversity Survey

### Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

2 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### SUCSESSES AND PRIORITIES

---

#### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

##### #1

Corporate partnerships -- The firm is partnering with a number of clients and companies to advance diversity within the firm via client mentorship of diverse firm attorneys and diversity secondments.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### #2

Sponsorship program -- Pairs mid-level to senior-level diverse associates with partners at the highest levels of the firm (Management/Compensation Committee and Practice Group Leaders) for active sponsorship.

# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### #3

Heritage month events - The firm has provided virtual heritage month events featuring leading speakers to celebrate and commemorate diversity of cultures, histories, gender, and race/ethnicities. These programs generated active virtual participation and engagement of attorneys and staff.



# Finnegan Henderson Farabow Garrett & Dunner, LLP

---

## 2023 Vault Law Firm Diversity Survey

### Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### #1

To increase the number of Black and Hispanic attorneys within our IP-only firm.

## **Finnegan Henderson Farabow Garrett & Dunner, LLP**

---

### **2023 Vault Law Firm Diversity Survey**

#### **Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### **#2**

To further increase the number of diverse attorneys at the highest levels of leadership within the firm.

## **Finnegan Henderson Farabow Garrett & Dunner, LLP**

---

### **2023 Vault Law Firm Diversity Survey**

#### **Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### **#3**

To further enhance the developmental experience of our diverse attorneys.

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

---

**Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Try to assess the culture of the firm by asking specific questions to partners and associates.

How does DEI fit into your organization's vision and mission?

What policies and procedures are in place to ensure a diverse and inclusive work environment?