

Harrity & Harrity, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

11350 Random Hills Rd Ste 600
Suite 600
Fairfax, VA 22030
Phone: 5714320800
Fax: 5714320808
harrityllp.com

LOCATIONS

Fairfax, VA

DIVERSITY LEADERSHIP

Head(s) of Firm: John Harrity, Managing Partner; Paul Harrity, Partner; Paul Gurzo, Partner

Diversity team leader(s): John Harrity, Managing Partner, Diversity Partner; Elaine Spector, Partner, Diversity Chair; Sandra Maxey, Controller, Chief Diversity Officer

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

| | Currently | As of December 31, 2019 |
|-------------------|-----------|-------------------------|
| Worldwide | 32 | 28 |
| U.S. offices only | 32 | 28 |

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|-----------|----------|
| White/Caucasian | 15 | 4 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 2 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 17 | 5 |

SUMMER ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 0 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 0 | 0 |

EQUITY PARTNERS (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 3 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 3 | 0 |

NON-EQUITY PARTNERS (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 1 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 0 |

OF COUNSEL (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 1 | 0 |
| African-American/Black | 0 | 1 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 1 |

NEW HIRES (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 4 | 1 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 4 | 2 |

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Our firm website hosts our diversity page which details our diversity and inclusion commitment, our Supersized Rooney Rule, our fellowship program and our diversity workshops. Managing Partner John Harrity was a featured speaker at Chief Intellectual Property Officers Council meeting, hosted by The Conference Board, where he spoke about diversity and inclusion in the legal profession. He has also spoken at an ALA event on diversity, was interviewed for an article published by Law 360 on diversity, and was featured in an article written by diversity consultant, Mauricio Velasquez.

Who has primary responsibility for leading diversity initiatives at your firm?

John Harrity, Managing Partner, Diversity Partner

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: [No response]

Total hours spent on diversity: 5

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

The firm's diversity mission is to promote and nurture a respectful, highly engaged, family friendly, and inclusive culture that values the diversity of a talented team with diverse backgrounds, experiences, perspectives, skills/talents, and capabilities. The diversity committee along with firm management believe that a diverse and inclusive environment is essential to providing high quality patent services to our clients and to serving both the legal community and the world at large. The diversity committee oversaw the hiring and training of the firm's third annual diversity fellow who joined the firm full time after she finished law school. In addition to finding diverse talent, the firm believes that it is important to partner with the legal community to raise the bar industry-wide. The firm sponsored a legal diversity event for a client in which a panel on legal diversity discussed the challenges and opportunities for ensuring a diverse and inclusive environment. In the past year, firm attorneys have partnered with, served on committees of, organized events for, and moderated panels regarding legal diversity with such leading organizations as the Leadership Council on Legal Diversity, the Minority Corporate Counsel Association, the AIPLA — Women in IP Law Committee, the Association of Legal Administrators, and ChIPs Women in IP.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

Weekly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The firm's diversity initiative consists of our current short-term and long-term goals and objectives. To ensure that we meet these goals, the diversity committee meets with our diversity consultant monthly. We believe this partnership is ideal in achieving the firm's diversity mission.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|--|
| X | | | Undertake communication from firm management that diversity is a top priority of the firm |
| X | | | Formalize diversity plan and committee with action steps and accountability to management |
| | X | | Conduct firmwide mandatory diversity training for all attorneys and staff annually |
| X | | | Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc. |
| | X | | Focus on strengthening firm's mentoring program |
| X | | | Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities |
| X | | | Support law firm's internal affinity networks |
| X | | | Hire a director of diversity or other full-time professional to implement the firm's diversity program |
| X | | | Coordinate or work with clients on diversity issues |
| X | | | Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|--|
| X | | | Increase the number of minority attorneys at the associate level |
| | X | | Increase the number of minority attorneys at the partnership level |
| X | | | Increase the number of minority attorneys in leadership positions |
| X | | | Focus on strengthening firm's mentoring program for minority attorneys |
| X | | | Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters |

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|---|
| X | | | Institute a formal part-time policy that addresses partnership prospects |
| X | X | | Increase the number of women at the associate level |
| X | | | Increase the number of women at the partnership level |
| X | | | Increase the number of women in leadership positions |
| X | | | Focus on strengthening firm's mentoring program for women |
| X | | | Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters |
| X | | | Provide accommodations specific to mothers (e.g., lactation rooms) |
| X | | | Implement policies to address gender pay equity |



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|---|
| X | | | Offer same-sex domestic partners the same benefits available to married individuals |
| | X | | Increase the number of LGBTQ attorneys at the associate level |
| | X | | Increase the number of LGBTQ attorneys at the partnership level |
| | X | | Increase the number of LGBTQ attorneys in leadership positions |
| X | | | Focus on strengthening firm's mentoring program for LGBTQ attorneys |
| X | | | Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters |
| X | | | Ensure that EEO and non-discrimination policies specifically address gender identity |
| X | | | Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities) |

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

| Already Completed | Currently Addressing | Not a Current Priority | |
|-------------------|----------------------|------------------------|---|
| | X | | Increase the number of attorneys with disabilities at the associate level |
| | X | | Increase the number of attorneys with disabilities at the partnership level |
| | X | | Increase the number of attorneys with disabilities in leadership positions |
| | X | | Focus on strengthening firm's mentoring program for attorneys with disabilities |
| | X | | Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters |



| | | | |
|---|---|--|--|
| X | | | Ensure that EEO and non-discrimination policies specifically address individuals with disabilities |
| | X | | Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.) |



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law
- Fund scholarships for minority high school or college students
- Mentor minority high school or college students
- Participate in or host mock trial programs or career events
- Provide internships or employment to minority high school or college students
- Outreach to middle school students

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Harrity & Harrity hosted its annual Women's Workshop in May. A select group of women participated in a 3-day long program geared towards an introduction to the practice of patent law. The program is open to science and engineering students, law school students, and recent graduates and includes:• Guest Speakers (Prominent women in the patent field)• Patent Law Introductory Training• Patent Preparation Skills Training• Patent Prosecution Skills Training• Resume and Interview Preparation Workshops• Law School Career Mentoring• Attorney Career Mentoring• Patent Bar Preparation



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: None

Other private law schools: Albany Law School, American University Washington College of Law, Catholic University of America Columbus School of Law, ITT Chicago-Kent College of Law, DePaul University College of Law, Duke University School of Law, Fordham University School of Law, Hofstra University School of Law, John Marshall Law School, Loyola University New Orleans College of Law, Mitchell Hamline School of Law, New York Law School, New York University School of Law, Nova Southeastern University Shepard Broad Law Center, Pepperdine University School of Law, Regent University School of Law, Santa Clara University School of Law, South Texas College of Law Houston, Southwestern Law School, St. Louis University School of Law, St. Mary's University School of Law, Suffolk University Law School, Thomas Jefferson School of Law, Tulane University Law School, University of Denver Sturm College of Law, University of Miami School of Law, University of Notre Dame Law School, University of Pennsylvania School of Law, University of Richmond School of Law, University of San Diego School of Law, University of Southern California Gould School of Law, University of the Pacific McGeorge School of Law, Vanderbilt University Law School, Villanova University School of Law, Wake Forest University School of Law, Washington University in St. Louis School of Law, Western Michigan University Cooley Law School, Yeshiva University Benjamin N. Cardozo School of Law

Public state law schools: Public state law schools CUNY School of Law, Florida A&M University College of Law, George Mason University School of Law, Indiana University Robert H. McKinney School of Law, Louisiana State University Paul M. Hebert Law Center, Rutgers University Camden School of Law, SUNY University at Buffalo Law School, Texas Tech University, School of Law, The College of William & Mary, Law School, UCLA, School of Law, University of Baltimore School of Law, University of California Berkeley School of Law, University of California Davis School of Law, University of California Hastings College of the Law, University of Cincinnati College of Law, University of Colorado at Boulder, School of Law, University of Connecticut School of Law, University of Florida Levin College of Law, University of Idaho College of Law, University of Maryland Baltimore Francis King Carey School of Law, University of Michigan Ann Arbor Law School, University of New Hampshire School of Law, University of North Carolina at Chapel Hill School of Law, University of Oklahoma College of Law, University of Pittsburgh School of Law, University of South Carolina School of Law, University of Tennessee at Knoxville College of Law, University of Virginia School of Law, University of Wisconsin at Madison Law School, West Virginia University College of Law, University of Georgia School of Law, University of Texas at Austin School of Law

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University, School of Law, North Carolina Central University School of Law, Texas Southern University, Thurgood Marshall School of Law

Diversity job fairs: Non

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

The Harrity & Harrity 1L Diversity Fellowship is an integral part of the firm's ongoing diversity initiative to recruit, retain, and advance attorneys who will contribute to the diversity of the firm's practice. The Harrity and Harrity 1L Diversity Fellowship is comprised of three parts: • A paid summer associate clerkship position at Harrity and Harrity during the summer; • Mentoring throughout the year by attorneys of the firm; and • A \$10,000 scholarship — Harrity & Harrity will award \$5,000 to all 1L Diversity Fellowship recipients upon completion of their 1L summer associate clerkship with the firm; and award an additional \$5,000 to those who join the firm as an associate, after receiving and accepting an associate offer with the firm following the completion of their 2L summer clerkship with us.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 3 | 1 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 3 | 2 |

LATERAL OF COUNSEL HIRES (2019)

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 1 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 0 |

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Other (please specify): The firm is committed to The Rooney Rule 2.0, a hiring policy that shows the firm's commitment to diversity is not just lip service. The Rooney Rule is a National Football League policy that requires league teams to interview minority candidates for head coaching and senior football operation jobs. The Rooney Rule 2.0 means that the firm is committed to interviewing a female or minority candidate for every male, non-minority candidate interviewed for any position at our firm.

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Although we have used recruiting firms in the past, we did not hire anyone in the last 12 months through this method of recruiting. The new hires for 2019 were from our own search efforts.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

2ND-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 1 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 0 |

3RD-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

4TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 1 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 0 |

5TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 0 | 0 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 1 | 0 |

6TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

8TH-YEAR PLUS ASSOCIATES

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

OF COUNSEL

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 0 | 1 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 0 | 1 |

NON-EQUITY PARTNERS

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

EQUITY PARTNERS

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

An attorney can work part time and still make partner at our firm. We believe that having a life/work balance is extremely important.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

One who was out on short-term, then long-term disability



Retention and Professional Development

| PART-TIME ATTORNEYS (2019) | PART-TIME ATTORNEYS | | | TOTAL NUMBER OF ATTORNEYS (full and part-time) |
|-------------------------------|---------------------|-------|-------|---|
| | Men | Women | Total | |
| Associates | 0 | 2 | 2 | 22 |
| Of counsel | 1 | 1 | 2 | 2 |
| Non-equity partner | 0 | 0 | 0 | 1 |
| Equity partner | 0 | 0 | 0 | 3 |



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

| | Men | Women |
|----------------------------------|------------|------------|
| White/Caucasian | n/a | n/a |
| African-American/Black | n/a | n/a |
| Hispanic/Latinx | n/a | n/a |
| Alaska Native/American Indian | n/a | n/a |
| Asian | n/a | n/a |
| Native Hawaiian/Pacific Islander | n/a | n/a |
| Multiracial | n/a | n/a |
| Openly LGBTQ | n/a | n/a |
| Individuals with Disabilities | n/a | n/a |
| Total | n/a | n/a |

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

| | Men | Women |
|----------------------------------|----------|----------|
| White/Caucasian | 2 | 2 |
| African-American/Black | 0 | 0 |
| Hispanic/Latinx | 0 | 0 |
| Alaska Native/American Indian | 0 | 0 |
| Asian | 1 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Multiracial | 0 | 0 |
| Openly LGBTQ | 0 | 0 |
| Individuals with Disabilities | 0 | 0 |
| Total | 3 | 2 |

Management Demographic Profile

OTHER LEADERSHIP ROLES

| Leadership positions (2019) | U.S. office heads | Practice group/ department leaders | Committee leaders |
|-----------------------------------|-------------------|---------------------------------------|-------------------|
| Total number of positions | 1 | 0 | 7 |
| Number of such positions held by: | | | |
| Minorities | 0 | 0 | 1 |
| Women | 0 | 0 | 1 |
| LGBTQ attorneys | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 |

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 1

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Kris Rhu, Recruiting Committee (4)

Women heading committees: Elaine Spector, Diversity (5)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Harrity & Harrity believes that a diverse and inclusive environment is essential to providing high quality patent services to clients and to serving both the legal community and the world at large. Managing Partner John Harrity says, "We believe that the #practice of law' is advanced by a more diverse legal team — with diversity of background, upbringing, education, and perspective comes quality legal innovation."

In addition to finding diverse talent, the firm believes that it is important to partner with the legal community to raise the bar industry-wide. The firm sponsored a legal diversity event for a client in which a panel on legal diversity discussed the challenges and opportunities for ensuring a diverse and inclusive environment. In the past year, firm attorneys have partnered with, served on committees of, organized events for, and moderated panels regarding legal diversity with such leading organizations as the Leadership Council on Legal Diversity, the Minority Corporate Counsel Association, the AIPLA — Women in IP Law Committee, the Association of Legal Administrators, and ChIPs Women in IP. The firm also hosted its annual three-day long Women's Workshop to train young attorneys, law students, and engineers in firm techniques for drafting and prosecuting high quality patent applications

In 2019, the firm unveiled a new innovative diversity initiative. Harrity & Harrity launched its Minority Firm Incubator program to help train, develop, and launch minority-owned patent law firms. This paid program is an integral part of the firm's ongoing diversity initiative to recruit, retain, and advance attorneys who will contribute to the diversity of the patent field.

The firm's efforts to become a more diverse and inclusive law firm continue to grow, but the journey is only just beginning. In the year to come, the firm is already organizing its fourth annual diversity fellow program, fourth annual diversity workshop, and a networking event for the AIPLA — Women in IP Law Committee. We also plan on developing the Harrity Academy, which provides minority candidates with exclusive training and practice materials for drafting high-quality patent applications. The goal of this program is to help increase the number of diverse candidates applying to positions within Harrity and passing our Writing Sample Test (WST).

