

Finnegan, Henderson, Farabow, Garrett & Dunner, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Atlanta, GA; Boston, MA; London, UK; Palo Alto, CA; Reston, VA; Seoul, Korea; Shanghai, China; Taipei, Taiwan; Tokyo, Japan; and Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Anand K. Sharma, Managing Partner

Diversity team leader(s): Mareesa A. Frederick, Partner-in-Charge, Diversity & Inclusion; Tim Henderson, Chief, Recruiting & Professional Development; Adrienne M. Hamilton, Diversity & Inclusion Specialist

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	293	295
U.S. offices only	276	281

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	61	27
African-American/Black	3	3
Hispanic/Latinx	3	2
Alaska Native/American Indian	0	1
Asian	19	17
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	6	1
Individuals with Disabilities	1	0
Total	88	50

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	9	6
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	0
Openly LGBTQ	4	1
Individuals with Disabilities	0	0
Total	17	13

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	52	18
African-American/Black	3	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	61	21

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	16	8
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	1
Total	18	11

OF COUNSEL (2019)

	Men	Women
White/Caucasian	20	6
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	23	9

NEW HIRES (2019)

	Men	Women
White/Caucasian	14	9
African-American/Black	1	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
Total	21	16

Strategic Plan and Diversity Leadership

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

Finnegan communicates the importance of diversity to those at the firm via meetings, e-mail, new hire orientation sessions, internal diversity events, internal diversity training, support of external diversity initiatives, and with full support of a separate diversity function tasked with creating and implementing initiatives supporting inclusion for all.

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

Mareesa Frederick, Partner-in-Charge, Diversity and Inclusion; Tim Henderson, Chief, Professional Recruitment and Development, and Adrienne Hamilton, Diversity and Inclusion Specialist

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: 5

Total hours spent on diversity: [No response]

Comments: Currently, we do not track.

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

Yes

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?

It is formal.

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

Firm management takes several opportunities throughout the year to review progress surrounding diversity goals: when considering (1) new hire candidates, (2) participants in the firm's LEAP training program, (3) budget for dollars spent toward diversity objectives, (4) attorney participation in annual diversity efforts, (5) demographics of those participating in work/pitch opportunities, etc.

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

Firm management achieves accountability with constant evaluation of the items mentioned above throughout the year, seeking signs of progress and a clear understanding of and commitment to address any challenges. Varying levels of management within the firm work together to stay abreast of and involved in the firm's diversity goals.

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	X		Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	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	X		Focus on strengthening firm's mentoring program
X	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	X		Support law firm's internal affinity networks
X	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
X	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	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X	X		Provide accommodations specific to mothers (e.g., lactation rooms)
			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	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
X	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



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X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X	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.

As a law firm whose practice is solely intellectual property, the majority of our talent holds degrees in the sciences. For this reason, our pipeline initiatives focus on expanding diverse undergraduate, high school, or middle school students' knowledge of opportunities available to them if interested in these areas.

To help increase the number of minority students interested in the IP field, firm attorneys spend time annually at universities enhancing students' awareness regarding IP law, various career paths available, and skills needed to successfully compete therein. Firm attorneys develop and teach Patent Law courses to undergraduate students at Howard University College of Engineering, having exposed hundreds of undergrad engineering students to a career in patent law. One of our minority partners returns to his alma mater, Cornell University, annually to participate in its Lunch and Learn series where students get to learn about careers in IP.



Recruitment - New Associates

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

Ivy League law schools: Harvard University, University of Pennsylvania

Other private law schools: Emory University; Santa Clara; Boston College; Stanford Law School; Boston University; Georgetown University; George Washington; Duke University; American University; Vanderbilt; Howard University

Public state law schools: University of Florida; University of Georgia; Georgia State University; University of Maryland; Berkeley Law; University of Washington, U. C. Hastings; University of Virginia; George Mason University; University of North Carolina at Chapel Hill; University of Texas, Austin; University of New Hampshire

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: Bay Area Diversity Fair, Southeastern Minority Job Fair; Veterans Job Fair; George Washington Law Diversity Networking Reception, Hispanic National Bar Association Annual Conference and Career Fair

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?

Minority Receptions; Career Panels; Finnegan Diversity Scholarship



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	4
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	0
Openly LGBTQ	4	1
Individuals with Disabilities	0	0
Total	16	9

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	8	4
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	0
Openly LGBTQ	4	1
Individuals with Disabilities	0	0
Total	16	9

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	8	3
African-American/Black	2	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	0
Openly LGBTQ	3	0
Individuals with Disabilities	0	0
Total	14	6

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	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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	3	2
African-American/Black	1	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	4	2

LATERAL OF COUNSEL HIRES (2019)

	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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	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

NEW PARTNERS PROMOTED* (2019)

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

	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	3

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	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	5	2

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)

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

No

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

Not applicable

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:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	1	0
Individuals with Disabilities	0	0
Total	2	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	4	0

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
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	1	0
Individuals with Disabilities	0	0
Total	2	1

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	2
African-American/Black	1	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	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	1	0
Hispanic/Latinx	1	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	5	1

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	1	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	1

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	2	5
African-American/Black	0	0
Hispanic/Latinx	0	1
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	2	6

OF COUNSEL

	Men	Women
White/Caucasian	2	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	2	0

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	2	1

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'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.

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

[No response]



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	3	5	138
Of counsel	10	2	12	32
Non-equity partner	0	2	2	29
Equity partner	0	0	0	82



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	3	3
African-American/Black	2	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	6	3

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	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	4	0

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review 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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	12	6
African-American/Black	1	1
Hispanic/Latinx	0	1
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	15	9

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	10	8
Number of such positions held by:			
Minorities	0	2	2
Women	1	4	6
LGBTQ attorneys	0	0	1
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? 5

Minorities heading offices: Anand K. Sharma, Washington, D.C. (185)

Women heading offices: Leslie McDonell, Boston, MA (14)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Frank DeCosta, Ph.D., Litigation (~175)

Women heading practices: Erika Arner, Electrical (78); Michele Bosch, Chem/Met (55); Jill MacAlpine, Patent Office Practice (~180)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: Mareesa A. Frederick, Diversity & Inclusion (5); Anand K. Sharma, Management Committee (9), Compensation Committee (12), Coordinating Committee (15), Associate Advisory Committee (14)

Women heading committees: Mareesa A. Frederick, Diversity & Inclusion (5); Denise Main, LGBTQ Committee (8); Erika Arner, Virginia Carron, Mareesa Frederick, Dori Hines, Women's Business Initiative Finnegan FORWARD (88)

LGBTQ attorneys heading committees: Denise Main, LGBTQ Committee (8)

Individuals with Disabilities heading committees: 0



The Firm Says

Finnegan Diversity and Inclusion Vision Statement:

At Finnegan, we value diversity and are committed to creating and sustaining a culture that promotes inclusion in our interaction with each other and throughout our practice. We recognize that diversity is a key element of our relationships with clients and that it is consistent with our commitment to providing the highest quality legal services for them. We respect and embrace all differences based on culture, nationality, ethnicity, age, gender, physical ability, race, religious beliefs, and sexual orientation. We value the experience, knowledge, and talents of all individuals throughout our firm and we encourage meaningful participation in our communities by our colleagues.

Finnegan understands that by cultivating a work environment of respect and inclusion for individuals from many backgrounds, we position ourselves to: (1) offer the most creative perspectives to our broad and diverse client base; (2) attract and retain the finest talent; and, (3) grow through the diverse culture within our walls. Our strategy of enhancing diversity and inclusion includes, but is not limited to, internal and external initiatives that focus on recruiting, retention, a supportive infrastructure, professional association involvement, and community relations.

To achieve our diversity recruiting objectives, Finnegan (1) offers a Diversity Scholarship (established in 2003 and has awarded over \$485,000 to date) awards minority students interested in intellectual property \$15,000 per year for tuition and law school fees, as well as an offer to join the firm's summer associate program; (2) recruits at events/career fairs with a high minority population, and (3) participates in programs, such as the Hispanic National Bar Association/Microsoft IP Law Institute, which grants us unique access to minority talent.

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 newly created 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 also established a women's business initiative, Finnegan FORWARD: Focused on Raising Women's Advancement, Representation, and Development. This initiative is designed to arm our women in 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 numerous 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, Working Mother magazine, and the Human Rights Campaign's Corporate Equality Index.

