

Diversity Initiative

The philosophy of diversity has a strong foundation at Fish & Richardson and is an integral part of our practice. We are committed to recruiting and advancing the most talented and qualified people, regardless of race, ethnicity, gender, religion, or sexual orientation. Diversity enhances the quality of our legal services while it helps to shape a firm culture that is innovative, dignified, respectful, and open.

Fish & Richardson's Diversity Committee recognizes that diverse backgrounds and different perspectives can generate well-grounded analysis, exchange, and action. We know it benefits our work environment by making it more welcoming, creative, and collegial. This approach also aids in building trust and enduring relationships with our clients. Having a team that reflects the diversity of the public arena strengthens the services Fish & Richardson provides to its clients.

Recent diversity achievements

As proud as we are of the diverse team we have been able to build here at the firm, we understand that the job of promoting diversity is never complete. We can always do better. For that reason, Fish & Richardson is involved in a broad range of diversity efforts nationwide to further improve the diversity of our staff.

- The 2008 edition of the *Vault Guide to the Top 100 Law Firms* ranks the firm #10 for Best Overall Diversity for Minorities, #12 for Overall Diversity, #13 for Best Overall Diversity for GLBT, and #19 for Best Overall Diversity for Women.
- The 2006 Diversity Scorecard of the *National Law Journal (NLJ)* ranked Fish & Richardson in the top third of firms for diversity.
- According to the *NLJ* survey, 8 percent of Fish & Richardson principals are minorities and 13.1 percent of our attorneys firm-wide are minorities, while one-third are women.

"Diversity enriches our organization and law practice by providing a variety of different backgrounds and perspectives that lead to new and innovative ideas, in turn enhancing the quality of the legal services we provide to our clients."

Nancy Stagg, principal, San Diego, and the National Chair of Fish & Richardson's Diversity Initiative

- The firm was named one of the Top 100 Law Firms for Diversity by *MultiCultural Law* magazine in 2005, 2006, and 2007.

Our attorneys

A snapshot of Fish & Richardson attorneys reveals that:

- the total number of minority attorneys has increased from 6 percent in 2001 to 13.1 percent in 2007.
- during this same time period, the number of women attorneys at the firm has increased from 18 percent to 25 percent.
- in the past six years, we have increased the total number of attorneys by 42 percent.

Building and strengthening diversity

Fish & Richardson works hard to attract a diverse population to the firm and strives to increase our retention rate so that we can maintain and strengthen our diversity. Fish & Richardson's firm-wide diversity programs aim to further develop creative, welcoming environments in our offices, to build new bridges to professional and community groups, and to strengthen existing connections.

Attracting a diverse staff

Fish & Richardson was the first law firm sponsor of the American Intellectual Property Law Education Foundation (AIPLEF), which promotes diversity in the IP field through scholarships, mentoring, and job opportunities for minority law students. We're

FR

Atlanta
Austin
Boston
Dallas
Delaware
Munich
New York
San Diego
Silicon Valley
Twin Cities
Washington, DC

also the first firm to be recognized as a “Platinum” scholarship sponsor, with pledges of \$20,000 annually over three years.

1L Diversity Fellowship Program

One key component of Fish & Richardson’s ongoing initiative to recruit, retain, and advance attorneys is the 1L Diversity Fellowship Program. Launched in 2005, the program provides fellowships to five first-year law students throughout the country annually. Each selected student receives a \$5,000 academic scholarship, mentoring by members of the firm, and a paid summer associate position in the Fish & Richardson office of his or her choice.

Mentoring

Each recipient is assigned an attorney mentor. The mentor serves as a liaison between the student and the firm and facilitates the student’s professional growth and learning. The mentoring relationship begins as soon as the recipients have been named and continues at least through the calendar year. Students meet with their mentors four times per year, in person when possible. Should a student receive and accept an offer to return for a second summer, the mentoring relationship would continue for another calendar year.

Summer Clerkship

Following the first year of law school, students are offered a six-to-ten-week paid associate clerkship position in the office of their choice. These positions are part of Fish & Richardson’s summer program, which runs from mid-May to early August. Students indicate their office preference during the application process.

Scholarship

A grant of \$5,000 is awarded on September 1 of the recipient’s second year of law school. The grant can be used for expenses at the student’s discretion.

Additional recruiting efforts

- Fish & Richardson is a member of the Boston Lawyers Group, which focuses on increasing diversity in the Boston legal community and

“At Fish & Richardson, we are gratified about the recognition the firm has received as one of the country’s top firms for diversity. We’re pursuing new ideas and procedures that will help us broaden the inclusive environment we’ve fostered for all our attorneys and staff. While we’ve come a good way down this important road, we still have further to go.”

Peter J. Devlin, President of Fish & Richardson

participates in its mentoring, mock interview, and summer internship programs and its “Charting Your Legal Future” forums.

- Fish & Richardson participates in numerous minority job fairs throughout the country, from Massachusetts and Delaware to Texas and California, and many of our attorneys actively serve as mentors to minority law students.
- The firm hosts receptions and presentations on careers in intellectual property for minority law students and is expanding this program to multiple venues in the coming year. In cooperation with Resources to Insure Successful Engineers (RISE), minority engineering students at the University of Delaware spend time at Fish & Richardson learning about the intersection of scientific discovery and intellectual property.
- Fish & Richardson sponsors the annual Sadie T.M. Alexander Commemorative Conference and Job Fair, hosted by the Black Law Students Association of the University of Pennsylvania.
- Fish & Richardson sponsors the Microsoft Women and Minority Law Student IP Summit and will again sponsor this year. The Summit brings together in-house counsel from major corporations, with outside counsel, to meet with diversity candidates looking to learn more about career opportunities in intellectual property.
- The firm was a sponsor of the recent National Association of Women Judges Southwest Regional Conference (promoting diversity in the judiciary).
- The firm was a sponsor of the National Association of South Asian Bar Association 2007 annual meeting and sent five attorneys to participate.

- The firm was a sponsor of the Earl B. Gilliam Bar Association's 30th Anniversary Dinner in November 2006. The Earl B. Gilliam Association is an affiliate of the California Bar Association and represents the interests of African American lawyers, judges, and law students throughout Southern California.

Retaining a diverse staff

- Fish & Richardson has implemented mandatory firm-wide diversity awareness training for all legal and non-legal staff.
- Since 2005, the firm has hosted its Leadership Through Enrichment, Action, and Diversity (L.E.A.D.) Retreat for our women attorneys and their clients, featuring career development and networking opportunities. We have held the L.E.A.D. Retreat in six different F&R cities to date.
- Fish & Richardson enhanced family-friendly benefits as part of our increased focus on retaining and developing women attorneys and others with family-care responsibilities. In early 2005, we implemented backup child-care benefits for all employees and revamped our maternity and parental leave policies to be among the best available in the legal marketplace.
- Fish & Richardson was one of the first law firms nationwide to offer benefits to domestic partners.

"Diversity gives us a wider opportunity to attract and develop the best and brightest candidates. Having the "best people" makes us a leader in the legal marketplace."

Nancy Stagg, principal, San Diego, and the National Chair of Fish & Richardson's Diversity Initiative

Training and mentoring

The firm's various practice groups offer in-house training modules to all attorneys to improve their skills, such as intensive multi-day "Boot Camps" for patent prosecution, litigation case management, and deposition and trial skills training. Associates are also assigned a principal (partner) "Group Leader" to act

as mentor and provide work evaluations and performance feedback. The firm offers additional internal training on a regular basis and supports external training as requested and appropriate. These formal training and mentoring programs help ensure that all associates have an equal footing upon which to begin a successful legal career.

Encouraging diversity in the legal community

- In April 2007, the firm sponsored the inaugural New York Minority Attorney Networking Series (NYMANS). This series of networking/speaker programs was founded in 2005 for minority attorneys in Washington, D.C. The yearly events were so successful that the program expanded to other major cities, including New York.
- The firm was a 2007 Silver Sponsor of the Vault/Minority Corporate Counsel Association Legal Diversity Job Fair, which included panel discussions and interactive sessions for attorneys, recruiters, law students, and members of minority law associations. The two-day job fair focused on interviewing, résumés, career options, women law leaders, scholarships, and student loan financing.
- Fish is a member of Twin Cities Diversity In Practice, an association of 19 law firms and 11 corporate legal departments that work toward attracting, recruiting, advancing, and retaining attorneys of color in the Twin Cities legal community.
- Fish & Richardson has been a major sponsor since 2005 of the Creating Pathways to Diversity conference, hosted by the Minority Corporate Counsel Association. Fish & Richardson sponsors the professional development program.
- Fish & Richardson attorneys have participated in the law career panels at the annual Leadership Institute of the Thurgood Marshall Scholarship Fund, which provides funds and programmatic support to historically black colleges and universities.
- Fish & Richardson is a member of the California Minority Counsel Program, whose mission is to maximize opportunities for attorneys of color.

- Fish & Richardson supports “A Call to Action,” a pledge currently circulating among Fortune 500 companies that has already been signed by many of the firm’s largest clients, which requires that these companies’ outside counsel demonstrate a commitment to diversity and that those making hiring decisions keep this commitment in mind.
- Fish & Richardson is a longtime supporter of the National Center for Lesbian Rights and Lambda Legal in support of the gay and lesbian legal community.

Support for affinity groups

The firm supports and promotes internal affinity groups, such as the Fourth Wednesday Forum, a group of female legal staff (attorneys, technology specialists, and scientific advisors) who meet monthly to discuss professional development, firm policies, benefits, and other matters of interest, and the Black Legal Staff group, which meets regularly to discuss mentoring, networking opportunities, and recruiting. The Fourth Wednesday Forum, which originally started in San Diego, has been successfully replicated in our Silicon Valley and Dallas offices.

U.S. Space Camp® scholarship

Every summer since 2000, Fish & Richardson has sent middle school students from underserved communities in cities where we have offices to the U.S. Space Camp® in Huntsville, Alabama, hoping to spark an early interest in science and technology and an awareness of science- and technology-based

legal careers. The scholarship program comes together at the local level. Each Fish & Richardson office partners with a school in its city, paying special attention to schools that serve economically disadvantaged communities. The program aims to give scholarships to students who would otherwise never have the opportunity to attend a program such as Space Camp®. Indeed, most scholarship winners have never been on a plane or away from home before.

The week-long Space Academy program is designed for students ages 12 to 14 and simulates the qualification training that real astronauts go through before a space shuttle launch. Activities include designing and building rocket models, training in a shuttle simulator and a space walk simulator, and learning about mission control and space exploration.

Scholarship winners are selected based on their academic achievement, especially in math and science; their interest in space; a questionnaire and essay; a teacher recommendation; and a personal interview.

Equal employment and affirmative action policy

Fish & Richardson is committed to encouraging gender and ethnic diversity among the firm and the legal profession. The firm is an equal opportunity employer. It is the policy of the firm to recruit, hire, promote, and provide training to people in all job classifications without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, or marital status.