

FINNEGAN



**2021 Finnegan/Corporate  
1L Diversity Summer  
Associate Partnership**

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# Message from Anand Sharma, Managing Partner



We pride ourselves on our commitment to a collegial and collaborative culture. That foundation is consistent with our emphasis on diversity of thought and inclusion of all ideas. We remain one of the most recognized intellectual property firms by leveraging the unique perspectives that all our attorneys offer. And our efforts in D&I start at the top. Today, 58% of the firm's management team is diverse and we want to expand this pipeline of talent. We hope that you will consider our latest collaborative effort, a partnership with corporations that similarly value IP and D&I.

## The Diversity Corporate Partnership Fast Facts:

### 10-week Summer Program

- First 6 weeks would be at one of Finnegan's offices located in Atlanta, Boston, Palo Alto, or Washington D.C.
- Second 4 weeks would be at the corporation's in-house legal department.
- Finnegan would pay full summer salary for the 10-week program.
- Corporation would be responsible for travel arrangements from Finnegan to corporate headquarters.
- Summer Associate would be responsible for her/his own housing costs/arrangements.

### Recruitment of 1L Candidates

- Eligible 1L Candidates: students of color, LGBTQ+ students, disabled students, women, and veterans.
- Students are required to have strong academics and an outstanding technical background in the chemical/biological sciences, electrical/mechanical or computer engineering.
- Finnegan will be responsible for the candidate application and screening processes. Finnegan recruitment and D&I teams will present prospective candidates to corporation for consideration.
- On-site interviews will take place in Finnegan offices and with corporate attorneys. It will be within the corporate department's discretion as to whether or not the candidate interviews at headquarters.
- Callback travel expenses: Finnegan will cover travel to Finnegan and the corporation will cover travel to corporate headquarters.

### Eligibility for 2L 2022 Summer Offer

- Student would be eligible for 2L Summer Associate position at Finnegan.
- 2L Summer would spend 8 weeks at Finnegan and 2-3 weeks corporate site.

## About Finnegan

Finnegan practices every major area of intellectual property law including: patent litigation; patent office examinations; post-grant proceedings; patent portfolio management, monetization, and transactions; trademark; trade secrets; advertising, copyrights; design patents; European IP law; and export control.

## Our Training

At Finnegan, summer associates will receive the training needed to assist them to become an exceptional attorney providing superior service to our clients. Working with Finnegan attorneys and outside consultants, Finnegan offers levels-based training in the following areas:

- Patent Prosecution
- PTAB
- Litigation
- Writing
- Client Management
- Practice Management
- Leadership/Management
- Communication Skills
- Business Development and Marketing
- Well being

## Diversity/Inclusion

Finnegan is committed to promoting and strengthening a diverse workplace where all feel welcome, included, and are given opportunities to advance within the firm.

- 58% of our management and compensation committees are comprised of women or attorneys of color
- 41% of our equity partners are women or attorneys of color
- 35% of our non-equity partners are women or attorneys of color
- 80% of the firm's partnership nominating committee are women or attorneys of color
- 40% of our practice groups and sections are chaired by women or attorneys of color
- Five of our offices are managed by women and/or attorneys of color

Finnegan looks for opportunities to improve policies, procedures, and support systems that help our employees succeed in their professional lives. Examples include:

- Finnegan is signed on for Mansfield 4.0 for 2020-21. The firm signed on to the Mansfield Rule 2.0 in 2018, pledging that women, minority, and LGBTQ attorneys will make up at least 30 percent of candidates for leadership or governance positions, including lateral hires and equity partner promotions.
- Finnegan's women partners launched Finnegan FORWARD, an initiative with three objectives: establish business initiatives for women attorneys; increase internal and external networks for women attorneys; and provide career advancement and business development training programs tailored specifically to women.

# Awards and Recognitions



Finnegan consistently ranks highly in legal industry surveys. A few examples include:

## ***Chambers Associate 12<sup>th</sup> Edition:***

### National Rankings

- #4 - Most Satisfied Associates
- Top 10 - Career Development Leaders

### Washington, DC Firm Rankings

- #1 - Association Satisfaction
- #4 - Retention
- #3 - Career Opportunities
- #6 - Benefits/Quality of Life
- #10 - Pro Bono

## ***2020 Vault Law 100***

- Top 10 - Best Law Firms for Diversity
- Top 25 - Diversity for Individuals with Disabilities, Racial Minorities, LGBTQ+ Individuals, and Women
- Top 25 - Quality of Work, Career Outlook, Formal Training, Informal Training, Mentoring and Sponsorship

## ***Other Recognitions***

- *American Lawyer* ranked Finnegan in the top 20 in its 2020 survey of the leading 100 U.S. law firms for overall diversity.
- *Law360* named Finnegan a top 10 "Best Firm for Minority Attorneys"
- *Working Mother* magazine has recognized Finnegan as a top 100 company for working mothers for the last nine years.
- Finnegan earned a perfect score of "100" on the Human Rights Campaign's 2020 Corporate Equality Index, which recognizes businesses for their policies and practices related to LGBTQ employees.

