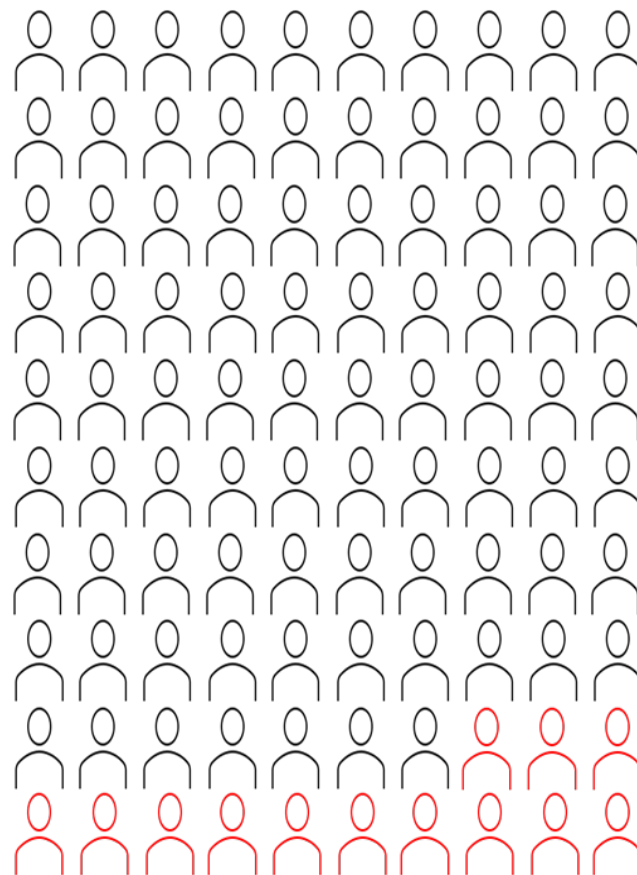

PTAB Bar Association

Report and Challenge:

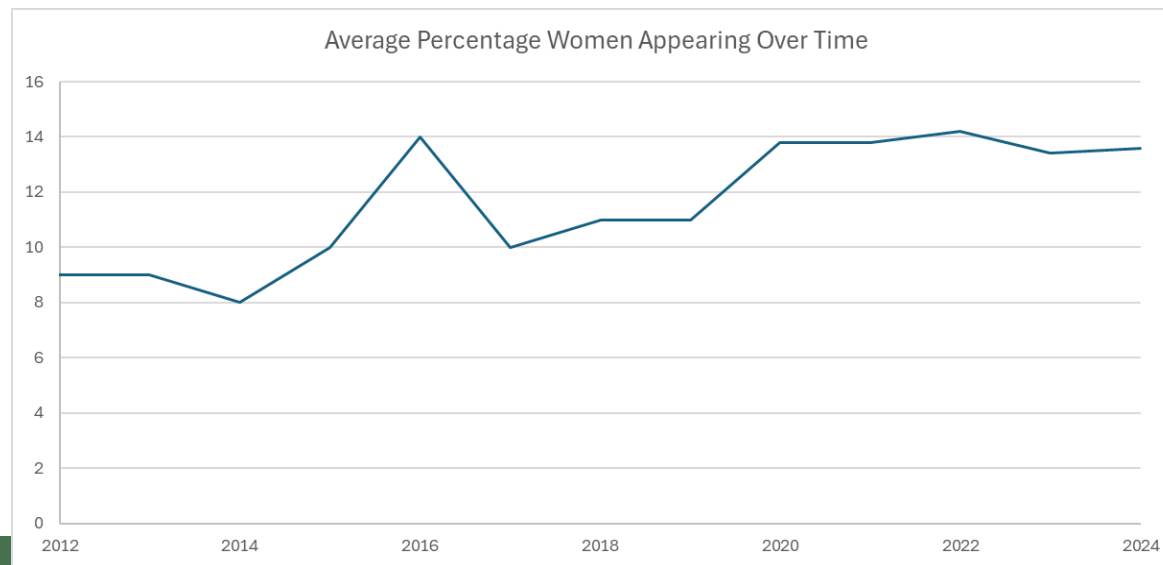
Women at the PTAB: Post-Grant Proceedings

Law Review articles indicate 20-30% of registered patent attorneys are women. But of the 2000+ total firms and entities appearing in post-grant proceedings, **women make up 13%** of total attorney appearances

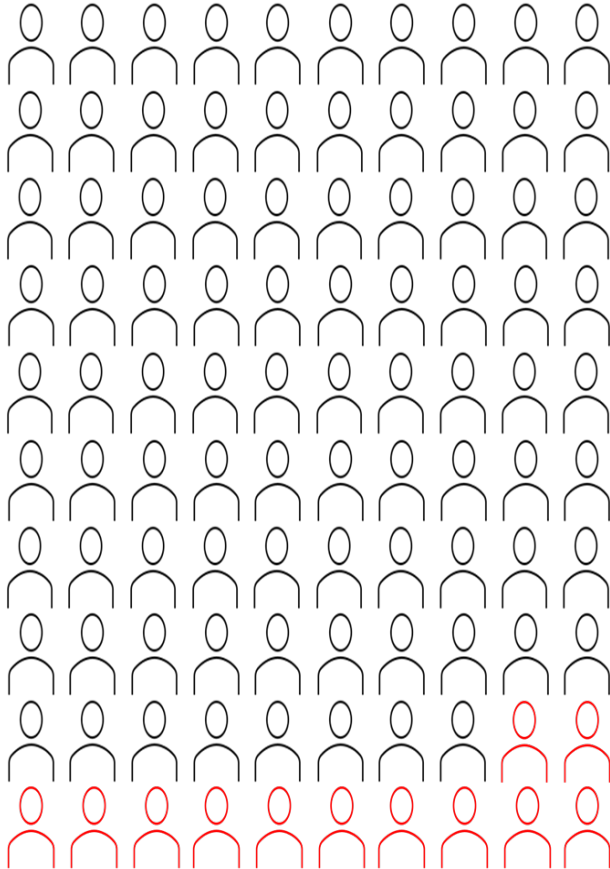


Of the 2000+ total firms and entities appearing in PTAB post-grant proceedings

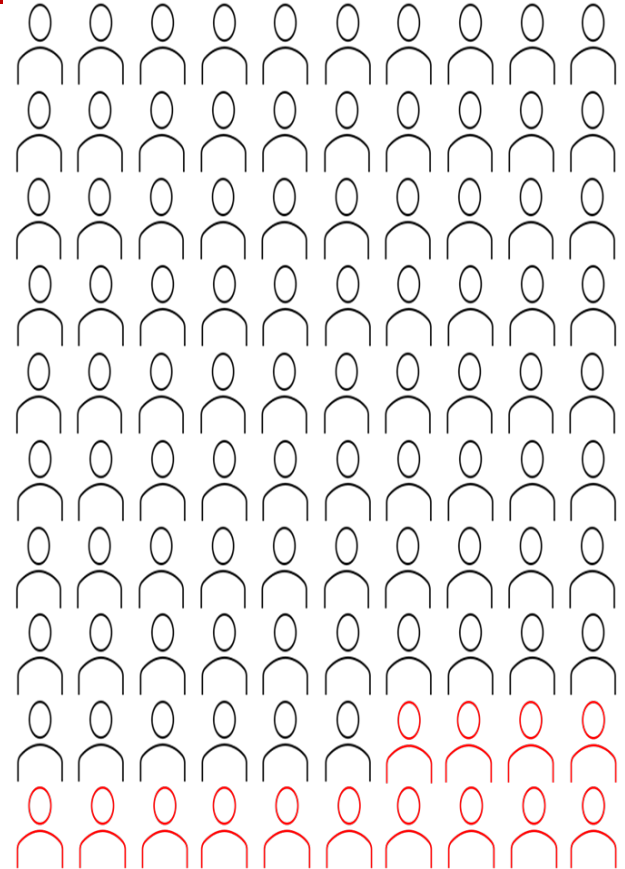
- From 2012 to 2019: women made up about **12%** of total attorney appearances
- Since 2020: women made up about **14%** of total attorney appearances, slightly peaking during 2022



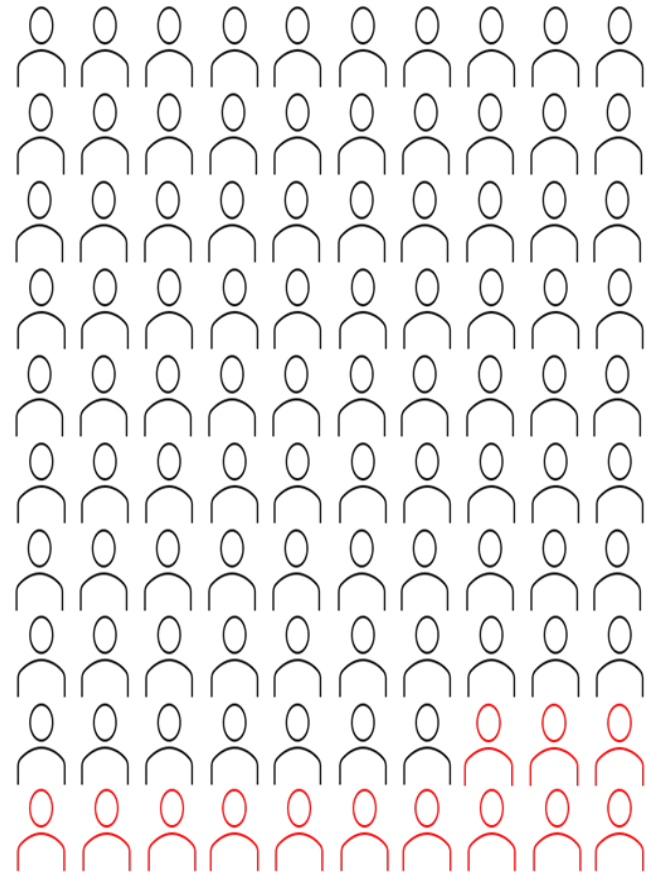
**2012-
2019:**



**2020-
2024:**



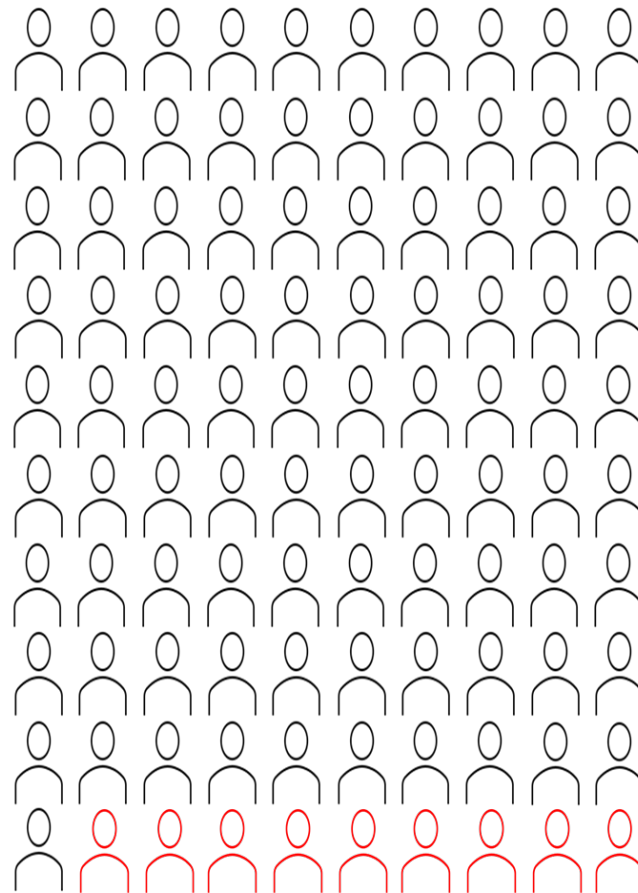
Of the top 100 firms appearing in the most post-grant proceedings, **women make up 13%** of the total attorney appearances from September 2012 to December 2024



Of the top 100 firms appearing in the most PTAB post-grant proceedings

- For the 5-year period of December 2019 to December 2024: women made up **14%** of total attorney appearances
- For the 12-month period of January to December 2024: women made up **14%** of total attorney appearances

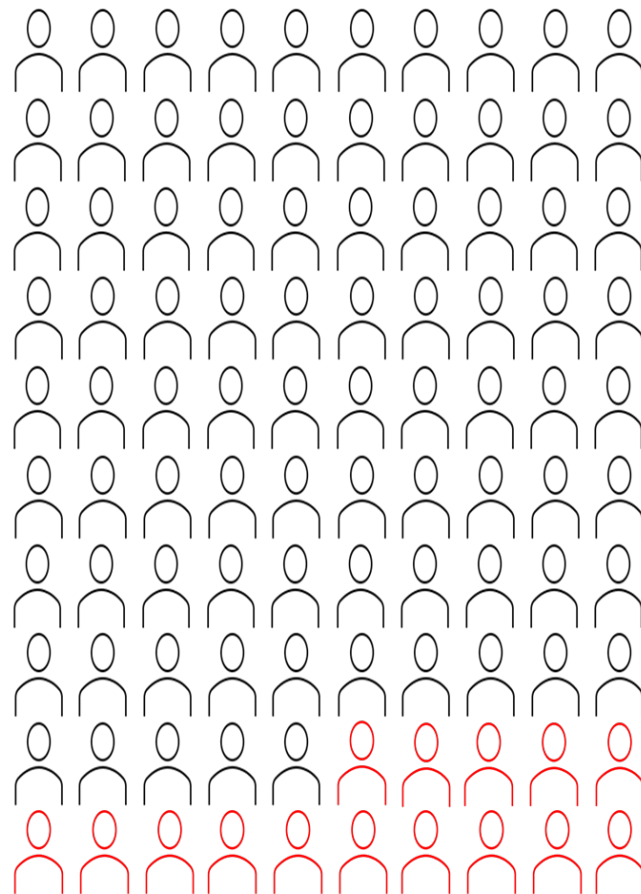
Of the top 100 firms appearing in the most post-grant proceedings for Patent Owners, **women make up 9%** of the total attorney appearances from September 2012 to December 2024



Of the top 100 firms appearing in the most PTAB post-grant proceedings for Patent Owners

- For the 12-month period of January to December 2024: women made up **11%** of total attorney appearances

Of the top 100 firms appearing in the most post-grant proceedings for Petitioners, **women make up 15%** of the total attorney appearances from September 2012 to December 2024



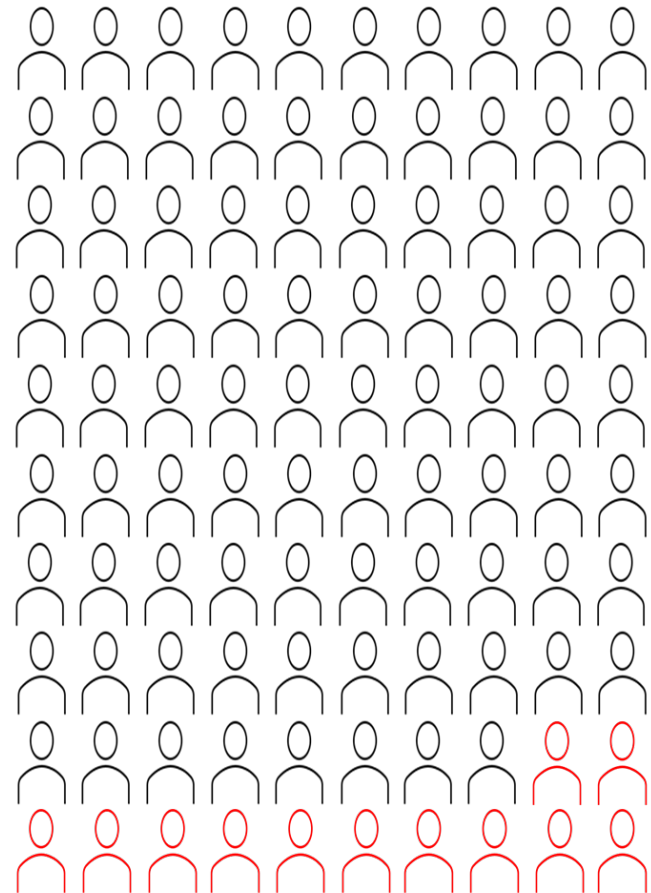
Of the top 100 firms appearing in the most PTAB post-grant proceedings for Petitioners

- For the 12-month period of January to December 2024: women made up **15%** of total attorney appearances

1752 of the 2000+ firms and entities appearing in PTAB post-grant proceedings **have never had a woman appear** for them



Of the top 30 parties appearing in the most post-grant proceedings, **women make up 12%** of the total attorney appearances from September 2012 to December 2024



Of the top 30 parties appearing before PTAB in post-grant proceedings

- For the 5-year period of December 2019 to December 2024: women made up **14%** of total attorney appearances
- For the 12-month period of January to December 2024: women made up **13%** of total attorney appearances

Of the top 500 firms appearing most often in post-grant proceedings from Sept. 2012 to Dec. 2024, **20 firms** have women attorneys make up at least half the total attorney appearances

<u>Firm/Entity</u>	<u>% Women</u>
Law Offices of S.J. Christine Yang	100%
Blitzsafe of America	100%
Convergent Law Group	100%
Answers IP	100%
Avago Technologies	100%
Birch Tree IP Law & Strategy	100%
Myers Bigel	92%
Bey & Cotropia	86%
Honigman Miller Schwartz & Cohn	74%
Osha Liang	71%
Kent & Risley	64%
Padmanabhan & Dawson	58%
Moyles IP	57%
Choate Hall & Stewart	56%
Green, Griffith & Borg-Breen	56%
Bartlit Beck	56%
The Procter & Gamble Company	55%
Goodwin Procter	52%
Smith, Gambrell & Russell	52%
Arentfox Schiff	51%

THE PTAB 100 (Sept. 2012 to Dec. 2024)

Percentage of Women Appearances

Goodwin Procter	52%
King & Spalding	47%
Crowell & Moring	44%
Skiermont Derby	33%
Mayer Brown	30%
Arnold & Porter	28%
Wilmer Cutler Pickering Hale and Dorr	27%
Cooley	27%
Ascenda Law Group	26%
Unified Patents	26%
Reed Smith	25%
Perkins Cole	23%
Finnegan, Henderson, Farabow, Garrett & Dunner	22%
Erise IP	22%
Brinks Gilson & Lione	22%
Hogan Lovells	22%
Latham & Watkins	21%
Step toe & Johnson	21%
Weil, Gotshal & Manges	20%
Ropes & Gray	19%
Irell & Manella	19%
Akin Gump Strauss Hauer & Feld	19%
Wilson Sonsini Goodrich & Rosati	18%
Baker Botts	17%
Venable	17%
Dentons	17%
Knobbe Martens Olson & Bear	16%
Kilpatrick Townsend & Stockton	16%
Covington & Burling	15%
Brooks Kushman	15%
Sterne, Kessler, Goldstein & Fox	14%
Wolf, Greenfield & Sacks	14%

K&L Gates	14%
Kramer Levin Naftalis & Frankel	14%
Sheppard, Mullin, Richter & Hampton	14%
Robins Kaplan	14%
Rothwell, Figg, Ernst & Manbeck	14%
Oblon, Spivak, McClelland, Maier & Neustadt	13%
Williams & Connolly	13%
Kenyon & Kenyon	13%
Fish & Richardson	12%
Greenberg Traurig	12%
Lowenstein & Weatherwax	12%
Fenwick & West	12%
Buchanan Ingersoll & Rooney	12%
Polsinelli	12%
Baker & Hostetler	12%
Kirkland & Ellis	11%
Desmarais	11%
Ahmad, Zavitsanos, Anaipakos, Alavi & Mensing	11%
Winston & Strawn	10%
Norton Rose Fulbright	10%
Gibson, Dunn & Crutcher	10%
Pepper Hamilton	10%
Klarquist Sparkman	9%
Merchant & Gould	9%
Jones Day	8%
Alston & Bird	8%
Russ August & Kabat	8%
McKool Smith	8%
Morrison & Foerster	8%
McDermott Will & Emery	8%
Michael Best & Friedrich	8%
Lerner David Littenberg Krumholz & Mentlik	8%
Blank Rome	8%
McAndrews, Held & Malloy	7%

Fitzpatrick, Cella, Harper & Scinto	7%
Quinn Emanuel Urquhart & Sullivan	6%
DLA Piper	6%
O'Melveny & Myers	6%
Devlin Law Firm	6%
Sughrue Mion	6%
Haynes and Boone	5%
Sidley Austin	5%
Morgan, Lewis & Bockius	5%
Carmichael IP	5%
Sheridan Ross	5%
Duane Morris	4%
Banner & Witcoff	4%
Foley & Lardner	4%
Orrick, Herrington & Sutcliffe	4%
White & Case	4%
Heim, Payne & Chorush	4%
Barnes & Thornburg	4%
Bryan Cave	4%
Paul Hastings	3%
Mintz Levin Cohn Ferris Glovsky and Popeo	3%
Fitch Even Tabin & Flannery	3%
Harness, Dickey & Pierce	2%
Carlson, Caspers, Vandenberg, Lindquist & Schuman	2%
Gonsalves Law Firm	1%
Etheridge Law Group	1%
Pillsbury Winthrop Shaw Pittman	1%
Brown Rudnick	1%
Nixon & Vanderhye	1%
Davidson Berquist Jackson + Gowdey	0%
Fabricant	0%
Chao Hadidi Stark and Barker	0%
Bragalone Conroy	0%
Noroozi	0%

Of the top 461 firms appearing most often in post-grant proceedings from Dec. 2021 to Dec. 2024, women attorneys make up at least half the total attorney appearances

32 times

<u>Firm/Entity</u>	<u>% Women</u>
Kent & Risley	100%
Answers IP	100%
Autonomous Devices	100%
Capshaw Derieux	100%
One LLP - Adc	100%
Law Offices of S.J. Christine Yang	100%
Fulton Jeang	100%
Usch Law	100%
Ervin Cohen & Jessup	100%
NXP Usa, Inc. Law Department	100%
Parker Poe Adams & Bernstein	100%
Gemini Law	92%
Michelman & Robinson	88%
Kobre & Kim	80%
Osha Bergman Watanabe & Burton	75%
Bartlit Beck	68%
Wilkie Farr & Gallagher	67%
Oblon, Spivak, McClelland, Maier & Neustadt	67%
Tucker Ellis	64%
Baker & McKenzie	62%
Goodwin Procter	55%
Tensegrity Law Group	55%
Lewis Roca Rothgerber Christie	50%
Stephens Juren	50%
Calfee, Halter & Griswold	50%
Porter Hedges	50%
Hueston Hennigan	50%
Choate, Hall & Stewart	50%
Moyles IP	50%
Hilgers Graben	50%
Olive & Olive	50%
Paul, Weiss, Rifkind, Wharton & Garrison	50%

THE PTAB 100 (Dec. 2021 to Dec. 2024)

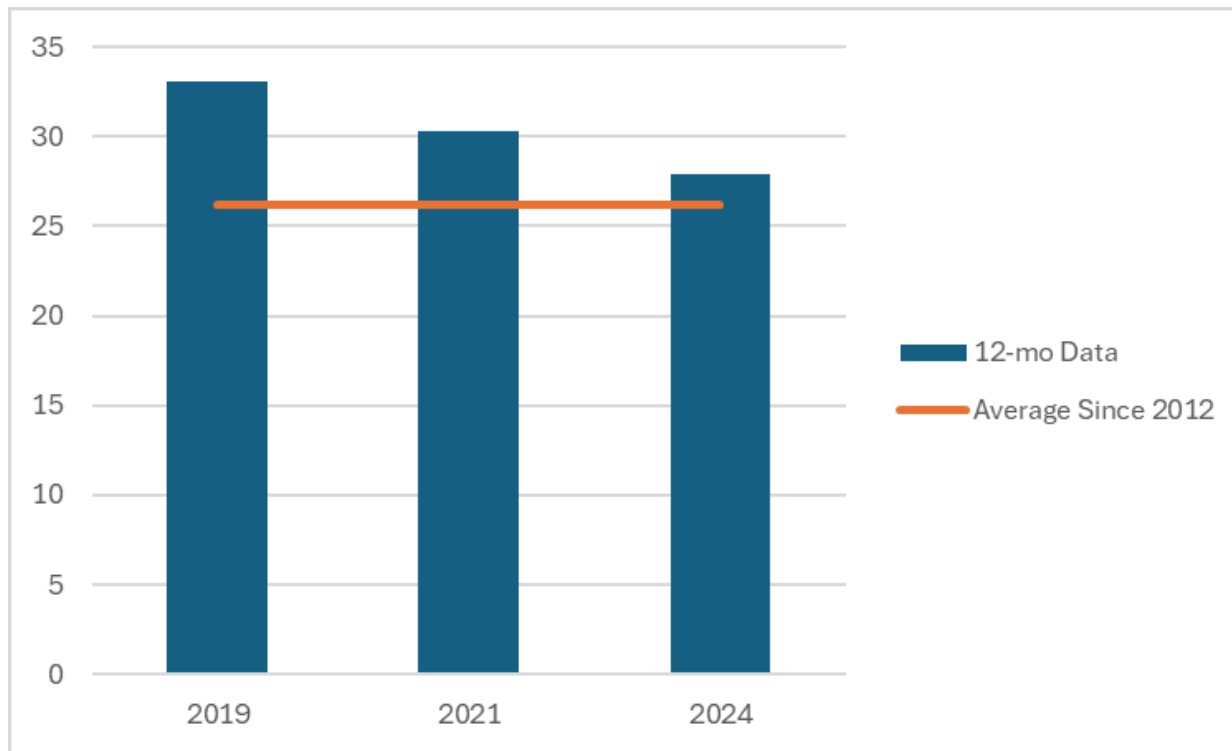
Percentage of Women Appearances

Goodwin Procter	55%	Hogan Lovells	18%	Banner & Witcoff	5%
Armond Wilson	48%	Baker Botts	16%	Orrick, Herrington & Sutcliffe	3%
Allen & Overy	44%	DLA Piper	16%	Mintz Levin Cohn Ferris Glovsky and Popeo	3%
Drinker Biddle & Reath	39%	K&L Gates	16%	Sughrue Mion	3%
Desmarais	38%	Williams & Connolly	16%	Duane Morris	2%
Cherian	38%	Willkie Farr & Gallagher	16%	BC Law Group	2%
Perkins Coie	37%	Akin Gump Strauss Hauer & Feld	16%	Covington & Burling	2%
Unified Patents	34%	Russ August & Kabat	15%	Carter Arnett	2%
Latham & Watkins	33%	Wolf, Greenfield & Sacks	14%	Barnes & Thornburg	2%
King & Spalding	32%	Gibson, Dunn & Crutcher	14%	Carlson, Caspers, Vandenburg, Lindquist & Schuman	2%
Finnegan, Henderson, Farabow, Garrett & Dunner	29%	Fish & Richardson	13%	Ropes & Gray	1%
Kramer Levin Naftalis & Frankel	28%	Sterne, Kessler, Goldstein & Fox	13%	Devlin Law Firm	1%
Greenberg Traurig	27%	Venable	13%	Sheppard, Mullin, Richter & Hampton	1%
Irell & Manella	27%	Haynes and Boone	12%	Folio Law Group	1%
Smith Baluch	27%	Sidley Austin	12%	Fabricant	0%
Cooley	26%	Kirkland & Ellis	11%	Winston & Strawn	0%
Arnold & Porter	26%	O'Melveny & Myers	11%	Auchter	0%
Skiermont Derby	26%	Foley & Lardner	11%	Carmichael IP	0%
Erise IP	24%	Bunsow DE Mory	11%	Nutter McClennen & Fish	0%
Wilson Sonsini Goodrich & Rosati	24%	Norton Rose Fulbright	10%	Heim, Payne & Chorus	0%
Wilmer Cutler Pickering Hale and Dorr	24%	Buchanan Ingersoll & Rooney	10%	Nelson Bumgardner Conroy	0%
Brooks Kushman	24%	Brown Rudnick	10%	Cabello Hall Zinda	0%
Step toe & Johnson	23%	Polsinelli	10%	Hecht Partners	0%
Shook, Hardy & Bacon	23%	Alston & Bird	9%	Hudnell Law Group	0%
Reichman Jorgensen Lehman & Feldberg	23%	Morgan, Lewis & Bockius	9%	Noroozi	0%
Crowell & Moring	23%	Daignault Iyer	9%	Lerner David Littenberg Krumholz & Mentlik	0%
Mayer Brown	22%	Lowenstein & Weatherwax	8%	Schulte Roth & Zabel	0%
Klarquist Sparkman	22%	Morrison & Foerster	8%	PV Law	0%
Weil, Gotshal & Manges	22%	McKool Smith	7%	Bracewell	0%
Jones Day	21%	McAndrews, Held & Malloy	7%	Dickinson Wright	0%
McDermott Will & Emery	19%	Pillsbury Winthrop Shaw Pittman	7%	Kramer Alberti Lim & Tonkovich	0%
Kilpatrick Townsend & Stockton	18%	Paul Hastings	6%	NI, Wang & Massand	0%
Fenwick & West	18%	Knobbe Martens Olson & Bear	6%	The Marbury Law Group	0%
		Robins Kaplan	6%	Ascenda Law Group	0%
		Quinn Emanuel Urquhart & Sullivan	5%	Sheridan Ross	0%

Women attorneys make up **27%** of total attorney appearances in **biotech** post-grant proceedings for the top 100 biotech PTAB proceeding firms from Dec. 2021 to Dec. 2024

<u>Firm/Entity</u>	<u>% Women</u>
One LLP - Adc	100%
Crowell & Moring	100%
Dentons	100%
Silvia Salvadori	100%
Gemini Law	92%
DLA Piper	75%
Tensegrity Law Group	67%
Allen & Overy	67%
Reichman Jorgensen Lehman & Feldberg	67%
Gibson, Dunn & Crutcher	67%
White & Case	67%
Goodwin Procter	64%
Dechert	64%
Arnold & Porter Kaye Scholer	61%
Morgan, Lewis & Bockius	58%
Choate, Hall & Stewart	50%
Saul Ewing Arnstein & Lehr	50%
Hogan Lovells	50%
Armond Wilson	50%
Russ August & Kabat	50%
Baker & McKenzie	50%
Biopharma Law Group	50%
Durie Tangri	50%
Groombridge, WU, Baughman & Stonellp	50%
Lewis Roca Rothgerber Christie	50%
McDermott Will & Emery	50%
Squire Patton Boggs	50%

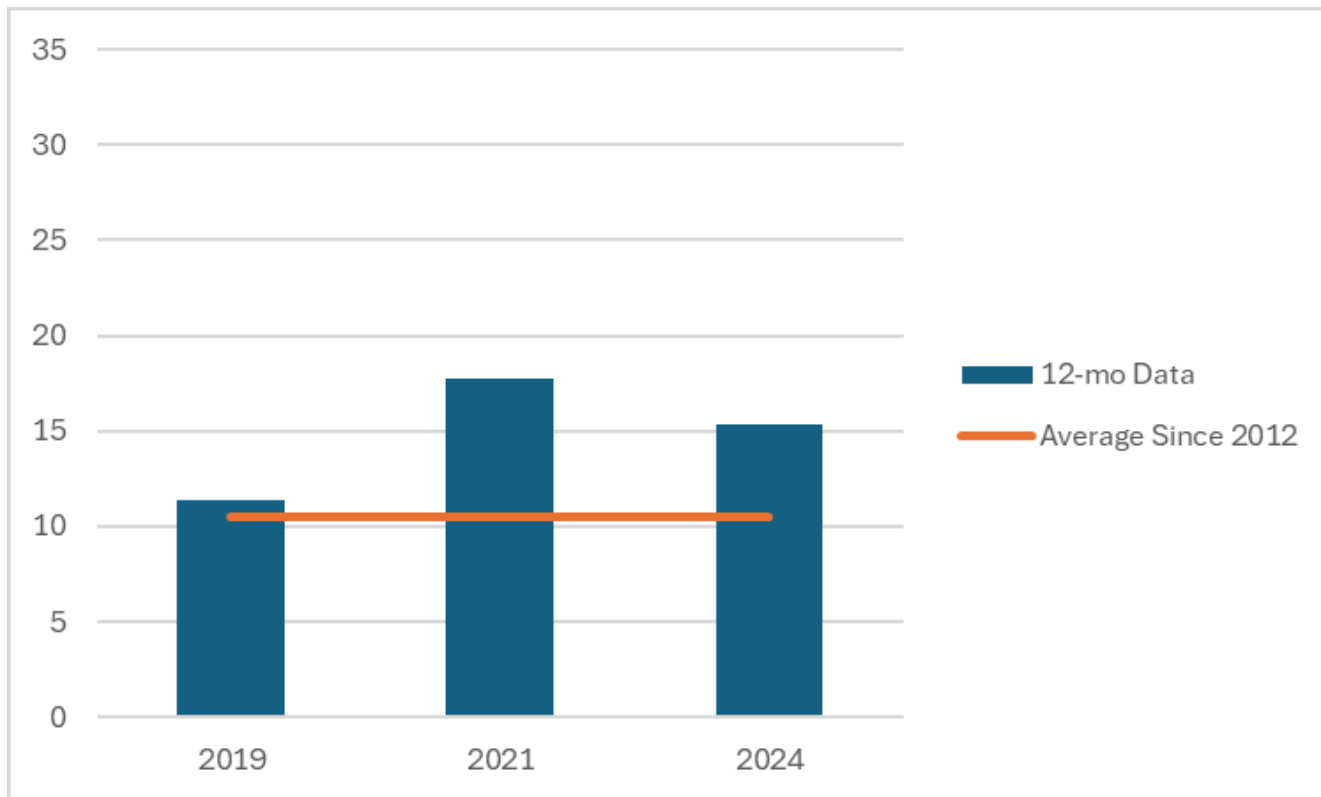
Percentage appearances by Tech Center – biotech/pharma TC1600



Women attorneys make up **10%** of total attorney appearances in **semiconductor** post-grant proceedings for the top 100 semiconductor PTAB proceeding firms from Dec. 2021 to Dec. 2024

<u>Firm/Entity</u>	<u>% Women</u>
Irell & Manella	55%
Goodwin Procter	54%
Armond Wilson	51%
Troutman Pepper Hamilton Sanders	50%
Bunsow DE Mory	40%
King & Spalding	38%
Michael Best & Friedrich	38%
Arnold & Porter	37%
Norton Rose Fulbright	36%
Smith Baluch	35%
Locke Lord	34%
Alston & Bird	33%
Armstrong Teasdale	33%
Weil, Gotshal & Manges	33%
Winstead	33%
Garlick & Markison	32%
Latham & Watkins	30%
K&L Gates	28%
Addyhart	27%
McDermott Will & Emery	27%
Williams & Connolly	25%
Brooks Kushman	23%
Robins Kaplan	23%
Klarquist Sparkman	21%
Perkins Coie	20%
Husch Blackwell	20%

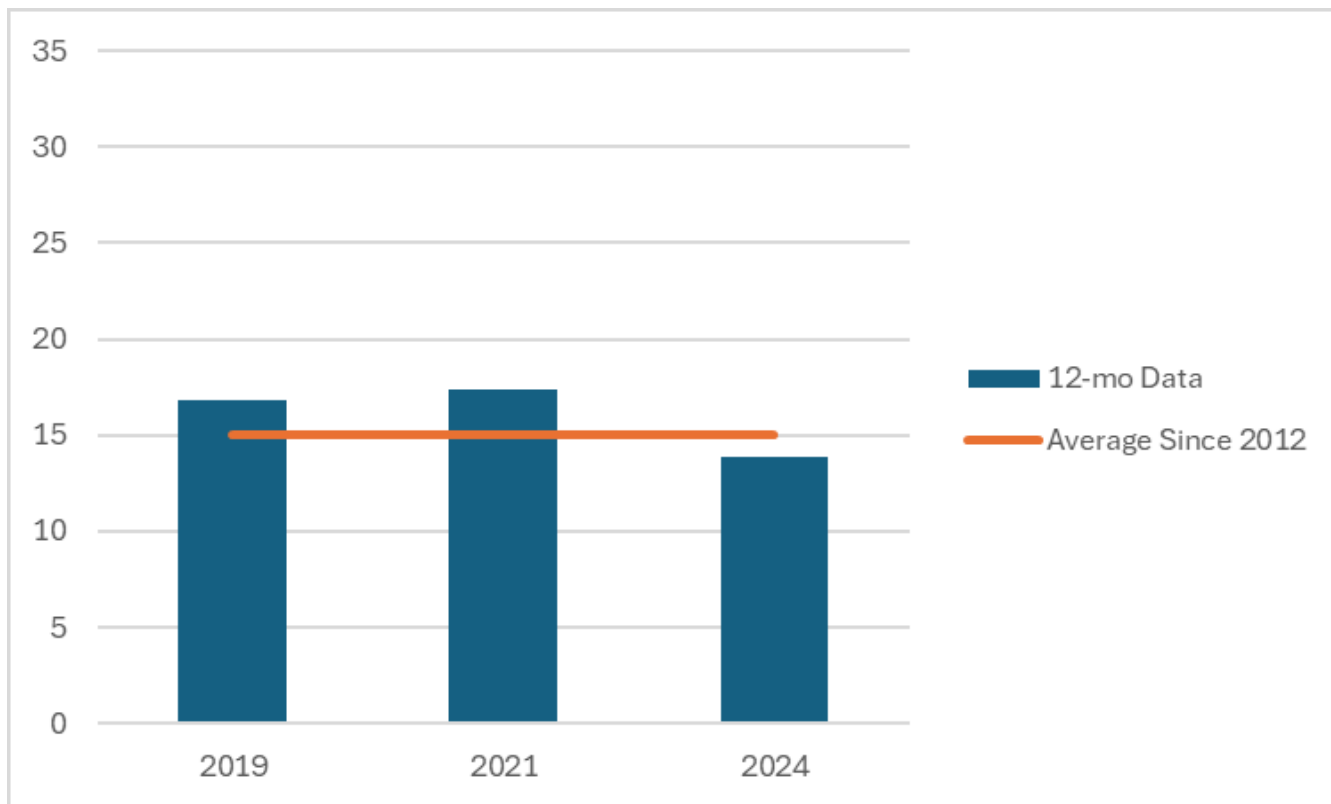
Percentage appearances by Tech Center – semiconductors TC2800



Women attorneys make up **16%** of total attorney appearances in **mechanical** post-grant proceedings for the top 100 mechanical PTAB proceeding firms from Dec. 2021 to Dec. 2024

<u>Firm/Entity</u>	<u>% Women</u>
Desmarais	100%
Allen & Overy	57%
Smith Baluch	50%
Porter Hedges	50%
Stephens Juren	50%
Calfee, Halter & Griswold	50%
Goodwin Procter	50%
Arnold & Porter	47%
Brooks Kushman	47%
K&L Gates	42%
Finnegan, Henderson, Farabow, Garrett & Dunner	39%
Paul Hastings	36%
Wilson Sonsini Goodrich & Rosati	33%
Mayer Brown	33%
Cooley	33%
Quarles & Brady	33%
Reichman Jorgensen Lehman & Feldberg	33%
Erise IP	31%
Arent Fox	31%
Goldberg Segalla	30%
Pillsbury Winthrop Shaw Pittman	30%
Drinker Biddle & Reath	29%
Venable	28%
Lewis, Rice & Fingersh	26%
Perkins Coie	25%
Greenberg Traurig	25%
Pearl Cohen Zedek Latzer Baratz	25%
Kilpatrick Townsend & Stockton	25%
Kramer Levin Naftalis & Frankel	25%

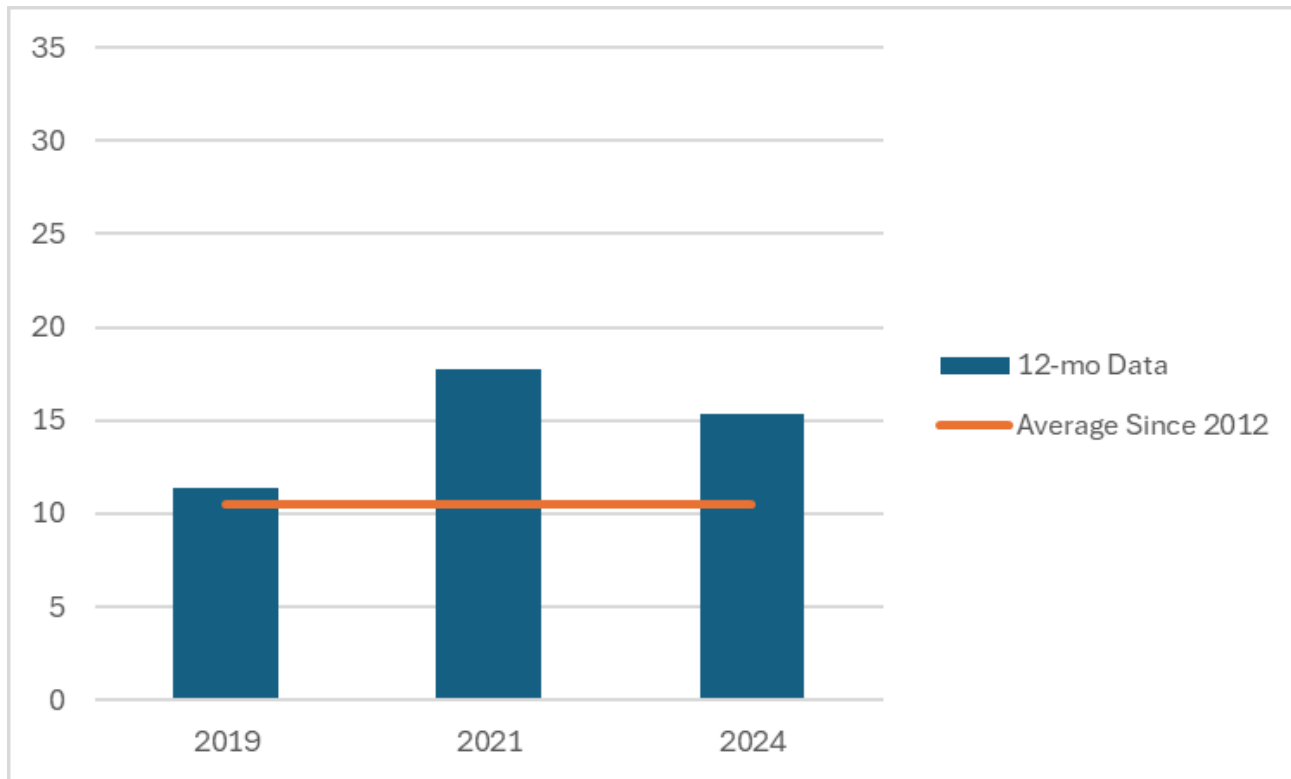
Percentage appearances by Tech Center – mechanical TC3700



Women attorneys make up **13%** of total attorney appearances in computer science post-grant proceedings for the top 100 computer science PTAB proceeding firms from Dec. 2021 to Dec. 2024

<u>Firm/Entity</u>	<u>% Women</u>
Answers IP	100%
Kobre & Kim	80%
Sidley Austin	58%
Perkins Coie	54%
Bartlit Beck	53%
Durie Tangri	50%
Goodwin Procter	43%
Latham & Watkins	43%
McGuirewoods	40%
Irell & Manella	39%
McDermott Will & Emery	39%
Finnegan, Henderson, Farabow, Garrett & Dunner	35%
Shook, Hardy & Bacon	34%
Allen & Overy	33%
Unified Patents	31%
Lowenstein & Weatherwax	30%
Nixon Peabody	27%
Steptoe & Johnson	26%
Cooley	25%
Haynes and Boone	25%
Lehman & Feldberg	25%
Wolf, Greenfield & Sacks	20%
Alston & Bird	20%
McNish	20%
Hogan Lovells	19%
McKool Smith	18%
Klarquist Sparkman	18%
Venable	18%

Percentage appearances by Tech Center – computer science TC2100



Of the **top 100 parties** appearing before the PTAB from Dec. 2021 to Dec. 2024, these parties have the highest percentage of women appear to represent them. The average is **14%**.

<u>Firm/Entity</u>	<u>% Women</u>
Regeneron Pharmaceuticals	52%
10x Genomics	52%
Bright Data	40%
Fubotv Media	35%
Netflix	35%
Open Text	34%
Western Digital Technologies	33%
Microsoft	31%
Intel	31%
Guardant Health	31%
Unified Patents	29%
Meta Platforms	28%
BMW of North America	27%
Netlist	26%
Motorola Solutions	26%
Current Lighting Solutions	25%
Google	24%
Yangtze Memory Technologies Company	24%
Spero, Yechezkal	24%
AX Wireless	24%
Amazon Web Services	23%
Maxell	21%
HP	20%
International Business Machines	20%
Samsung Bioepis	20%

Of the **top 30 parties** appearing before the PTAB from Dec. 2021 to Dec. 2024, women attorneys make up an average of **15%** of total attorney appearances

<u>Firm/Entity</u>	<u>% Women</u>
Samsung Electronics	12%
Apple	17%
Google	24%
Samsung Electronics America	12%
Jawbone Innovations	0%
amazon.com	15%
Ericsson	3%
Meta Platforms	28%
Microsoft	31%
Cisco Systems	9%
LG Electronics	17%
amazon.com Services	19%
Micron Technology	14%
Nokia of America	8%
T-Mobile	14%
Cellco Partnership D/B/A Verizon Wireless	7%
At&t Services	8%
Dell Technologies	18%
Dell	19%
Greenthread	6%
Roku	17%
Entropic Communications	10%
Intel	31%
Open Text	34%
Tesla	15%
Telefonaktiebolaget LM Ericsson	3%
Intellectual Ventures II	8%
Amazon Web Services	23%
Dish Technologies	10%
Intent IQ	16%
Unified Patents	29%

Of the **top 30 parties** appearing the most before the PTAB from Dec. 2021 to Dec. 2024, only **five parties** have women attorneys making up **25% or more** of the total attorney appearances

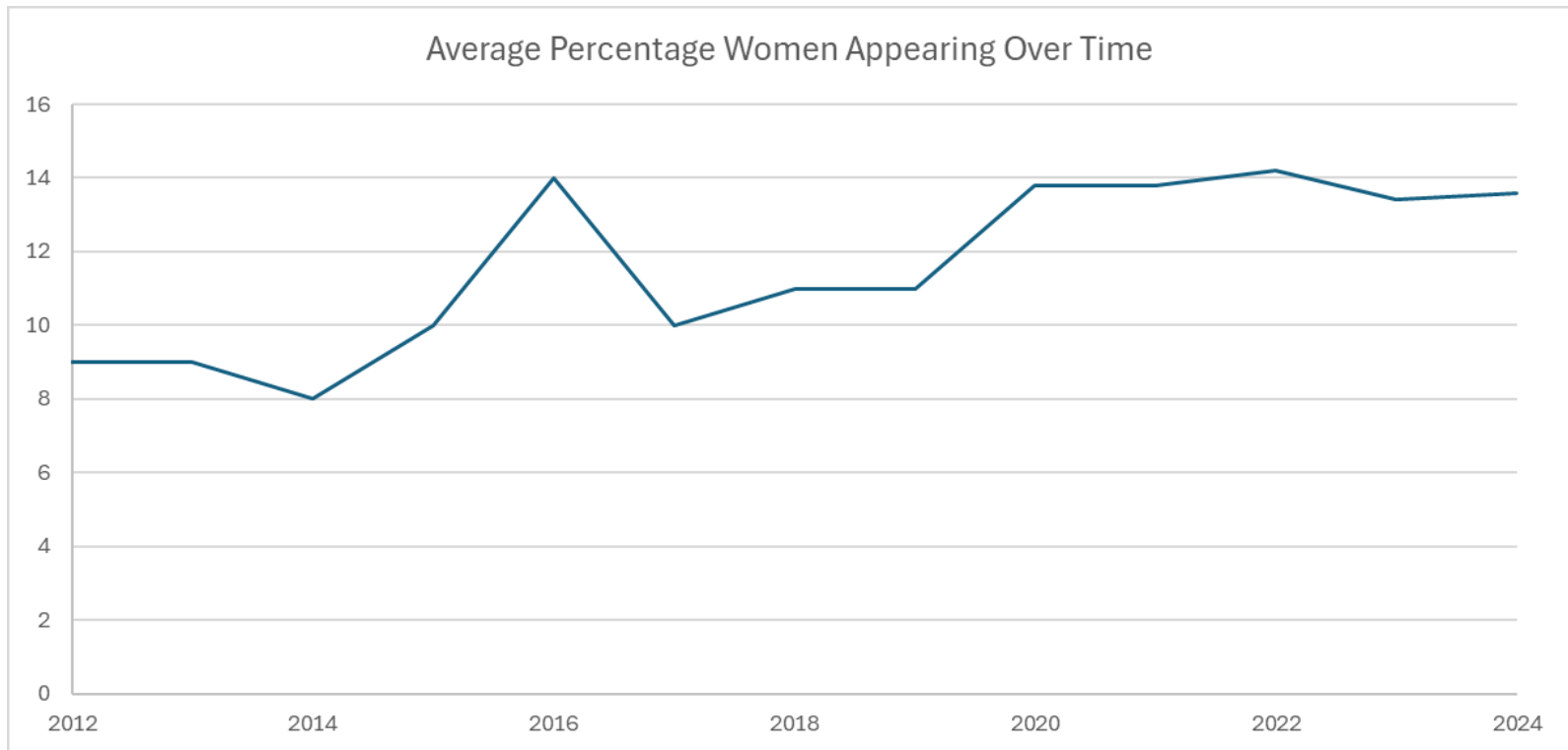
Firm/Entity	% Women
Samsung Electronics	12%
Apple	17%
Google	24%
Samsung Electronics America	12%
Jawbone Innovations	0%
amazon.com	15%
Ericsson	3%
Meta Platforms	28%
Microsoft	31%
Cisco Systems	9%
LG Electronics	17%
amazon.com Services	19%
Micron Technology	14%
Nokia of America	8%
T-Mobile	14%
Cellco Partnership D/B/A Verizon Wireless	7%
At&t Services	8%
Dell Technologies	18%
Dell	19%
Greenthread	6%
Roku	17%
Entropic Communications	10%
Intel	31%
Open Text	34%
Tesla	15%
Telefonaktiebolaget LM Ericsson	3%
Intellectual Ventures II	8%
Amazon Web Services	23%
Dish Technologies	10%
Intent IQ	16%
Unified Patents	29%

4 of the **top 100 parties** appearing before the PTAB have **never had a woman** appear to represent them

Of the **top 100 parties** from Dec. 2021 to Dec. 2024, several communications companies feature >20% women attorney appearances on their behalf

<u>Firm/Entity</u>	<u>% Women</u>
Intel	31%
Meta Platforms	28%
Motorola Solutions	26%
Google	24%
AX Wireless	24%

Overall trend since PTAB trials began...



Encouraging Women in the PTAB

- Encourage all attorneys who work on a proceeding to make a formal appearance—even if it requires a pro hac vice motion
- Embolden the women in your firm or at your company with experience in non-PTAB matters to become involved in PTAB trial work
- Empower women attorneys with PTAB experience to explore different technologies outside of their immediate comfort zone
- Encourage junior women in your firm to try PTAB trial work
- Spotlight less experienced but high-performing junior attorneys to clients and advocate for their expanded role in PTAB trial work, take advantage of the LEAP program

Creating a Sustainable Pipeline of Women PTAB Practitioners

- Establish an open communication channel between junior attorneys and women attorneys in leadership positions in your organization
 - **Removing the fear of perfection:** Share a story about your career without idealizing how you got here.
 - **Fostering talents:** Provide access to training resources where needed.
 - **Expanding genuine connections and generating new opportunities:** Make an introduction!
- Recognize and avoid subconscious in-group favoritism
 - **Be inclusive when thinking about training opportunities for junior attorneys:** remember junior women who might be interested in the PTAB
 - **Be inclusive when considering speaking opportunities on panels/CLEs:** consider knowledgeable women who have not previously had the opportunity to speak

Searches were run courtesy of **Docket Alarm**, covering all PTAB post-grant proceedings from the advent of the AIA through December 31, 2024.

Gender data was coded by Docket Alarm. Percentage of women appearing counts attorneys who made appearances before the PTAB, as listed on mandatory notices as lead or back up counsel (*pro hac vice admission* included).

- For firm-specific information, Docket Alarm categorizes appearances based on the time of appearance. That is, if a woman had 20 appearances while at a prior firm, and 10 appearances at her current firm, the prior firm would still be categorized as having those 20 appearances by a woman even though the woman in question is no longer at that firm.
- This data could not capture attorneys who worked on a proceeding but who did not make a formal appearance
- The data does not include appearances in appeals to the PTAB, e.g., ex parte reexam appeals, or patent prosecution matters
- If Docket Alarm was not able to identify gender, then that data was not counted.