



Paragon Legal Interim Diversity Report: 2020

Diversity, equity,
and inclusion live
in the heart of
our culture and
corporate DNA.

PARAGON'S DIVERSITY STATEMENT

At Paragon Legal, we put **people first** and **cultivate** an **inclusive** environment where **everyone is welcomed, supported and celebrated** as individuals.

Diversity has always been a valued part of our culture. It is our heritage and our legacy. We define **excellence** as the continued commitment to doing right by our people. We believe that the best way to **deliver the highest quality talent and service** is to embrace our differences.

Since Paragon's inception in 2006, Diversity, Equity, and Inclusion have been much more than initiatives — they live in the heart of our culture and our corporate DNA. Diversity is part of the foundation of Paragon's success. As a result, we have had the privilege of working with a team of professionals with a broad depth and range of education, experiences, and ideas, which has helped to propel Paragon to the top of the legal services industry, and attract some of the best and brightest legal minds in the country.

Paragon was founded by Mae O'Malley, a woman of color, who created an alternative to a traditional legal career. Mae's vision of a more individual and balanced approach to legal practice, without having to sacrifice professional goals and aspirations, lives on in its current leadership team under co-Managing Directors, Trista Engel and Jessica Markowitz.

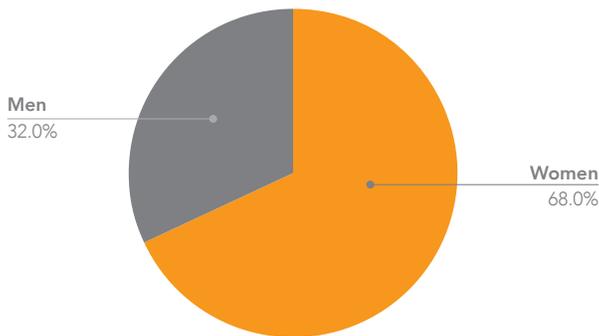
Diversity, at its core, is not simply about race, ethnicity, religion, gender, or any other group or class of individuals. It is so much more. True diversity also requires differences in perspectives and experiences to foster greater resilience and adaptability. It's about driving innovation through maximizing and leveraging those unique attributes to create something that is greater than the sum of its parts.

Equity can only exist where the playing field is level. Advantage or disadvantage doesn't exist as it relates to religion, color, gender, nationality, etc. Equity requires equal access.

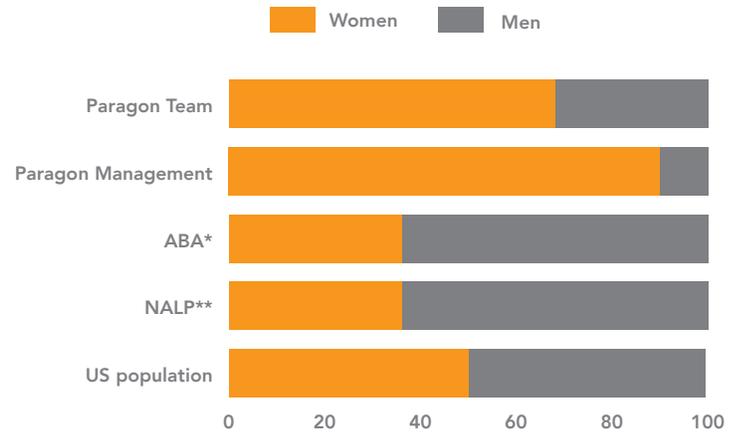
Inclusion, similarly, is so much more than the presence of unique individuals. It's embracing their uniqueness, celebrating those differences, creating a culture of belonging, and empowering people to feel valued and valuable to the growth and success of the organization.

PARAGON'S DIVERSITY BY THE NUMBERS

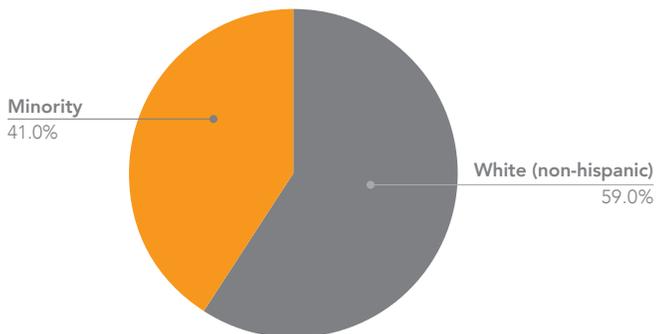
Gender Breakdown of Paragon Team



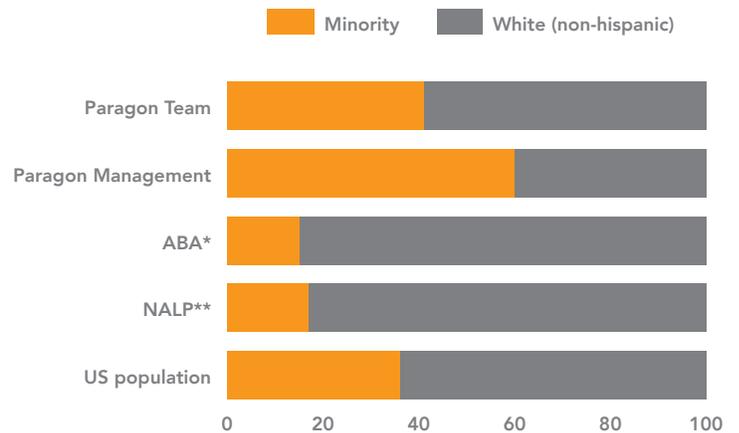
Gender Comparison



Minority Representation on Paragon Team



Minority Breakdown Comparison



* ABA: American Bar Association ** NALP: National Association for Law Placement

At Paragon, we are excited to continue to build on our culture rooted in diversity, equity, and inclusion. As part of our commitment to change, in 2020, Paragon Legal created the **Diversity, Equity & Inclusion Council**.

The Council's primary goals are:

- 1 to advance diversity within our own team by continuing to maintain a diverse internal management team and candidate pool, as well as ensure that candidate vetting and presentation are done in an unbiased manner to help support diversity within our clients' teams
- 2 to cultivate a spirit of inclusiveness at Paragon by encouraging frequent and candid conversation around the issues of diversity, equity and inclusion
- 3 to advance opportunities for underrepresented communities outside of Paragon through community involvement, mentoring, and education

As leaders in our industry, we believe that we have the responsibility to strive to support the movement toward true equality and mitigation of bias, conscious or unconscious, not only within our company but beyond our walls as well.

Paragon has always fostered and fiercely protected its culture of opportunity, collaboration, and gratitude. There is always work to be done, and we are proud of where we are and excited for the opportunities we see for the future.