
*Veterans Before the PTAB and in IP: A
Discussion of Veterans as a Diverse
Constituency Appearing Before the PTAB*

February 23rd, 2023

- Background of our Panelists
- Veterans as a Diverse Constituency
- The Upside of Veterans
- How can you help Veterans?

Jonathan Strang, Latham & Watkins

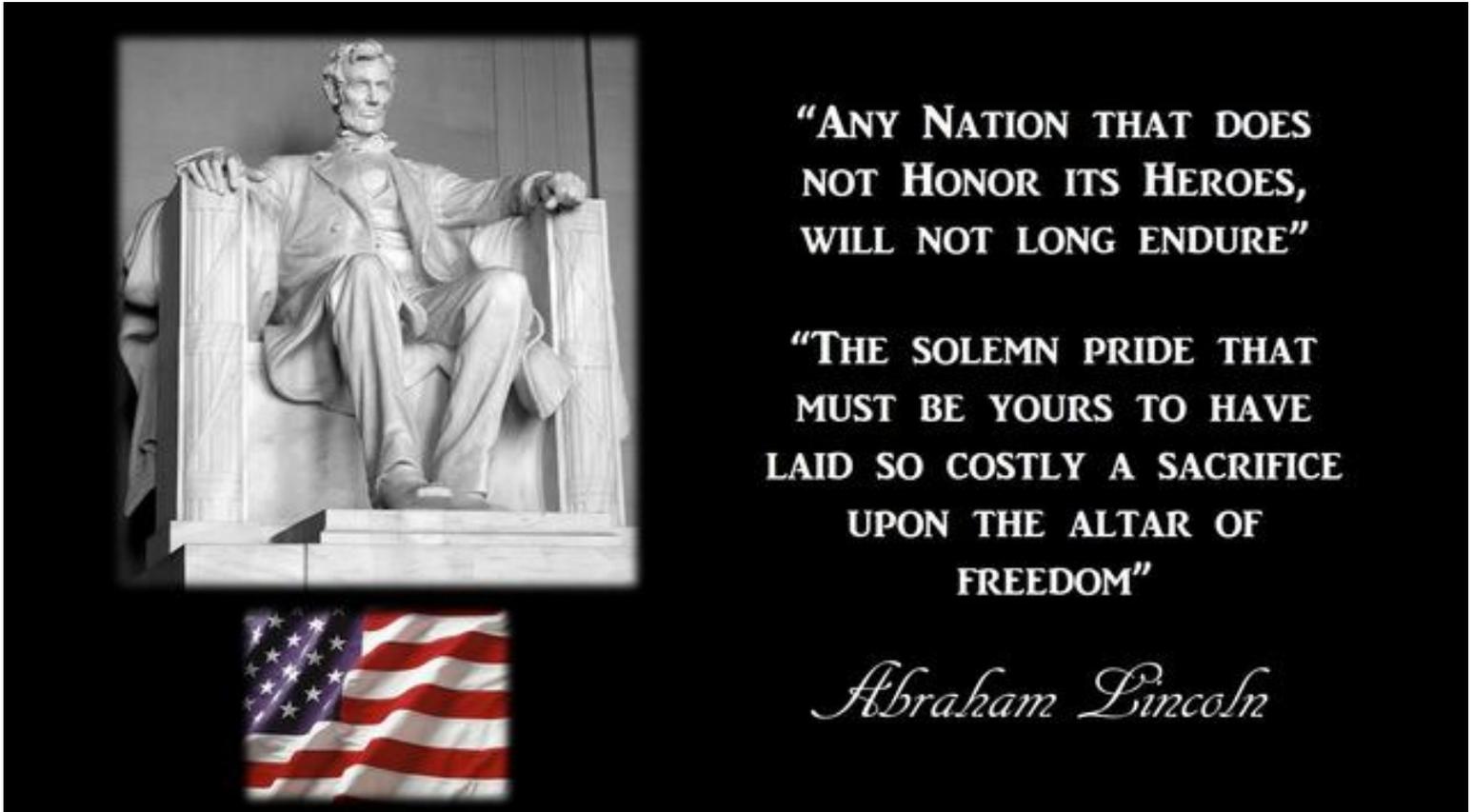
John Giff, John Deere

Max McDonald, Harvard University, J.D. Candidate 2023

Allison Dietrich, Fish & Richardson

Joel Henry, Fish & Richardson

Veterans as a Diverse Constituency



Veterans as a Diverse Constituency

Some data points to consider:

Unemployment rate among young veterans was 29%.

- RAND Survey, 2011

Between 27% and 44% of Veterans report having a difficult time when transitioning from military life.

-Pew Research Center, 2011

Veterans are a protected class under Federal and various state law.

Provisions include Uniformed Services Employment and Reemployment Rights Act ([USERRA](#)), Vietnam Era Veterans' Readjustment Act (VEVRAA) (1974) and California Fair Employment and Housing Act ("FEHA"), Cal. Civ. Code § 12920 et seq.

Veterans as a Diverse Constituency

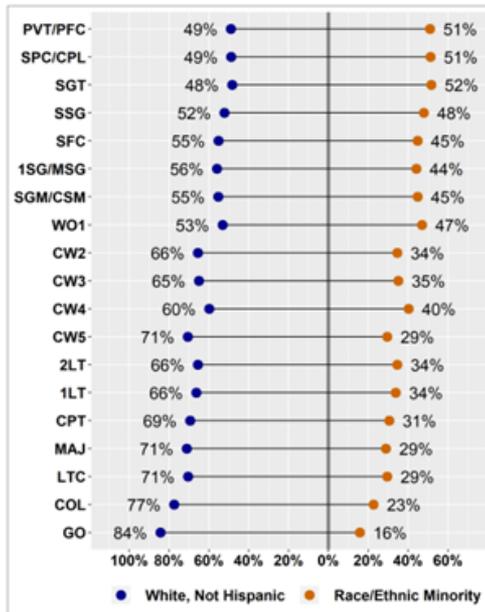
Veterans also are among the most diverse workforces.



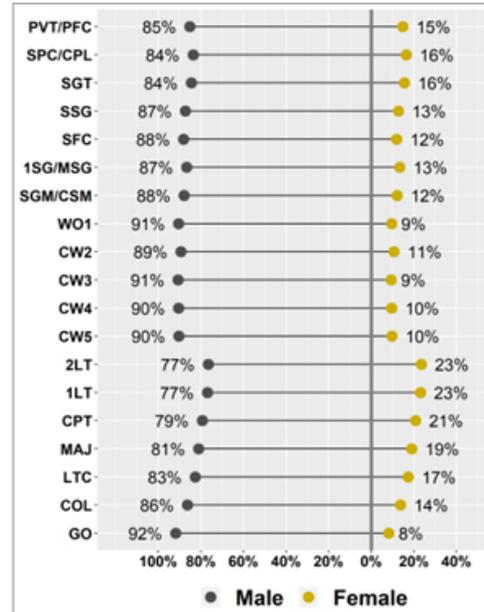
Active Component Demographics

Data as of 30 June 2022

Proportion of Active Component Race/Ethnicity by Rank



Proportion of Active Component Gender by Rank



The Upside of Veterans

Training:

Years of training are required remain in the service.

Depending on when a service member separates from the service, they may have completed years of service.

Technical Degrees:

Technical degree required or preferred for many career fields.

Engineering, acquisition, submarines

Leadership schools

(Airman Leadership School, NCO Academy
Air War College, Squadron/Company Officers School)

Examples of training:

Resiliency training

Cultural awareness training

Bystander intervention training

Document classification

Handling of classified documents

Operations Security (OpSec),
Information Security (InfoSec), Cyber-
awareness

How can you help veterans?

Transition Windows - Limited windows to separate from the service.

Vocabulary - Getting around military-speak.

Go to them – Network with them in their communities.

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