



ARBITRATOR DEMOGRAPHIC DATA

Q3 2024

As required by California Code of Civil Procedure § 1281.96(a)(12), ADR Services, Inc. collected the listed demographic data as self-reported by ADR Services, Inc.'s Neutrals who serve or may serve as arbitrators. The information is provided here in the aggregate.

Racial and/or Ethnic Group

Neutrals were asked to respond to with which racial and/or ethnic group do you identify? Choose all that apply.

| Racial Identity | Numerical Count | Percentage of Respondents |
|---|-----------------|---------------------------|
| American Indian, Native American or Alaska Native | 0 | 0% |
| Asian | 7 | 4% |
| Black or African American | 5 | 3% |
| Hispanic/Latino or Spanish | 11 | 7% |
| Middle Eastern or North African | 0 | 0% |
| Native Hawaiian or Pacific Islander | 0 | 0% |
| White or Caucasian (Non-Hispanic) | 116 | 77% |
| Other | 1 | 1% |
| Decline to State | 13 | 8% |

Gender Identity

Neutrals were asked to respond to which of the following best describes your gender identity?

| Racial Identity | Numerical Count | Percentage of Respondents |
|------------------|-----------------|---------------------------|
| Male | 116 | 68% |
| Female | 49 | 29% |
| NB | 0 | 0% |
| Trans | 0 | 0% |
| Decline to state | 5 | 3% |

Disability Status

Neutrals were asked to respond to do you identify as a person with a disability?

| Racial Identity | Numerical Count | Percentage of Respondents |
|------------------|-----------------|---------------------------|
| No | 152 | 90% |
| Yes | 4 | 2% |
| Decline to State | 13 | 8% |

Military Status

Neutrals were asked to respond to which best describes your military status?

| Racial Identity | Numerical Count | Percentage of Respondents |
|---|-----------------|---------------------------|
| U.S. Military Veteran | 20 | 12% |
| Military Service from a Country Other than the U.S. | 0 | 0% |
| Current Member of the Armed Forces (Active Duty or Reserve) | 0 | 0% |
| No Military Service | 140 | 83% |
| Decline to State | 9 | 5% |

Sexual Orientation

Neutrals were asked to respond to which of the following best describes your sexual orientation?

| Racial Identity | Numerical Count | Percentage of Respondents |
|------------------|-----------------|---------------------------|
| Asexual | 1 | 1% |
| Bisexual | 2 | 1% |
| Gay or Lesbian | 3 | 2% |
| Heterosexual | 139 | 82% |
| Pansexual | 0 | 0% |
| Decline to State | 24 | 14% |