



#WeAreRelativity

COMPANY FACT SHEET



TABLE OF CONTENTS

Our Story	2
Our Mission	3
Our History	4
What Relativity Offers	5
The Relativity Community	6
Social Impact	7
Inclusion, Diversity, and Belonging	8
Working at Relativity	9
Company Awards.....	10
Contact Us.....	11

What challenges do our products solve?

Our roots are in helping customers with electronic discovery, or e-discovery. This is the process of searching and analyzing electronic data during a legal proceeding or investigation. As data volumes grow exponentially and new data sources are introduced every day, legal teams have more to sort through and need an efficient way to collect, search, analyze, and produce electronic evidence.

Today, legal practitioners are tasked with an even broader range of requests, from data breach response and privilege reviews to sensitive and confidential data discovery. We're meeting these needs with advancements to support any and all legal work across an organization.

OUR STORY

Our Company

In 2001, Andrew Sieja founded a small software consulting firm that has since grown into Relativity, a market-leading legal technology company. Today, led by CEO Phil Saunders, our global company includes more than 1,600 employees who are passionate about technology, and are continuously finding new ways to make our software more flexible, more scalable, and easier to use, so that our users can find the truth in their data—faster.



Andrew Sieja
Founder & Executive
Chairman



Phil Saunders
Chief Executive Officer

Our Products

We found a place in the industry with Relativity Server, helping corporations, law firms, and government agencies solve diverse data challenges. Today we continue to support Server while focusing on our SaaS products that provide the greatest opportunity for innovation. Our flagship product is RelativityOne, a secure cloud solution with integrated AI that manages large volumes of data and quickly identifies key issues across a wide variety of diverse legal, investigative, and compliance challenges. We also offer products that integrate with RelativityOne and enable customers to unlock more value from their data.

These include:

- Relativity aiR
- Relativity Data Breach Response
- Relativity Contracts
- Relativity Legal Hold

OUR MISSION

Organize data.

Discover the truth.

Act on it.



 Relativity®

OUR HISTORY

2001

Andrew Sieja forms kCura as a software consultancy and we purchase our unassuming green couch from a friend of a friend for \$25. It's still in our Chicago HQ.

2006

The first version of Relativity is released after a fortunate consulting engagement with a law firm.

2007

We switch our focus to e-discovery, becoming a pure software company.

2009

Relativity becomes an open [platform](#) for users to extend the capabilities of the software.

2010

Our community grows—we hold the first [Relativity Fest](#) in Chicago and start our corporate giving program, [Relativity Gives](#).

2017

kCura becomes Relativity.

2016

kCura acquires Content Analyst, an award-winning text analytics firm based in Virginia and releases [Relativity ECA and Investigation](#) and [RelativityOne](#).

2015

kCura receives a \$125 million minority investment from Iconiq Capital, opens product innovation center in Krakow, and announces [Relativity Academic](#).

2014

Relativity is being used by more than 100,000 users worldwide and now offers tools from [legal hold](#) and [collection](#) through production.

2011

Relativity Assisted Review is launched to amplify the efforts of case teams' manual review.

2018

Our SaaS platform [RelativityOne](#) becomes the fastest growing product in company history.

2020

We launch two new social impact programs: [Relevate](#) and [Justice for Change](#).

2021

Relativity receives a strategic growth investment from Silver Lake and acquires VerQu, a data management software company, and Text IQ, a leader in applying AI to identify sensitive data.

2022

We acquire Heretik, a contract review company. Phil Saunders becomes our new CEO.

2024

We launch Relativity aiR for Review and share plans to add products to Relativity aiR that address use cases such as privilege review and case strategy.

WHAT RELATIVITY OFFERS

Relativity[®]one

RelativityOne helps users tackle complex data challenges in a secure cloud solution with integrated AI.

RelativityOne Government is a cloud platform built for state and federal agencies that gives them the end-to-end technology they need to tackle the diverse challenges of litigation, investigations, and Freedom of Information Act (FOIA) requests.

Below are just a few examples of how RelativityOne is used every day.

Challenge

A court-ordered deadline to produce data for a proceeding is fast-approaching, and a legal team still **has to review 1TB of documents and emails to find the documents relevant to the case at hand.**

Solution

Using analytics and visualizations, the team quickly understands, organizes, and prioritizes their data. RelativityOne's AI capabilities amplify the team's decisions on what's relevant and what's not—so they're able to get through the data and produce the required files in record time.

Challenge

A whistleblower informs HR about online harassment on their team discovered by an employee—**but is there enough data to warrant a full investigation?**

Solution

The legal department uses RelativityOne to collect data—such as email, Word documents, and chat messages—and an HR professional assesses it to find and understand the key facts of the allegation. After spinning up visualizations to examine the collection, the team prepares a strategy for an internal review and further investigation.

Challenge

A plaintiff firm preparing for a class-action lawsuit **needs to calculate hundreds of award scenarios and then communicate them to stakeholders across the country.**

Solution

To avoid exporting data from RelativityOne into a different system, the legal team works with internal developers to build a custom application for tracking settlements. By keeping the data in the platform, they can link new settlement scenarios to existing case documents and exhibits. They then design a workflow that regularly generates and sends reports to external stakeholders.

Relativity Server is the on-premises platform that first brought Relativity to the legal community. Looking ahead, we believe native cloud software delivers the performance, scale, and security needed to meet the legal data challenges of the future. As a result, all new Relativity matters created on or after Jan. 1, 2028, must be hosted in RelativityOne, with limited exceptions by geography and use case. Server will remain an important part of our business, and we will continue to support existing matters created in Server prior to Dec. 31, 2027.

Unlock more
value from
your data in
RelativityOne

Relativity aiR provides crucial insights and defensible results with fit-for-purpose generative AI—transforming case strategy, document review, and privilege identification workflows.

Relativity Contracts enhances users' decision-making by transforming agreements into actionable, structured data.

Relativity Data Breach Response leverages AI to accelerate human review and minimize human errors.

Relativity Legal Hold secures critical data with preservation in-place and a defensible, repeatable process in the cloud.

"Relativity allows for the flexibility and scalability to serve our smallest and largest clients. Its intuitive user interface, powerful reporting tools, and 24/7 availability are what our clients have come to expect. Relativity is not just the industry standard, it is the iDS standard."

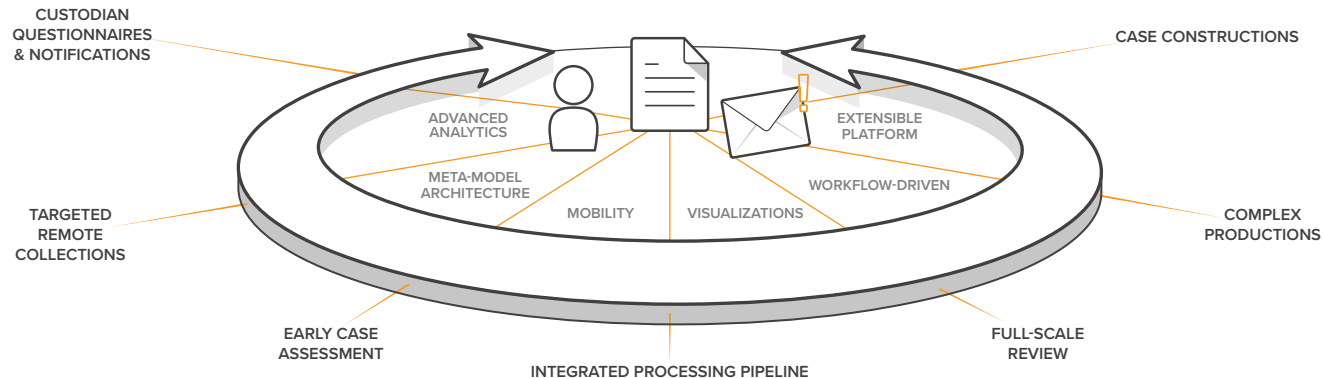
MARK ARAUJO

Manager of Discovery
Services Consulting at



THE RELATIVITY COMMUNITY

Our customers are our strongest evangelists—the Relativity community encompasses professionals all over the world in litigation support, corporations, academia, government, and more. Our customers are our priority, so we support them in a variety of ways—including certifications, training, an industry-wide blog, and events—to provide a high-touch customer experience. The Relativity App Hub gives users the chance to extend the platform's functionality with custom applications.



SOCIAL IMPACT

At Relativity, we create technology that powers the pursuit of justice – but we recognize that the journey to justice doesn't begin in the courtroom. It starts in our communities. That's why our social impact programs seek to empower communities with access to technology and education.

Creating Legal & Technology Career Pathways

Talent Pathways

A cross-functional effort to enable Relativity and our community to find and foster new talent efficiently and equitably: pre-college student engagements, high school through graduate-level internships, apprenticeships, and Relevate, in effort to expand economic opportunity for participants through tangible on-ramps into the technology and legal industries.

Relativity Academic

Technology is changing the practice of law, and that means law schools and paralegal programs need to change how they teach. Relativity Academic gives students hands-on experience with RelativityOne – the legal industry's leading cloud technology platform – before they even graduate. It's just one reason why some of the top law firms in the US have joined the program.

Closing the Technology Divide

CPS Technology Grant

For nearly a decade, we have worked with the Chicago Public School system to invest up to \$250,000 annually in local schools in need of technology and supporting resources. The results are tangible: past recipients have reported better attendance, higher test scores, and increased student engagement.

Impact Grant Program

No one knows the needs of a community like the people who live there. Through the Relativity Impact Grant Program, we provide each of our employee-led Community Resource Groups, our global regions, and our Talent Pathways Alumni Network with annual funds to donate to the cause or organization of their choice.

Increasing Access to Justice

Justice for Change

The events surrounding social injustice in the United States, and broader discussions on advancing justice globally, have greatly impacted us and the communities in which we live and work – shining a light on oppression and injustice that have existed for hundreds of years. We created the Justice for Change program to leverage the unique capabilities of Relativity and our ecosystem to positively impact social justice in our communities.

Empowering Employees to Make an Impact

Donation Matching

We make it easy for Relativians to find and donate to more than 2 million causes around the globe, and we've committed \$250,000 annually to match our team's time and monetary donations.

Volunteering & Service Matching

Our volunteer opportunity repository makes it easy for our team to find causes, connect with like-minded colleagues, and amplify opportunities at their favorite organizations. We match logged service hours by sending funds to the cause of each Relativian's choice.

INCLUSION, DIVERSITY, AND BELONGING

We're building a company where everyone feels welcome. No matter where you're from, who you love, or how you move through life, you belong at Relativity.

Belonging at Relativity

Our goal is simple: Relativity should be a place where differences are celebrated and everyone feels comfortable being exactly who they are (and no one else). But belonging doesn't happen overnight – we need to work at it, together.

We're committed to building an inclusive place to work.

We create a safe, welcoming space and promote a culture of respect and support for all who work with us. Inclusion means fair treatment, access, opportunity, and advancement for all.

We're committed to a diversity of experiences across our company.

We seek diverse backgrounds and embrace everything that makes our team unique—race, ethnicity, gender identity, abilities, nationality, religion, and life experiences. It's all part of your fabric and ours, shaping the perspectives that drive innovation and strengthen our culture.

We're committed to creating pathways for success.

We recognize that not everyone's journey is the same. That's why we work to remove barriers, provide meaningful support, and ensure all employees have the opportunities and resources they need to thrive.

We're committed to taking accountability.

Everyone plays a role in IDB, from how we engage and collaborate to how we do our work. Accountability is key – it's what makes IDB part of our cultural DNA.

Where We're Creating Change

We know IDB leads to happier employees, stronger ideas, and better decisions for our company and our customers. Our approach is focused on four key areas.

Workforce

Having a diverse workforce is better for business and better for society. That's why we take strategic steps to prevent unfair systems from blocking great candidates.

Workplace

From IDB programming to Community Resource Groups, we offer resources to help Relativians actively engage, make authentic friendships, and connect to their own identities.

Communities

As a global company with employees distributed all around the world, it's crucial that we connect with and properly represent the communities in which we live and work.

Marketplace

We're a large corporation that works with a lot of outside sources. It's our responsibility to ensure we're working with a diverse supplier base and utilizing sales and marketing efforts that align with our values.

Meet Our Community Resource Groups

These voluntary, employee-led groups create a safe and secure place for employees to connect in a more meaningful, personal way.



AccessAbility

Black@Relativity (BRel)



RelAsians

Rel-L.I.T.



RelMIND

Relativity Pride



RelVets

Relativity Women of the Workplace (RelWoW)



WORKING AT RELATIVITY

At Relativity, our 1,600+ employees work tirelessly to help our customers organize data, discover the truth, and act on it. Team members are given ample opportunities to challenge themselves and grow their careers as they help us make an impact on our customers, our industry, and our communities.

Global Offices

We're headquartered in Chicago and have offices in the United States, Europe, and Australia.



Perks and Benefits

Our people enjoy comprehensive benefits, including:

- Hybrid workplace arrangements
- IT and home office stipends
- Unlimited time off
- Two company-wide breaks per year
- Comprehensive health insurance plans
- Telehealth medicine
- Wellness benefits, including a subscription to Headspace
- Long-term incentive program
- Continuous training programs

Hybrid Work Philosophy

Our people are central to our success and to our customers' success. Our hybrid workplace combines the advantages of remote work with opportunities for in-person connection and collaboration. We're committed to providing our people with a rewarding experience and we see this flexibility as the key to a happy, productive, and diverse workplace.

COMPANY AWARDS



Chicago Tribune Top Workplaces
2011, 2012, 2013, 2014, 2015, 2016,
2017, 2018, 2019, 2020, 2021, 2022, 2024



Forbes Diamond in Poland
2023



Great Place to Work Certified
2020, 2021, 2023, 2024, 2025



Microsoft Security Excellence Awards
2022, 2023

Anthem Awards
2023, 2024

Artificial Intelligence Excellence Awards
2023, 2024

Best in Biz International - Silver Winner - Most Innovative Company of the Year
2016

Built in Chicago Best Places to Work
2019, 2020, 2021, 2022

Chicago Inno - 50 on Fire
2015, 2019, 2021, 2022, 2023

Chicago's 101 Best and Brightest Companies to Work For
2011, 2012, 2013, 2014

Cities International - ChicagoNEXT Award
2015

Computerworld's 100 Best Places to Work
2017

Crain's Chicago Business - 40 Under 40 Andrew Sieja
2014

Crain's Tech Top 50 Keith Carlson
2019

CSO Award
2024

Cybersecurity Excellence Awards
2022, 2023, 2024

Deloitte - Technology Fast 500
2011, 2012, 2013, 2014

DiversityJobs Top Diversity Employer
2023

Fast Company's Best Workplaces for Innovators
2023

FORTUNE's Best Workplaces in Chicago
2018, 2022

FT Intelligent Business Winner
2018, 2019

Global InfoSec Awards
2025

ILTA Distinguished Peer Awards
2022, 2025

Inc. Best In Business
2022, 2023

Inc. Private Titans Top 50
2020

ITA CityLIGHTS - Lighthouse
2016

KMWorld - 100 Companies that Matter in Knowledge Management
2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020

LegalTech Breakthrough Awards
2023

Legalweek Leaders in Tech Law Awards - Provider E-Discovery Technology for RSMF and Enabling Access to Justice for Justice for Change
2024

Moxie Awards - Best B2B Company
2017

Moxie Awards - Best Company Culture
2016

National Best and Brightest Companies to Work For
2011, 2012, 2013, 2014

The National Law Journal - Legal Business Trailblazers and Pioneers Andrew Sieja
2013

Public Interest Law Initiative (PILI) Pro Bono Recognition Roster
2025

Techweek Chicago - Techweek100
2012, 2013, 2014, 2015, 2016

Top Workplaces USA
2022, 2023, 2024, 2025

World Business Chicago and Chicago Sister Timmy's Award - Best Technology Work Culture
2016



WHO TO CONTACT

Job inquiries: recruiting@relativity.com

Media inquiries: pr@relativity.com

Academic Program inquiries: academic@relativity.com

Campus Recruitment: talentpathways@relativity.com

Visit Us Online



231 South LaSalle Street, 20th Floor, Chicago, IL 60604
T: +1.312.263.1177 • F: +1.312.263.4351
www.relativity.com



© Relativity. All rights reserved.