



INSPIRING PROGRESS ACCELERATING IMPACT



MCCA™

2021 ANNUAL REPORT

The Minority Corporate Counsel Association (MCCA) is the preeminent advisor to C-suites across corporate America on diversity, equity, and inclusion. MCCA provides data-driven solutions for sustainable change, grounded in a quarter century of research and expertise. Through thought leadership, professional development programs, and a cutting-edge strategic advisory practice, MCCA empowers partners and members to know better, do better, and lead better – paving the way for a more just and equal future.

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President & CEO's Message

The year 2020 brought many challenges and changes to our world and although there were a few notable improvements, 2021 continued to challenge our resolve to create a more diverse, equitable and inclusive profession and workplace. Thanks to our community, all of you, MCCA remained steadfast in our efforts to discuss the hard truths about race and diversity, equity and inclusion (DEI) in our workplaces as well as the importance of building coalitions with advocates from different communities who were equally committed to seeing the transformation of a new workplace where all are welcome and belong. Today, more and more employers are realizing that we must take an active role in diversifying our profession. We see in-house counsel demanding diversity in their pitch meetings and client teams. We see law firms and corporations building pipelines of diverse talent, starting as early as high school. We see employees of all backgrounds, from associates to equity partners, mentoring the next generation of diverse attorneys.

From navigating new COVID-19 variants to consulting with leaders from law firms and corporate legal departments, 2021 was full of difficult conversations. With the release of our Diversity Scorecard, a ranking and scoring system designed to empower law firms with the data and analysis they need to develop a more effective diversity, equity, and inclusion (DEI) strategy, we found ourselves working with members and non-members who needed to understand the difficult reality of DEI challenges within their organization.

The problems are not new. We see it at the top, where 12 percent of Fortune 1000 general counsel are people of color. We feel it come promotion time, when some colleagues are judged on performance, while others are judged on potential and I hear it in the stories of young associates of color, many of whom are given “office housework” while their colleagues receive substantive assignments.

That's why I'm excited to share that in 2021 we laid the groundwork for a more robust Diversity Database that will incorporate 13 years of data—provided by 225 firms each year. The database will offer dashboards, trends analysis, and tools to more easily compare progress across firms. Knowledge is power and doing better tomorrow starts with knowing better today.

By focusing on research and hard data, promoting best practices with regards to DE&I, and helping shape our current and future leaders through multiple pipeline initiatives, MCCA is measuring making a difference in the legal profession.

It is possible to achieve inclusive workplaces and as Ruth Bader Ginsburg said, “real change, enduring change, happens one step at a time.”. We need all of you to inspire progress and accelerate our collective impact. This is our moment.

JEAN LEE

President & CEO

Minority Corporate Counsel Association (MCCA)

MCCA Board of Directors



WANJI WALCOTT
MCCA Board Chair,
Executive Committee,
Governance & Nominating Committee
Executive Vice President,
Chief Legal Officer & General Counsel



JEAN LEE
President & CEO



STUART ALDEROTY
Executive Committee
General Counsel



RICARDO ANZALDUA
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President & General Counsel
Freddie Mac



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Audit Committee Chair,
Executive Committee
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Counsel, and Chief Ethics &
Compliance Officer



SETH KRAUSS
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Committee Chair
Executive Vice President &
General Counsel



HANNAH LIM-JOHNSON
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Senior Vice President,
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& Corporate Secretary



LINDA LU
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Deputy General Counsel



LANESHA MINNIX
Finance & Investments
Committee
Senior Vice President, Chief
Legal Officer & Corporate
Secretary



AMY FLIEGELMAN OLLI
Governance & Nominating
Committee
Executive Vice President &
General Counsel



TOM ROBERTSON
Finance & Investments
Committee
Corporate Vice President
& Deputy General Counsel





ANNE ROBINSON
Governance & Nominating
Committee
Managing Director
& General Counsel



DAWN SMITH
Executive Committee
President
& Chief Operating Officer



MICHAEL TANG
Governance & Nominating
Committee
Senior Vice President,
General Counsel & Secretary



AMY TU
Audit Committee
Chief Legal Officer &
Secretary, Global Governance
& Corporate Affairs



NEIL WILCOX
Finance & Investments Committee
Executive Vice President &
Head of Corporate Social
Responsibility



MCCA 2021 Corporate Officers



JOSEPH CENTENO
Outside General Counsel
& Assistant Corporate
Secretary



HALEY AYURE
Corporate Secretary



SUZAN A. MILLER
Former Corporate
Vice President, Deputy
General Counsel &
Corporate Secretary
Intel Corporation



ROBIN H. SANGSTON
Vice President,
Chief Compliance &
Privacy Officer



MCCA Board of Advisors

MCCA N-Gen Advisory Board Members



ANNE LEE BENEDICT
MCCA N-Gen Chair
General Counsel



SAMANTHA C. GRANT
MCCA N-Gen Vice Chair,
Partner



RODNEY C. PRATT
MCCA N-Gen Vice Chair,
Vice President, Chief Administrative
Office Operations, Innovation
and Strategic Initiatives



ELENA CENTEIO
Assistant General Counsel,
Corporate Finance & Global
Innovation



TERRANCE J. EVANS
Partner



WILLIE HERNANDEZ
Head of Legal, Messenger



ALICE HSU
Partner



ANA IACOVETTA
Vice President, Deputy General
Counsel and Chief Ethics &
Compliance Officer



JENNIFER IVAN
Associate General Counsel



MIKE JACKSON
Assistant General Counsel/
Senior Director-Compliance
& Ethics & D&I Lead



LATANYA LANGLEY
Vice President, General Counsel
& Corporate Secretary



KEVIN R. LYN
Partner & Diversity Chair





SUMIT MALICK
Associate General Counsel



REGINALD M. RASCH
Chief Legal Officer &
Corporate Secretary



**KRISHNA
VEERARAGHAVAN**
Partner



**N-Gen Advisory Board
Corporate Secretary**



DANIELLE VILLOCH
Head of Legal



Mission

The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, equity and inclusion in the legal industry. It was founded in 1997 with a mission to recruit, retain and promote diverse attorneys by publishing research to providing professional development opportunities to offering advisory services. Today, MCCA empowers members with the tools needed to disrupt business as usual – and to blaze a path forward for their company, industry and corporate America.

As the preeminent voice on diversity issues in the legal profession, MCCA's thought leadership has been widely recognized. The association has received several awards including recognition by the Association of Corporate Counsel, the National LGBT Bar Association, the National Minority Business Council, Inc. and the U.S. Equal Employment Opportunity Commission.

In 2021, we earned the top Platinum Seal of Transparency from GuideStar for clearly outlining our organization's goals, strategies, capabilities and vision as well as measuring the impact of our programs. Of the 1.7 million charities, approximately 73,000 are rated in various categories (bronze, silver, gold and platinum) and about 11,000 are rated as platinum charities. We are one of the 11,000 who received a platinum rating. Our work as a nonprofit is dependent on our ability to be transparent and faithful to our mission and vision.



Vision

To make the next generation of legal leaders as diverse as the world we live in.

Core Values

Excellence

We measure, monitor, analyze and improve productivity, processes, programs, tasks and ourselves to satisfy members.

Integrity

We conduct our business in accordance with the highest professional standards by being transparent, honest and ethical in all our interactions internally and externally. We are not afraid to stand alone, especially when it is the right thing to do.

Respect

We embrace each colleague's unique talents and operate in a spirit of cooperation that values human dignity and facilitates teamwork.

Accountability

We hold ourselves accountable to a code of conduct derived from our core values.

Perseverance

We work with enthusiasm and intellect, and we are driven to surpass what has already been achieved.

2021

Key Moments

MARCH

- First Town Hall of the year with Lincoln Financial

JULY

- MCCA Board of Directors unanimously elected Wanji Walcott as the Chair of the Board of Directors, the first Black woman to lead MCCA as its Board Chair. “For the first time, the MCCA will be led by two women of color—including the first Black woman Chair—and I’m confident that together in the next phase of our work, Wanji and Jean will continue to advance the MCCA’s mission and bring us closer to a corporate America that truly looks like America.” said Stuart Alderoty, the immediate past Chair of the MCCA Board and General Counsel at Ripple.



WANJI WALCOTT

*MCCA Board Chair, Executive Committee,
Governance & Nominating Committee
Executive Vice President,
Chief Legal Officer &
General Counsel*



OCT

- Creating Pathways to Diversity Conference
- Diversity Gala
- Virtual Diversity Career Fair

NOV

- Diversity Scorecard launch
- Law Firm Diversity Report released
- Groundwork for the Diversity Database began

DEC

- MCCA's inaugural Sources of Success professional development program wrapped up

Recognition

Those Who Lead Through Innovation.

MCCA is committed to diversity, equity and inclusion in the legal profession. It is important to recognize the companies, law firms and individuals that demonstrate excellence in leadership in legal departments and the practice of law across the country. We're proud to honor and distinguish companies and firms that tried something new and succeeded, whether in recruitment, retention, mentoring, pipeline initiatives, LGBTQ+ initiatives or client development.

MCCA Awards



The George B. Vashon Innovator Award is presented to companies (not in the Fortune® 1000) and law firms (less than 500 attorneys) that have led the way with innovative best practices to assist diverse attorneys. It is named for scholar, abolitionist and lawyer George B. Vashon, who was the first licensed African American attorney in New York State (1848) and one of the first admitted to practice before the U.S. Supreme Court (1867).

Unlike previous years, in 2021, the MCCA determined the law firm honoree for the Vashon Award based on its extensive review of the 2021 MCCA Law Firm Diversity Survey submissions. Based on that extensive analysis of the firms' demographic data as well as the corresponding quantitative trend data of each firm's recruiting, retention and promotion efforts, we selected our 2021 George B. Vashon Innovator award honoree, Hanson Bridgett LLP.

2021 AWARD WINNERS





The Paula L. Ettelbrick Award is given annually and celebrates extraordinary achievements by an individual or organization in advancing lesbian, gay, bisexual and transgender attorneys. The award is named for the late Paula L. Ettelbrick whose quarter-century of work for organizations like Lambda Legal, the National Gay and Lesbian Task Force and the International Lesbian and Gay Human Rights Commission assisted thousands of individuals. Her career as an educator and mentor at institutions like New York University, Columbia University, and the University of Michigan, helped transform the national discussion regarding equality.

2021 HONOREE



SUSAN BAKER MANNING
Partner
Morgan, Lewis & Bockius LLP

Susan Baker Manning is a litigator with years of experience, and the firm's first senior pro bono trial lawyer. In this unique role, Susan leads large impact litigation matters in support of at-risk individuals and underrepresented groups, such as those seeking access to housing, healthcare, education, and other public benefits, as well as those fleeing persecution in their home countries. She also focuses on expanding the firm's longstanding commitment to civil liberties work across numerous issues, deepening relationships with clients and current partner organizations, and forming alliances with new ones.

Susan has dedicated thousands of hours to pro bono service throughout her career, and has meaningfully advanced the protection of human and civil rights. Susan's work in recent years has included successfully challenging a US Department of State policy that denied US citizenship to children born abroad to married same-sex couples, even where both parents were US citizens; winning a major US Court of Appeals for the Fourth Circuit victory for pro se asylum applicants that will ensure that even the unrepresented have a fair opportunity to present claims based on membership in a particular social group; obtaining the release of numerous US Immigration and Customs Enforcement (ICE) detainees held in conditions that put them at particular risk during the COVID-19 pandemic; and defending the rights of Georgia and Pennsylvania voters to have their ballots counted in the 2020 election. Susan's other major pro bono matters have included representing some of the largest businesses in the country in an amicus brief to the US Supreme Court in *Obergefell v. Hodges* showing how discrimination against same-sex marriage is bad for business, representing several US senators in a case involving access to the asylum system, and handling a Guantanamo Bay-related case that received international attention.

Susan's pro bono work builds on her two decades of practice as an intellectual property litigator specializing in patent, trademark, and copyright cases. Susan has argued numerous cases before US courts of appeal and has experience at the trial court level (including trying matters heard by government agencies such as the International Trade Commission). Susan has represented name-brand technology companies in matters involving a variety of technology areas including the software, internet, hardware, telecommunications, pharmaceutical, and architecture spaces.



MCCA's Annual List of Rainmakers honors talented lawyers that understand the key to business development is building your brand, fostering teamwork, understanding your clients and great lawyering. The 2021 Rainmakers were selected from an exceptional group of prominent attorneys who have a proven record, over the course of several years, of compiling books of business exceeding \$5 million annually and who have contributed significantly to their communities. The Rainmakers practice a wide variety of law from all over the country, and their success stories offer insight and inspiration to lawyers at every career stage.

2021 HONOREES



PAUL LANCASTER ADAMS
Shareholder
Ogletree, Deakins, Nash
Smoak & Stewart, P.C.



ARIF ALI
Partner, Co-Chair – International
Arbitration Practice
Dechert LLP



BILLY CHING
Partner, Chair of Private
Equity and Venture Capital
Practice Group
*Nelson Mullins Riley &
Scarborough LLP*



ERIC GREENBERG
Partner
Seyfarth Shaw LLP



MARY BETH JOHNSTON
Managing Partner
K&L Gates LLP



GREGORY KILPATRICK
Partner; Chair of Securities &
Capital Markets Department
McGuireWoods LLP



CLAUDIA LEWIS
Partner
Venable LLP



KWAME MANLEY
Partner; Global Chair,
Investigations
& White Collar Defense
Paul Hastings LLP



NOIANA MARIGO
Partner
Freshfields Bruckhaus Deringer



CHRISTINA MELENDI
Partner
Morgan, Lewis & Bockius LLP



JOSEPH ORTEGO
Partner, Chief Diversity Officer,
Vice-chair- Litigation Department
Nixon Peabody LLP



JOYCE SMITH
Partner; Chair,
California International
Commercial Practice Group
Baker McKenzie



WILL STUTE
Partner
*Orrick Herrington &
Sutcliffe LLP*



ALBERT TAN
Partner; Co-Chair, Fund
Finance Practice Group
Haynes and Boone, LLP



MAGGIE WONG
Partner
Goodwin Procter LLP



MCCA's Annual List of Rising Stars displays the bright future for the profession, which is filled with exceptional individuals of incredible potential. With backgrounds as diverse as their practice areas, MCCA's Rising Stars share a love of the law, and a pursuit of excellence and compassion for those in need. The Rising Stars show a dedication to giving back to their community while mastering the art of balancing work with lives that include being expert speakers, authors, volunteers and leaders in their industry.

2021 HONOREES



VICTORIA BECKMAN
Principal Corporate Counsel -
Lead DCU Americas
Microsoft Corporation



LAVONNE BURKE HOPKINS
Sr. Managing Legal Director-
Security & Resiliency, Digital (IT)
Dell Technologies, LLC



CYNDIE M. CHANG
Managing Partner
Los Angeles
Duane Morris LLP



**CYNTHIA
FERNANDEZ LUMERMANN**
Partner
*Wachtell, Lipton,
Rosen & Katz*



JOHN A. FISHER
Partner & Head of US Technology
and Life Sciences M&A
Freshfields Bruckhaus
Deringer US LLP



KATISHA FORTUNE
Managing Counsel,
Global Regulatory Risk &
Remediation
Walmart Inc.



ALBERT GIANG
Partner
King & Spalding LLP



KRISTIN GIVENS
Counsel
*State Farm Mutual Automobile
Insurance Company*



**NNEDINMA
IFUDU NWEKE**
Partner
*Akin Gump Strauss
Hauer & Feld LLP*



EDDIE JAUREGUI
Partner
Holland & Knight LLP



SUMIT MALLICK
Associate General Counsel
Chime Financial, Inc.



TANIA MOYRON
US Region Co-Chair, Global
Restructuring, Insolvency and
Bankruptcy Group
Dentons US LLP



SHAILA LAKHANI OHRI
Assistant General Counsel
Exelon Corporation



CEDRIC POWELL
Special Counsel
Sheppard, Mullin, Richter & Hampton LLP



ROY PRATHER III
Partner
Beveridge & Diamond P.C.



COURTNEY REID
Lead Counsel, Broker-Dealer
and Investment Adviser
Practice Group
MassMutual



TERENCE ROZIER-BYRD
Partner
Akin Gump Strauss
Hauer & Feld LLP



RAHAEL SEIFU
Senior Counsel
Google LLC



BRYAN WEBSTER
Senior Product Counsel
eBay Inc.



CARLOS WHITE
Partner
Husch Blackwell LLP

MCCA Thomas L. Sager Award



The Thomas L. Sager Award is presented to large Am Law 200 law firms (500+ attorneys) that have demonstrated a sustained commitment to improving the hiring, retention and promotion of diverse attorneys. The Sager Award was first presented in 1999 and is named after former DuPont Senior Vice President and General Counsel Thomas L. Sager, a widely respected leader in diversity, equity and inclusion. The award highlights MCCA's continued commitment to magnifying the national visibility of diversity, equity and inclusion champions in the industry.

Unlike previous years, this year, the MCCA determined the honorees for the Sager Award based on its extensive review of the 2021 MCCA Law Firm Diversity Survey submissions. Based on that extensive analysis of the firms' demographic data as well as the corresponding quantitative trend data of each firm's recruiting, retention and promotion efforts, we selected our 2021 Thomas L. Sager Award finalists and national winner.

2021 NATIONAL WINNER

PERKINScoie

2021 NATIONAL FINALISTS



Freshfields

JacksonLewis

Littler

**WILSON
SONSINI**

The Charlotte E. Ray Award



The Charlotte E. Ray Award is presented to a woman lawyer for her exceptional achievements in the legal profession and extraordinary contribution to the advancement of women in the profession. The award is named for Charlotte E. Ray, a legal pioneer and the first African-American female lawyer in the United States.

2021 HONOREE



SHERRILYN IFILL

President and Director-Counsel
NAACP Legal Defense and Educational Fund, Inc. (LDF)

Sherrilyn Ifill is the President and Director-Counsel of the NAACP Legal Defense and Educational Fund, Inc. (LDF), the nation's premier civil rights law organization fighting for racial justice and equality. LDF was founded in 1940 by legendary civil rights lawyer (and later Supreme Court justice) Thurgood Marshall and became a separate organization from the NAACP in 1957. The lawyers at the Legal Defense Fund developed and executed the legal strategy that led to the Supreme Court's decision in *Brown v. Board of Education*, which is widely regarded as the most transformative and monumental legal decision of the 20th century. Ifill is the second woman to lead the organization.

Ifill began her career as a Fellow at the American Civil Liberties Union, before joining the staff of LDF as an Assistant Counsel in 1988, where she litigated voting rights cases for five years. In 1993, Ifill left LDF to join the faculty at University of Maryland School of Law in Baltimore. Over 20 years, Ifill taught civil procedure and constitutional law to thousands of law students and pioneered a series of law clinics, including one of the earliest law clinics in the country focused on challenging legal barriers to the reentry of ex-offenders. Ifill is also a prolific scholar who has published academic articles in leading law journals and op-eds and commentaries in leading newspapers. Her 2007 book "On the Courthouse Lawn: Confronting the Legacy of Lynching in the 21st Century," was highly acclaimed and is credited with laying the foundation for contemporary conversations about lynching and reconciliation. A 10th anniversary edition of the book was recently released with a foreword by Bryan Stevenson, the acclaimed lawyer and founder of the national lynching memorial in Montgomery, AL.

In 2013, Ifill was invited back to the Legal Defense Fund – this time to lead the organization as its 7th Director-Counsel. In that role, Ifill has increased the visibility and engagement of the organization in litigating cutting edge and urgent civil rights issues and elevating the organization's decades-long leadership fighting voter suppression, inequity in education, and racial discrimination in the criminal justice system. At critical moments during national political and civil rights crises, Ifill's voice and vision have powerfully influenced our national dialogue. Ifill is a frequent public commentator on racial justice issues, known for her fact-based, richly contextualized analysis of complex racial issues. She is a trusted and valued advisor to civic and community leaders, national civil rights colleagues, and business leaders.

Ifill graduated from Vassar College in 1984 with a B.A. in English and earned her J.D. from New York University School of Law in 1987. She is a recipient of numerous honorary doctorate degrees and awards. In 2019, Ifill was inducted into the American Academy of Arts & Sciences. In 2020, she was named Attorney of the Year by *The American Lawyer* and was a 2020 *Glamour Magazine* Woman of the Year. In 2021, Ifill was appointed to President Biden's Commission on the Supreme Court. She serves on the boards of the Learning Policy Institute, the NYU Law School of Trustees, the Baltimore Museum of Art, and the Profiles in Courage Advisory Board.



Employer of Choice

MCCA's vision is to make the next generation of legal leaders as diverse as the world we live in. One way we strive to accomplish this goal is to recognize and honor outstanding law departments that are leading the charge in change and helping diverse attorneys break through the concrete ceiling. The Employer of Choice Award (the "EOC") is designed to spotlight industry-leading Fortune® 1000 corporate legal departments who have succeeded in creating, implementing and maintaining a legal department that is focused on diversity, equity and inclusion.

Diversity

Demonstrates an appreciation for their differences.

Inclusion

Creates an environment in which people want to stay.

Equity

Provides access to the same opportunities and acknowledges we all don't start from the same place.

MCCA publicly recognizes those organizations that are successful at hiring, retaining and developing today's best and brightest legal talent as the Employer of Choice. The selection criteria include:

- **Alignment**
Alignment of diversity activities with long-term, corporate-wide strategic initiatives.
- **Commitment**
Commitment from senior management that translates into measurable objectives at the business unit level.
- **Accountability**
Metrics for accountability.
- **Compensation**
Compensation of senior management in the legal department tied to the results of diversity efforts.
- **Substantive**
Substantive training programs.
- **Leadership**
Leadership through creating an environment that eliminates barriers to communication and encourages everyone's contributions.
- **Implementation**
Demonstrated institutional implementation or design of policies and practices that support people in doing their best work and developing to their fullest potential.
- **Programs / Policies**
Formal programs or policies that value, encourage and enable individual attorney growth and improvement (e.g. mentoring, skills development seminars, etc.).
- **Value**
Value of diversity. Awardees are trailblazers whose personal and/or professional paths have helped to effect change in our society and inspire others. While not limited to the legal profession, awardees display values and commitments in line with the MCCA mission.

EMPLOYER OF CHOICE AWARD NATIONAL WINNER 2021



ABOUT ABBVIE

AbbVie's mission is to discover and deliver innovative medicines that solve serious health issues today and address the medical challenges of tomorrow. We strive to have a remarkable impact on people's lives across several key therapeutic areas: immunology, oncology, neuroscience, eye care, virology, women's health and gastroenterology, in addition to products and services across its Allergan Aesthetics portfolio.

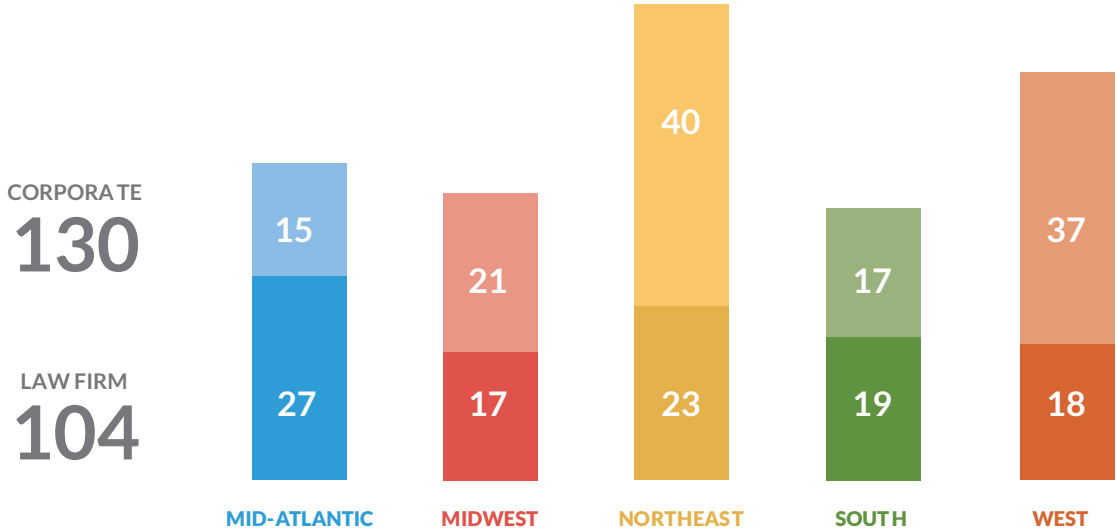


Membership

Founded in 1997, MCCA is a 501(c)(3) corporate counsel association. In 2011, MCCA realized the value of partnership with law firms and created the Firm Affiliate Network (“FAN”) membership. The power of partnership and its benefits became clearer over time, and in 2017, MCCA revamped its membership structure to include both corporate legal departments and law firms. MCCA created its one membership model open to all corporate legal departments and law firms based on their needs and interest in engagement. In addition to creating more diverse legal departments and law firms, MCCA helps its members foster more inclusive and equitable legal departments and law firms – environments where underrepresented groups feel empowered to speak freely about their opinions and perspectives.



Members Breakdown by Region 2021



TOTAL MEMBERS
234

MEMBERSHIP PORTAL DATA:

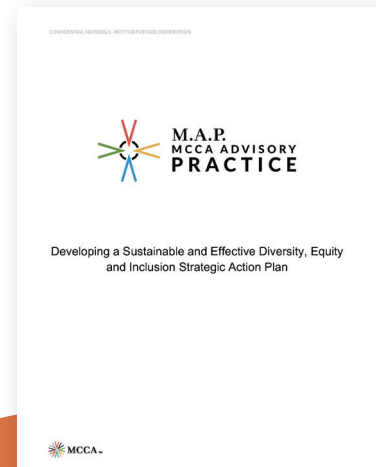
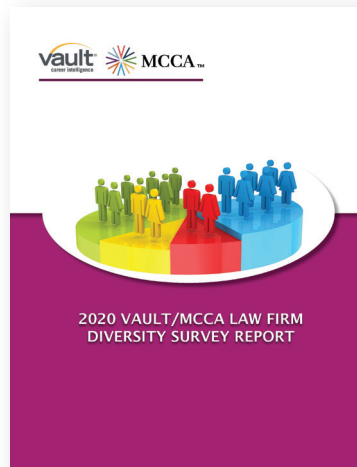
84 of MCCA's members used the member portal this year to access MCCA's research, best practices and checklists. The top downloaded files were:

FILES DOWNLOADED: 218 TIMES

1. Legal-Department-Template-for-DEI-Strategy-2021: 23 downloads



2. All tied for 15 downloads:
 - a. 2021-MCCA-Fortune-1000-GC-Survey
 - b. 2020-Vault_MCCA-Law-Firm-Diversity-Survey-Report
 - c. Developing-a-Sustainable-and-Effective-Diversity-Equity-and-Inclusion-Strategic-Action-Plan.zip



FILES VIEWED: 254 TIMES

1. Legal-Department-Template-for-DEI-Strategy-2021:
25 views
2. 2021-MCCA-Fortune-1000-GC-Survey: 17 views
3. Developing-a-Sustainable-and-Effective-Diversity-
Equity-and-Inclusion-Strategic-Action-Plan.zip &
2020-Vault_MCCA-Law-Firm-Diversity-Survey-
Report: 16 views

Research & Resources

MCCA furthers its mission through publishing research to increase cultural competence, promote diversity, equity and inclusion efforts and share best practices in the legal profession. Among the research MCCA has published is the annual MCCA Law Firm Diversity Survey report, the annual General Counsel Survey report tracking minority and women general counsel in the Fortune® 500 and Fortune® 1000 corporations, reports on emerging new trends and challenges in the legal profession and surveys which examine firms that are diverse, inclusive, and profitable.

This year we unveiled the MCCA Diversity Scorecard and laid the groundwork for the MCCA Diversity Database.

MCCA DIVERSITY SCORECARD

The Scorecard is a response to years of requests from general counsel for a transparent industry benchmark to assess DEI metrics, develop actionable policies, and ultimately, drive competitive advantage. It relies on 14 years of data from the MCCA's annual Law Firm Diversity Survey ("Survey") and was developed in active consultation with many leading general counsel and law firms.

- The Scorecard applies an objective methodology which is made up of longitudinal data that has been collected and reviewed for accuracy by a third party through MCCA's annual Survey. Through this rigorous process, the Scorecard assesses law firms along four key categories: demographics, recruitment, retention/attrition, and promotion for women and diverse groups, particularly those from underrepresented racial and ethnic backgrounds. The tool is both customized and comparative, allowing firms to benchmark their personal progress against that of similar sized firms and the overall industry. The Scorecard measures quantitative data on the number of attorneys from all backgrounds at each firm and then synthesizes DEI efforts into a comprehensive, digestible format. For the first time, firms can use the tool to assess their progress on recruiting, retaining, and promoting employees from a specific gender and/or diverse background over time, determine internal policies that can be strengthened, benchmark their efforts against similar sized firms, and adapt their policies to drive sustained impact and results.
- The following signatories have reviewed and affirmed that they will ask their law firms to provide their MCCA scorecard and to use each of the firm's scorecard as a metric in the corporate legal department's evaluation of how firms are progressing in their diversity, equity and inclusion (DEI) efforts. In addition, signatories agree that this is the first step in establishing a benchmark to better understand minimum standards to evaluate law firms' DEI efforts.

NAME	TITLE	COMPANY
Wanji Walcott	Executive Vice President, Chief Legal Officer & General Counsel	Discover Financial Services
Ricardo Anzaldua	Former Executive Vice President & General Counsel	Freddie Mac
Duane Holloway	Senior Vice President, General Counsel, Chief Ethics & Compliance Officer	United States Steel Corporation
Seth Krauss	Chief Legal Officer	Endeavor
Sandra Leung	Executive Vice President & General Counsel	Bristol-Myers Squibb
Hannah Lim-Johnson	Senior Vice President, Chief Legal Officer & Corporate Secretary	Meritor, Inc.
Linda Lu	Senior Vice President & Deputy General Counsel	Transunion
Lanesha Minnix	Senior Vice President, Chief Legal Officer & Corporate Secretary	Flowserve Corporation
Amy Fliegelman Olli	Executive Vice President & General Counsel	VMware, Inc.
Tom Robertson	Corporate Vice President & Deputy General	Microsoft Corporation
Anne Robinson	Managing Director, General Counsel & Corporate Secretary	The Vanguard Group, Inc.
Dawn Smith	President & Chief Operating Officer	Cologix, Inc.
Michael Tang	Senior Vice President, General Counsel & Secretary	Agilent Technologies, Inc.

NAME	TITLE	COMPANY
Amy Tu	Chief Legal Officer & Secretary, Global Governance & Corporate Affairs	Tyson Foods, Inc.
Neil H. Wilcox	Executive Vice President & Head of Corporate Social Responsibility	Fiserv, Inc.
Craig Glidden	EVP, Global Public Policy, General Counsel & Corporate Secretary	General Motors Company
Hilary Krane	Executive Vice President, Chief Administrative Officer & General Counsel	Nike, Inc.
Nassib Abou-Khalil	Chief Legal Officer	Nokia Corporation
Kelly Mahon Tullier	Vice Chair, Chief People and Administrative Officer	Visa, Inc.
Jose Ramon Gonzalez	Senior Executive Vice President, Chief Legal Officer and Corporate Secretary	Equitable Holdings, Inc.
Laurence Midler	Executive Vice President, General Counsel and Chief Risk Officer	CBRE Group, Inc.
Elisa Garcia	Chief Legal Officer	Macy's, Inc.
Richard Verma	General Counsel and Head of Global Public Policy	Mastercard, Inc.
Rich Baer	Chief Legal Officer	Airbnb, Inc.
Anne Lee Benedict	Chief Legal Officer and Secretary	Thomas James Homes
Craig Silliman	Executive Vice President and Chief Administrative, Legal and Public Policy Officer	Verizon Communications

- We celebrate the top-ranking firms in groups 3, 4 and 5 for 2021. They are listed below in alphabetical order.

GROUP 5 (MORE THAN 501 LAWYERS)

Akerman LLP
 Cooley
 Covington and Burling LLP
 Crowell & Moring LLP
 Davis Wright Tremaine LLP
 Freshfields Bruckhaus Deringer US LLP
 Hogan Lovells US LLP
 Jackson Lewis P.C.
 Littler Mendelson P.C.
 Morgan, Lewis & Bockius LLP
 Morrison & Foerster LLP
 Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
 O'Melveny & Myers LLP
 Orrick, Herrington & Sutcliffe LLP
 Paul, Weiss, Rifkind, Wharton & Garrison LLP
 Perkins Coie LLP
 Reed Smith LLP
 Sheppard, Mullin, Richter & Hampton LLP
 WilmerHale
 Wilson Sonsini Goodrich & Rosati

GROUP 4 (251 – 500 LAWYERS)

Carlton Fields
 Epstein Becker & Green, P.C.
 Fenwick & West LLP
 Finnegan, Henderson, Farabow, Garrett & Dunner, LLP
 Jackson Walker LLP
 Jenner & Block LLP
 Kasowitz Benson Torres LLP
 Knobbe Martens
 Quarles & Brady LLP
 Williams & Connolly LLP

GROUP 3 (101 – 250 LAWYERS)

Beveridge & Diamond, P.C.
 Buckley LLP
 Chapman and Cutler LLP
 Constangy, Brooks, Smith & Prophete, LLP
 Hanson Bridgett LLP
 Kobre & Kim
 Kopka Pinkus Dolin
 Lane Powell
 Meyers Nave
 Munger, Tolles & Olson LLP

ANNUAL MCCA LAW FIRM DIVERSITY SURVEY AND DATABASE

MCCA partners with Vault for the annual MCCA/Vault Law Firm Diversity Survey™. This is the 18th edition of our annual survey since we launched the initiative in 2004 to support the Chief Legal Officers' Call to Action to increase diversity in the legal profession. We worked closely with a general counsel advisory group to draft questions that will improve diversity, equity and inclusion and measure progress.

MCCA and Vault have also developed a database of historical survey results to make it easier for in-house counsel to track diversity within a particular firm and for law firms to benchmark their progress against their peers. Updated annually with the survey data collected directly from more than 225 law firms, the Vault/MCCA Diversity Database is the only comprehensive database of its kind in the legal profession. The database includes 13 years of information for a majority of the AmLaw 200 firms as well as dozens of smaller firms.

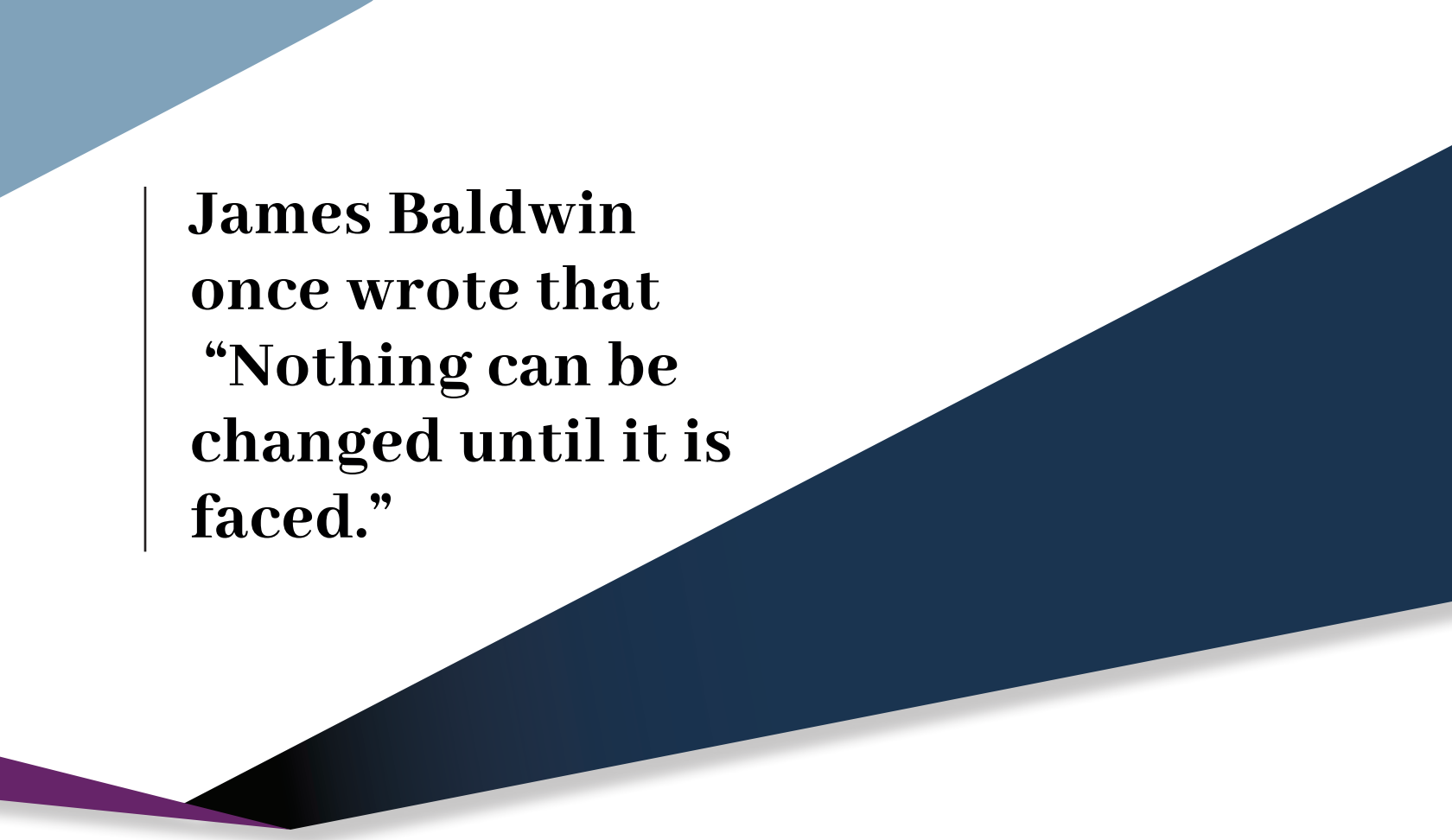
George Floyd and MCCA's Impact

One year ago, we watched in horror as the life left George Floyd's body, and we knew, as the Board of the MCCA, that we had to say something and do something to reduce the number of similar tragedies from occurring again. We also knew that the racism we saw that day was a more insidious form of the daily racism our BIPOC (Black, Indigenous, People of Color) colleagues experience in our offices. That was a difficult truth, but we chose to confront it head-on—and said as much in a statement denouncing systemic racism and demanding systemic reform.

We formed a Task Force to identify the sources of the challenges our BIPOC colleagues experience in the workplace, and to increase racial awareness and equity in our profession. The Task Force found that, above all, corporate and legal workplaces across the country lacked awareness of social and racial inequities, as well as of the toll these inequities enact on our BIPOC colleagues. These workplaces had allocated limited resources to address these challenges—an issue that only exacerbated existing inequities.

Once we identified these key challenges, we worked to find solutions. To address the lack of understanding about workplace inequities, we invited our community of 20,000 MCCA members together for the difficult conversations that raise awareness for advocates and allies alike. Our Town Halls provided a forum for our members to openly discuss issues that too often go undiscussed—from the emotional burden of being “the only one” to the pain that came with seeing corporate America wake up to systemic racism. Our General Counsel Roundtables continued these conversations, bringing together a more intimate group to build anti-racism skills and create a culture of inclusion and equity in their departments. And to further empower our community, we launched a new campaign, “Activating Change Together,” which equipped our members with toolkits, trainings, and other resources designed to help them affect systemic change in their companies.

Over time, we hope to see more results, but are heartened by the initial, positive responses from our community: a 505% increase in Town Hall engagement from 2019 to



**James Baldwin
once wrote that
“Nothing can be
changed until it is
faced.”**

2020, a 410% increase in member downloads of our MCCA Advisory Practice toolkits over that same period. What mattered just as much were the stories we heard— of the allies who felt a fierce urgency to support their BIPOC colleagues; of the leaders who felt newly empowered to make their company’s hiring, retention, and promotion policies more equitable; and of the many members who finally felt seen and heard in their companies, some for the very first time. As one member told us, “This is the kind of intentional work that will drive the future of our legal community.”

At the same time, we know that we have more work to do—both in our organization, and across our profession. Internally, we know that we must do a better job of demanding that all of our member companies be more transparent and accountable in their data sharing. Doing anything less will result in a decline in diversity and stifle progress towards equitable and inclusive workplaces. If the past year of losses—losses of women in the workforce, declines of some underrepresented groups in our profession—teach us anything, it’s that our gains are never

permanent, and that we must be vigilant in defending, and expanding upon them. As we continue on our journey as an organization, and head towards a 25th year anniversary of our founding next year, we welcome feedback from our members on how best we can do so, as well as on any other feedback they wish to share.

We will continue to challenge the status quo and advocate for systemic change; and support our members who are courageously pushing for more diversity, equity and inclusion in their workplaces, as well as new challenges they may encounter as we return to our offices. We will continue until systems of racism have been reduced, if not eradicated and until we are successful in building a corporate America that looks like America. We hope you will join us in the next phase of our work.

SOCIAL MEDIA

MCCA's digital reach and engagement continues to perform well overall with all key performance indicators that measure brand awareness & engagement levels including but not limited to followers, likes, and engagement across LinkedIn, Facebook and Twitter.

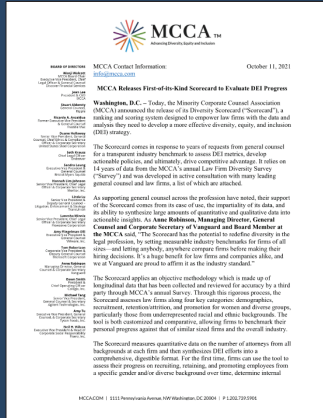
LinkedIn was MCCA's most visited social media platform. In 2021, MCCA amassed a total of 11,000 LinkedIn followers and gained 215,000 impressions from 114 different LinkedIn posts.

TOP POSTS OF 2021

LinkedIn

facebook

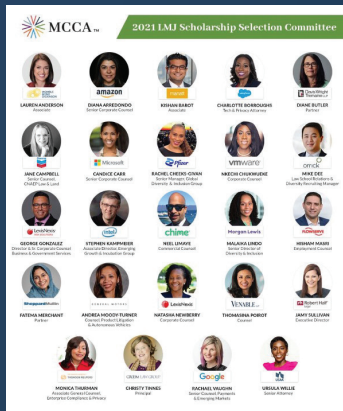
1



2



3



Education & Training

MCCA offers a wide range of educational and training programs to help members understand – and improve – the scale of diversity, equity and inclusion within their respective organizations. We do more than just agitate and advocate. We work with both law firms and corporate organizations to create two-sided success: success for promising diverse lawyers, and success for the companies and firms that employ them.

Professional Development Program

THE C-SUITE LEADERSHIP INSTITUTE

The C-Suite Leadership Institute (the “Program”) is an effort by senior leaders in the legal community to effectively change the landscape of the legal profession at its highest levels, specifically in the C-Suite as general counsel in Fortune 500 companies. The Program provides a platform for senior leaders to identify, develop, and promote talented attorneys of color. It is structured with panels, workshops, and individual meetings with influential leaders.

This year we hosted the 5th C-Suite Leadership Institute virtually. The Program panels featured insights from Fortune 1000 GCs, consultants, and executive search professionals, and focus on topics such as leadership development, executive presence, communications, corporate governance, and crisis management. There were group sessions and networking opportunities to promote networking amongst peers and leaders.

THANK YOU TO OUR C-SUITE SPEAKERS:



BOB BARKER
Managing Partner



ALICIA BASSUK
Founder & President



RICH BRAATEN
Senior Facilitator &
Leadership Coach



ENRIQUE CABRERA-CABAN
Senior Leadership Specialist



DWAIN CELISTAN
Managing Partner, Global
Diversity Practice



DONEENE DAMON
Director & President



CYNTHIA DOW
Managing Director & Head of Global
Legal, Regulatory, and
Compliance Practice



KENDALL FERGUSON
Legal, Compliance and
Government Affairs Practice





JENNIFER GERNEY
Executive Search & Leadership
Advisory Consultant



JOSÉ RAMÓN GONZÁLEZ
Chief Legal Officer &
Corporate Secretary



JAY KIM
Partner – In-House Counsel
Recruiting



THOMAS KIM
Chief Legal Officer &
Company Secretary

SpencerStuart



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LATANYA LANGLEY
Vice President, General Counsel
& Corporate Secretary



JENNY LAWTON
Executive Vice President



PAUL ORTIZ
Compliance, IP Security &
Supply Chain
Security Executive



TINA SHAH PAIKEDAY
Global Head of DE&I
Advisory Services



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 **Russell
Reynolds
ASSOCIATES**



JULIE PERKINS
Senior Associate – Legal,
Compliance, &
Regulatory Practice



JUDITH REINSDORF
Director,
Alexion Pharmaceuticals,
Teach for America NJ
NACD New Jersey



BRANDY RUSSELL
Partner



DANIEL TRUJILLO
Former EVP, Global Chief Ethics
& Compliance Officer

SpencerStuart



**DEBBIE WALTERS-
FRANCIQUE**
Vice President & Assistant
General Counsel



DENISE ZAMORE
Senior Associate
General Counsel



Inspiring Progress, Accelerating Impact

2021 LMJ SCHOLARSHIP

For 16 years, the LMJ Scholarship has been nurturing the careers of outstanding law students and widening our profession's diversity pipeline.

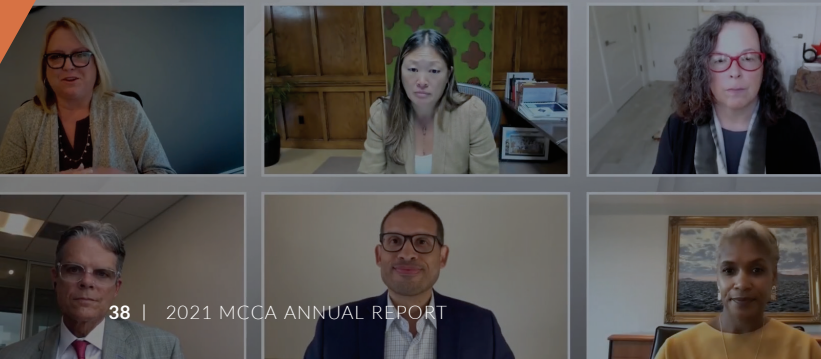
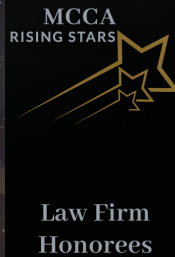
The LMJ Scholarship has helped students whose families worked three jobs to send them to college. It has helped students who grew up translating documents for their immigrant parents. Students whose perspectives we desperately need in our profession.

Those students are now rising and activating change at the highest levels of corporate America, at top nonprofits, and at district and appellate courts around the country.

Our LMJ Scholars and LMJ Alumni exemplify the best of our profession: passion, perseverance and dedication. We are proud of the outstanding accomplishments of these students and attorneys and look forward to helping them break barriers to entry and soar to the highest levels of corporate America. Since its inception, the LMJ Scholarship has awarded over \$3.7 million in scholarships to 222 students.



Conferences & Events





GLOBAL TEC FORUM

In order to ensure the health and safety of MCCA's members, sponsors, employees and guests, MCCA partnered with In-House Focus to create the Global TEC Virtual Summit ("G-TEC Virtual Summit") – an immersive day of programming that brings our community together to share ideas and strategies to navigate these uncharted territories. The G-TEC Virtual Summit combines CLEs, with creative breakout sessions including live Q&As, group discussions with legal leaders, virtual networking and more.

The G-TEC Virtual Summit provided attendees an opportunity to speak directly with 40+ legal leaders on a virtual platform. MCCA was able to bring the community together and discuss how diversity, equity and inclusion has been affected by this global pandemic and how we can reach across the aisle and unite as one voice and collectively amplify our efforts.



CREATING PATHWAYS TO DIVERSITY®

The Creating Pathways to Diversity® conference focuses on global diversity and inclusion, talent optimization, inclusive leadership and management to bolster the promotion and retention of diverse attorneys. The program offers practical development tools, best practices and resources for individual lawyers and organizations. For individuals, there are workshops to improve rainmaking and business development skills, including the MCCA Pitch Session Network. The Pitch Session Network allows corporate law departments to directly connect with diverse attorneys, diversify their service client portfolios and assist in holding law firms and legal service providers accountable for their diversity efforts. For organizations, expert panels address areas for improved execution of a diversity and inclusion strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. This year Pathways was held virtually.

For individuals, there are workshops to improve rainmaking and business development skills, including The Blueprint: Mock Pitch Workshop. For organizations, expert panels address areas for improved execution of a diversity, equity and inclusion strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. Additionally, the annual Rising Stars and Rainmakers are announced as well as the winners of the George B. Vashon Innovator Award and Paula L. Ettelbrick Award.



“Appreciate all the candid insight and ideas. This has been a great panel and enjoyed everyone being “real” and open. Refreshing to see.”

—Susie Choung, Northrop Grumman

“As always, the MCCA Pathways conference leaves me feeling inspired and energetic, despite some disheartening stats. Onward and upward!”

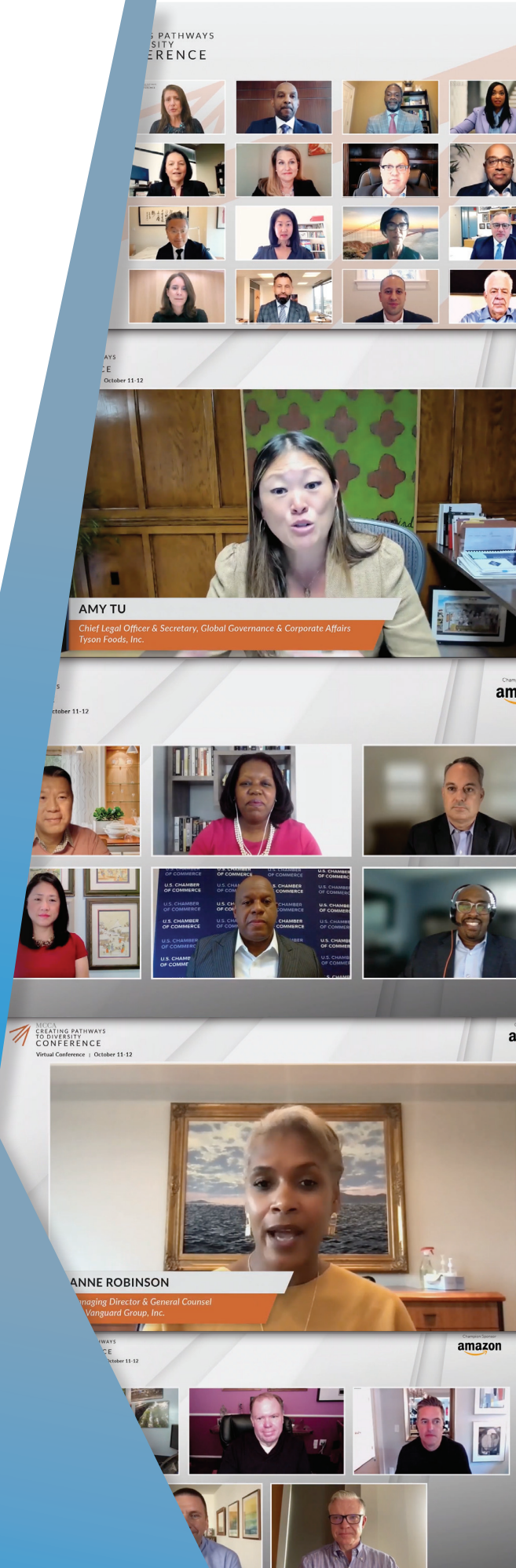
— Rama Balachandran, Citigroup

“Thank you for this session. As D&I Chair of my firm, you have given me some ideas/issues to consider to make sure we are being inclusive of all diverse attorneys. Thank you!”

—Christy Times, Groom Law Group

“Hearing these honest behind-the-scenes view of how leaders approach these issues so helpful. Thank you all for sharing!”

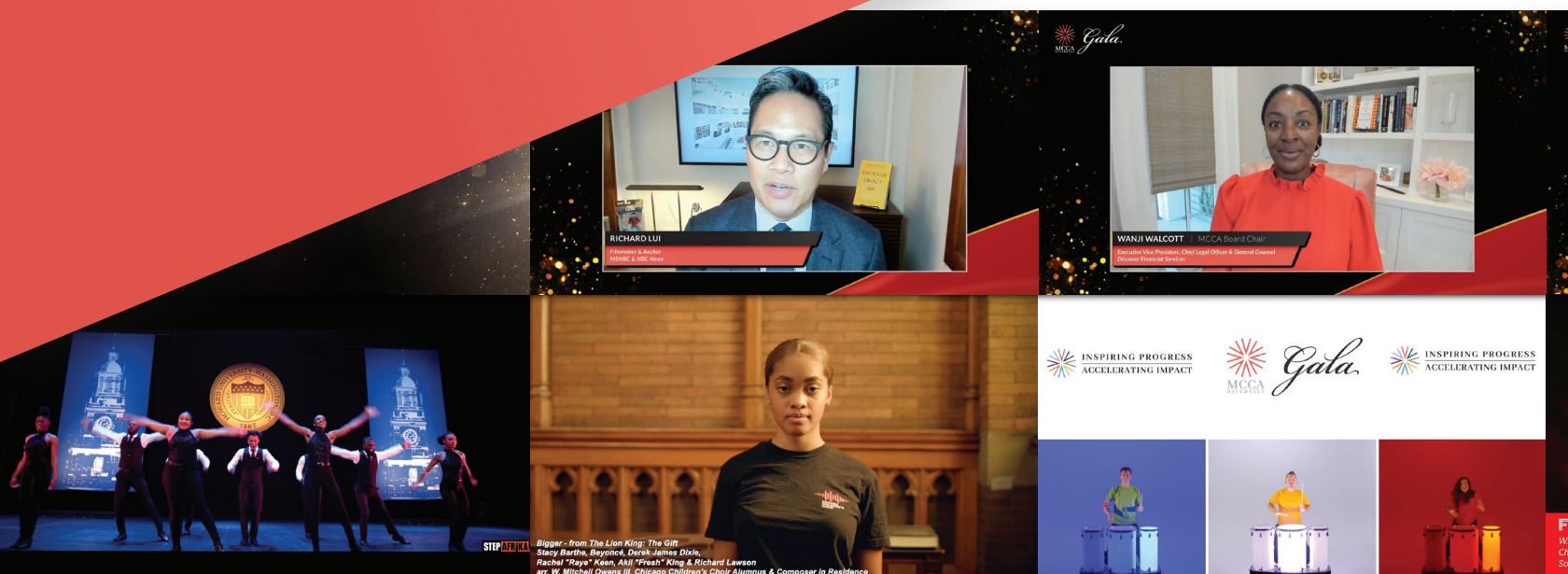
— Kathleen Chen





DIVERSITY GALA

Coinciding with the Creating Pathways to Diversity® Conference, is the annual Diversity Gala. The funds raised from our Diversity Gala support MCCA's research, conferences and professional development programming throughout the year. The Gala features an elegant networking reception and an awards program honoring individuals, corporate legal departments and law firms championing diversity and inclusion in the legal profession. The Charlotte E. Ray Honoree, the Thomas L. Sager Award Winner as well as the Employer of Choice Winner are honored at this premier event attended by leaders in the legal community from Fortune 500 companies and top law firms.



**“Wonderful and inspiring event.
Thank you Jean Lee, Sophia
Piliouras and the rest of the
MCCA team! Looking forward
to MCCA’s 25th Anniversary in
2022!”**

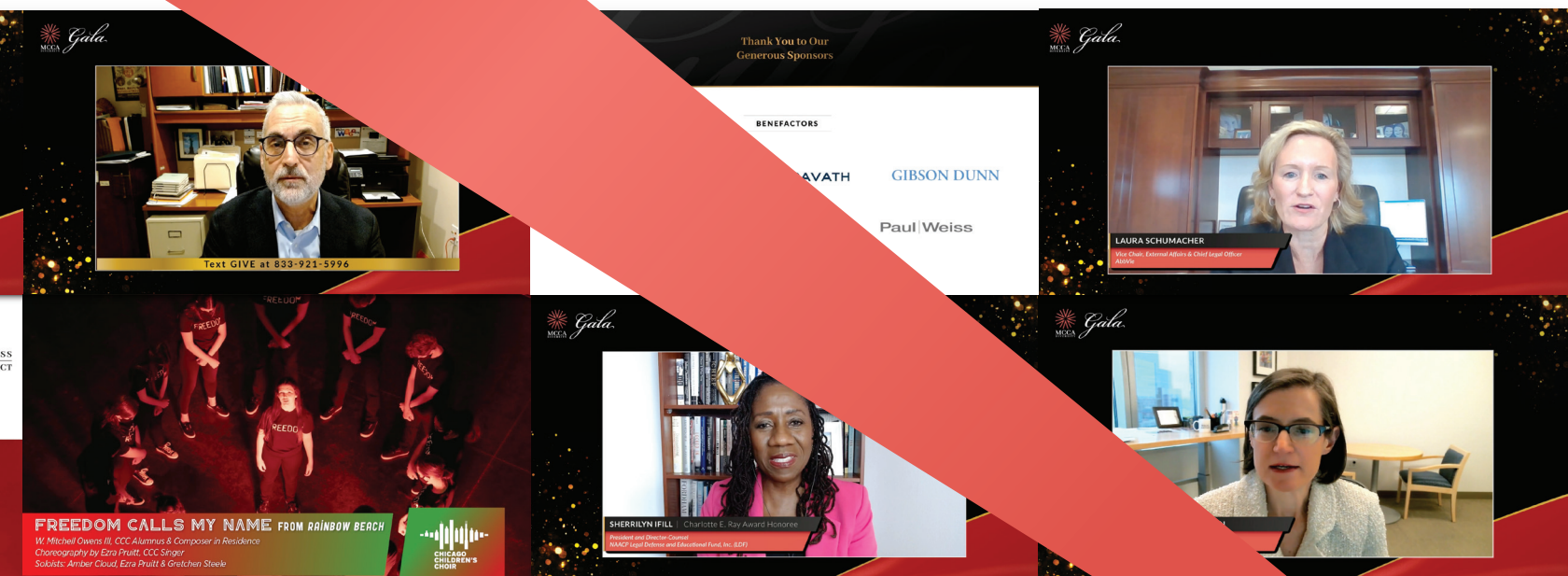
–Samantha Grant, Sheppard Mullin Richter &
Hampton LLP

**“Thank you to our Master of
Ceremonies/Host for centering
us so well! This has been a
wonderful program!”**

– Patrice Howard, Arent Fox LLP

**“It takes a village! Thank you for
your partnership!”**

– Genhi Givings Bailey, Perkins Cole LLP





VIRTUAL DIVERSITY CAREER FAIR

Organizations of all sizes are realizing that diversity is no longer just a moral imperative and recruitment of diverse talent has become a strategic business goal. Employees favor diverse organizations over their homogenous competitors; innovation depends on the viewpoints of many; and higher profit follows where organizations diversify their teams. As a response for a need and want from employers to seek diverse employees and for jobseekers to connect with organizations committed to DE&I, we hosted the first ever MCCA Diversity Career Fair. The inaugural fair was held virtually, which allowed 29 prospective employers and 323 candidates to connect from across the nation.



TOWN HALLS

Launched in 2017, MCCA hosts quarterly 60-minute “Town Halls” via Facebook Live as an effort to strengthen our relationship with our existing members, sponsors and prospective members. These Town Halls are a great way to learn about our new initiatives, provide constructive feedback and engage further as a partner in our mission and vision. We want to hear from our community so together we can achieve our vision and make the next generation of legal leaders as diverse as the world we live in.

The most popular Town Hall in 2021 was titled, “Recruiting Inclusively with MCCA Member, Lincoln Financial Group” with speakers Alice Palmer, Vice President, Chief Counsel, Retirement Plan Services and Brandy Smith, Vice President, Workplace Diversity & Counsel.

Advisory Practice & Strategic Services

MCCA offers advisory and strategic services as a resource for legal professionals dedicated to increasing the impact, effectiveness and sustainability of their respective organization's diversity, equity and inclusion initiatives. We serve as a partner in developing, implementing and maintaining a strategic diversity focus within corporate legal departments and law firms by providing members with the tools, expertise, methodology, research and professional assistance to be more effective and impactful.



MCCA is an active voice and community of legal professionals committed to racial equity and systemic reformation in our communities, organizations, and businesses. We must lead the change we hope to see. With society's increased demand for transparency, accountability and equity, we embrace the opportunity to lead well and shape our future together with our members and partners.

With over 24 years of experience in advancing diversity, equity, and inclusion in the legal profession, MCCA has been leading the discussion and is uniquely positioned to provide corporate legal departments and law firms with substantive, data-driven, and customized solutions for establishing and implementing effective and sustainable DEI programs. Each tier of service provides ample opportunities for listening, learning, peer-to-peer sharing, skillset development, strategy refinement, and practical guidance for systemic change.

The following tools are in the MCCA Member Portal:

- Interrupting Bias in Mentorship
- Interrupting Bias in Hiring and Recruiting
- Interrupting Bias in Assignments
- Interrupting Bias in Performance Evaluations
- Interrupting Bias in Compensation
- Developing an Effective and Sustainable DEI Strategic Plan
- Outside Counsel Diversity Guidelines and RFP Questionnaire Best Practices
- Diversity Return on Investment (DROI)
- Diversity, Equity & Inclusion Law Firm Self-Assessment
- Diversity, Equity & Inclusion Corporate Legal Department Self-Assessment

CAREER CENTER

Hot Jobs: Hot Jobs is a members-only benefit created to help MCCA members that are thinking strategically about how they will recruit diverse candidates into their recruiting process. It is a platform specifically created to further MCCA's mission in advancing the recruitment of diverse attorneys. We are pleased to announce Hot Jobs is now searchable on the MCCA website (<https://www.mcca.com/career-center/hot-jobs/>) and our new and improved email blast of Hot Job announcements will be circulated to our members twice a month.

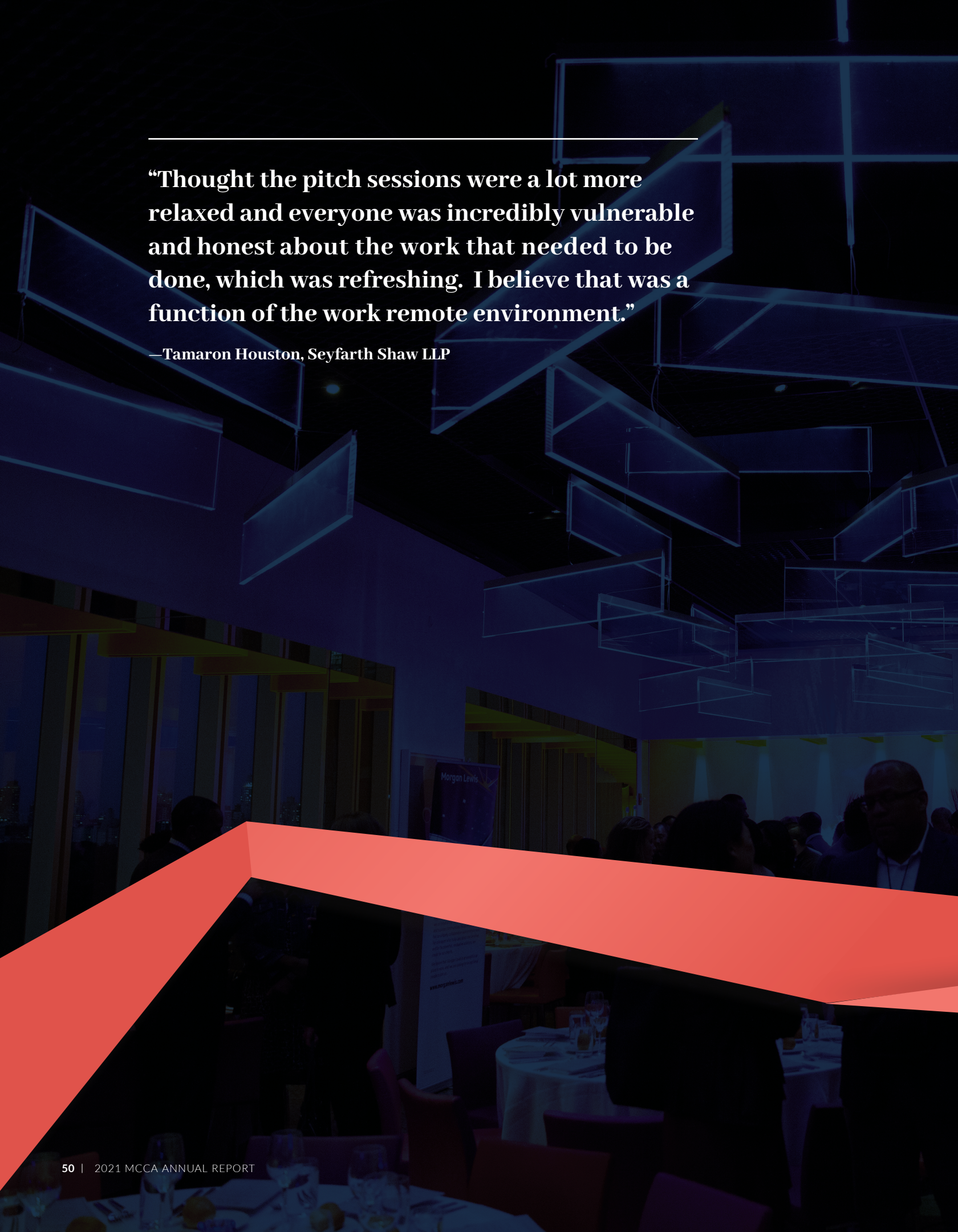
MCCA Job Bank: Members and non-members wishing to advertise open positions to our diverse network may post them through MCCA's Job Bank. Employers have access to a host of tools and features and will be able to post new positions for as low as \$300 for MCCA Members and \$400 for MCCA Non-Members. MCCA's Job Bank has over 400 views per job and thousands of searchable resumes of diverse candidates.

PITCH SESSION NETWORK

MCCA created the Pitch Session Network (“PSN”) to address the lack of diversity at the equity partner-level in law firms. MCCA and committed general counsels came together to strategize on how to encourage strategic progress in law firms.

MCCA hosted the Fifth Annual PSN at the 2021 Creating Pathways to Diversity® Conference (“Pathways Conference”). PSN allows in-house counsel to virtually connect with diverse law firm partners at majority law firms, diversify their preferred provider portfolios and hold law firms accountable for their diversity efforts. PSN provides a platform for diverse law firm partners and legal service providers to meet privately, make meaningful connections and build lasting business relationships with corporate legal departments interested in legal services.

MCCA partnered with the Hispanic National Bar Association (HNBA), National Asian Pacific American Bar Association (NAPABA) and National Bar Association (NBA), resulting in 100 meetings—the most connections to date. The 2021 corporate members included Amazon, AbbVie, Agilent, Citi, Direct TV, Endeavor, Goldman Sachs, Johnson & Johnson, JP Morgan Chase Co, Kyndryl Inc., Microsoft, Optum, State Farm, St. Jude Children’s Research Hospital, and Tyson. The PSN provides a platform for diverse NAPABA, HNBA, NBA and MCCA Law Firm member attorneys to make meaningful connections with in-house counsel interested in legal services.



“Thought the pitch sessions were a lot more relaxed and everyone was incredibly vulnerable and honest about the work that needed to be done, which was refreshing. I believe that was a function of the work remote environment.”

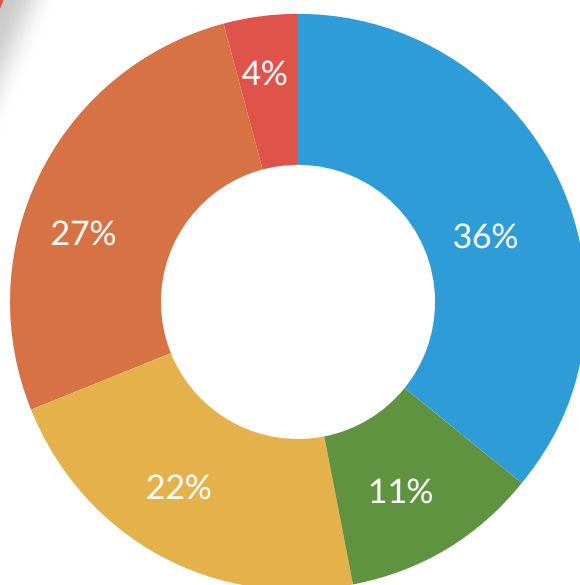
—Tamaron Houston, Seyfarth Shaw LLP

UPCOMING EVENTS:

- Creating Pathways to Diversity Conference, October 17 - 19, New York, Marriott Marquis
- Diversity Gala, October 19, American Museum of Natural History

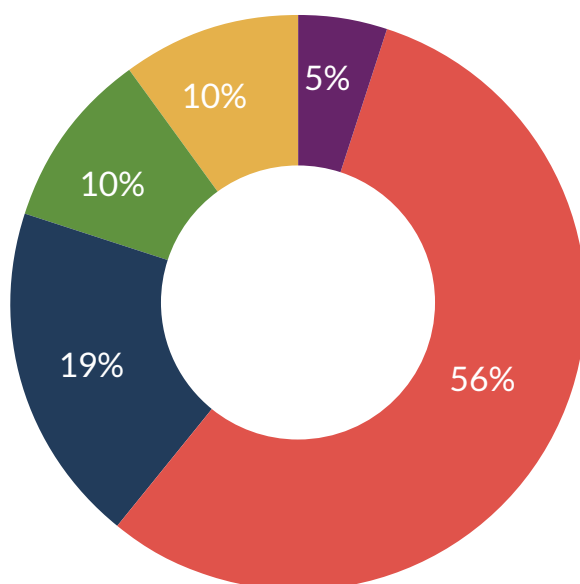


2021 Financial Highlights



SPENDING CATEGORIES

- Research and Education
- Membership
- Events
- Management and General Support
- Fundraising



REVENUE SOURCES

- Conferences
- Member Dues and Services
- Professional Development
- Contributions
- Other Income*

* includes PPP loan

Audited financial statements and 990 are available at [MCCA.com/about](https://mcca.com/about)

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Bristol-Myers Squibb Company	Friedman Kaplan Seiler & Adelman LLP	Murphy & McGonigle, P.C.	Thomas James Homes
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Capital One	Goodwin Procter LLP	Northrop Grumman	Twitter, Inc.
Caplin & Drysdale, Chartered	Google LLC	Norton Rose Fulbright US LLP	Tyson
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Cox Communications, Inc.	Intuit Inc.	Quarles & Brady LLP	White & Case
Cozen O'Connor	JAMS	Reed Smith LLP	Willenken LLP
Crowell & Moring LLP	JM Family Enterprises, Inc.	Regions Bank	Williams-Sonoma, Inc.
Darden Restaurants (GMRI, Inc.)	JM Smucker Company	Reising Ethington PC	WilmerHale
Davis Polk & Wardwell LLP	Johnson & Johnson Services, Inc.	Relativity	Winston & Strawn, LLP
Davis Wright Tremaine LLP	JPMorgan Chase & Co.	Richards, Layton & Finger, P.A.	Womble Bond Dickinson (US) LLP
Dechert LLP	K&L Gates LLP	Ripple	Workday
Delgado Tarango O'Neill LLP (DTO Law)	Kaiser Permanente	Ropes & Gray LLP	Young Conaway Stargatt & Taylor, LLP
Dell Inc.	Katten Muchin Rosenman LLP	Salesforce.com, Inc.	ZeroDay Law
Dentons US LLP	Keller and Heckman LLP	Samaritan Health Services	
Discover Financial Services	Kirkland & Ellis LLP	Saul Ewing Arnstein & Lehr LLP	
DLA Piper LLP- US	Kramon & Graham	Scott Douglass & McConnico LLP	
Dorsey & Whitney LLP	LexisNexis	Seagate Technology	
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	Littler Mendelson P.C.		

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