

Inspiring
Progress
Accelerating
Impact



MCCA

2023
Annual
Report



The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, equity, and inclusion from the counsel's office to the C-suite and across corporate America. For over 26 years, MCCA has championed diversity in the legal profession and beyond by publishing research, providing professional development opportunities, convening thought leaders, and offering advisory services. Today, MCCA empowers members with the tools needed to know, do, and lead better – and to transform their company, industry, and corporate America for the better.



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President & CEO's Message

Theme – Progress Is Not Linear

“First, the line of progress is never straight. For a period a movement may follow a straight line and then it encounters obstacles and the path bends. It is like curving around a mountain when you are approaching a city. Often it feels as though you were moving backwards, and you lose sight of your goal: but in fact you are moving ahead, and soon you will see the city again, closer by.” - Martin Luther King Jr., *Where Do We Go from Here: Chaos or Community?*

2023 has been a sobering reminder for us all of the fragility of DEI's position in the legal industry. It is easy to become disillusioned by the few outright dismissal of the importance diversity, equity, and inclusivity hold in the workplace and our community. DEI initiatives have faced a whirlwind of attacks that have altered how we engage in our work. However, we know that MCCA's commitment to DEI for the past 26 years has been fundamental to the cumulative growth in the number of attorneys in Underrepresented Racial and Ethnic Groups in the past 10 years.

MCCA has never given in to those who doubt our work and certainly will not fear those who threaten its existence. The Supreme Court's decision in *Students for Fair Admissions (SFFA) v. Harvard*, which challenged the consideration of race in college admissions, has had reverberating effects on DEI efforts across various sectors, including the legal industry. Additionally, lawsuits against corporate DEI programs have emerged, arguing that these programs constitute “reverse discrimination.” It cannot be any clearer that the fight for DEI must be both swift yet strategic.

It is important to understand that these challenges are not setbacks but rather opportunities to reinforce our commitment to a more equitable and just future. These visible challenges only serve to remind us that progress is not linear. Exposing the vulnerability of existing DEI initiatives allows us to create a stronger foundation, rooted in the belief that a more diverse workforce enables us to better serve our clients and communities.

MCCA's commitment to DEI has remained steadfast, but to create a more resilient and transformative impact, we must work together to build a more equitable legal profession. Through highlighting longitudinal diversity data across 20 years, MCCA has made DEI progress more visible to all and has worked to hold law firms and corporate legal departments accountable. Our Scorecards directly address barriers to success and provide actionable feedback that drives systemic change in the legal profession. As we move forward, we must improve on yesterday's mistakes while reimagining innovative solutions to tomorrow's challenges.



President & CEO's Message (cont.)

As we reflect on the year 2023, a year of both formidable challenges and steady progress, we would like to acknowledge our members and supporters who have persisted in their dedication to advancing diversity, equity, and inclusion in the legal field. The road ahead will present further challenges but let us not lose sight of our goal. We are calling on our peers and colleagues to come together now, more than ever, to reaffirm their continued support for DEI and harness the potential of a more inclusive society.

JEAN LEE

President & CEO

Minority Corporate Counsel Association (MCCA)



MCCA Board of Directors



WANJI WALCOTT
*MCCA Board Chair,
Executive Committee,
Governance & Nominating
Committee*
Chief Legal Officer,
Pinterest



JEAN LEE
President & CEO,
MCCA



STUART ALDEROTY
Executive Committee
General Counsel,
Ripple



CRAIG BEAZER
Audit Committee Chair
Executive Vice President
& General Counsel,
Lincoln Financial Group



DUANE HOLLOWAY
*Audit Committee,
Executive Committee*
Senior Vice President,
General Counsel, & Chief
Ethics & Compliance Officer,
U.S. Steel Corporation



SETH KRAUSS
*Governance & Nominating
Committee*
Chief Legal Officer,
Endeavor



SANDRA LEUNG
*Finance & Investments
Committee Chair*
Executive Vice President &
General Counsel,
**Bristol-Myers Squibb
Company**



HANNAH LIM-JOHNSON
*Governance &
Nominating Committee*
Senior Vice President, Chief
Legal Officer & Corporate
Secretary
Ball Corporation



MCCA Board of Directors (cont.)



LINDA LU

Audit Committee

Senior Vice President,
Deputy General Counsel,
TransUnion



LAURENCE MIDLER

Audit Committee

Executive Vice President,
General Counsel &
Chief Risk Officer,
CBRE



LANESHA MINNIX

*Finance & Investments
Committee*

Executive Vice President &
General Counsel,
Ecolab



JENNIFER NEWSTEAD

*Finance & Investments
Committee*

Chief Legal Officer,
Meta Platforms, Inc.



AMY FLIEGELMAN OLLI

*Governance &
Nominating Committee*

Executive Vice President &
General Counsel,
VMware, Inc.



TOM ROBERTSON

*Finance &
Investments Committee*

Corporate Vice President &
Deputy General Counsel,
Microsoft Corporation



ANNE ROBINSON

*Governance &
Nominating Committee*

Managing Director
& General Counsel,
The Vanguard Group, Inc.



MICHAEL TANG

*Governance &
Nominating Committee*

Senior Vice President,
General Counsel &
Secretary,
Agilent Technologies, Inc.



MCCA Board of Directors (cont.)



NEIL WILCOX

Finance &

Investments Committee

Executive Vice President &
Head of Corporate Social
Responsibility,
Fiserv, Inc.

MCCA Corporate Officers



JOSEPH CENTENO

Outside General Counsel &
Assistant Corporate
Secretary,
*Buchanan Ingersoll &
Rooney PC*



SOPHIA PILIOURAS

Chief Operating Officer &
Corporate Secretary,
MCCA



SUZAN A. MILLER

Former Corporate Vice
President, Deputy General
Counsel & Corporate
Secretary

MCCA Board of Advisors



MCCA N-Gen Advisory Board Members



ANNE LEE BENEDICT

MCCA N-Gen Chair

Former Chief Legal Officer,
Chief Administrative Officer
& Secretary,
Thomas James Homes



ReedSmith

SAMANTHA C. GRANT

MCCA N-Gen Vice Chair

Partner,
Reed Smith LLP



LVMH

RODNEY C. PRATT

MCCA N-Gen Vice Chair

Senior Vice President
and Chief Legal Officer,
*LVMH Moët Hennessy
Louis Vuitton Inc.*



ELENA CENTEIO

Assistant General Counsel,
Corporate Finance &
Global Innovation,
General Motors Company



WILLIE HERNANDEZ

General Counsel,
International,
The Coca-Cola Company



ANA IACOVETTA

Vice President, Deputy
General Counsel, Ethics,
Compliance and Brand
Protection,
Cisco



JENNIFER IVAN

Associate General Counsel,
Microsoft Corporation



MIKE JACKSON

Associate General Counsel,
General Manager,
Compliance & Ethics
Governance, Training,
and Culture,
Microsoft Corporation



SUMIT MALLICK

Former Senior Associate
General Counsel,
Chime Financial, Inc.



MCCA N-Gen Advisory Board Members (cont.)



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, providing professional development opportunities, and 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 2022, 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.



Recognition

Those Who Lead Through Innovation.

MCCA is committed to DEI 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



GEORGE B. VASHON
INNOVATOR AWARD

THE GEORGE B. VASHON INNOVATOR AWARD

The George B. Vashon Innovator Award (Vashon 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).

The award honoree for the Vashon Award is based on MCCA's review of the 2023 MCCA U.S. 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 2023 George B. Vashon Innovator award honoree, Beveridge & Diamond PC.

2023 AWARD WINNER

Beveridge
& Diamond



MCCA Awards (cont.)



RAINMAKERS

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 2023 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.

2023 RAINMAKERS HONOREES



JOSEPH CENTENO
Shareholder, Labor &
Employment Co-Chair,
*Buchanan, Ingersoll &
Rooney, PC*



EUGENE CLARK-HERRERA
Partner,
*Orrick, Herrington &
Sutcliffe LLP*



RICHARD HUNG
Global Co-Chair, Litigation,
Morrison Foerster LLP



YASSER MADRIZ
Trial Partner,
McGuireWoods LLP



DOLLY MIRCHANDANI
Partner,
White & Case LLP



NAVEEN MODI
Global Co-Chair of
Intellectual Property
& Partner,
Paul Hastings LLP



YVETTE OSTOLAZA
Chair, Management
Committee,
Sidley Austin LLP



CHONG PARK
Partner, Litigation &
Enforcement Practice Group,
Ropes & Gray



MCCA Awards (cont.)

2023 RAINMAKERS HONOREES (CONT.)



KEVIN PRUSSIA
Partner,
WilmerHale



BYRON TAYLOR
Partner and Co-Leader of
Environmental Practice,
Sidley Austin LLP



MCCA Awards (cont.)



RISING STARS

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.

2023 RISING STARS HONOREES



LES BOSWELL
Counsel,
State Farm



MICHAEL BROWN
Vice President, Assistant
General Counsel and
Corporate Secretary,
The New York Times Company



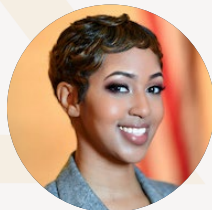
CARMEN CHAN
Corporate Counsel,
Liberty Mutual Insurance



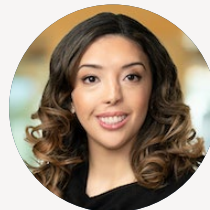
JULIUS CHEN
Partner,
Akin



JACQUELINE CHUNG
Partner,
White & Case LLP



JOMAIRE CRAWFORD
Litigation Partner,
*Quinn Emanuel Urquhart
& Sullivan, LLP*



MELISSA CRESPO
Partner,
Morrison Foerster



DIANA DESSOURCES
Legal Director, Assistant
General Counsel,
Workday, Inc.



MCCA Awards (cont.)

2023 RISING STARS HONOREES (CONT.)



RODNEY DILLARD II
Associate Complex Torts
Litigation Attorney,
*Baker Donelson, Bearman,
Caldwell & Berkowitz, PC*



SEBASTIAN FAIN
Partner,
Freshfields



ROGER GOUSSE
Assistant General Counsel,
Global Real Estate,
Nike, Inc.



STEPHANIE GREEN
Associate General Counsel,
USAA



ERNEST HAMMOND III
Associate General Counsel,
Product Legal,
Meta



TACARA HARRIS
Partner,
King & Spalding



MORGAN HOLLINS
Partner,
White & Case LLP



MARSHALL JACKSON, JR.
Partner,
McDermott Will & Emery LLP



KAREN JORDAN
St. Louis Managing Partner,
Dentons US LLP



MIA LORICK
Partner,
Locke Lord LLP



JON MEHTA
Legal Director, Litigation &
Investigations,
Johnson & Johnson



NICHOLAS MEZA
Partner,
Quarles & Brady LLP



MCCA Awards (cont.)

2023 RISING STARS HONOREES (CONT.)



NATASHA NEWBERRY
Assistant Vice President,
Senior Counsel
Genpact



EPHRAIM PIERRE
Partner, Labor and
Employment,
Seyfarth Shaw LLP



KARL RILEY
Partner,
Cozen O'Connor



HEIDI RUCKRIEGLE
Counsel, Compliance,
Employment & Litigation,
Gates Corporation



PRITESH SHAH
Partner,
Davis Polk & Wardwell



SAINABOU SONKO
Senior Counsel,
Tyson Foods, Inc.



JULIETTE STANCIL
Assistant General Counsel,
Data Privacy,
Intuit



RUTH TISDALE
Senior Counsel,
Walmart Inc.



DEMETRIUS WARRICK
Partner,
*Skadden, Arps, Slate, Meagher
& Flom LLP and Affiliates*



DAVID WILLIAMS
Partner,
Faegre Drinker



SHEILA WILLIS
Partner,
Fisher Phillips, LLP



MCCA Awards (cont.)

MCCA



PAULA L. ETTTELBRICK
AWARD

PAULA L. ETTTELBRICK AWARD

MCCA created the Paula L. Ettelbrick Award to celebrate unparalleled achievement by an individual or an organization in advancing lesbian, gay, bisexual, and transgender attorneys. The award is named for the late Paula L. Ettelbrick whose quarter-century of work of organizations like Lambda Legal Defense and 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.

2023 HONOREE



NASSIB ABOU-KHALIL

Former Chief Legal Officer,
Nokia

Nassib Abou-Khalil most recently served as Chief Legal Officer at Nokia. He joined Nokia in September 2014 as head of Legal & Compliance for the MEA region, later becoming General Counsel for Customer Operations and Deputy Chief Legal Officer, Business. Following the announcement of the acquisition of Alcatel-Lucent by Nokia, Nassib led the compliance integration planning work, developing and implementing the initial combined company's compliance program.



MCCA Awards (cont.)

PAULA L. ETTTELBRICK AWARD (CONT.)

Before joining Nokia, Nassib was Head of Public Policy for EMEA and General Counsel for MEA at Yahoo! He also held roles at GE Oil & Gas, Etisalat and TMF Netherlands. An admitted lawyer at the Ontario Bar and in England, Nassib holds a BA in Political Sciences and Civil Law (LL.L.) and Common Law (LL.B.) and Master of Law (LL.M) degrees from the University of Ottawa, the latter including a year's study of European law at the Université de Louvain la Neuve in Belgium.

In addition to his legal work, Nassib is an outspoken advocate for inclusion and diversity, working closely with Nokia's LGBT+ employee resource group, EQUAL! An out leader himself, he took part in the launch of the OUT Leaders program at Nokia.

Nassib has lived in Lebanon, Canada, The Netherlands, Qatar and the UAE. In his spare time, he enjoys contemporary art, music including opera, and hiking in the countryside, particularly in the Alps.



MCCA Awards (cont.)

MCCA



THOMAS L. SAGER
AWARD

THOMAS L. SAGER AWARD

The Thomas L. Sager Award (“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 DEI. The award highlights MCCA’s continued commitment to magnifying the national visibility of DEI champions in the industry.

The award honoree for the Sager Award is based on MCCA’s review of the 2023 MCCA U.S. 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 2023 Thomas L. Sager Award finalists and winner.

MCCA recognized three separate Sager Award winners from three separate categories. The top ten firms for Category 5 firms (more than 501 lawyers), the top ten firms in Category 4 (250-500 lawyers), and the top labor and employment firms.

2023 CATEGORY 5 WINNER

2023 CATEGORY 4 WINNER

GIBSON DUNN

FENWICK

2023 LABOR & EMPLOYMENT WINNER

Littler



MCCA Awards (cont.)



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.

2023 HONOREE



GRACE E. SPEIGHTS

Global Leader, Labor & Employment Practice,
Morgan, Lewis & Bockius LLP

Grace E. Speights, global leader of Morgan Lewis's top-ranked 300+-lawyer Labor & Employment practice, is highly regarded for her path-breaking work in counseling employers on how to navigate the new workplace paradigm in the wake of the #MeToo movement. As a leading trial lawyer, crisis management counselor, and well-respected Black female employment lawyer, Grace is sought out by executives and boards for her expertise and experience in not only investigating workplace misconduct claims, but also examining the very culture of the companies themselves.

Within her practice, Grace handles high-profile and high-stakes workplace matters for many clients and is often called upon by them for crisis management assistance. She defends clients against employment discrimination claims—particularly class claims—and claims of discrimination in public accommodations. Grace also represents clients in systemic investigations and litigation brought by the EEOC. She also counsels on best practices for corporate diversity initiatives.



MCCA Awards (cont.)

CHARLOTTE E. RAY AWARD (CONT.)

Since becoming Morgan Lewis's first Black female partner in 1991, Grace has made a profound mark on the culture of Morgan Lewis, where she has practiced her entire career. Her lengthy list of Morgan Lewis leadership positions includes hiring partner at the Washington, DC office; managing partner of that office; long-time co-chair of the firm's Diversity Committee; and membership on the Legal Personnel Committee, the firm's Advisory Board, and the partner Compensation Committee (becoming the first woman of color in this latter role). In each of these positions, as well as her current leadership of the labor and employment practice, she has been an important voice for equitable treatment of diverse lawyers, including hiring and compensation. Under her leadership, the labor and employment practice has become the firm's most diverse practice group. Additionally, she is co-leader of Mobilizing for Equality, the firm's task force committed to promoting racial equality and justice by improving access to education and opportunity, developing and implementing safe policing practices, securing voting rights, and leading legislative reform.

Repeatedly recognized for her pioneering work in employment law and for creating opportunities for women lawyers and lawyers of color—she was named *The American Lawyer's* Attorney of the Year in 2018—Grace's impact extends far beyond Morgan Lewis through her mentoring of women and

diverse lawyers from other law firms and law schools.

Outside of Morgan Lewis, Grace is chair of the Board of Trustees of The George Washington University. Her involvement in professional organizations has included the District of Columbia Judicial Nominations Commission and the DC Public Defender Service. She has also served as a member of the District of Columbia Judicial Tenure Commission, the District of Columbia Federal Judicial Nominations Commission, and the District of Columbia Court of Appeals Committee on Admissions, which prepares and grades the essay examination of the District of Columbia Bar and makes recommendations to the court on the admission of applicants to the bar.

Grace, who grew up in a rough neighborhood in Philadelphia, credits her mother for inspiring her and instilling a strong work ethic. A graduate of the University of Pennsylvania, Grace earned her law degree from George Washington University Law School before joining Morgan Lewis at a time when no diversity committees existed and there was only one other Black lawyer at the firm. She remembers mentors who encouraged her to develop relationships inside and outside the firm and to pursue leadership roles. Today, she does the same for younger lawyers, reminding them that it is important for them to "be in the room where it happens."



MCCA Awards (cont.)

CHARLOTTE E. RAY AWARD (CONT.)





EMPLOYER OF CHOICE AWARD

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® 500 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.

» EQUITY

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

» INCLUSION

Creates an environment in which people want to stay.

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.



MCCA Awards (cont.)

EMPLOYER OF CHOICE AWARD (CONT.)

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.

THE 2023 EMPLOYER OF CHOICE WINNERS ARE:

CATEGORY A WINNER

ENDEAVOR

ABOUT ENDEAVOR

Endeavor is a global sports and entertainment company, home to many of the world's most dynamic and engaging storytellers, brands, live events, and experiences. The company is comprised of industry leaders including entertainment agency WME; and sports and culture company IMG. Endeavor is also the majority owner of TKO Group Holdings (NYSE: TKO), a premium sports and entertainment company comprising UFC and WWE. The Endeavor network specializes in talent representation, sports operations & advisory, event & experiences management, media production & distribution, experiential marketing, and brand licensing.



MCCA Awards (cont.)

EMPLOYER OF CHOICE AWARD (CONT.)

THE 2023 EMPLOYER OF CHOICE WINNERS ARE:

CATEGORY B WINNER



ABOUT STATE FARM

For over 100 years, the mission of State Farm has been to help people manage the risks of everyday life, recover from the unexpected and realize their dreams. State Farm and its affiliates are the largest providers of auto and home insurance in the United States. Its more than 19,400 agents and 67,000 employees serve over 91 million policies and accounts – including auto, fire, life, health, commercial policies, and financial services accounts. Commercial auto insurance, along with coverage for renters, business owners, boats and motorcycles, is also available. State Farm Mutual Automobile Insurance Company is the parent of the State Farm family of companies. State Farm is ranked No. 44 on the 2023 Fortune 500 list of largest companies.



Membership

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.



Membership

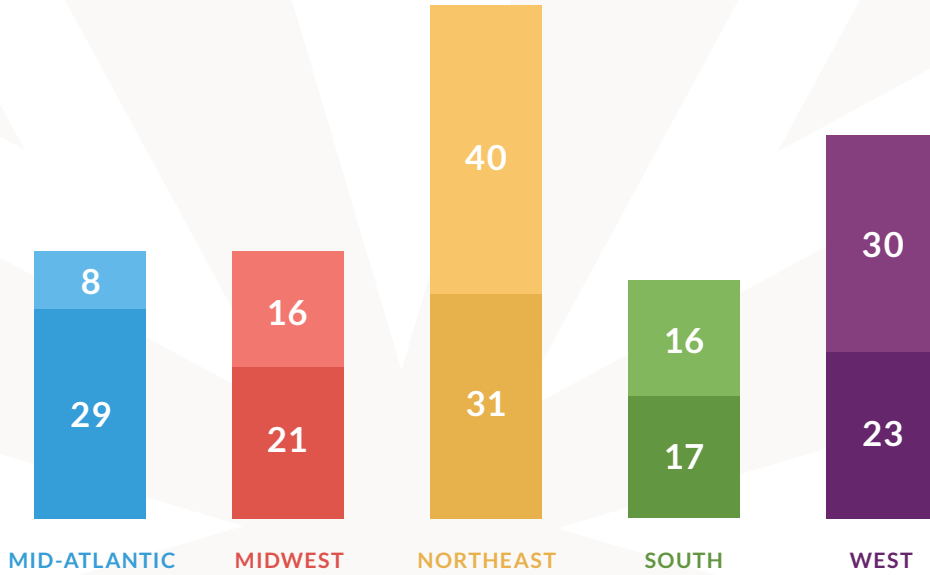
MEMBERS BREAKDOWN BY REGION 2023:

110

CORPORATE

121

LAW FIRM



231

TOTAL MEMBERS



Research & Resources

MCCA furthers its mission through publishing research to increase cultural competence, promote DEI efforts, and share best practices in the legal profession. MCCA has published research pieces including:

- Surveys focusing on role and status of law firm diversity professionals
- The annual MCCA U.S. 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 and;
- Reports on emerging new trends and challenges in the legal profession and surveys which examine firms that are diverse, inclusive, and profitable.

MCCA's research provides objective, peer-reviewable assessments of emerging demographic data and practices. We aim to make DEI a goal that all corporate legal departments – and the law firms that serve them – strive to prioritize and integrate. To achieve that goal, we'll continue to collaborate with general counsels and senior leadership to develop best practices, set standards for corporations and law firms, and work hand-in-hand with our partners to help those organizations meet these standards – and, ideally, to exceed them.



Research & Resources

MCCA U.S. LAW FIRM DIVERSITY SURVEY

This is the 20th edition of our U.S. Law Firm Diversity Survey (“**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 DEI and measure progress.

DIVERSITY DATABASE

The Database is a time and cost-effective solution to create transparency and accountability for those interested in achieving better outcomes in recruiting, retention, and promotion of women and diverse talent. Firms can use the Database to set tangible, evidence-based goals for their DEI initiatives – and to hold themselves accountable to their stakeholders and their colleagues.

As MCCA’s 2022 Survey indicates, there is room for progress across the board. Last year’s Survey results indicate a focus on recruiting and retaining more diverse candidates for associate classes and senior positions. However, underrepresentation persists across race, gender identity, sexual orientation, and disability status, particularly at the partner level.

For clients who are interested in progress of the entire firm and not only teams who represent individual matters, there is now data that provides concrete evidence on overall progress. The new Database offers more tools than ever—added dashboards, a trends analysis, and tools to more easily compare progress across firms. Participating firms can explore data provided by over 225 firms since 2007.

THE DATA INCLUDES:

- Quantitative data on firm demographics across key diversity indicators, including race and ethnicity, gender identity, sexual orientation, disability status, and military service;
- Breakdowns of these demographics across seniority, from summer associates to equity partners;
- Firm demographics and aggregated industry data of recruitment, attrition, and promotion, and qualitative data about firms’ DEI plans and initiatives.



Research & Resources (cont.)

DIVERSITY DATABASE (CONT.)

“Firms that participate in our annual Survey know that to do better, we must know better,” said Jean Lee, President and CEO of MCCA. “That’s why we’ve made the Law Firm Diversity Database even more useful and comprehensive. We’re committed to providing firms with the effective tools they need to drive change across the legal industry and beyond.”



Research & Resources (cont.)

GLOBAL LAW FIRM DIVERSITY SURVEY

MCCA and Nokia together launched the Global Law Firm Diversity Survey (“**Global Survey**”), a first-of-its-kind international survey designed to measure how well law firms hire and promote diverse attorneys over time and hold them accountable.

This Global Survey draws on the success of the Survey, which, for 20 years, has assessed diversity metrics across top U.S. firms. Now, after global telecommunications leader Nokia launched its own pilot program and scorecard on DEI aimed at its panel firms, the two have joined forces to create a platform allowing for the collection of law firms’ DEI data at a global scale. Data provided by the participating firms through the Global Survey will be imported into the MCCA Law Firm Diversity Database and will serve as a tool for MCCA members to track and promote their progress towards advancing DEI.

Nassib Abou-Khalil, Nokia Chief Legal Officer, said: “Diversity, equity and inclusion are an essential part of Nokia’s culture. Through the discussions we had with law firms participating in our DE&I program, launched in early 2021, we came to understand the complexity of obtaining global data on the topic and the challenges that law firms face when having to complete similar exercises for multiple clients. We wanted to extend the impact of our project beyond Nokia and to collaborate with our partners to make a lasting, holistic and meaningful change. This important joint initiative with MCCA, a renowned advocate of diversity, provides law firms worldwide an opportunity to share and compare data and see how they are doing in comparison to peer companies, in order to advance diversity, equity and inclusion in the legal profession.”

The Global Survey comes at a time when business operations have become increasingly international and companies across the world are moving from awareness to action in their approach to DEI. The Global Survey has been developed through a joint effort between the MCCA and Nokia’s Legal and Compliance team. Respondents will provide organizational demographics across key diversity indicators, including race and ethnicity, gender identity, disability status, LGBTQ+ status, and more. In addition, questions about firm leadership, hiring, and management committee composition will help draw a more comprehensive power map of the modern legal landscape.



Research & Resources (cont.)

GLOBAL LAW FIRM DIVERSITY SURVEY (CONT.)

THANK YOU TO THE FOLLOWING FIRMS FOR PARTICIPATING IN THE INAUGURAL GLOBAL SURVEY:

ALSTON & BIRD LLP
BIRD & BIRD LLP
COOLEY LLP
EVERSHEDS SUTHERLAND (INTERNATIONAL) LLP
FANGDA PARTNERS
FRESHFIELDS BRUCKHAUS DERINGER LLP
JENNER & BLOCK LLP
LEWIS SILKIN LLP
MORRISON & FOERSTER LLP
PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP
REED SMITH LLP
ROSCHIER
SEYFARTH SHAW LLP
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP
SQUIRE PATTON BOGGS

“Nokia’s longstanding commitment to DEI has always extended to understanding and amplifying our impact on the broader business ecosystem,” said Esa Niinimäki, Chief Legal Officer of Nokia. “The collaboration with our outside counsel panel underscored the need for a comprehensive approach to improve DEI at every level—guided by data that gives us a clearer picture of where we can all do better. We are proud to partner with MCCA on a more efficient, effective mechanism for law firms to chart their progress and sharpen their strategies to advance this business imperative globally.”



Research & Resources (cont.)

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 15 years of data from the 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 the 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 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.



Research & Resources (cont.)

MCCA DIVERSITY SCORECARD (CONT.)

WE CELEBRATE THE TOP-RANKING FIRMS IN GROUPS 4, 5, AND TOP L&E FIRMS FOR 2023. THEY ARE LISTED BELOW IN ALPHABETICAL ORDER:

THE TOP 20 CATEGORY 5 FINALISTS IN ALPHA ORDER:

Akin Gump Strauss Hauer & Feld
Arnold & Porter
Barnes & Thornburg
Cooley
Covington & Burling
Debevoise & Plimpton
Gibson, Dunn & Crutcher
Hogan Lovells
Hunton Andrews Kurth
Mayer Brown
Norton Rose Fulbright
Orrick, Herrington & Sutcliffe
Paul, Weiss, Rifkind, Wharton
& Garrison
Perkins Coie
Pillsbury Winthrop Shaw Pittman
Ropes & Gray
Seyfarth Shaw
Simpson Thacher & Bartlett
WilmerHale
Winston & Strawn

THE TOP 20 CATEGORY 4 FINALISTS IN ALPHA ORDER:

Allen & Overy
ArentFox Schiff
Brownstein Hyatt Farber Schreck
Cravath Swaine and Moore
Crowell & Moring
Epstein Becker & Green
Fenwick & West
Fish & Richardson
Foley Hoag
Fredrikson & Byron
Freshfields Bruckhaus Deringer
Hinshaw and Culbertson
Holland & Hart
Honigman
Lathrop GPM
Parker Poe Adams & Bernstein
Shook, Hardy & Bacon
Squire Patton Boggs
Thompson Coburn
Vorys, Sater, Seymour and Pease

THE TOP 5 L&E FIRM FINALISTS IN ALPHA ORDER:

Fisher Phillips
Jackson Lewis
Jackson Walker
Littler Mendelson
Ogletree Deakins



Research & Resources (cont.)

SOCIAL MEDIA - TOP POSTS OF 2023 (CONT.)

LINKEDIN:

1) MCCA Gala Thank You



2) End of Year Reflection



3) MCCA Pathways Thank You



Research & Resources (cont.)

SOCIAL MEDIA – TOP POSTS OF 2023

FACEBOOK:

1) Charlotte E. Ray and Paula L. Ettelbrick Award Honorees



2) LMJ Scholar Spotlight: Arianna Hopkins



3) 2022 LMJ Scholarship Recipients



Education & Professional Development

MCCA offers a wide range of educational and professional development programs to help members understand and improve the scale of DEI 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.



Education & Professional Development

SOURCES OF SUCCESS (SOS)

The Sources of Success Program is a highly competitive twelve-month professional development program for high potential talent from corporate legal departments and law firms who identify as mid-career attorneys. Each year, the curriculum evolves to address the needs of the cohort to excel as leaders within their own organizations. A few focus areas have included an individual leadership assessment, development and a professional strategic plan, which will continue supporting their ascend into leadership roles.

2023 PARTICIPANTS:



CHERYL ALLEN-RICCIARDI
Director – Litigation,
Thermo Fisher Scientific Inc.



LUCETTE ALPHONSE
Corporate Counsel,
LexisNexis Risk Solutions
Group



KEUN YOUNG BAE
Counsel,
WilmerHale



PIA BISWAS
Principal Corporate Counsel,
Microsoft Corporation



VICTORIA BRIDGEMAN
Senior Associate Counsel-
Employment,
Visa, Inc.



RODERICK BROWN
Director and Senior Counsel,
LexisNexis



TENISHA CALLENDER
Legal Counsel,
Dell Technologies



JASMINE CHALASHTORI
Associate,
Womble Bond Dickinson
(US) LLP



Education & Professional Development (cont.)

SOURCES OF SUCCESS (SOS), 2023 PARTICIPANTS (CONT.):



JOANNA CHAN
Counsel,
Cohen & Gresser LLP



XIAO CHANG
Associate General
Counsel, Director,
Cisco Systems, Inc.



TELEICIA DAMBREVILLE
Director, Senior Counsel –
Employment,
Burlington Stores, Inc.



YING DENG
Senior Counsel II,
AbbVie Inc.



RAYEN DENNIS
Director, Trial Attorney,
USAA



STEFANIE DOYLE
Associate,
*Baker, Donelson, Bearman,
Caldwell & Berkowitz, PC*



REBECCA FENSTERMAKER
Senior Counsel,
The Gap, Inc.



FRANCISCO GUZMÁN
Corporate Counsel, Labor
and Employee Relations,
Amazon.com, Inc.



MICHAEL HUDSON
Senior Counsel,
*Nationwide Mutual
Insurance Company*



ASHLEIGH JOHNSON
Associate,
Maynard Nexsen, PC



TIFFANY JOHNSON
Assistant General Counsel,
Regions Bank



MONDER "MIKE" KHOURY
Associate,
Davis Wright Tremaine LLP



Education & Professional Development (cont.)

SOURCES OF SUCCESS (SOS), 2023 PARTICIPANTS (CONT.):



LATEEF LEDBETTER
Counsel,
Wells Fargo Bank, N.A.



PATRICK LOI
Senior Associate,
Farella Braun + Martel LLP



MICHELLE MARTINEZ
Senior Counsel,
eBay Inc.



TIFFANEA MULDER
Director Counsel,
Target Corporation



DAVE OWENS
Associate,
Venable LLP



**MARIANA PENDÁS
FERNÁNDEZ**
Associate,
Winston & Strawn LLP



MARLENA PICKERING
Senior Managing Counsel,
Cigna Corporation



CARMEN PINERO-BENITEZ
Director & Counsel,
American Express



JOSHUA ROSARIO
Counsel, Ethics,
Western Union



BRIAN RUSS
Senior Associate Attorney,
*Nelson Mullins Riley &
Scarborough LLP*



**RENZO SEMINARIO
CORDOVA**
Senior Associate,
King & Spalding



SHAILEE SHARMA
Associate Attorney,
Jenner & Block, LLP



Education & Professional Development (cont.)

SOURCES OF SUCCESS (SOS), 2023 PARTICIPANTS (CONT.):



DAVID SMITH

Principal Corporate Counsel,
Microsoft Corporation



COURINA YULISA

Associate,
Dorsey and Whitney LLP



Education & Professional Development (cont.)

LMJ SCHOLARSHIP

For 18 years, the LMJ Scholarship has been nurturing the careers of outstanding law students and widening our profession's diversity pipeline. The LMJ Scholarship has awarded over \$3.7 million in scholarships to 228 students.

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.

2023 LMJ SCHOLARS:



AVIV ASSAYAG
Chevron Scholar
Harvard Law School



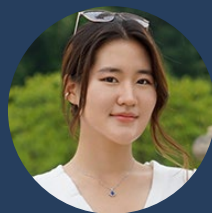
EMMANUEL BERRELLEZA
Microsoft Scholar
Harvard Law School



TAYLOR GWINN
MCCA Scholar
*University of South Carolina
Law School*



SOLANGE HACKSHAW
Robert Half Scholar
Duke University School of Law



NA HYE "LAUREL" KIM
Reiferson Dee Scholar
Stanford Law School



MIKE YUNXUAN LI
Bob Bostrom Scholar
Cornell Law School





Conferences & Events



MCCA
CREATING PATHWAYS
TO DIVERSITY
CONFERENCE



Conferences & Events



GLOBAL TEC FORUM: DATA BOOT CAMP

The Global Technology, Education & Careers Forum: Data Boot Camp (G-TEC: Data Boot Camp) is a one-day program designed for attorneys, DEI professionals, and data analysts who want to understand better the complex landscape of DEI data analytics, its impact and risk mitigation for sustainability.

The Data Boot Camp offers a unique opportunity to engage in real-time conversations with peers and experts from the MCCA community. Using the context of their own experiences, attendees participated in small-group discussions to build on the skills and apply the knowledge they gained from the sessions.

G-TEC Takeaways:

- Understand available tools and industry best practices to enhance the utilization of DEI data, identify key performance indicators, and develop risk mitigation strategies.
- Learn how to implement sustainable strategies designed to address the lack of diversity, equity, inclusion, and belonging internally and externally.
- Develop proficiency in the technologies and how to embed DEI data analytics within your business systems.



Conferences & Events (cont.)



CREATING PATHWAYS TO DIVERSITY® CONFERENCE

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 attorneys from a diversity of backgrounds. 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 in-house counsel to connect with law firm partners at majority law firms, diversify their service client portfolios, and develop relationships with service providers whose values align with their company values including diversity, equity, and inclusion. 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 attorneys from a diversity of backgrounds.

Additionally, the annual Rising Stars and Rainmakers are announced as well as the winner of the George B. Vashon Innovator Award.



Conferences & Events (cont.)

CREATING PATHWAYS TO DIVERSITY® CONFERENCE (CONT.)



Conferences & Events (cont.)



MCCA GALA

Coinciding with the Creating Pathways to Diversity® Conference, is the annual MCCA Gala. The funds raised from our Gala support MCCA's research, conferences and professional development programming throughout the year. The Gala features an elegant networking reception and a seated awards program honoring individuals, corporate legal departments and law firms championing diversity and inclusion in the legal profession.

The Charlotte E. Ray Award Honoree, the Thomas L. Sager Award Winner, and the Employer of Choice Award Winners were honored at this premier event attended by leaders in the legal community from Fortune 500 companies and top law firms.



Conferences & Events (cont.)

DIVERSITY GALA (CONT.)



Conferences & Events (cont.)

TOWN HALLS

Launched in 2017, MCCA hosts 60-minute “Town Halls” 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 2023 Town Halls were held virtually via Zoom to maximize our community’s experience. During our 2023 Town Hall, we discussed the latest updates on DEI trends in the legal industry, changes to the Diversity Scorecard including how to review and interpret the data, and a Q&A with our Sources of Success Program cohort.

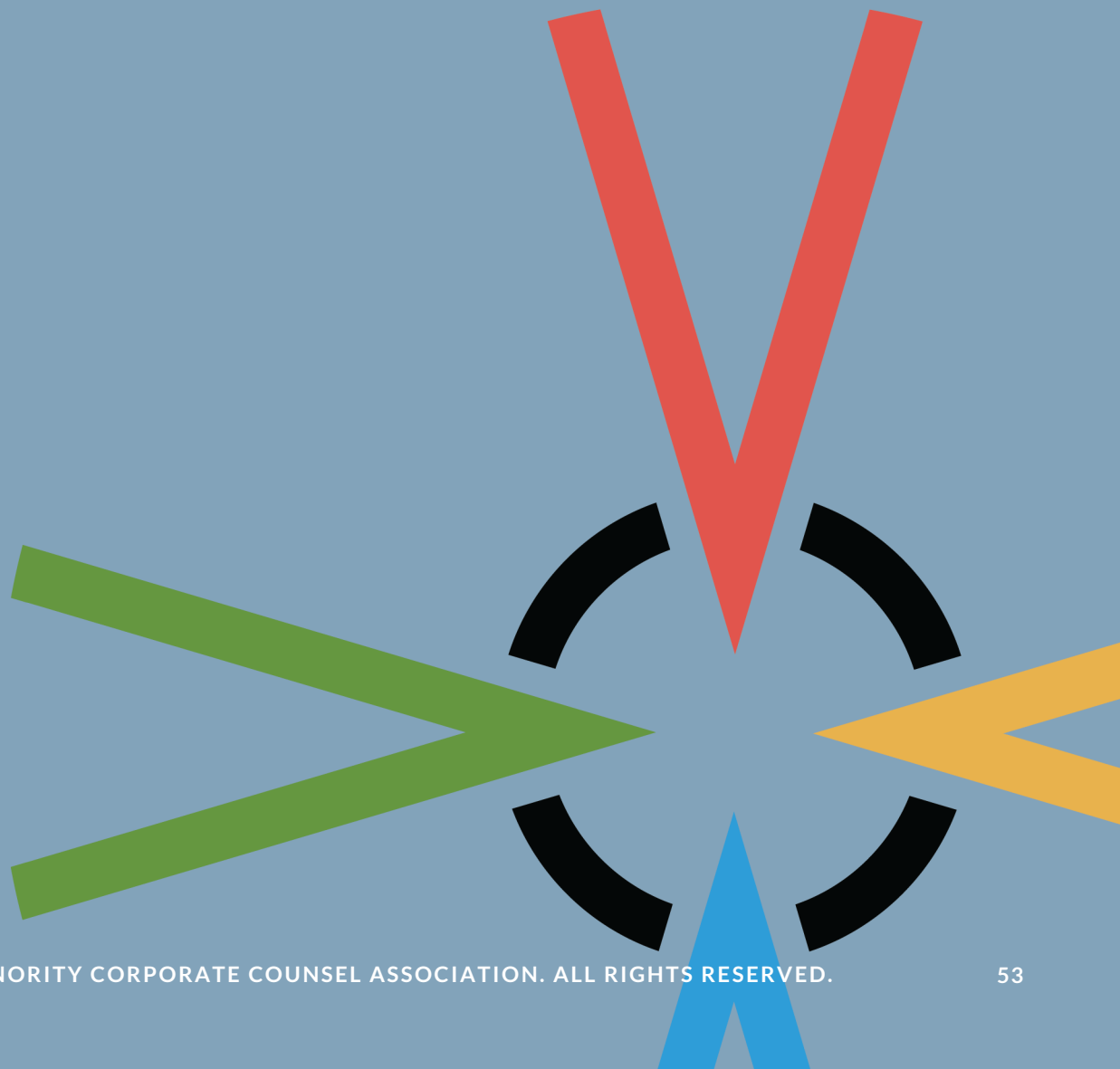
VIRTUAL DIVERSITY CAREER FAIR

Organizations of all sizes are realizing that diversity is no longer just a moral imperative and that 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 DEI, we hosted the MCCA Diversity Career Fair. The fair was held virtually which allowed 18 prospective employers and 47 candidates to connect from across the nation.



MCCA 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 DEI 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 Advisory Practice & Strategic Services



M.A.P.

MCCA Advisory Practice (“MAP”) offers advisory and strategic services as a resource for legal professionals dedicated to increasing the impact, effectiveness and sustainability of their respective organization’s DEI 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.

With 26 years of experience in advancing DEI 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 on how they will recruit candidates from diverse backgrounds into their recruiting process. It is a platform specifically created to further MCCA's mission in advancing the recruitment of attorneys from diverse backgrounds. Hot Jobs is searchable on the MCCA website and our email blast of Hot Job announcements that is circulated to our members twice a month.

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 candidates from diverse backgrounds.



Career Center (cont.)

PITCH SESSION NETWORK (“PSN”)

MCCA created the 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 seventh annual PSN at the 2023 Creating Pathways to Diversity® Conference. PSN provides opportunities for in-house counsel to connect with law firm partners, diversify their service client portfolios, and develop relationships with service providers whose values align with their company values including diversity, equity, and inclusion. PSN provides a platform for 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.

THANK YOU TO THE 2023 CORPORATE LEGAL DEPARTMENTS THAT PARTICIPATED:



ENDEAVOR



TEXTRON



2023

Financial Highlights



Financial Highlights



July 29, 2024

To the Board of Directors and Management of
The Minority Corporate Counsel Association, Inc.

Rogers & Company PLLC
Certified Public Accountants

8300 Boone Boulevard
Suite 600
Vienna, Virginia 22182

703.893.0300 voice
703.893.4070 facsimile
www.rogerspllc.com

We recently completed our audit of the financial statements of The Minority Corporate Counsel Association, Inc. ("the Association") as of and for the year ended December 31, 2023. We have issued our report thereon dated July 29, 2024, and expressed an unmodified opinion on those financial statements. We conducted our audit in accordance with auditing standards generally accepted in the United States of America.

Financial highlights as of and for the year ended December 31, 2023 were as follows:

- The Association's total assets at December 31, 2023 amounting to \$6,412,296 increased from the total assets at December 31, 2022 amounting to \$5,883,665 by 9%. At December 31, 2023, the majority of the assets were comprised of investments totaling \$4,413,404 (69% of total assets) and cash and cash equivalents totaling \$1,564,111 (24% of total assets).
- The Association's total liabilities at December 31, 2023 amounting to \$1,180,895 decreased from the total liabilities at December 31, 2022 amounting to \$1,208,990 by 2%. At December 31, 2023, the majority of the liabilities were comprised of deferred membership dues totaling \$705,278 (60% of total liabilities).
- The Association's total revenue for the year ended December 31, 2023 was \$5,622,683. Revenue was mainly comprised of memberships totaling \$2,990,542 (53% of total revenue) and conference sponsorships \$1,103,000 (20% of total revenue). Net investment gain for the year ended December 31, 2023 totaled \$368,855.
- The Association's total expenses for the year ended December 31, 2023 was \$5,065,957. The majority of the expenses were utilized for the Association's program services for research, education and website, membership, M.A.P services, scholarship fund and events. These program services totaled \$3,941,100 (78% of total expenses). Additionally, the Association spent \$1,095,648 (21% of total expenses) on management and general expenses and \$29,209 (1% of total expenses) on fundraising expenses.
- The change in net assets, or net surplus, for the year ended December 31, 2023 totaled \$556,726. Net assets at December 31, 2023 totaled \$5,231,401.

The communications in this letter are intended solely for the information and use of the Board of Directors and Management, and are not intended to be, and should not be, used by anyone other than these specified parties.

ROGERS & COMPANY PLLC





2023 Members, Sponsors & Donors



2023 Members, Sponsors & Donors

CORPORATE MEMBERS

A

AbbVie Inc.
Advance
Agilent Technologies, Inc.
Allstate Insurance Company
Altria Client Services, Inc.
Altus Group Limited
Amazon.com, Inc.
Articulate Global, LLC

B

BASF Corporation
Bath & Body Works, Inc.
Brighthouse Financial
Burlington Stores Inc.

C

Capital One
CBRE Group, Inc.
Chevron Corporation
Chime
CIGNA Corporation
Cisco Systems, Inc.
Citigroup Global Markets Inc.
Citizens Bank
Comcast Corporation
Con Edison
Consilio LLC

D

Darden Restaurants
Dell Inc.
Discover Financial Services
Dow Jones & Company, Inc.

E

eBay Inc.
Ecolab
Endeavor
Entergy Corporation
Enterprise Mobility
Epiq Global
Exelon Corporation
Expedia, Inc.

F

Fannie Mae
Federal Home Loan Bank of Pittsburgh
Football Northwest LLC (Seattle Seahawks)
Freddie Mac

G

Gap Inc.
Gartner
GE Healthcare
Genentech, Inc.
General Motors
GlaxoSmithKline plc
Google LLC

H

Health Care Service Corporation
HP Inc.

I

IBM Corporation
Intuit Inc.

J

JAMS
JM Family Enterprises
J.M. Smucker Company
Johnson & Johnson Services, Inc.

K

Kaiser Permanente

L

LexisNexis
LexisNexis Risk Solutions Group
Lincoln Financial Group
LyondellBasell

M

MassMutual
Mastercard
Merck & Co., Inc.
Meta Platforms, Inc.
MetLife, Inc.
Microsoft Corporation
Morgan Stanley

N

Nationwide Mutual Insurance Company
Navistar
New York Life Insurance Company
NFM Lending, Inc.
Nike, Inc.
Nokia Corporation
Northrop Grumman

P

PepsiCo, Inc.
Pfizer Inc.
Pinterest
Premier Media Inc.

R

Regions Bank
Ripple

S

Salesforce.com, Inc.
Shell USA, Inc.
Sony Electronics Inc.
South Jersey Industries
St. Jude Children's Research Hospital
State Farm Mutual Automobile Insurance Company

T

Tapestry, Inc.
Target
Textron Inc.



2023 Members, Sponsors & Donors (cont.)

CORPORATE MEMBERS (CONT.)

The Trade Desk
The Vanguard Group, Inc.
Thermo Fisher Scientific
Thomson Reuters
TikTok
Tractor Supply Company
Trane Technologies plc
TransUnion LLC
Twilio Inc.
Tyson Foods, Inc.

U

Uber
UnitedHealthCare
United Services Automobile Association, Inc. (USAA)
United States Steel Corporation

V

Venerable Holdings, Inc.
Verizon Communications
Viacom International Inc.
Visa Inc.
VMware, Inc.

W

Walmart, Inc.
Wells Fargo Bank, N.A.
Western Union
Workday Inc.

LAW FIRM MEMBERS

A

Adams and Reese LLP
Akin Gump Strauss Hauer & Feld LLP
Allen & Overy LLP
ArentFox Schiff LLP
Axinn Veltrop & Harkrider LLP

B

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
Baker McKenzie
Barnes & Thornburg LLP
Beveridge & Diamond P.C.
Blank Rome LLP
Boies Schiller Flexner LLP
Brown Rudnick LLP
Brownstein Hyatt Farber Schreck, LLP
Burns White
Bush Seyferth PLLC
Butler Snow LLP

C

Caplin & Drysdale, Chartered
Chan Punzalan LLP
Cleary Gottlieb Steen & Hamilton LLP
Cohen & Gresser LLP
Cooley LLP
Covington & Burling LLP
Cozen O'Connor
Cravath, Swaine & Moore LLP
Crowell & Moring LLP

D

Davis Polk & Wardwell LLP
Davis Wright Tremaine LLP
Dechert LLP
Dentons US LLP
Dickinson Wright PLLC
DLA Piper LLP (US)
Dorsey & Whitney LLP
DTO Law
Duane Morris LLP

E

Eversheds Sutherland (US) LLP

F

Faegre Drinker Biddle & Reath LLP

Farella Braun + Martel LLP
Fenwick & West LLP
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP
Fisher Phillips
Foley & Lardner LLP
Foley Mansfield
Fox Rothschild LLP
Fragomen, Del Rey, Bernsen & Loewy, LLP
Freshfields Bruckhaus Deringer US LLP
Friedman Kaplan Seiler & Adelman LLP

G

Goodwin Procter LLP
Greenberg Traurig, LLP
Groom Law Group

H

Hanson Bridgett LLP
Harrity & Harrity, LLP
Hausfeld
Haynes and Boone, LLP
Hogan Lovells US LLP
Honigman LLP
Husch Blackwell LLP



2023 Members, Sponsors & Donors (cont.)

LAW FIRM MEMBERS (CONT.)

I

Ivins, Phillips &
Barker

J

Jackson Lewis PC
Jenner & Block
Jennings, Strouss
& Salmon, PC

K

K& L Gates LLP
Katten Muchin
Rosenman LLP
Keller and Heckman
LLP
King & Spalding LLP
Kramer Levin Naftalis
& Frankel LLP

L

Latham & Watkins
Littler Mendelson P.C.
Locke Lord LLP

M

Manatt, Phelps &
Phillips, LLP
Massey & Gail LLP
Maynard Nexsen PC
McDermott Will
& Emery LLP
McGuireWoods LLP
Meyers Nave

Milbank LLP
Miller & Chevalier
Mitchell Silberberg
& Knupp LLP
Mitchell, Williams,
Selig, Gates &
Woodyard, P.L.L.C.
Morgan, Lewis &
Bockius LLP
Morrison & Foerster
LLP
Munger, Tolles &
Olson LLP

N

Nelson Mullins Riley
& Scarborough LLP
Norton Rose Fulbright
US LLP
Nossaman LLP

O

Ogletree, Deakins,
Nash, Smoak &
Stewart, P.C.
O'Melveny & Myers
LLP
Orrick, Herrington &
Sutcliffe LLP

P

Pacific Ivy Law Group,
Inc.
Paul Hastings LLP
Paul, Weiss, Rifkind,
Wharton &
Garrison LLP

Perkins Coie LLP
Pillsbury Winthrop
Shaw Pittman LLP
Proskauer Rose LLP

Q

Quarles & Brady LLP

R

Reed Smith LLP
Reising Ethington P.C.
Robinson, Bradshaw
& Hinson, P.A.
Ropes & Gray LLP

S

Saul Ewing Arnstein
& Lehr LLP
Scott Douglass &
McConnico LLP
Seyfarth Shaw LLP
Sheppard, Mullin,
Richter & Hampton
LLP
Shook, Hardy &
Bacon LLP
Skadden, Arps, Slate,
Meagher & Flom LLP
Spilman Thomas &
Battle PLLC
Stevens & Lee, P.C.
Stradley Ronon
Stevens & Young,
LLP

T

Taft Law

The Ezra Law Firm,
P.C.
The Webb Law Firm
Thompson Coburn
LLP
Thompson Hine LLP
Troutman Pepper
Hamilton Sanders
LLP

V

Venable LLP

W

White & Case LLP
Wiley Rein LLP
WilmerHale
Winston & Strawn
LLP
Womble Bond
Dickinson (US) LLP

Y

Young Conaway
Stargatt & Taylor,
LLP



2023 Members, Sponsors & Donors (cont.)

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A

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Hauer & Feld LLP
Allie Lin
Amazon.com, Inc.
American Arbitration
Association
Anthony Pierce
Anthony Shallat
Austin Ozawa
Axinn Veltrop &
Harkrider LLP

B

Bank of America
Bansri McCarthy
Benesch Friedlander
Coplan & Aronoff
LLP
Bunsow De Mory LLP

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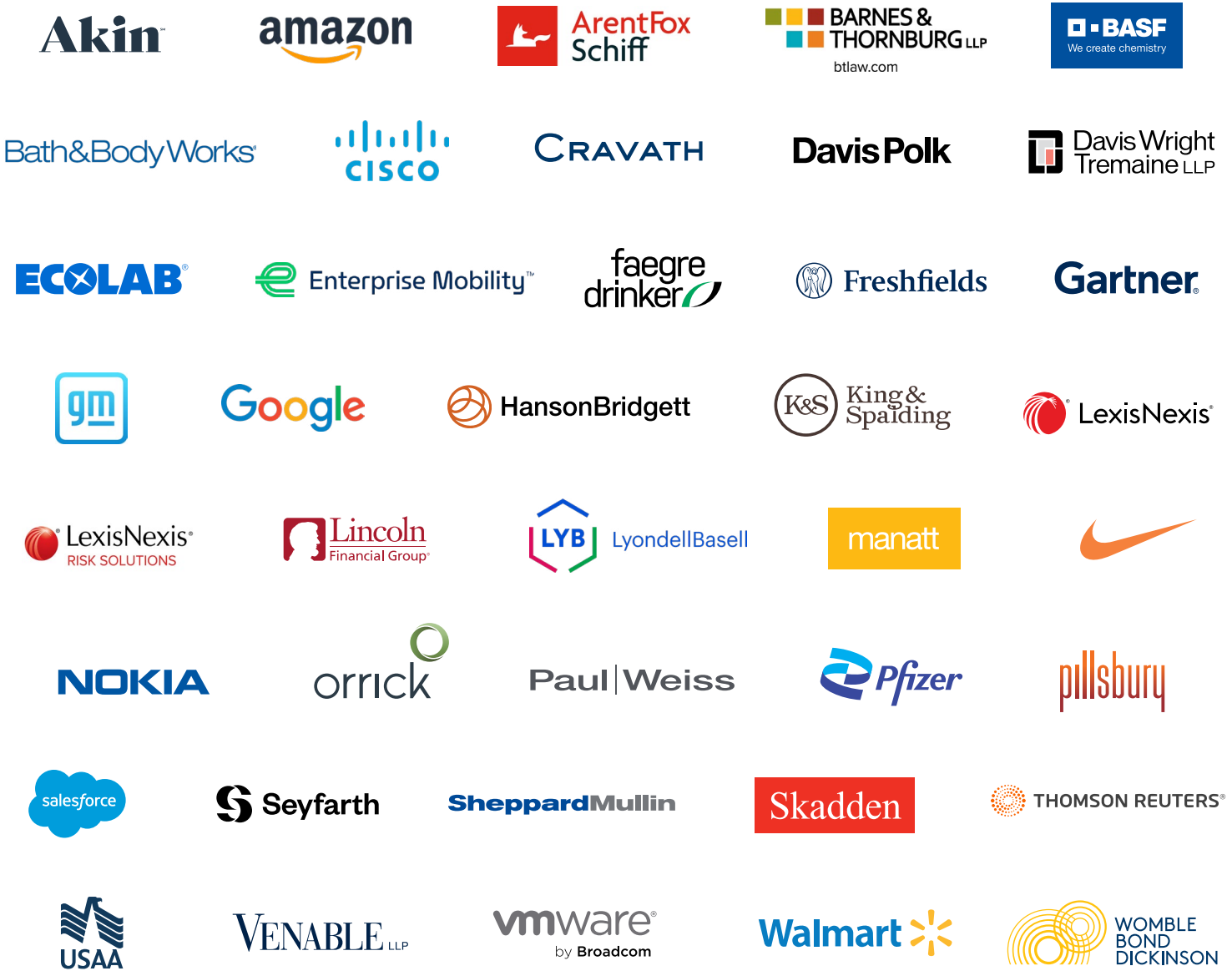
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