MEMBERSHIP PROSPECTUS

Advancing Diversity, Inclusion and Equity
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Leadership

NEIL H. WILCOX
FIRST DATA CORPORATION
Senior Vice President & Associate General Counsel

MICHAEL T. WILLIAMS
STAPLES, INC.
Executive Vice President, General Counsel & Secretary

SIMONE WU
CHOICE HOTELS INTERNATIONAL, INC.
Senior Vice President, General Counsel, Corporate Secretary & External Affairs

MCCA Corporate Officers

JOSEPH CENTENO
BUCHANAN INGERSOLL & ROONEY PC
Outside General Counsel & Assistant Corporate Secretary

PAULA J. SCHAUWECKER
BEVERIDGE & DIAMOND, PC
Corporate Secretary
N-Gen Advisory Board Members

ANNE LEE BENEDICT
SUMMIT MATERIALS, INC.
N-Gen Chair, Executive Vice President, Chief Legal Officer

CHARLES H. WILSON
COZEN O’CONNOR
N-Gen Vice Chair, Office Managing Partner & Vice Chair

RIMA J. ALAILY
MICROSOFT CORPORATION
Assistant General Counsel

TERRANCE J. EVANS
DUANE MORRIS LLP
Partner

SAMANTHA C. GRANT
SHEPHERD MULLIN RICHTER & HAMPTON LLP
Partner

ALICE HSU
AKIN GUMP STRAUSS HAUER & FELD LLP
Partner

LATANYA LANGLEY
BIC INTERNATIONAL
Vice President & General Counsel

KEVIN R. LYN
WOMBLE CARLYLE SANDRIDGE & RICE LLP
Diversity Committee Co-Chair & Partner

RODNEY C. PRATT
CONVERSE
Vice President, General Counsel, & Corporate Secretary

REGINALD M. RASCH
RAKUTEN USA, INC
General Counsel – Head of Legal

KRISHNA VEERARAGHAVAN
SULLIVAN & CROMWELL LLP
Partner

TEONTA A. WILLIAMS
UNITED HEALTHCARE CORPORATION
Associate General Counsel
The Minority Corporate Counsel Association (MCCA) was founded in 1997 to advocate for the expanded hiring, retention and promotion of diverse attorneys in corporate law departments and the law firms that serve them. MCCA furthers its mission through the collection and dissemination of information about diversity in the legal profession. MCCA takes an inclusive approach to the definition of “diversity.” Therefore, its research addresses issues of race/ethnicity, gender, sexual orientation, disability status and generational differences which impact the legal profession's workforce.

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.
Our Vision

Our vision is to make the next generation of legal leaders as diverse as the world we live in.

MCCA is committed to advancing the hiring, retention and promotion of diverse lawyers in law departments and law firms by providing research, best practices, professional development and training, and through pipeline initiatives.
MCCA WAS AMONG THE FIRST TO ADVOCATE THAT LAW FIRMS INSTITUTIONALIZE THE ROLE OF THE LAW FIRM DIVERSITY PROFESSIONAL
## MCCA Key Milestones and Accomplishments

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tr>
<td>1997</td>
<td>Lloyd M. Johnson, Jr. founded the MCCA.</td>
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<tr>
<td>1997</td>
<td>MCCA Directory of Corporate Counsel of Color published.</td>
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<tr>
<td>1997</td>
<td>First Survey of Fortune 500 General Counsel.</td>
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<tr>
<td>1998</td>
<td>MCCA Directory of Minority In-House Counsel in Delaware, District of Columbia, Maryland, Pennsylvania &amp; Virginia published.</td>
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<tr>
<td>1998</td>
<td>Diversity in the Workplace - A Statement of Principle, spearheaded by Charles Morgan, then general counsel of Bell South.</td>
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<tr>
<td>1999</td>
<td>Diversity &amp; the Bar®, official MCCA magazine – published bi-monthly in cooperation with ALM and distributed nationally to more than 35,000 attorneys.</td>
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<tr>
<td>2000</td>
<td>First MCCA® Annual Survey of Fortune 500 Women General Counsel published.</td>
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<td>2000</td>
<td>First annual Creating Pathways to Diversity® Conference.</td>
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<td>2001</td>
<td>Veta T. Richardson became the second Executive Director.</td>
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<td>2002</td>
<td>First CLE Expo – Principles in Action.</td>
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<td>2003</td>
<td>First annual MCCA General Counsel Forum – Celebrating Advancements, Breaking Barriers! nka MCCA General Counsel Summit.</td>
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<td>2004</td>
<td>MCCA received Special Achievement Award from the National Minority Business Council.</td>
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<td>2004</td>
<td>Lloyd M. Johnson, Jr. Scholarship program established.</td>
</tr>
<tr>
<td>Year</td>
<td>Event</td>
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<tr>
<td>2005</td>
<td>MCCA honored by the EEOC with the Freedom to Compete Award.</td>
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<td>2008</td>
<td>MCCA/Veta T. Richardson honored with the 2008 Allies for Justice Award.</td>
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<td>2007</td>
<td>MCCA celebrates 10 years of diversity progress.</td>
</tr>
<tr>
<td>2009</td>
<td>Vault/MCCA Law Firm Diversity Database is launched.</td>
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<td>2009</td>
<td>Commencement of MCCA White paper series</td>
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<td>2011</td>
<td>First annual MCCA Lifetime Achievement Award, honoring Vernon E. Jordan, Jr.</td>
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<tr>
<td>2012</td>
<td>MCCA Leadership &amp; Inclusion Academy launched.</td>
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<tr>
<td>2012</td>
<td>First Do Good, Do Well report published, highlighting business case for diversity &amp; inclusion.</td>
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<tr>
<td>2013</td>
<td>Tracking the Integration of the Federal Judiciary published.</td>
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<tr>
<td>2014</td>
<td>Black Entertainment &amp; Sports Lawyers Association (BESLA) Honors MCCA with Beacon of Diversity Award.</td>
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<tr>
<td>2015</td>
<td>Jean Lee became MCCA President &amp; CEO.</td>
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<tr>
<td>2016</td>
<td>MCCA announced the formation of the N-Gen (Next Generation) Advisory Board.</td>
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<tr>
<td>2016</td>
<td>Just the Beginning Foundation honors the MCCA with the Vision Award.</td>
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<tr>
<td>2016</td>
<td>First annual Global TEC (Technology, Education &amp; Careers) Forum held in New Orleans, LA.</td>
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</table>
Our 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.

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

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

As of 2017, MCCA has revamped its membership structure for corporate legal departments and law firms. MCCA has been a 501(c)(3) corporate counsel association since its founding 20 years ago. Over time, MCCA realized the value of partnership with law firms and created the FAN (Firm Affiliate Network) membership. The power of partnership and its benefits have been clear, which is why MCCA has created one membership open to all our corporations and law firms based on their needs and interest in engagement.
Research

MCCA furthers its mission through publishing research to recognize and promote diversity efforts and best practices in the legal profession. MCCA’s research provides objective, peer-reviewable assessments of emerging demographic data and practices.

Sustaining Pathways to Diversity Research Reports® (Pathways Research) is MCCA’s signature research series that addresses issues of race/ethnicity, gender, sexual orientation, disability status, and generational differences. These comprehensive reports offer the latest data on diversity demographics, best practices in law departments, diversity metrics, mentoring, and career advancement.

In addition to the Pathways Research series, MCCA publishes the Annual General Counsel Survey (GC Survey). The GC Survey tracks the current representation of minorities and women among the Fortune 500 and Fortune 1000 general counsel and the progress (or lack thereof) at the highest levels of the legal profession and corporate America. MCCA also partners with Vault for the annual MCCA/Vault Law Firm Diversity Survey Report™. Since 2004, Vault and MCCA have gathered detailed breakdowns of law firm populations, which offers comprehensive snapshots of the nation’s leading law firms and the industry. Along with this report, the Law Firm Diversity Database, which contains all demographic statistics collected from more than 250 major law firms since 2007, is provided at no charge to the legal community.

The MCCA Corporate Demographic Survey Report examines the demographics and diversity metrics within corporate legal departments; how these legal departments measure and track the diversity demographics and progress of their outside counsel law firms; and explores the structures, administration and scopes of the diversity programs and collaborative initiatives of the participating companies.

MCCA and its law firm members also partner to study the implications of legal trends, policies, and landmark cases as they relate to diversity and inclusion. The results of these analyses are published as white papers to educate and assist legal departments and law firms.
Education & Training

MCCA presents a variety of professional development and training programs tailored to specific levels of seniority.

The C-Suite Leadership Institute/In-House Counsel Summit is a collective effort by senior leaders in the legal community to effectively change the landscape of the profession at its highest levels. In particular, Black, Hispanic, and Asian-Americans are consistently underrepresented as general counsels of Fortune 500 companies. Many of these attorneys lack the information, sponsorship, and opportunities to enter the top echelons. This program is dedicated to helping diverse senior attorneys break through the concrete ceiling. Promoting diverse leaders not only increases the hiring and retention of diverse attorneys, it is one of the most effective ways of instituting real and sustainable change. In addition, challenges such as attrition rates and hidden bias, facing minority attorneys are, at times, specific to racial and ethnic groups. This program is tailored to address these issues through expert panels, workshops, and discussions with executive recruiters. C-Suite Leadership Institute/In-House Counsel Summit is available to MCCA members by application or invitation.

Sources of Success™ is a professional development program tailored for junior and midlevel attorneys from corporate legal departments and law firms. The focus is on identifying successful career strategies and allowing attorneys to develop leadership and management skills, as well as an opportunity for attorneys to find the right mentor to guide their career advancement. The program offers guidance on interview skills to land the next level job, interactive negotiation training, resume workshops, and a roadmap to develop lawyers as the industry’s next leaders. Sources of Success™ is the premier opportunity for junior and mid-level attorneys to cultivate strategic relationships, expand their professional network, and improve their professional development to be able to take the next step in their career.

The Academy of Leadership and Inclusion is a series of seminars examining hidden bias, its impact on the workplace, and techniques to address its influence. Bias interrupter training aims to combat the pervasive nature of bias throughout the employment lifecycle. Through proven best practices and policies for hiring, retention, compensation, and advancement, corporate law departments and law firms can reduce and minimize the effect of hidden and implicit bias in their offices.
Pipeline

In 2004, MCCA established the Lloyd M. Johnson, Jr. Scholarship (LMJ Scholarship). The LMJ Scholarship nurtures the academic and professional careers of outstanding law students and helps fill the diversity pipeline to the legal profession. The LMJ Scholarship provides financial support to incoming first-year law students pursuing a juris doctorate degree. The scholarship is open to diverse students who have: been accepted to an ABA-accredited law school on a full-time basis; an outstanding or promising academic record; an interest in corporate law; demonstrated community service and leadership qualities; a financial need; and a commitment to diversity and inclusion. Every year, the LMJ Selection Committee identifies diverse scholars from across the country and awards up to ten honorees a $10,000 scholarship. Members may sponsor an individual student and award a scholarship named for the organization, such as the Microsoft Scholar, Chevron Scholar, and Wal-Mart Scholar. In doing so, members become part of the LMJ Selection Committee, assist in the final selection of all scholarship recipients, and select their own organization’s scholar. Members may also support the program by making a donation in any amount or offering internships to LMJ Scholarship recipients.

The LMJ Scholarship has changed lives by allowing aspiring lawyers to start and continue their education. Recipients have graduated to serve as law clerks to federal judges and work as associates in AmLaw 200 law firms and in-house at Fortune 500 corporations.
Corporate law departments seeking to increase diversity often cite difficulty in finding talented diverse and women attorneys as the barrier to their recruitment initiatives. Many Fortune 500 corporate law departments have turned to MCCA to enhance the pool of candidates for their openings. MCCA’s Hot Jobs and Job Bank are specifically designed to address this need by creating a community of recruiters, employers and job seekers.

Hot Jobs is a monthly feature with exclusive postings of positions open at MCCA’s member companies and law firms. Hot Jobs is a powerful tool that helps organizations that are committed to diversity find exceptional diverse candidates.

Others wishing to advertise their open positions to our diverse network may post them through MCCA’s Job Bank, which allows all organizations to post job announcements online to the MCCA website. With the Job Bank, employers have access to a host of tools and features, and gain access to our resume database with any job posting. MCCA members receive a special membership discount for job announcement postings to the MCCA Job Bank.
MCCA’s 17th Annual GC Survey

Breaking Barriers, One Person at a Time

Diversity & the Bar®

Diversity & the Bar® is the flagship magazine of MCCA, that promotes the advancement of talented diverse attorneys in the nation’s corporate legal departments and the law firms that support them. More than 6,000 readers depend on the Diversity & the Bar® for practical, in-depth features and articles about diversity and inclusion initiatives.
As part of the effort to retain talent and strengthen the pipeline, MCCA hosts three conferences throughout the year that focus on professional development, education, and networking. These events are opportunities to build relationships, expand career skill sets, and foster business development. Through these programs diverse attorneys will be better equipped to advance in corporate and law firm environments and mentor those behind them as well.

**GENERAL COUNSEL SUMMIT**

The General Counsel Summit (GCS) combines professional development and leadership programs with networking events to meet peers, exchange ideas and launch legal careers to the next level. We are reinventing GCS to offer customized professional development programs for diverse senior in-house counsel led by a faculty comprised of diverse Fortune 500 general counsels. Sessions will provide guidance on how to navigate the executive search and vetting processes, interviewing with the CEO, leadership qualities of a Fortune 500 general counsel and how to own your seat in the boardroom. GCS' purpose is to provide senior attorneys the skills and knowledge to move the needle at the top—on getting more people into the boardrooms where the decisions are made and the future is built.

**GLOBAL TEC FORUM**

The Global TEC Forum: Empowering Change in Technology, Education and Careers (G-TEC) addresses diversity in the tech industry, the latest disruptions and challenges facing the legal profession, and how emerging technologies are changing the practice of law. In addition to educational panels, participants attend career development sessions and workshops specifically tailored for their career track and level of experience. The ultimate goal for each attendee is to cultivate professional relationships, learn about the latest tech developments in the legal profession and strategically advance their professional brand and career.

**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.
**Events**

**DIVERSITY GALA**

Coinciding with the Creating Pathways to Diversity® Conference, is the annual Diversity Gala, MCCA’s signature fundraising event. The Diversity Gala helps fund MCCA’s key research and programming throughout the year. The Gala features an elegant networking reception, an awards program recognizing achievement and leadership in diversity and inclusion efforts by an individual, law firm, and corporation.

**MCCA ROADSHOWS**

In addition to these major conferences, MCCA hosts roadshows throughout the country, featuring thoughtful roundtables that focus on regional issues of diversity & inclusion, specifically recruiting, retention and promotion of diverse attorneys. These roadshows are an opportunity to engage the membership and connect with local leaders to learn about their concerns, share best practices, and discuss sustainable solutions.
Our Membership Benefits & Levels
Upcoming Membership Initiatives

The legal profession has made great strides, but the retention and promotion of diverse and women attorneys, as well as, the leadership of many organizations still fall short. With this challenge in mind, MCCA announces upcoming initiatives that allows members to take full advantage of their benefits and gain the resources necessary for an effective and sustainable diversity & inclusion program that holds organizations accountable. MCCA’s interactive consulting and advisory services produce the necessary structure for a robust diversity & inclusion program. Our dynamic secondment program connects young, diverse attorneys with corporate law departments that are committed to expanding their network and professional development. Our Speaker’s Bureau of renowned industry leaders and experts gives members the opportunity to hear from prominent voices of the industry while supporting the LMJ Scholarship program. These are just three new benefits that furthers the cause of retention and promotion and aides in the progress that the legal profession needs.

CONSULTING AND ADVISORY SERVICES

MCCA offers consulting and advisory services as a resource for legal professionals dedicated to increasing the impact, effectiveness and sustainability of their organization’s diversity and inclusion initiatives. MCCA serves 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 provides customized consulting and advisory services as part of a member benefit, including assistance with organizational cultural assessments developed in partnership with industry experts and professional consultants. The resulting best practices, guidelines and templates, customized project plans, measurement tools, and training programs assist members in gaining competence, skills, tools and strategies to develop their organization’s diversity strategy and achieve their diversity and inclusion goals.

SECONDMENT OPPORTUNITIES

The secondment program allows corporate law departments to promote diverse attorneys within law firms to help those lawyers maximize their chances of developing client relationships and becoming an equity partner. Member law departments can partner with outside counsel firms for a firm attorney to be “loaned” on-site to the client’s corporate law department. Corporate members gain reliable, quality legal services at little to no cost, and diverse attorneys in large law firms gain access to the department and business.

For law firm members, this experience helps deepen their relationship with the client and learn first-hand about the company culture, risk tolerance, and department processes. These lessons enhance the firm’s ability to better serve the client and provide comprehensive solutions. Participating in the program also demonstrates the firm’s commitment to its diverse attorneys by investing in their futures inside and outside the firm.

As the facilitator for secondment opportunities and applicants, MCCA will sort and screen candidates to match the appropriate attorney with corporate law departments’ requirements. MCCA will provide guidelines and assist corporate law departments in structuring their secondment needs.

SPEAKERS BUREAU

Speakers Bureau is a collection of senior industry attorneys ranging from general counsels of Fortune 500 companies to partners of major law firms from across the country who are experts on legal, policy, and social issues. Through the Speakers Bureau, members have the opportunity to highlight their experts and thought leaders on a variety of topics and provide visibility to corporate audiences. Speaking fees are collected on a donation basis and 100% of the fees support the LMJ Scholarship program.
STRATEGIC PARTNERSHIP

LEVEL I
($150,000)

Exclusive Benefits

- 20 Speakers at MCCA’s Speakers Bureau
- Secondment Program / Opportunities
- Invitation to serve on MCCA Program Advisory Council and/or Think Tanks
- LMJ Scholarship Selection Committee
- Invitation to special MCCA networking events
- Opportunity to write one article and have one profile per issue of Diversity & The Bar® Magazine

Conference and Event Registrations

- 20 Gala Tickets
- 10 Gala VIP Pre-Reception Tickets (Invitation Only and Non-Transferable)
- 20 Pathways Conference Registrations Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
- 20 General Counsel Summit (GCS) Registrations
- 20 Global TEC Forum (G-TEC) Registrations Includes Seating at Rainmakers Award Luncheon
- Unlimited Registrations for Exchange and Blueprint Programs
- Unlimited Pipeline Programs / Sources of Success Registrations for In-House Counsel
- 5 C-Suite Leadership Institute Registrations (Corporate Members Only)
- Call for Programs for GCS and G-TEC Conferences
- High Visibility Speaking Opportunities at MCCA Conferences
- Customized Academy of Leadership & Inclusion

Additional Benefits

- Access to Sustaining Pathways to Diversity Research
- Access to MCCA Reports, Surveys & White Papers
- Unlimited Access to Vault/MCCA Law Firm Diversity Database
- Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
- Full Access to MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
- Full Support for MCCA Diversity Toolkit Implementation
- Logo on Membership Page & All MCCA Materials
- Member Rate for Job Postings on MCCA's Job Bank
- MCCA Membership Certificate

The Minority Corporate Counsel Association, Inc. is a 501(c)(3) organization. Gifts are deductible to the full extent allowable under IRS. EIN:13-3920905. See Page 35 for a full list of endnotes.
STRATEGIC PARTNERSHIP

LEVEL II
($100,000)

Exclusive Benefits

• 10 Speakers at MCCA’s Speakers Bureau
• Secondment Program / Opportunities
• Invitation to serve on MCCA Program Advisory Council and/or Think Tanks¹
• LMJ Scholarship Selection Committee
• Invitation to special MCCA networking events²
• Opportunity to write one article per issue of Diversity & The Bar® Magazine

Conference and Event Registrations

• 10 Gala Tickets
• 5 Gala VIP Pre-Reception Tickets
  (Invitation Only and Non-Transferrable)
• 10 Pathways Conference Registrations
  Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
• 10 General Counsel Summit (GCS) Registrations
• 10 Global TEC Forum (G-TEC) Registrations
  Includes Seating at Rainmakers Award Luncheon
• Unlimited Registrations for Exchange⁴ and Blueprint⁵ Programs
• Unlimited Pipeline Programs / Sources of Success Registrations⁶ for In-House Counsel
• 10 Pipeline Programs /Sources of Success Registrations for Law Firms
• 3 C-Suite Leadership Institute Registrations (Corporate Members Only)
• Call for Programs for GCS and G-TEC Conferences⁷
• High Visibility Speaking Opportunities at MCCA Conferences
• Customized Academy of Leadership & Inclusion

Additional Benefits

• Access to Sustaining Pathways to Diversity Research
• Access to MCCA Reports, Surveys & White Papers
• Unlimited Access to Vault/MCCA Law Firm Diversity Database
• Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
• Full Access to MCCA Diversity Toolkit
  (In-house Kit /Law Firm Kit)
• Full Support for MCCA Diversity Toolkit Implementation³
• Logo on Membership Page & All MCCA Materials
• Member Rate for Job Postings on MCCA’s Job Bank
• MCCA Membership Certificate

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PARTNERSHIP MEMBERSHIP

LEVEL III
($50,000)

Exclusive Benefits

• 2 Speakers at MCCA’s Speakers Bureau
• Secondment Program / Opportunities
• Invitation to serve on MCCA Program Advisory Council and/or Think Tanks¹
• LMJ Scholarship Selection Committee
• Invitation to special MCCA networking events²
• Opportunity to write one article per issue of Diversity & The Bar® Magazine

Conference and Event Registrations

• 5 Gala Tickets
• 2 Gala VIP Pre-Reception Tickets (Invitation Only and Non-Transferrable)
• 5 Pathways Conference Registrations Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
• 5 General Counsel Summit (GCS) Registrations
• 5 Global TEC Forum (G-TEC) Registrations Includes Seating at Rainmakers Award Luncheon
• 5 Registrations for Exchange⁴ and Blueprint⁵ Programs
• 5 Pipeline Programs / Sources of Success Registrations⁶
• 1 C-Suite Leadership Institute Registration (Corporate Members Only)
• Call for Programs for GCS and G-TEC Conferences⁷
• High Visibility Speaking Opportunities at MCCA Conferences
• Customized Academy of Leadership & Inclusion

Additional Benefits

• Access to Sustaining Pathways to Diversity Research
• Access to MCCA Reports, Surveys & White Papers
• Unlimited Access to Vault/MCCA Law Firm Diversity Database
• Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
• Full Access to MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
• Limited Support for MCCA Diversity Toolkit Implementation³
• Logo on Membership Page & All MCCA Materials
• Member Rate for Job Postings on MCCA’s Job Bank
• MCCA Membership Certificate

The Minority Corporate Counsel Association, Inc. is a 501(c)(3) organization. Gifts are deductible to the full extent allowable under IRS. EIN: 13-3920905.
See Page 35 for a full list of endnotes.
PARTNERSHIP MEMBERSHIP

LEVEL IV
($25,000)

Exclusive Benefits

- 1 Speaker at MCCA’s Speakers Bureau
- Eligible Beta Tester for Secondment Program / Opportunities
- Invitation to serve on MCCA Program Advisory Council and/or Think Tanks¹
- LMJ Scholarship Selection Committee (Space Permitting)
- Invitation to special MCCA networking events²
- Opportunity to write one article per issue of Diversity & The Bar® Magazine

Conference and Event Registrations

- 5 Gala Tickets
- 2 Gala VIP Pre-Reception Tickets (Invitation Only and Non-Transferrable)
- 3 Pathways Conference Registrations Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
- 3 General Counsel Summit (GCS) Registrations
- 3 Global TEC Forum (G-TEC) Registrations Includes Seating at Rainmakers Award Luncheon
- 3 Registrations for Exchange⁴ and Blueprint⁵ Programs
- 3 Pipeline Programs / Sources of Success Registrations⁶
- C-Suite Leadership Institute Registrations (Corporate Members Only & Space Permitting)
- Call for Programs for GCS and G-TEC Conferences⁷
- Speaking Opportunities at MCCA Conferences
- Preferred Access to Academy of Leadership & Inclusion

Additional Benefits

- Access to Sustaining Pathways to Diversity Research
- Access to MCCA Reports, Surveys & White Papers
- Unlimited Access to Vault/MCCA Law Firm Diversity Database
- Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
- Full Access to MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
- Discounted Support for MCCA Diversity Toolkit Implementation³
- Logo on Membership Page & All MCCA Materials
- Member Rate for Job Postings on MCCA’s Job Bank
- MCCA Membership Certificate

The Minority Corporate Counsel Association, Inc. is a 501(c)(3) organization. Gifts are deductible to the full extent allowable under IRS. EIN:13-3920905. See Page 35 for a full list of endnotes.
SUPPORT MEMBERSHIP

LEVEL V
($17,500)

Additional Benefits

- Access to Sustaining Pathways to Diversity Research
- Access to MCCA Reports, Surveys & White Papers
- Unlimited Access to Vault/MCCA Law Firm Diversity Database
- Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
- Member Rate for MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
- Listed as a Member on Membership Page & All MCCA Materials
- Member Rate for Job Postings on MCCA’s Job Bank
- MCCA Membership Certificate

Conference and Event Registrations

- 5 Gala Tickets
- 2 Pathways Conference Registrations
  Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
- 2 General Counsel Summit (GCS) Registrations
- 2 Global TEC Forum (G-TEC) Registrations
  Includes Seating at Rainmakers Award Luncheon
- 2 Registrations for Exchange⁴ and Blueprint⁵ Programs
- 2 Pipeline Programs / Sources of Success Registrations⁶
- C-Suite Leadership Institute Registrations (Corporate Members Only & Space Permitting)
- Call for Programs for GCS and G-TEC Conferences⁷
- Access to Academy of Leadership & Inclusion

The Minority Corporate Counsel Association, Inc. is a 501(c)(3) organization. Gifts are deductible to the full extent allowable under IRS. EIN:13-3920905. See Page 35 for a full list of endnotes.
SUPPORT MEMBERSHIP

LEVEL VI
($10,000)

Additional Benefits

• Access to Sustaining Pathways to Diversity Research
• Member Rate for MCCA Reports, Surveys & White Papers
• Unlimited Access to Vault/MCCA Law Firm Diversity Database
• Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
• Member Rate for MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
• Listed as a Member on Membership Page & All MCCA Materials
• Member Rate for Job Postings on MCCA’s Job Bank
• MCCA Membership Certificate

Conference and Event Registrations

• 2 Gala Tickets
• 1 Pathways Conference Registration
  Includes Seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony
• 1 General Counsel Summit (GCS) Registration
• 1 Global TEC Forum (G-TEC) Registration
  Includes Seating at Rainmakers Award Luncheon
• 1 Registration for Exchange and Blueprint Programs
• 1 Pipeline Programs / Sources of Success Registration
• C-Suite Leadership Institute Registrations (Corporate Members Only & Space Permitting)
• Call for Programs for GCS and G-TEC Conferences
• Access to Academy of Leadership & Inclusion

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See Page 35 for a full list of endnotes.
LEVEL VII
($5,000)

Reserved for law firms with less than 100 full-time attorneys or for corporate legal departments with less than 10 full-time attorneys.

**Additional Benefits**

- Member Rate for Sustaining Pathways to Diversity Research
- Member Rate for MCCA Reports, Surveys & White Papers
- Unlimited Access to Vault/MCCA Law Firm Diversity Database
- Unlimited Digital Subscription(s) to *Diversity & The Bar®* Magazine
- Member Rate for MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
- Listed as a Member on Membership Page & All MCCA Materials
- Member Rate for Job Postings on MCCA’s Job Bank
- MCCA Membership Certificate

**Conference and Event Registrations**

- Member Rate for Gala Tickets
- Member Rate for Pathways Conference Registrations
- 1 General Counsel Summit (GCS) Registration
- Member Rate for Global TEC Forum (G-TEC) Registrations
- Member Rate for Registrations for Exchange and Blueprint Programs
- 1 Pipeline Programs / Sources of Success Registration
- C-Suite Leadership Institute Registrations (Corporate Members Only & Space Permitting)
- Call for Programs for GCS and G-TEC Conferences
- Access to Academy of Leadership & Inclusion

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SUPPORT MEMBERSHIP

LEVEL VIII
($1,500)

Reserved for law firms with less than 10 full-time attorneys or for corporate legal departments with less than 3 attorneys.

Additional Benefits

- Member Rate for Sustaining Pathways to Diversity Research
- Member Rate for MCCA Reports, Surveys & White Papers
- Unlimited Access to Vault/MCCA Law Firm Diversity Database
- Unlimited Digital Subscription(s) to Diversity & The Bar® Magazine
- Member Rate for MCCA Diversity Toolkit (In-house Kit /Law Firm Kit)
- Listed as a Member on Membership Page & All MCCA Materials
- Member Rate for Job Postings on MCCA’s Job Bank
- MCCA Membership Certificate

Conference and Event Registrations

- Member Rate for Gala Tickets
- Member Rate for Pathways Conference Registrations
- Member Rate for General Counsel Summit (GCS) Registrations
- Member Rate for Global TEC Forum (G-TEC) Registrations
- Member Rate for Registrations for Exchange and Blueprint Programs
- Member Rate for Pipeline Programs / Sources of Success Registration
- C-Suite Leadership Institute Registrations (Corporate Members Only & Space Permitting)
- Call for Programs for GCS and G-TEC Conferences
- Member Rate for Academy of Leadership & Inclusion

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See Page 35 for a full list of endnotes.
Membership Benefits Overview
<table>
<thead>
<tr>
<th>STRATEGIC PARTNERSHIP</th>
<th>PARTNERSHIP MEMBERSHIPS</th>
<th>SUPPORT MEMBERSHIPS</th>
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<tbody>
<tr>
<td>Level I ($150,000)</td>
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<td>Level III ($50,000)</td>
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<td>Level IV ($25,000)</td>
<td>Level VII ($1,500)</td>
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**EXCLUSIVE BENEFITS**

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<th>Benefit</th>
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<tr>
<td><strong>MCCA Speakers Bureau</strong></td>
<td>20</td>
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<td><strong>Secondment Program / Opportunities</strong></td>
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<tr>
<td><strong>Invitation to serve on MCCA Program Advisory Council and/or Think Tanks</strong></td>
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<td><strong>LMJ Selection Committee</strong></td>
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<tr>
<td><strong>Invitation to Special MCCA events</strong></td>
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<td><strong>Diversity &amp; the Bar® Magazine (write article)</strong></td>
<td>1 art. and profile/issue</td>
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**CONFERENCE AND EVENT REGISTRATIONS**

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<tr>
<td><strong>Gala Tickets</strong></td>
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<td><strong>VIP Gala Pre-Reception</strong></td>
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<tr>
<td><strong>Conferences (Pathways and Global TEC Forum)</strong></td>
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<td>10</td>
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<td>3</td>
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<tr>
<td><strong>General Counsel Summit (GCS)</strong></td>
<td>20</td>
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<td><strong>Exchange and Blueprint Programs</strong></td>
<td>Unlimited</td>
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<td><strong>Pipeline &amp; SOS Programs</strong></td>
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<td>Unltd: IHC 10: LFs</td>
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<td><strong>C-Suite Leadership Institute (IHC only)</strong></td>
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<td><strong>Speaking Opps. @ MCCA Conferences</strong></td>
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**ADDITIONAL BENEFITS**

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See Page 35 for a full list of endnotes.
Members will be invited to provide feedback on all MCCA programs, including secondments, conferences, professional development seminars, and program content for Creating Pathways to Diversity conference.

E.g., Roadshows and C-Suite Leadership Institute

This is a membership benefit only, not open to sponsors under $25,000.

An MCCA member-only networking breakfast held during the Creating Pathways to Diversity® Conference that provides an opportunity for in-house counsel to network with their peers and expand their contacts with other member corporations, law firm members, and sponsoring organizations.

The Blueprint for Selling and Buying is a workshop for law firm counsel to enhance pitching and in-house counsel to improve assessing and retaining counsel. Through an exercise responding to a mock RFP, participants work together to develop a formal pitch, which will be presented to actual in-house counsel and faculty for feedback and coaching. In-house counsel participants learn and exchange best practices in assessing and retaining outside counsel.

Professional development seminar created for junior and mid-level attorneys.

Members will get first submission opportunities.

Reserved for law firms with less than 100 full-time attorneys or for corporate legal departments with less than 10 full-time attorneys.

Reserved for law firms with less than 10 full-time attorneys or for corporate legal departments with less than 3 attorneys.