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MCCA Board of Directors

MCCA Corporate Officers

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

- LANESHA MINNIK  
  Senior Vice President, General Counsel & Corporate Secretary, Walmart International

- SAMUEL M. REEVES  
  Senior Vice President, General Counsel, Walmart International

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

- DAWN SMITH  
  President & Chief Operating Officer, UnitedHealth Group

- RICHARD J. WALLIS  
  Former Senior Vice President & Deputy General Counsel, Enterprise Shared Services

- NEIL WILCOX  
  Senior Vice President & General Counsel, Enterprise Shared Services

MCCA Board of Advisors

- SIMONE WU  
  Senior Vice President, General Counsel, Corporate Secretary & External Affairs, UnitedHealth Group

- JOSEPH CENTENO  
  Outside General Counsel & Assistant Corporate Secretary, Amherst

- PAULA J. SCHAUWECKER  
  Corporate Secretary, Booz Allen Hamilton

- A.B. CRUZ, III  
  Former Senior Vice President, Enterprise Shared Services, Chief Legal Office, USAA

- KIRKLAND L. HICKS  
  Former Executive Vice President & General Counsel, Lincoln Financial Group

- DUANE HOLLOWAY  
  President & Chief Operating Officer, XM

- SANDRA LEUNG  
  Executive Vice President & General Counsel, Enterprise Shared Services

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

- RICHARD J. WALLIS  
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- KIRKLAND L. HICKS  
  Former Executive Vice President & General Counsel, Lincoln Financial Group

- DUANE HOLLOWAY  
  President & Chief Operating Officer, XM

- SANDRA LEUNG  
  Executive Vice President & General Counsel, Enterprise Shared Services
MCCA N-Gen Advisory Board Members
Mission

The Minority Corporate Counsel Association (MCCA) was founded in 1997 to advocate for the 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 that 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 Council on Legal Education Opportunity, the National LGBT Bar Association, the National Minority Business Council, Inc. and the U.S. Equal Employment Opportunity Commission.

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.
History & Timeline

MCCA was among the first to advocate that law firms institutionalize the role of the law firm diversity Professional.

1997
- Lloyd M. Johnson, Jr., founded the MCCA.
- First Survey of Fortune 500 General Counsel published.
- MCCA Directory of Corporate Counsel of Color published.

1998
- MCCA Directory of Minority In-House Counsel in Delaware, District of Columbia, Maryland, Pennsylvania & Virginia published.
- Diversity in the Workplace - A Statement of Principle, spearheaded by Charles Morgan, then general counsel of Bell South.

1999
- First in-depth Sustaining Pathways to Diversity research report, A Study of Law Department Practices, published.
- Diversity & the Bar®, official MCCA magazine – published bi-monthly in cooperation with ALM and distributed nationally to more than 35,000 attorneys.

1997-2010

2000
- First MCCA® Annual Survey of Fortune 500 Women General Counsel published.
- www.MCCA.com, official website and MCCA Job Bank launched.
- First annual Creating Pathways to Diversity® Conference.

2001
- Veta T. Richardson became the second Executive Director.

2002
- First CLE Expo – Principles in Action.

2003
- Second CLE Expo – Breaking Barriers! Strengthening Relationships: Advancing the Profession.
- First annual MCCA General Counsel Forum – Celebrating Advancements, Breaking Barriers! aka MCCA General Counsel Summit.

2004
- MCCA received Special Achievement Award from the National Minority Business Council.

2005
- Lloyd M. Johnson, Jr. Scholarship program established.
- MCCA honored by the EEOC with the Freedom to Compete Award.

2007
- MCCA celebrates 10 years of diversity progress.

2008
- MCCA/ Veta T. Richardson honored with the 2008 Allies for Justice Award.

2009
- Vault/MCCA Law Firm Diversity Database is launched.
- Commencement of MCCA White paper series.

2010
- New Millennium, Same Glass Ceiling? The Impact of Law Firm Compensation Systems on Women published.
- MCCA launched the Law Firm Affiliate Network (FAN).

2011
- First annual MCCA Lifetime Achievement Award, honoring Vernon E. Jordan, Jr.
- Joseph K. West became MCCA President & CEO.

2012
- MCCA Leadership & Inclusion Academy launched.
- MCCA is honored by the National Bar Association as the winner of the prestigious Pinnacle Award by the National Bar Association (NBA).

2013
- First Do Good. Do Well report published, highlighting business case for diversity & inclusion.

2014
- Black Entertainment & Sports Lawyers Association (BESLA) Honors MCCA with Beacon of Diversity Award.

2015
- Tracking the Integration of the Federal Judiciary published.

2016
- Jean Lee became MCCA President & CEO.
- MCCA announced the formation of the N-Gen (Next Generation) Advisory Board.
- Just the Beginning Foundation honors the MCCA with the Vision Award.
- First annual Global TEC (Technology, Education & Careers) Forum held in New Orleans, LA.

2017
- MCCA celebrates its 20th Anniversary.
- Pitch Session Network launched at Creating Pathways to Diversity Conference.
- Diversity Career Expo relaunched at Creating Pathways to Diversity Conference.

2018
- Inclusion Index launched in partnership with Russell Reynolds Associates.
- Inclusive Leader Program launched in partnership with Microsoft.
- Sustaining Pathways to Diversity® Comprehensive Examination of Diversity Demographics, Initiatives, and Policies in Corporate Legal Departments published.
- You Can’t Change What You Can’t See: Interrupting Racial & Gender Bias in the Legal Profession published.
- MCCA honored by the Council on Legal Education Opportunity with the 2018 CLEO EDGE Award in Diversity.
Founded in 1997, MCCA is a 501(c)(3) corporate counsel association. In 2011, MCCA realized the value of partnership with law firms and created the Firm Affiliate Network (“FAN”) membership. The power of partnership and its benefits became clearer over time, and in 2017, MCCA revamped its membership structure to include both corporate legal departments and law firms. MCCA created its one membership model open to all corporate legal departments and law firms based on their needs and interest in engagement. In addition to creating more diverse legal departments and law firms, MCCA helps its members foster more inclusive and equitable legal departments and law firms – environments where underrepresented groups feel empowered to speak freely about their opinions and perspectives.

Membership
MCCA furthers its mission through publishing research to increase cultural competence, promote diversity, inclusion and equity efforts and share best practices in the legal profession. MCCA’s research provides objective, peer-reviewable assessments of emerging demographic data and practices. We aim to make diversity, inclusion and equity 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 lawyers to develop best practices for diversity and inclusion, 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.

Since its initial release in 2001, our signature research series, Sustaining Pathways to Diversity, has set the industry standard when it comes to thought leadership on diversity, inclusion and equity within the legal profession. In 2009, our groundbreaking look at the large law firms, Understanding and Increasing Diversity & Inclusion in Large Law Firms, provided the most comprehensive examination of the issue ever published. The following year, we released The New Paradigm of LGBT Inclusion: A Recommended Resource for Law Firms – the first-ever year, we released the comprehensive examination of the issue ever published. The following year, we released The New Paradigm of LGBT Inclusion: A Recommended Resource for Law Firms – the first-ever

MCCA provided a first-of-its-kind survey showing that systemic bias across the legal profession presents significant barriers to gender and racial equity. The study, You Can’t Change What You Can’t See, examines implicit gender and racial bias in legal workplaces and offers new solutions and tools for interrupting bias across the legal profession. Conducted by the Center for WorkLife Law at the University of California, Hastings College of the Law on behalf of MCCA and The American Bar Association’s Committee on Women in the Profession, the report presents a stark picture of the obstacles hindering many lawyers from achieving their potential. The survey report also includes Bias Interrupters Toolkits, to assist corporate legal departments and law firms to mitigate the potential negative impact of unconscious bias.

MCCA’s Comprehensive Examination of Diversity Demographics, Initiatives, and Policies in Corporate Legal Department, published in 2018, 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.

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 has surveyed more than 300 law firms nationwide – including virtually all of the AM Law 100 and a majority of the NLJ 250 – about firm demographics and diversity initiatives related to attorneys from underrepresented groups. It presents this information in the form of an annual report and a searchable online database where users can compare metrics against other firms, evaluate progress over time, and see how their own firm performs relative to industry-wide benchmarks.

Every quarter, MCCA publishes Diversity & the Bar, a unique window into diversity, inclusion and equity efforts across the legal industry. In 2018, we reconceived our flagship magazine—from top to bottom—to make it an even more exciting resource for readers who are passionate about advancing the discourse on diversity, inclusion and equity. We also welcomed Dr. Catherine McGregor, as the magazine’s Editor-in-Chief, and Elfatrany Design, as the new design team, who have been instrumental in elevating the magazine’s readership, brand and context. Each issue delivers unparalleled, expert coverage into unfolding conversations around the recruitment, retention and promotion of attorneys, as well as trending topics such as intersectionality, organizational culture and what it means to be an inclusive leader.
Education & Training

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

Professional Development Program

Sources of Success®

Sources of Success is a professional development program tailored for junior and mid-level 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 a phenomenal opportunity for junior and mid-level attorneys to cultivate strategic relationships, improve their business acumen, learn how to be effective leaders and take the next step in their career.

THE C-SUITE LEADERSHIP INSTITUTE

The C-Suite Leadership Institute is an annual program hosted by MCCA in partnership with the National Bar Association, the National Asian Pacific American Bar Association, and the Hispanic National Bar Association. It is a collective effort by senior leaders in the legal community to effectively change the landscape of the legal profession at its highest levels, specifically as general counsels in Fortune 500 companies. In order to achieve this goal, the C-Suite Leadership Institute creates a platform for senior in-house counsels from Fortune 500 corporations to identify, recruit, and promote diverse partners.

EQUITY TRACK

MCCA developed the Equity Track Program (“Equity Track” or “Program”) in 2016 to address the lack of diversity within the equity partnership levels at majority law firms as reported by our Law Firm Diversity Survey. After its initial launch, MCCA received feedback and paused to redesign a more comprehensive Equity Track Program. MCCA relaunched the Program in 2019 to address the continuing lack of diversity at the highest partnership levels in our largest law firms in the U.S. The Equity Track is a twelve-month program with a select group of diverse partners. The Program is designed to achieve three goals: identify, groom and promote diverse income partners to achieve equity status within their firms.

Pipeline Program

LMJ SCHOLARSHIP

In 2004, MCCA established the Lloyd M. Johnson, Jr. Scholarship (LMJ Scholarship). The LMJ Scholarship nurtures the academic and professional careers of outstanding diverse 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; a demonstration of 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, Groom 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.
Conferences & Events

As part of the effort to retain talent and strengthen the pipeline, MCCA hosts conferences and events 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.
GLOBAL TEC FORUM

The Global TEC Forum: Empowering Change in Technology, Education and Careers (“G-TEC Forum” or “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. G-TEC is a direct response to the lack of diversity in the technology industry and specifically to general counsels who shared that it was a challenge recruiting and hiring under-represented minorities for their departments and as outside counsel.

G-TEC is one way that MCCA is addressing these challenges by promoting the brightest women and diverse talent in the industry by providing those talented lawyers with an opportunity to share their talent and expertise. In addition to continuing legal education focused on promoting our women and diverse lawyers, MCCA provides an opportunity for all lawyers to attend career development programs to support their advancement and grow their networks in a small intimate setting. During G-TEC, MCCA honors the annual list of Rainmakers, lawyers whose success offer insight and value to all attorneys. 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 (Pathways) is a three-day annual event and MCCA’s largest conference. Pathways focuses on global diversity and inclusion, talent optimization, inclusive leadership and management to bolster the recruitment, promotion and retention of diverse attorneys. Our conference offers practical development programs, best practices and workshops for individual lawyers and organizations.

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

The Diversity Career Expo connects prospective employers with promising diverse attorneys, providing those employers with opportunities to promote their legal departments and recruit diverse talent from all over the country. Meanwhile, candidates receive the chance to learn about potential career paths – and to see how member organizations can contribute to their personal growth.

DIVERSITY GALA

Coinciding with the Creating Pathways to Diversity® Conference, is the annual Diversity Gala. The funds raised from our Diversity Gala support MCCA’s research, conferences and professional development programming throughout the year. The Gala is a celebration of the progress that has been made over the previous year, a discussion of the challenges that persist in the legal profession, and a strategy session for the work that we still have left to do. The Diversity Gala helps fund MCCA’s key research and programming throughout the year. The Gala features an elegant networking reception and an awards program honoring individuals, corporate legal departments and law firms championing diversity, inclusion and equity in the legal profession. The Charlotte E. Ray Honoree, the Thomas L. Sager Award Winner as well as the Employer of Choice Winner are honored at this premier event attended by leaders in the legal community from Fortune® 500 companies and top law firms.

ROADSHOWS / INCLUSION SUMMITS

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

TOWNHALLS

Launched in 2017, MCCA hosts quarterly 60-minute “Town Halls” via Facebook Live as an effort to strengthen our relationship with our existing members, sponsors and prospective members. These Town Halls are a great way to learn about our new initiatives, provide constructive feedback and engage further as a partner in our mission and vision. We want to hear from our community so together we can achieve our vision and make the next generation of legal leaders as diverse as the world we live in.
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 organizations’ diversity and inclusion initiatives. We serve as a partner in developing, implementing and maintaining a strategic diversity focus within corporate legal departments and law firms by providing members with the tools, expertise, methodology, research and professional assistance to be more effective and impactful.

MCCA ADVISORY PRACTICE (“MAP”)

MCCA recognizes that corporate legal departments and law firms are searching for more substantive guidance when it comes to implementing diversity, inclusion and equity programs because there is no one-size-fits-all solution to creating a more diverse, inclusive and equitable workplace. There has been a profound shift in the conversation from aspirational to actionable and the MCCA Advisory Practice (“MAP”) has been developed in response to this shift and our members’ needs.

MAP provides a “road map” on how to develop an effective and sustainable strategic plan focused on diversity, inclusion and equity. MAP assists MCCA members in developing, implementing and maintaining a strategic diversity focus within their organizations by providing them with the tools, expertise, methodology, research and professional assistance from MCCA. Specifically, MAP offers customized consulting services as part of MCCA’s exclusive membership benefits including assistance with organizational cultural assessments developed in partnership with industry experts/professional consultants, best practice guidelines and templates, project plans, measurement tools, and interactive/on-site training programs and services that assist members in gaining the competence, confidence, knowledge, skills, tools and strategies to achieve their D&I goals.

SECONDMENT OPPORTUNITIES

The MCCA Secondment Program is an effective way for corporate law departments to promote diverse attorneys within law firms, maximize their chances of becoming a partner, and deepen existing relationships. Member law departments can partner with outside counsel firms for a firm attorney to be temporarily “loaned” on-site to the client’s corporate law department for a defined period.

Benefits to the client:

- Effective way to promote diverse attorneys within large law firms by providing access to your legal department and business to develop meaningful relationships that will continue to support their development and potential promotion upon reentry to their respective law firms.
- Access to reliable, quality legal services at no to low cost from a law firm it trusts.
- Flexible timing that can help corporate law departments deal with expected or unexpected gaps in staffing.

Benefits to the law firm:

- Secondment experience helps deepen the firm’s relationship with the client, learning about the company culture, risk tolerance, and department processes.
- Secondee will gain legal and business experience that enhances his/her ability to provide solutions to the client.
- This is a great way to demonstrate the firm’s commitment to the diverse attorney by investing in the attorney’s future within and outside of the firm.
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 MCCA’s Speakers Bureau, members have the opportunity to highlight their expertise and thought leadership 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.

CAREER CENTER

Corporate law departments and law firms seeking to increase diversity often cite difficulty in finding talented diverse and women attorneys as the barrier to their recruitment initiatives. Many organizations have turned to MCCA to enhance the pool of candidates for their job 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:
Hot Jobs is a members-only benefit created to help MCCA members that are thinking strategically on how they will recruit diverse candidates into their recruiting process. It is a platform specifically created to further MCCA’s mission in advancing the recruitment of diverse attorneys. We are pleased to announce Hot Jobs is now searchable on the MCCA website (https://www.mcca.com/career-center/hot-jobs/) and our new and improved email blast of Hot Job announcements will be circulated to our members twice a month.

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 almost 400 views per job and almost 9,000 searchable resumes of diverse candidates.

PITCH SESSION NETWORK

The Pitch Session Network (PSN) connects in-house counsel with diverse law firm partners and legal service providers at MCCA’s Global TEC Forum and Creating Pathways to Diversity conferences. MCCA created the Pitch Session Network 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. The Pitch Session Network is a direct result of those discussions and our collective efforts to improve the number of diverse partners at firms. As clients and allies, corporate legal departments have the power to change the numbers and hold law firms accountable.
2019 MEMBERSHIP PROSPECTUS

STRATEGIC PARTNERSHIP

LEVEL I ($150,000)

Exclusive Benefits
- 20 Speakers at MCCAs Speakers Bureau
- Secondment Program
- Invitation to serve on MCCAs Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCAs networking events
- Opportunity to write one article and have one profile per issue of Diversity & The Bar® Magazine
- Full page ad per issue of Diversity & The Bar® Magazine
- Annual meeting with MCCAs CEO to discuss strategy & partnership

Additional Benefits
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCAs Reports, Surveys and White Papers
- First-look and preview to Diversity & The Bar® Magazine with unlimited digital subscriptions
- Full access to MCCAs Advisory Practice (MAP) toolkits and best practices
- Full support for MAP Organizational Assessment and implementation of MAP toolkits
- Logo on membership page & all MCCAs promotional materials
- Member rate for job postings on MCCAs Job Bank
- Unlimited job postings on MCCAs Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

Conference and Event Registrations
- 20 Gala tickets with premium reserved seating
- 20 Gala VIP Pre-Registration tickets (Invitation Only and Non-Transferable)
- 20 Pathways conference registrations (Includes premium reserved seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony)
- 20 Global TEC Forum (G-TEC) registrations (Includes premium reserved seating at Raimakers Award Luncheon)
- 20 registrations for Blueprint® workshops
- 20 registrations for Sources of Success®
- S-C Suite Leadership Institute registrations (Corporate Members only)
- High visibility speaking opportunities at MCCAs conferences, inclusion Summits and/or Roadshows
- Prominent logo placement on all event marketing materials, event webpage(s) and event email communications

LEVEL II ($100,000)

Exclusive Benefits
- 15 Speakers at MCCAs Speakers Bureau
- Secondment Program
- Invitation to serve on MCCAs Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCAs networking events
- Opportunity to write one article and have one profile per issue of Diversity & The Bar® Magazine
- Full page ad per issue of Diversity & The Bar® Magazine
- Annual meeting with MCCAs CEO to discuss strategy & partnership

Additional Benefits
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCAs Reports, Surveys and White Papers
- First-look and preview to Diversity & The Bar® Magazine with unlimited digital subscriptions
- Full access to MCCAs Advisory Practice (MAP) toolkits and best practices
- Full support for MAP Organizational Assessment and implementation of MAP toolkits
- Logo on membership page & all MCCAs promotional materials
- Member rate for job postings on MCCAs Job Bank
- Unlimited job postings on MCCAs Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

Conference and Event Registrations
- 10 Gala tickets with premium reserved seating
- 10 Gala VIP Pre-Registration tickets (Invitation Only and Non-Transferable)
- 10 Pathways conference registrations (Includes premium reserved seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony)
- 10 Global TEC Forum (G-TEC) registrations (Includes premium reserved seating at Raimakers Award Luncheon)
- 10 registrations for Blueprint® workshops
- 10 registrations for Sources of Success®
- 3 C Suite Leadership Institute registrations (Corporate Members only)
- High visibility speaking opportunities at MCCAs conferences, inclusion Summits and/or Roadshows
- Prominent logo placement on all event marketing materials, event webpage(s) and event email communications

PARTNERSHIP MEMBERSHIP

LEVEL III ($50,000)

Exclusive Benefits
- 10 Speakers at MCCAs Speakers Bureau
- Secondment Program
- Invitation to serve on MCCAs Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCAs networking events
- Opportunity to write one article and have one profile per issue of Diversity & The Bar® Magazine
- Half page ad per issue of Diversity & The Bar® Magazine
- Annual meeting with MCCAs CEO to discuss strategy & partnership

Additional Benefits
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCAs Reports, Surveys and White Papers
- First-look and preview to Diversity & The Bar® Magazine with unlimited digital subscriptions
- Full access to MCCAs Advisory Practice (MAP) toolkits and best practices
- Limited support for MAP Organizational Assessment and implementation of MAP toolkits
- Listed as a member on membership page & MCCAs materials
- Member rate for job postings on MCCAs Job Bank
- Unlimited job postings on MCCAs Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

Conference and Event Registrations
- 5 Gala tickets with premium reserved seating
- 5 Gala VIP Pre-Registration tickets (Invitation Only and Non-Transferable)
- 5 Pathways conference registrations (Includes premium reserved seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony)
- 5 Global TEC Forum (G-TEC) registrations (Includes premium reserved seating at Raimakers Award Luncheon)
- Up to 5 registrations for Blueprint® workshops (space permitting)
- Up to 5 registrations for Sources of Success® (space permitting)
- Up to 3 C Suite Leadership Institute registrations (Corporate Members only and space permitting)
- 1 C Suite Leadership Institute registration (Corporate Members only and space permitting)
- Speaking opportunities at MCCAs conferences, inclusion Summits and/or Roadshows

LEVEL IV ($25,000)

Exclusive Benefits
- 5 Speakers at MCCAs Speakers Bureau
- Secondment Program
- Invitation to serve on MCCAs Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCAs networking events
- Opportunity to write one article and have one profile per issue of Diversity & The Bar® Magazine
- Half page ad in two issues of Diversity & The Bar® Magazine
- Annual meeting with MCCAs CEO to discuss strategy & partnership

Additional Benefits
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCAs Reports, Surveys and White Papers
- First-look and preview to Diversity & The Bar® Magazine with unlimited digital subscriptions
- Full access to MCCAs Advisory Practice (MAP) toolkits and best practices
- Discounted support for MAP Organizational Assessment and implementation of MAP toolkits
- Listed as a member on membership page & MCCAs materials
- Member rate for job postings on MCCAs Job Bank
- Unlimited job postings on MCCAs Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

Conference and Event Registrations
- 5 Gala tickets with reserved seating
- 2 Gala VIP Pre-Registration tickets (Invitation Only and Non-Transferable)
- 5 Pathways conference registrations (Includes reserved seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony)
- 5 Global TEC Forum (G-TEC) registrations (Includes reserved seating at Raimakers Award Luncheon)
- Up to 3 registrations for Blueprint® workshops (space permitting)
- Up to 3 registrations for Sources of Success® (space permitting)
- 1 C Suite Leadership Institute registration (Corporate Members only and space permitting)
- Speaking opportunities at MCCAs conferences, inclusion Summits and/or Roadshows

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 29 for a full list of endnotes.

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See Page 29 for a full list of endnotes.
## SUPPORT MEMBERSHIP

### LEVEL V
($17,500)

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<th>Benefits</th>
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<tr>
<td>- Access to Sustaining Pathways to Diversity Research</td>
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<tr>
<td>- Access to MCCA Reports, Surveys and White Papers</td>
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<tr>
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<td>- Member rate for MCCA Advisory Practice (MAP) toolkits and best practices</td>
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<td>- Member rate for job postings on MCCA's Job Bank</td>
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<td>- Unlimited job postings on MCCA's Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements</td>
</tr>
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### LEVEL VI
($10,000)

<table>
<thead>
<tr>
<th>Benefits</th>
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<tbody>
<tr>
<td>- Access to Sustaining Pathways to Diversity Research</td>
</tr>
<tr>
<td>- Access to MCCA Reports, Surveys and White Papers</td>
</tr>
<tr>
<td>- First-look and preview to Diversity &amp; The Bar® Magazine with unlimited digital subscriptions</td>
</tr>
<tr>
<td>- Member rate for MCCA Advisory Practice (MAP) toolkits and best practices</td>
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<td>- Listed as a member on membership page &amp; MCCA materials</td>
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### LEVEL VII
($5,000)

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### LEVEL VIII
($1,500)

<table>
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<tbody>
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</tbody>
</table>

### Conference and Event Registrations

- 5 Gala Tickets
- 2 Pathways conference registrations (includes seating at Rising Stars, Ettelbrick and Vashon Awards Ceremony)
- 2 Global TEC Forum (G-TEC) registrations (includes seating at Rainmakers Award Luncheon)
- Up to 2 Blueprint® workshops registrations (space permitting)
- Up to 2 Sources of Success® registrations (space permitting)
- 1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)

### Conference and Event Registrations

- 2 Gala tickets
- 1 Pathways conference registration
- 1 Global TEC Forum (G-TEC) registration
- 1 Blueprint® workshop registration (space permitting)
- 1 Sources of Success® registration (space permitting)
- 1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)

### Conference and Event Registrations

- Member rate for Gala tickets
- 1 Pathways conference registration
- 1 Global TEC Forum (G-TEC) registration
- 1 Blueprint® workshop registration (space permitting)
- 1 Sources of Success® registration (space permitting)
- 1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)

### Conference and Event Registrations

- Member rate for Gala tickets
- Member rate for Pathways conference registrations
- Member rate for Global TEC Forum (G-TEC) registrations
- Member rate for Blueprint® workshop registration (space permitting)
- Member rate for Sources of Success® registration (space permitting)
- 1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)
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>
<td>Level II ($100,000)</td>
<td>Level III ($50,000)</td>
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<tr>
<td>Level IV ($25,000)</td>
<td>Level V ($17,500)</td>
<td>Level VI ($10,000)</td>
</tr>
<tr>
<td>Level VII ($5,000)</td>
<td>Level VIII ($1,500)</td>
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EXCLUSIVE BENEFITS

- MCCA Speakers Bureau: 20 Speakers, 15 Speakers, 10 Speakers, 5 Speaker
- Secondment Program
- Invitation to Serve on MCCA Program Advisory Council(s)
- LMJ Selection Committee
- Invitation to Special MCCA Networking Events

- Diversity & the Bar Magazine (Article, Profile & Full Page Ad)

- Annual Meeting with MCCA CEO to Discuss Strategy & Partnership

ADDITIONAL BENEFITS

- Access to MCCA Research
- Access to MCCA Reports, Surveys & White Papers
- D&B Mag: Unlimited Digital Subscriptions
- MAP Toolkits & Best Practices: Member Rate
- MAP Org: Assessment & Toolkit Implementation: Limited Discounted
- Firm Logo or Name Listed on MCCA’s Promo Materials
- MCCA’s Job Bank Postings: Member Rate
- Unlimited Job Postings on MCCA’s Hot Jobs Page

CONFERENCE AND EVENT REGISTRATIONS

- Gala Tickets: 20, 10, 5, 5, 5, 2 Member Rate
- VIP Gala Pre-Reception: 20, 10, 5, 2
- Conferences (Pathways & C-Suite Leadership Institute
- Blueprint® Workshop Registrations: 20, 10, 5 Limited, 3 Limited, 2 Limited, 1 Limited, 1 Limited, Member Rate Limited
- SOS Program: 20, 10, 5 Limited, 3 Limited, 2 Limited, 1 Limited, 1 Member Rate Limited
- C-Suite Leadership Institute: 5, 3 Limited, 1 Limited, 1 Limited, 1 Limited, Member Rate Limited

Endnotes

1. Members will be invited to provide feedback on all MCCA programs, including secondment, conferences, and professional development seminars.

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

3. The Blueprint for Selling and Buying is a workshop for law firms to enhance pitching and in-house counsel to provide valuable feedback on how to develop client relationships and build a book of business. 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.

4. Professional development program created for junior and mid-level attorneys.

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

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

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 29 for a full list of endnotes.