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STUART ALDEROTY
MCCA Board Chair
General Counsel

DAMNEN ATIKINS
MCCA Chair-Elect
Senior Vice President,
General Counsel & Secretary

JEAN LEE
President &
Chief Executive Officer

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General Counsel &
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General Counsel

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Senior Vice President,
General Counsel, Chief Ethics &
Compliance Officer, and Corporate Secretary

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Chief Executive Officer

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Chief Legal Officer &
Corporate Secretary

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Corporate Vice President &
Deputy General Counsel

SUZAN A. MILLER
Senior Vice President &
General Counsel –
Litigation, Enforcement & Strategy

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

HANNAH LIM-JOHNSON
Former Senior Vice President &
Chief Legal Officer,
Kelly Services, Inc.

LANESEH MINNIX
Senior Vice President,
Chief Legal Officer &
Corporate Secretary

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Senior Vice President &
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Vice President,
Chief Compliance & Privacy Officer

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Executive Vice President,
Chief Legal Officer &
General Counsel

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Senior Vice President,
General Counsel &
Interim Chief Legal Officer

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Corporate Secretary

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President &
Chief Operating Officer

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Former Senior Vice President &
Chief Legal Officer,
Kelly Services, Inc.

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General Counsel &
Interim Chief Legal Officer

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Corporate Secretary

BAUERLEIN BIPLOMETAS MCCA Corporate Officers

WANJI WALCOTT
Executive Vice President,
Chief Legal Officer &
General Counsel

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Senior Vice President,
General Counsel &
Interim Chief Legal Officer

JOSEPH CENTENO
Outside General Counsel &
Assistant Corporate Secretary

PAULA J. SCHAUFWECKER
Corporate Secretary

BAUERLEIN BIPLOMETAS
MCCA N-Gen Advisory Board Members

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Executive Vice President,
Chief Legal Officer & Secretary

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MCCA N-Gen Vice Chair,
Partner

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MCCA N-Gen Vice Chair,
Vice President, General Counsel &
Corporate Secretary

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Partner

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Partner,
Deputy General Counsel and
Chief Ethics & Compliance Officer

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Assistant General Counsel

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Vice President & General Counsel

KEVIN R. LYN
Partner & Diversity Chair

REGINALD M. RASCH
General Counsel – Head of Legal

KRISHINA VEERARAGHAVAN
Partner

TEONTA A. WILLIAMS
Senior Associate General Counsel

ANDY YOO
Senior Vice President,
General Counsel

DANIELLE VILLOCH
Head of Legal

N-Gen Advisory Board
Corporate Secretary

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

ALICE HSU
Partner

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

REGINALD M. RASCH
General Counsel – Head of Legal

KRISHINA VEERARAGHAVAN
Partner

TEONTA A. WILLIAMS
Senior Associate General Counsel

ANDY YOO
Senior Vice President,
General Counsel

DANIELLE VILLOCH
Head of Legal
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.

Mission

Advancing Diversity, Equity and Inclusion.
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.
• 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.

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.
MCCA furthers its mission through publishing research to increase cultural competence, promote diversity, equity and inclusion efforts and share best practices in the legal profession. MCCA’s research provides objective, peer-reviewable assessments of emerging demographic data and practices. We aim to make diversity, equity and inclusion 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, equity and inclusion within the legal profession. In 2009, our groundbreaking look at the four key components of successful D&I initiatives, Sustaining Pathways to Diversity: The Next Steps in 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 such practical guide for practitioners. Other MCCA reports have broken similar ground on pressing issues from the expectations of Gen Y attorneys, to the nuances of interracial mentorships, to the myth of meritocracy. In each report, our members will find recommendations and best practices that can help improve diversity and inclusion within their organizations.

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

Professional Development Program

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 talented diverse lawyers.

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.
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.
RISE UNITED
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, equity and inclusion strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. Additionally, the annual Rainmakers and 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, equity and inclusion in the legal profession. The Charlotte E. Ray Honoree, the Thomas L. Sager Award Winner as well as the Employer of Choice Winner are honored at this premier event attended by leaders in the legal community from Fortune® 500 companies and top law firms.

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, equity and inclusion 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, equity and inclusion. 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.
• Seconded 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 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.
## STRATEGIC PARTNERSHIP

### LEVEL I

**($150,000)**

**Exclusive Benefits**
- 20 Speakers at MCCA's Speakers Bureau
- Secondment Program
- Invitation to serve on MCCA Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCA networking events
- Annual meeting with MCCA CEO to discuss strategy & partnership

**Additional Benefits**
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCA Reports, Surveys and White Papers
- Full access to MCCA Advisory Practice (MAP) toolkits and best practices
- Full support for MAP Organizational Assessment and implementation of MAP tools
- Logo on membership page & all MCCA promotional materials
- Member rate for job postings on MCCA's Job Bank
- Unlimited job postings on MCCA's Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

### LEVEL II

**($100,000)**

**Exclusive Benefits**
- 15 Speakers at MCCA’s Speakers Bureau
- Secondment Program
- Invitation to serve on MCCA Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCA networking events
- Annual meeting with MCCA CEO to discuss strategy & partnership

**Additional Benefits**
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCA Reports, Surveys and White Papers
- Full access to MCCA Advisory Practice (MAP) toolkits and best practices
- Full support for MAP Organizational Assessment and implementation of MAP tools
- Logo on membership page & all MCCA promotional materials
- Member rate for job postings on MCCA's Job Bank
- Unlimited job postings on MCCA's Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

### LEVEL III

**($50,000)**

**Exclusive Benefits**
- 10 Speakers at MCCA’s Speakers Bureau
- Secondment Program
- Invitation to serve on MCCA Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCA networking events
- Annual meeting with MCCA CEO to discuss strategy & partnership

**Additional Benefits**
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCA Reports, Surveys and White Papers
- Full access to MCCA Advisory Practice (MAP) toolkits and best practices
- Limited support for MAP Organizational Assessment and implementation of MAP tools
- Listed as a member on membership page & MCCA materials
- Member rate for job postings on MCCA's Job Bank
- Unlimited job postings on MCCA's Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

### LEVEL IV

**($25,000)**

**Exclusive Benefits**
- 5 Speakers at MCCA’s Speakers Bureau
- Secondment Program
- Invitation to serve on MCCA Program Advisory Council(s)
- LMJ Scholarship Selection Committee
- Invitation to special MCCA networking events
- Annual meeting with MCCA CEO to discuss strategy & partnership

**Additional Benefits**
- Unlimited access to Sustaining Pathways to Diversity Research
- Unlimited access to MCCA Reports, Surveys and White Papers
- Full access to MCCA Advisory Practice (MAP) toolkits and best practices
- Discounted support for MAP Organizational Assessment and implementation of MAP tools
- Listed as a member on membership page & MCCA materials
- Member rate for job postings on MCCA's Job Bank
- Unlimited job postings on MCCA's Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements

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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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## SUPPORT MEMBERSHIP

### LEVEL V

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<tr>
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<tr>
<td>Conference and Event Registrations</td>
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<tr>
<td>5 Gala Tickets</td>
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<tr>
<td>2 Pathways Conference registrations (Includes seating at Rainmakers, Rising Stars, Ettelbrick and Vashon Awards Ceremony)</td>
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<tr>
<td>2 Global TEC Forum (G-TEC) registrations</td>
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<tr>
<td>Up to 2 Blueprint registrations (space permitting)</td>
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<tr>
<td>Up to 2 Sources of Success registrations (space permitting)</td>
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<tr>
<td>1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)</td>
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### LEVEL VI

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<td>Listed as a member on membership page &amp; MCCA materials</td>
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<tr>
<td>Member rate for job postings on MCCA’s Job Bank</td>
</tr>
<tr>
<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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<tr>
<td>Conference and Event Registrations</td>
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<tr>
<td>2 Gala tickets</td>
</tr>
<tr>
<td>1 Pathways Conference registration</td>
</tr>
<tr>
<td>1 Global TEC Forum (G-TEC) registration</td>
</tr>
<tr>
<td>1 Blueprint workshop registration (space permitting)</td>
</tr>
<tr>
<td>1 Sources of Success registration (space permitting)</td>
</tr>
<tr>
<td>1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)</td>
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## SUPPORT MEMBERSHIP

### LEVEL VII

<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>Access to MCCA Advisory Practice (MAP) toolkits and best practices</td>
</tr>
<tr>
<td>Listed as a member on membership page &amp; MCCA materials</td>
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<tr>
<td>Member rate for job postings on MCCA’s Job Bank</td>
</tr>
<tr>
<td>Unlimited job postings on MCCA’s Hot Jobs searchable web page and bi-monthly Hot Job e-mail announcements</td>
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<tr>
<td>Conference and Event Registrations</td>
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<tr>
<td>Member rate for Gala tickets</td>
</tr>
<tr>
<td>1 Pathways Conference registration</td>
</tr>
<tr>
<td>1 Global TEC Forum (G-TEC) registration</td>
</tr>
<tr>
<td>1 Blueprint workshop registration (space permitting)</td>
</tr>
<tr>
<td>1 Sources of Success registration (space permitting)</td>
</tr>
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<td>1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)</td>
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### LEVEL VIII

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<td>Conference and Event Registrations</td>
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<td>Member rate for Gala tickets</td>
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<td>Member rate for Pathways Conference registration</td>
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<tr>
<td>Member rate for Global TEC Forum (G-TEC) registration</td>
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<td>Member rate for Blueprint workshop registration (space permitting)</td>
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<td>Member rate for Sources of Success registration (space permitting)</td>
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<tr>
<td>1 C-Suite Leadership Institute registration (Corporate Members only and space permitting)</td>
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# Membership Benefits Overview

<table>
<thead>
<tr>
<th>Strategic Partnerships</th>
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<tr>
<td>Level I ($150,000)</td>
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<td>Level V ($17,500)</td>
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## Exclusive Benefits

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<tr>
<th>Benefit</th>
<th>Level I</th>
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<tr>
<td>MCCA Speakers Bureau</td>
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<td>MCCA Program Advisory Council</td>
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<td>Annual Meeting with MCCA CEO to Discuss Strategy &amp; Partnership</td>
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## Additional Benefits

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<tr>
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<td>Access to MCCA Reports, Surveys &amp; White Papers</td>
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<td>MAP Toolkits &amp; Best Practices</td>
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<td>MAP Org. Assessment &amp; Toolkit Implementation</td>
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<tr>
<td>Firm Logo or Name Listed on MCCA’s Promo Materials</td>
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<td>MCCA’s Job Bank Postings at Member Rate</td>
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<td>Unlimited Job Postings on MCCA’s Hot Jobs Page</td>
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## Conference and Event Registrations

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<th>Level II</th>
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<th>Level IV</th>
<th>Level V</th>
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<th>Level VIII</th>
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<tbody>
<tr>
<td>Gala Tickets</td>
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<td>Conferences (Pathways &amp; Global TEC Forum)</td>
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<td>10</td>
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<td>Blueprint Workshop Registrations</td>
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<td>10</td>
<td>5</td>
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<td>2 (Limited)</td>
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<tr>
<td>SOS Program</td>
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<td>2 (Limited)</td>
<td>1 (Limited)</td>
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<tr>
<td>C-Suite Leadership Institute (Corporate Members Only)</td>
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<td>Speaking Opps. at MCCA Conferences &amp; Events</td>
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</tbody>
</table>

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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Endnotes

1. 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 and Global TEC Forum.

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

3. 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.

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.