

2021

ANNUAL REPORT



**Diversity,
Equity+
Inclusion**

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MISSION STATEMENT

MG+M The Law Firm (MG+M) is committed to fostering a culture that honors, celebrates and promotes our diversities, embracing the ideals, perspectives and identities that make us each different. We take pride in our greatest strength: the people who make up our firm.

MG+M team members bring a unique background and approach to each engagement, allowing us to develop custom solutions that meet our clients' needs and objectives. By understanding who we are as individuals, we are able to collaborate more effectively as advocates while establishing common ground with judges, juries and adversaries.

MG+M actively recruits diverse professionals, maintaining a culture that welcomes and values all employees. Our mandate of inclusivity in hiring is aimed at developing both successful individuals within our firm and members who contribute to the professional community at large.

Our DEI Partner Committee and our director of diversity, equity and inclusion spearhead our ongoing efforts to develop a work environment that:

- + promotes and develops growth opportunities for all attorneys and staff,
- + promotes a firm-wide focus on inclusivity,
- + fosters relationships built on respectful communication and cooperation, and
- + encourages teamwork and employee participation, with representation of all groups and employee perspectives.

EXECUTIVE SUMMARY

Amaryah Bocchino



Dear Clients, Colleagues and Friends,

Chairman John Manning and the firm's Executive Committee appointed me early in my career as managing partner, and later as chief diversity officer, as they believed then, and continue to believe now, that a law firm cannot and will not succeed without being diverse and valuing diverse perspectives. In making every business decision at MG+M, John and the firm's leaders always consider the impact of that decision on our Diversity, Equity + Inclusion (DEI) efforts. For more on John's sincere perspective on our DEI programs, turn to page 4 of this report.

MG+M's DEI philosophy is this: we cannot be a successful team without valuing and promoting the perspectives of every member of our firm. This holds true not just for attorneys, but for all 290 members of our firm community across our 13 offices. We pride ourselves in being a united team, treating everyone equally, and making sure everyone is heard and feels valued. While we don't claim to be perfect, it cannot be overstated that DEI is a core value of our firm, which has been true since our founding in 1984.

When the pandemic started, members of our firm, like so many others, craved human interaction and needed firm leadership to be

empathetic to the impact the pandemic was having on them. With that understanding, at the outset of 2021, we recommitted ourselves to doing just that. In fact, in September 2021, I personally made a pledge as part of the [Leadership Council on Legal Diversity](#) to improve MG+M's DEI program. The firm took an additional step by creating a director of Diversity, Equity + Inclusion position. We are indebted to Mary Tucker, our firm's first DEI director, for spearheading our DEI efforts, continually improving MG+M's DEI programs, and keeping us accountable internally and to our clients.

In this report, you will read about MG+M's DEI efforts in 2021, which include, among others:

- + a Mansfield Certification Plus recognition for the second consecutive year,
- + the creation of the DEI Roundtable—a new firm-wide committee open to everyone,
- + a three-part mandatory DEI training series for all partners and administrative managers,
- + an improved parental leave program,
- + a recommitment to pro bono work, and
- + increased participation in affinity organizations and diversity programs, including Diversity Lab, Law Firm Antiracism Alliance and Minority Corporate Counsel Association.

As you read through this report, please take note of what MG+M did well and areas where we can improve. We value your perspectives and want to hear from you, so please contact [John Manning](#), [Mary Tucker](#), [me](#) or any other member of our firm with your candid feedback. Our goal is to be even better in 2022.

Amaryah K. Bocchino

Managing Partner, Chief Diversity Officer and Member of the Executive Committee

DEI LEADERSHIP



"That MG+M has a director-level position dedicated solely to DEI is a clear indicator of the value we place on diversity within our firm and the benefits it delivers to our clients. I recognize the great responsibility that my position holds and feel fortunate to spend my days building an equitable workplace for all members of the firm."

Mary Tucker

Director of Diversity, Equity and Inclusion



"Diversity is the language of the universe and we need to speak it fluently."

Bernadette Catalana

DEI Co-Chair, Women's Forum Co-Chair



"As core to our firm's values, fostering a balance of equity and inclusivity promotes not just our innovation, but it is essential to fostering stronger relationships with our clients. By endeavoring to develop a culture in which everyone is empowered to succeed, we not only benefit from a widening spectrum of perspectives and experiences, we are also better positioned to advance our clients' needs."

Carlos Poza

DEI Co-Chair

QA

with John B. Manning



John B. Manning is firm chair and a member of the Executive Committee, which has been instrumental in leading and facilitating the firm's DEI initiatives.

What value does DEI bring to the firm?

The same value that a DEI focus brings to any firm or company: it makes MG+M stronger.

“THE NUMBER OF DIVERSE ATTORNEYS AND INTERNAL STAFF SERVING IN POSITIONS OF AUTHORITY AND LEADERSHIP IS ALSO STEADILY GROWING.”

— John B. Manning
Chairperson, Boston

bring variety of thought and perspective, which is critical to serving justice.

By expanding through our DEI efforts, we are acquiring better talent and gaining a more informed perspective, allowing us to more fully meet our clients' needs. Diverse teams perform at a higher level because they

What is the biggest challenge when it comes to DEI?

There are multiple challenges, but the biggest pitfall I see is the tendency for people to make DEI efforts about politics. This is particularly true in our increasingly polarized society. People don't naturally oppose diversity or equity or inclusion, but if there is a political tinge or overtone, there is a danger of alienation. And alienation is the polar opposite of inclusion. The best way to avoid this trap is to make sure that DEI efforts are not motivated by politics.

How is DEI success measured at MG+M?

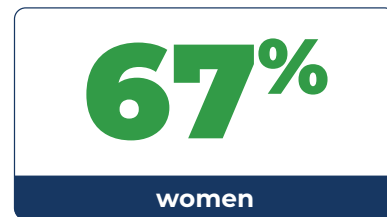
Our successes are measured in actual firm practices and reflected in our metrics. Our diversity numbers continue to improve in every category. The number of diverse attorneys and internal staff serving in positions of authority and leadership is also steadily growing. As we increase diversity and inclusion, equity is naturally enhanced. We are now at a point where DEI is part of our DNA. It is organically integrated into all that we do as an organization. That cultural shift might be the best and most accurate measure of success we could ask for.

BY THE NUMBERS

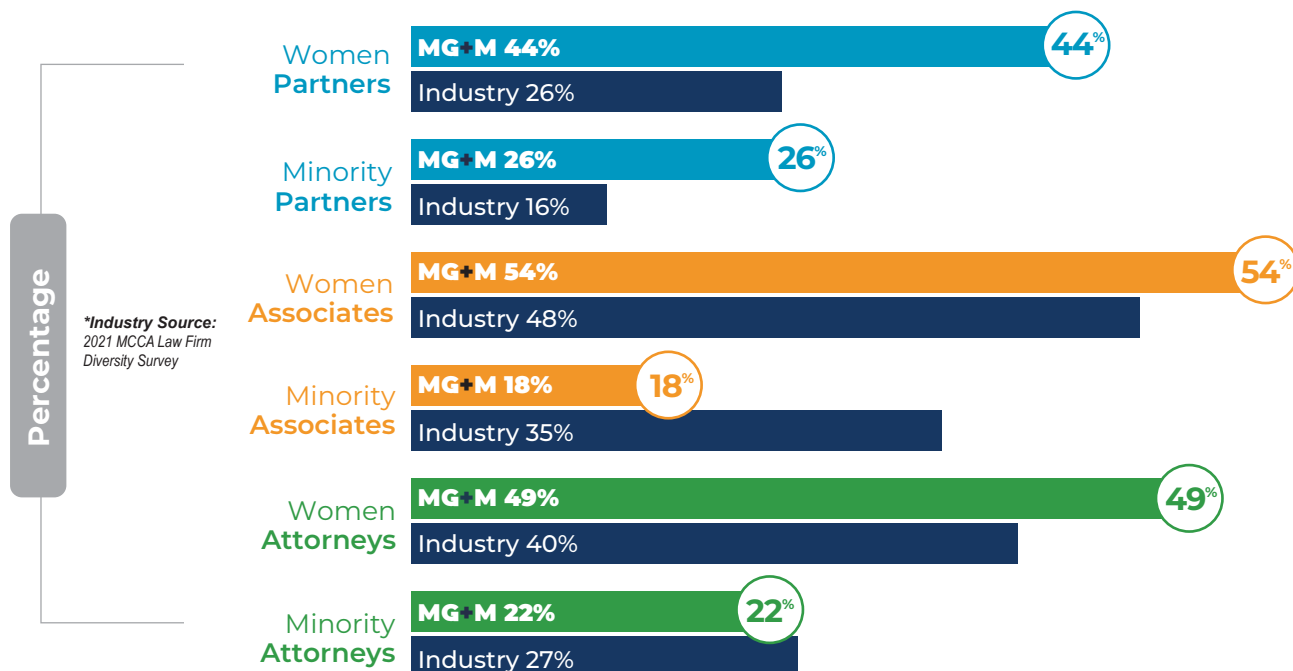
MG+M Workforce



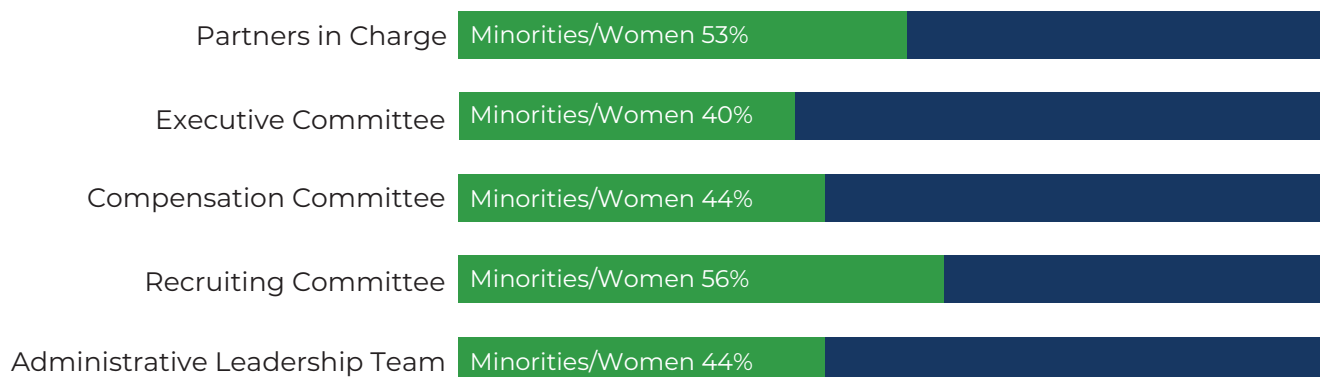
MG+M Workforce Diversity



MG+M vs. National Industry Numbers



MG+M Leadership



MANSFIELD RULE

Having achieved the Mansfield Certification Plus distinction in 2020 and 2021, we are pleased to announce that MG+M is participating in the upcoming Mansfield Rule 5.0 Certification process for 2022.

The goal of the Mansfield Rule is to boost the representation of diverse lawyers, including women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities, by broadening the pool of candidates considered for and appointed to leadership and governance roles,

equity partner promotions, formal client pitch opportunities, and senior lateral positions.



Mansfield Rule
Certified *Plus* 2021 Powered by DIVERSITYLAB

The 5.0 iteration of the Mansfield Rule includes new challenges to push the boundaries necessary to boost diversity in law firm leadership. Firms are required to:

Track

their candidate pools in a disaggregated manner, prompting them to measure the impact of the Mansfield Rule by each underrepresented group;

Include

an option for Middle Eastern/North African identity, a demographic often overlooked by current self-identification options;

Consider

at least 30% under-represented lawyers for nominations to *Chambers USA* to increase the external visibility of underrepresented lawyers with clients and in the marketplace more broadly; and

Consider

achieving 30% under-represented individuals when hiring and promoting C-level or other senior-level professional staff roles.

Mansfield Rule 5.0 Certification is just one more step in MG+M's ongoing efforts to recruit and advance the hiring, development and promotion of diverse lawyers in the firm.

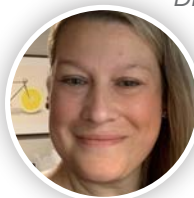
MG+M partners participated in the 2021 Diversity Lab Mansfield Client Forums. Newly promoted partners from Mansfield-certified firms and in-house counsel from over 70 top companies came together for a day of robust learning and relationship-building.

Participants in Mansfield Client Forums

Abigail Adams	San Francisco
Stephanie Chesney	Boston
Karina Murski	New York
Meghan Senter	New Orleans

The forums provided a unique opportunity for minority leaders and law firm partners to form meaningful connections, share invaluable insights and develop new business, while advancing diversity and inclusion in the legal profession.

"The Mansfield Client Forums facilitated introductions between MG+M's newly promoted DEI partners and corporate legal departments that similarly prioritized DEI initiatives. MG+M attorneys were able to connect with and receive feedback on marketing and pitch strategies from seasoned professionals, and we thoroughly enjoyed the opportunity!"



— **Stephanie Chesney**
Partner, Boston

DEI ROUNDTABLE

New to MG+M in 2020, the DEI Roundtable provides a platform for the entire MG+M team to share their views on establishing the firm's DEI principles and reaching its goals.

The group format offers a meaningful opportunity to listen and be heard, broadening the collective understanding by encouraging perspectives from all levels of employment. The roundtable also serves as a platform to interact with the organizations and communities served by the firm, providing an outward focus for MG+M's DEI efforts.

Meets quarterly to collaborate on firm initiatives and identify topics for conversation.

Raised \$6,000 for The Kids Equipment Network in honor of International Day of Persons with Disabilities.

Recommends a variety of DEI media to include in a shared depository.

Instrumental in the firm's recognition of Pride Month, Women's Suffrage and Juneteenth, which originated from Roundtable discussions.

Supported the firm's decision to include pronouns in its MG+M email signature blocks.

Attends seminars, conferences and meetings presented by Diversity Lab, Leadership Council on Legal Diversity and other industry associations committed to DEI efforts.

The Roundtable

"I love learning. Being a part of the roundtable allows me to learn more about other perspectives and see through the eyes of others. I feel special to be a part of such a diverse organization."

— **Alex John**
IT Support Analyst, Miami



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Since 2017, MG+M has been a member of the Leadership Council on Legal Diversity (LCLD), along with more than 350 other corporate chief legal officers and law firm managing partners.

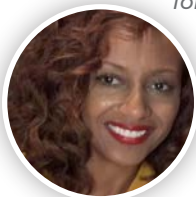
In an effort to create a more open and diverse legal profession, LCLD offers amazing educational opportunities and programs that provide practical tools for developing and leveraging professional networks through relationship-building and foundational leadership skills. This year, several MG+M attorneys participated in these programs.

FELLOWS PROGRAM

Launched in 2011, the LCLD Fellows Program is designed for diverse, high-potential, mid-career attorneys at LCLD member organizations. The goal of this program is to provide fellows with:

- + Professional and personal development opportunities
- + Leadership training
- + Relationship-building opportunities
- + Access to LCLD members (managing partners and general counsel)

"The program is an excellent opportunity to network and improve legal skills. The most rewarding program for me included an individual self-assessment interpreted by an expert in the field. It is a useful tool for understanding our responses and providing solutions to improve areas that may hinder growth in the legal profession."



— **Jeanette Riggins**
Partner, New Orleans
2021 Fellow

PATHFINDER PROGRAM

The LCLD Pathfinder Program is designed for diverse, high-potential, early-career attorneys at LCLD member organizations. It provides Pathfinders with practical tools for developing and leveraging:

- + Internal professional networks through relationship-building skills
- + Foundational leadership skills
- + An understanding of career development strategies applicable to both in-house and law firm practice

MG+M was pleased to sponsor the following associates in the 2021 Pathfinder Program:

Katie Doherty	Madison County/St. Louis
Anna Hwang	New York
Danielle Riera	New Orleans

"Not only does the Pathfinder Program provide an opportunity to connect with associates across the country, it allows young associates from different backgrounds and practices to share ideas and discuss common challenges experienced in the legal profession."



— **Anna Hwang**
Partner, New York
2021 Pathfinder



“It was an honor to participate in the LCLD Fellows Program during my first year with MG+M. The program was a truly unique and rewarding experience, both personally and professionally. In addition to providing meaningful networking opportunities with attorneys from around the country, the program presented a refreshing approach to self-assessment that continues to influence my own career choices and personal development.”

— **Lucia Pazos**, Partner, Miami

1L SUMMER SCHOLARS PROGRAM

Launched in 2011, the 1L LCLD Scholars Program is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students. It provides a rare opportunity to work side by side with attorneys from LCLD member organizations and with in-house counsel co-hosts, providing valuable professional experiences while introducing the value of relationships.

The 1L LCLD Scholars Program has already put hundreds of young attorneys on a path to leadership in law school and beyond. For the summer of 2021, MG+M was fortunate to welcome Oviya Sivasangary – San Francisco (New England School of Law '23) and Cassidy Tynan – Los Angeles (Pepperdine Caruso School of Law '23).



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



“The LCLD 1L Scholars Program with MG+M has truly been a rewarding experience. Learning the law by applying it to fulfilling assignments has strengthened the skills I acquired as a 1L, while developing new skills I could not have gained in a classroom. The most rewarding part of this summer with MG+M has been all the people who have shown me not only what type of attorney I want to be, but also what type of person I want to be.”

— **Oviya Sivasangary**
Summer Associate, San Francisco
2021 Scholar



“My experience as an LCLD 1L Scholar with MG+M was incredibly valuable as I was able to gain exposure to aspects of litigation and practice. By working on many meaningful tasks to improve my legal abilities, I experienced different areas of the law with a variety of assignments. Most importantly, I am so grateful to have had the opportunity to meet and work with the amazing people at MG+M. The support, kindness and mentorship I experienced allowed me to grow as a person and a professional, and I will take these skills with me through the rest of my legal education and career.”

— **Cassidy Tynan**
Summer Associate, Los Angeles
2021 Scholar

WOMEN'S FORUM INITIATIVES

The Women's Forum supports the personal empowerment and professional development of all MG+M women and by doing so, the practice of law.

WOMEN'S EMPOWERMENT EMAIL

In response to the COVID-19 crisis, the Women's Forum tapped the strength of the firm's women to support and inspire each other. Each week, one of the firm's more than 180 women is featured in the MG+M Women's Empowerment Email. This vehicle has facilitated a collective sharing of life's challenges, including the COVID crisis. In the process, we have gained a greater appreciation for each other—from our DEI director, who introduced us to the thought leadership of Ibram X. Kendi, to the former prison guard associate who uses a trampoline to keep a spring in her step while working from home. These herstories are engaging, often surprising, and empowering. As we learn about our female colleagues, we are reminded of the humanity that binds us and the individuality that makes each of us special. More than anything, we are realizing that none of us are as strong as all of us.

OWN THE ZOOM

In February, the Women's Forum invited Emmy-winning reporter-turned-lawyer Trisha Volpe to show us how to Own the Zoom. Volpe, who works with legal professionals across the country, presented (virtually, of course) strategies for video meetings, presentations, interviews, depositions, court appearances and proceedings. She demonstrated in real time how to present your best self, be your own producer, set up a Zoom Room, engage an audience, dress from the waist up and OWN THE ZOOM!

NAWL ANNUAL MEETING

For more than 120 years, the National Association of Women Lawyers (NAWL) has been dedicated to empowering women in the legal profession. Not only was MG+M a proud sponsor of the 2021 NAWL Annual Meeting, held virtually in July, but its sponsorship committee was made up exclusively of MG+M women attorneys. Led by Partners Bernadette Catalana, Pamela Gamble and Candice Kusmer, the group exceeded the event's fundraising goal, supporting the oldest women's bar association in the country.



“Women's Forum monthly meetings provide attendees with an open environment to discuss a wide range of topics. We also used the meetings last year to find charities to support. One such charity was Dress for Success, a nonprofit that, among other things, provides women with professional attire to help them thrive in work and in life. During the pandemic, they pivoted to providing food and supplies to those in need in the Bay Area.”

—Jennifer Cormier, Partner, San Francisco

PROFESSIONAL EDUCATION COMMITTEE

One way MG+M invests in its people is by providing training programs on substantive aspects of the firm's practice.

We created the Professional Education (PE) Committee to facilitate live and interactive educational sessions ranging from professional and practical skills, to client requirements, to updates and changes in the law. And recognizing that accountability is critical to promoting a healthy culture for diversity, equity and inclusion, MG+M's DEI and PE Committees collaborate to implement specialized leadership training for its partners and managers.

These programs focus on building trust and confidence with the people in our firm, our clients and those we seek to recruit by understanding issues such as implicit bias, microaggressions and stereotype threat, and applying cultural humility and transformative allyship in the workplace.

**MG+M RECOGNIZES
THAT ACCOUNTABILITY
IS CRITICAL TO
PROMOTING A
HEALTHY CULTURE
FOR DIVERSITY,
EQUITY AND
INCLUSION.**



"The Professional Education Committee has been a unifying force at MG+M, focusing on programs and topics that will assist our lawyers in their specific practice areas and that expose all members of the firm to every aspect of the firm's business.

We are proud to be able to offer programs to all members of the firm, and it has been incredibly gratifying to see high attendance numbers from all departments at each session."

— **Jennifer Whelan**
Partner, Boston



"Continuing education empowers our team of lawyers and other professionals with the tools necessary to meet MG+M's exacting professional standards and ethical obligations. In our experience, it also increases our

team's job satisfaction by allowing for personal growth and development. We are especially proud of MG+M's DEI and emotional intelligence programming, which has fostered an environment and culture of inclusion and equality."

— **Jonathan Tabasky**
Partner, Boston

PRO BONO WORK

MG+M is excited about our growing pro bono practice and believes it is important to give back to our communities by providing our legal services to those in need. Over the last year, we proudly expanded pro bono involvement to every MG+M office and increased the firm's pro bono hours by 11%. In addition, the Pro Bono Committee constantly seeks new opportunities to serve our diverse communities, as well as allow each MG+M attorney to contribute their time to causes that are the most meaningful to them. We are inspired by many successes in our pro bono work and are pleased to highlight the following:

Katie Doherty, Associate – Madison County/ St. Louis worked with the Legal Services of Eastern Missouri's Neighborhood Vacancy Initiative and defeated a critical motion to dismiss or stay discovery filed by a commercial developer regarding an abandoned industrial property that the developer allowed to deteriorate, catch fire and function as a crime haven for almost a decade. This case is the first of its kind using recently enacted Missouri statutes to cure commercial public blights.



"I think pro bono work is really important for lawyers to do because we hold a very esteemed and privileged position that not everyone has access to. The fact that the firm understands and appreciates this position is phenomenal."

— **Katie Doherty**
Associate, Madison County/St. Louis

Stephanie Chesney, Partner – Boston works with Veterans Legal Services and has assisted veterans in obtaining benefits. Most recently, she appeared on behalf of a veteran Marine before the Department of Unemployment Assistance to resolve an employment suit and obtain benefits.

Mary Reed, Associate – New Orleans researched and drafted a memorandum on the potential retroactive application of the Supreme Court's ruling in *Ramos v. Louisiana*, which will be used to assist incarcerated individuals in seeking relief if they were sentenced by a non-unanimous jury.

Jennifer Cormier, Partner – San Francisco has volunteered as an alternative dispute resolution panelist and conducted multiple mediations through Marin County Superior Court to reduce the tremendous backlog due to the COVID-19 pandemic.

RESOURCES AND OUTREACH

DEI TRAINING

Mary Wardell-Ghirarduzzi
DEI Leadership Group, LLC

Three learning sessions for increased knowledge, awareness and skills in diversity, equity and inclusion:

- + Cultural Humility for Anti-Racism
- + Implicit Bias, Microaggressions and Stereotype Threat
- + Becoming a Transformative Ally

CONTACT INFORMATION:

Mary Tucker, Director of Diversity, Equity and Inclusion, MTucker@MGMLaw.com, 504 535 2867

CLIENT AND COMMUNITY PROGRAMMING

MG+M's DEI leadership team provides customized client and carrier presentations focused on the positive results that are achieved when diversity plays a leading role in developing a case team and litigation strategy.

ACCOLADES AND ANNUAL HIGHLIGHTS

MG+M is dedicated to increasing the diversity, equity and inclusion of the legal profession. We are proud that *Law360* has recognized MG+M as a leader in its Diversity Snapshot report.

Ranked 11th in *Law360*'s report for firms with 50–149 lawyers

This recognition is a testament to MG+M's ongoing commitment to recruiting diverse talent, appointing women to leadership positions and breaking down barriers for women attorneys.

Ranked 4th for minority representation out of 30 firms

Among law firms with between 101 and 250 attorneys, MG+M ranked fourth out of 30 firms for minority representation in partner promotions.

HIGHLIGHTS

Ranked 8th in the nation in gender diversity according to *NLJ*

The National Law Journal (NLJ) Women in Law Scorecard ranks the percentage of women attorneys and women partners at the largest 350 firms in the nation. MG+M is dedicated to diversity and inclusion in all 13 locations nationwide.

Inclusion in the 2020 Best Law Firms

MG+M is proud to announce its inclusion in the 2020 Best Law Firms rankings published by *U.S. News & World Report* and *Best Lawyers*. MG+M has been selected in seven national and regional rankings.

In addition, MG+M has moved up 85 places, from number 434 in 2019 to number 349 in 2020, in the NLJ 500, an annual survey of the 500 largest law firms in the United States. This represents the single largest jump in the NLJ 500 2020 rankings.



“ I am honored to be recognized by my peers as a 2022 ‘Best Lawyer’ alongside many of my MG+M colleagues. MG+M champions all of us with the support, tools, training and opportunities that allow us to shine. ”

— **Candice Kusmer**
Partner, Madison County/St. Louis

LAW FIRM ANTIRACISM ALLIANCE

In 2020, MG+M joined 290+ law firms across the country as founding members of the Law Firm Antiracism Alliance (LFAA). MG+M is aligned with the LFAA's goal of leveraging the resources of the private bar in partnership with legal services organizations to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color, and to promote racial equity in the law.



"It was an honor to attend the Shriver Center on Poverty Law's Gala in October 2020. The gala featured incredible speakers, including Bella Bahhs, Kendrick Sampson, Rudi Hancock, Janerick Holmes, Nikole Hannah-Jones, Ibram X. Kendi, Audra Wilson, Dr. Faith Sproul and Phil Wright.

The gala addressed the role that visual and performing arts have to play in the fight for racial justice, as well as innovative ways for advocates to promote racial and economic justice."

— **Kyle Clawson**
Associate, San Francisco

MG+M was a proud sponsor of LFAA's partner Shriver Center on Poverty Law's Virtual Gala, A Call for Racial Justice, which was held October 7–9, 2020. Six members of the MG+M Diversity, Equity + Inclusion Roundtable attended the gala. This three-day event featured artists, activists, advocates and others working for racial justice, with a focus on the importance of reshaping laws and policies to bring systemic change. The Shriver Center on Poverty Law hopes to inspire movements for economic and racial justice while raising crucial funds to support their work.

MG+M is an active participant in the LFAA's Education Working Group Municipal Law & Policy Subcommittee. Co-chaired by Associate Katie Doherty, this subcommittee is focused on tackling research to advance its initiative regarding critical race theory (CRT) teachings at the K–12 level.

ALLIANCE ORGANIZATIONS

MG+M strives to find organizations, both locally and nationally, that improve and broaden our communities' diversity, equity and inclusion efforts. MG+M is proud to partner with the organizations listed here.



SPONSORSHIPS AND SPEAKING ENGAGEMENTS

MG+M actively seeks giving opportunities that promote diversity, equity and inclusion in the communities where we live and provide services. We take pride in supporting organizations committed to driving change and making DEI their central goal. Our lawyers are proud to hold leadership positions, participate on boards, chair committees, develop programming and attend events of many of these worthy organizations. Over the past year, MG+M has sponsored numerous national and local organizations and events, including:

MCCA Diversity Gala: MG+M was honored to sponsor the 2020 Minority Corporate Counsel Association (MCCA) Virtual Diversity Gala, which raised funds to support MCCA's key research, professional development and programming. MG+M attorneys Stephanie Batchelder, Pamela Gamble and Stephanie Selman represented the firm at the event.

Center for Women & Enterprise: MG+M was a proud sponsor of the virtual fundraiser and 25-year celebration of the Center for Women & Enterprise (CWE). The CWE is a nationally known nonprofit organization dedicated to helping people start and grow their businesses. Since 1995, the CWE has worked with more than 46,000 Massachusetts, Rhode Island, New Hampshire and Vermont entrepreneurs.

Patriot Challenge: In February, participants from across all MG+M offices walked, ran and cycled thousands of miles in support of the Patriot Challenge (formerly Run Ranger Run). This fitness and awareness event raises funds for GallantFew, a nonprofit organization that provides one-on-one transition assistance and support to any service member or veteran reintegrating into society. Between the firm's 13 teams, MG+M was able to raise more than \$13,000!

Raising Awareness: MG+M partners lent their voices to several important and engaging DEI discussions over the past year. Jeanette Riggins presented a webinar focusing on "Diversity, Inclusion and Equity Trends in the Workplace." Lucia Pazos participated in an International Association of Defense Counsel (IADC) panel discussion on "Becoming an Active Ally with a Focus on Latina Allyship." Bernadette Catalana's IADC webinar, "When Diversity of Counsel Is More Than a Matter of Preference," examined the necessity of DEI in the legal community. Amaryah Bocchino moderated an in-house counsel panel offering perspectives on "Diversity in Legal Teams."



PARENTAL LEAVE

MG+M has recently enhanced its parental leave benefits for all members of the firm community. In 2020, a review of the firm's parental leave policy was initiated to ensure that we were competitive, anticipating benefit trends and reflecting family values and healthcare standards.

After deep analysis of the existing benefits, industry norms and concerns of MG+M employees, the firm was proud to offer a significant enhancement to its parental leave benefits. We extended benefits across the board—primary caregivers now enjoy

14 weeks of family leave at full pay and non-primary caregivers receive six weeks of family leave at full pay.

Expanding this benefit highlights and reinforces MG+M's commitment to a diverse, equitable, inclusive and flexible workplace. Enhanced parental leave benefits are another way we champion healthy employees (and healthy families) at MG+M.

These changes also allow us to continue building on our existing employee benefits program, which provides generous medical, dental, vision, pet, life and disability insurance coverage, as well as identity theft protection.



“ THANKS TO THE NEW PARENTAL LEAVE POLICY, I WAS ABLE TO SPEND MORE TIME GOING ON ADVENTURES WITH MY DAUGHTER SIENA. ”

— **Arian Prelvukaj**, Associate, New York



Jillian Mack
Paralegal
New Orleans



Hank Nymark
Director of Finance
New York



Danielle Riera
Associate
New Orleans



Stephanie Selman
Associate
Miami



**MG+M TAKES PRIDE IN
OUR GREATEST STRENGTH:
THE PEOPLE WHO MAKE
UP OUR FIRM.**



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New Orleans | New York | Providence | San Francisco | Walnut Creek | Wilmington**

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