

# MPACT

## Maynard's Commitment to Promoting Attracting & Cultivating Talent

Maynard's MPACT program is designed to systematically attract, hire, integrate, train, mentor, and retain the most qualified and successful attorneys. MPACT provides a tailored program for attorneys' personal and professional development and incorporates our commitment to diversity, equity, and inclusion as an integral component of our collective success. MPACT reflects the Firm's commitment to have an intentional and positive impact, not just in the lives of our attorneys but also for our clients and in our communities.



### MAYNARD PLEDGE

The Pledge is a voluntary commitment to each do our part in advancing an inclusive, diverse and equitable environment in the Firm and in our communities, enriching our experience as teammates and making us better advisors to our clients. We encourage all employees to actively engage in putting the words of this Pledge into action.



### CULTIVATE MAYNARD

Cultivate Maynard launched in 2020 following the racial unrest that plagued our country. This ongoing program is aimed at educating employees, facilitating productive conversations, and providing a forum for dialogue about pressing issues facing our communities.



### MAYNARD ACADEMY

Maynard Academy is a series of monthly lunch and learns for attorneys on topics that include: skills development, law office management, client communications, professionalism, diversity, and cultural competence and wellness, among other topics.



### ASSOCIATE COMMUNICATIONS COMMITTEE

Associates communicate regularly with Firm Leadership on issues of interest to Associates; on issues of interest to the Firm in which Associates can provide a unique perspective; and to provide other ideas, perspectives, support, and feedback for Firm initiatives.



### GET TO KNOW M.E. VIDEO SERIES

Get to Know M.E. is an initiative highlighting Maynard employees that aims to further connect us as one firm. Through these periodic videos, we learn more about each other beyond what we see at work. These videos highlight and celebrate diversity in its many forms.



### NATIONAL HERITAGE MONTH CELEBRATIONS

Across the Firm and in varying forms, Maynard and its employees celebrate national heritage months, including recognition of Women's History, Black History, AAPI, Hispanic, and Pride. The Firm hosts relevant webinar discussions, lunches, movie premiers, and more in conjunction with heritage months.



**Mansfield Rule™**  
Participating Law Firm Powered by DIVERSITYLAB

### INCLUSIVITY METRICS

Certification under the Mansfield Rule by Diversity Lab further demonstrates our commitment to cultivating a more inclusive profession. Building on our Lateral Hiring Policy implemented in 2020, the Mansfield Rule requires participating law firms to consider at least 30% diverse candidates for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.



### MINORITY SCHOLARS LSAT PREP COURSE SCHOLARSHIP PROGRAM

The Minority Scholars LSAT Prep is a complimentary course offered to aspiring undergraduate Minority students who intend to pursue a career in the legal profession.



### LATERAL HIRING POLICY

Maynard requires that at least 30% of lawyers interviewed are Historically Underrepresented Lawyers (lawyers who identify as women, of color, with disabilities, LGBTQ+, or veterans).



### WOMEN'S INITIATIVE

This initiative seeks to attract and retain the best and brightest female attorneys, foster their professional development, advocate for their professional opportunities and recognition, and promote their advancement to leadership positions within the Firm, the profession, and the community. The *Forum of Alabama Businesswomen* (FAB) is an external component that creates opportunities for networking and building relationships with existing clients, prospective clients, and referral sources.



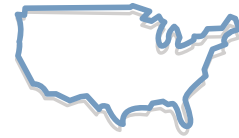
### MAYNARD LAW PREP

MLP is a pre-law program that identifies diverse undergraduate talent who reflect the potential to be candidates for our summer clerkship program upon entering law school.



### VITAL RECORDS PROJECT

The Vital Records Project is a pro bono clinic providing advice and pro bono legal services to transgender individuals and their families. Maynard is listed as a provider firm in the *National Center for Transgender Equality's* network throughout the United States.



### NATIONAL AND LOCAL INVOLVEMENT

Maynard invests monetary resources and human resources in national and local organizations that promote and empower those from diverse backgrounds, including:

- Equal Rights Advocates
- Hispanic National Bar Association
- Magic City Bar Association
- Minority Corporate Counsel Association
- National Conference for Community and Justice
- National LGBT Bar Association
- National Pacific American Bar Association
- South Asian Bar Association
- YMCA
- YWCA



### RISE

### SPONSORSHIP PROGRAM

RISE is a formal leadership program for our third to seventh year high performing, high potential attorneys of color, attorneys with disabilities and LGBTQ+ attorneys. The goal of RISE is to provide training and leadership development, formal and informal, to develop, retain, and promote our attorneys from these traditionally under-represented groups.