

THE WAGNER A W G R O U P

DIVERSITY & INCLUSION

The Wagner Law Group ("WLG"), which is certified as a woman-owned and woman-operated business by the Women's Business Enterprise National Council, was founded in 1996 by its Managing Partner, Marcia Wagner. As a woman-owned and operated business, WLG has a unique perspective on the importance of diversity as a value to the firm, its clients and to the community at large. Inclusion is an important aspect to how WLG does business and an integral part of its operations and strategic goals. As a result, WLG is committed to promoting diversity and inclusion in the workplace.

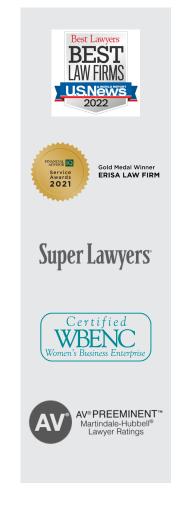
Strategy to Increase Diversity at WLG

WLG has adopted a Diversity Policy to foster, cultivate, and preserve a culture of diversity and inclusion. This policy, which has been implemented in accordance with federal and state laws, outlines WLG's diversity management efforts, which focus primarily on the following:

- Promoting awareness of diversity issues within the firm while demonstrating WLG's commitment to diversity, particularly through executive-level involvement and an effective communication campaign.
- Creating an integration-friendly workplace that allows teams to flourish by incorporating diversity themes into management practices.
- Encouraging a diverse workforce by systematically incorporating diversity issues into recruitment planning and assignment of projects.

To reach our goals, WLG' s diversity initiatives include, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

Respectful communication and cooperation between all employees;





- Teamwork and employee participation, permitting the representation of all groups and employee perspectives; and
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

Hiring and Mentoring Programs Targeted to Women and Persons of Diverse Backgrounds

In accordance with WLG's diversity program, WLG has successfully recruited talented women attorneys. As a result, women represent 44% of the firm's attorneys and 33% of the firm's partners.

The firm has a strict peer review process that is used not only for quality control but also as a means to mentor associates. Associates at WLG are encouraged to assist with firm newsletters, which requires them to develop an in-depth knowledge of the subject matter and, through authorship attribution, provides an avenue for their capabilities to be exposed to WLG's nationwide audience.

www.wagnerlawgroup.com

Boston: 125 High Street, Oliver Street Tower, 5th Floor Boston, MA 02110 Tel: (617) 357-5200

Chicago: 180 N. LaSalle Street, Suite 3700 Chicago, IL 60601 Tel: (847) 990-9034

New York: 200 Park Avenue, Suite 1700 New York, NY 10166 Tel: (212) 338-5159

St. Louis: 439 South Kirkwood Rd, Suite 215 St. Louis, MO 63122 Tel: (314) 236-0065 Boynton Beach: 1880 N. Congress Avenue, Suite 200 Boynton Beach, FL 33426 Tel: (561) 293-3590

Lincoln, MA: 55 Old Bedford Road, Suite 303 Lincoln, MA 01773 Tel: (617) 532-8080

San Diego: 8677 Villa La Jolla Drive, Suite 888 San Diego, CA 92037 Tel: (619) 232-8702

Tampa: 101 East Kennedy Boulevard, Suite 2140 Tampa, FL 33602 Tel: (813) 603-2959 **Cedar Rapids:** 1120 Depot Lane SE, Suite 100 Cedar Rapids, IA 52401 Tel: (319) 449-6948

Los Angeles: 17777 Center Court Drive N. Suite 613 Cerritos, California 90703 Tel: (562) 459-4500

San Francisco: 315 Montgomery Street, Suite 900 San Francisco, CA 94104 Tel: (415) 625-0002

Washington, D.C.: 1015 18th St., N.W., Suite 801 Washington, DC 20036 Tel: (202) 969-2800

in @wagner-law-group

f fb.com/WagnerLawGroup 🛛 🛛 💕

wagnerlawgroup

@wagnerlawgroup

This document is protected by copyright. Material appearing herein may not be reproduced without permission. This document is provided for informational purposes only by The Wagner Law Group to clients and others who may be interested in the subject matter, and may not be relied upon as specific legal advice. This material is not to be construed as legal advice or legal opinions on specific facts. Under the Rules of the Supreme Judicial Court of Massachusetts, this material may be considered advertising.



www.wagnerlawgroup.com

Boston: 125 High Street, Oliver Street Tower, 5th Floor Boston, MA 02110 Tel: (617) 357-5200

Chicago: 180 N. LaSalle Street, Suite 3700 Chicago, IL 60601 Tel: (847) 990-9034

New York: 200 Park Avenue, Suite 1700 New York, NY 10166 Tel: (212) 338-5159

St. Louis: 439 South Kirkwood Rd, Suite 215 St. Louis, MO 63122 Tel: (314) 236-0065 Boynton Beach: 1880 N. Congress Avenue, Suite 200 Boynton Beach, FL 33426 Tel: (561) 293-3590

Lincoln, MA: 55 Old Bedford Road, Suite 303 Lincoln, MA 01773 Tel: (617) 532-8080

San Diego: 8677 Villa La Jolla Drive, Suite 888 San Diego, CA 92037 Tel: (619) 232-8702

Tampa: 101 East Kennedy Boulevard, Suite 2140 Tampa, FL 33602 Tel: (813) 603-2959 **Cedar Rapids:** 1120 Depot Lane SE, Suite 100 Cedar Rapids, IA 52401 Tel: (319) 449-6948

Los Angeles: 17777 Center Court Drive N. Suite 613 Cerritos, California 90703 Tel: (562) 459-4500

San Francisco: 315 Montgomery Street, Suite 900 San Francisco, CA 94104 Tel: (415) 625-0002

Washington, D.C.: 1015 18th St., N.W., Suite 801 Washington, DC 20036 Tel: (202) 969-2800

in <u>@wagner-law-group</u>

🔰 @wagnerlawgroup

@wagnerlawgroup

This document is protected by copyright. Material appearing herein may not be reproduced without permission. This document is provided for informational purposes only by The Wagner Law Group to clients and others who may be interested in the subject matter, and may not be relied upon as specific legal advice. This material is not to be construed as legal advice or legal opinions on specific facts. Under the Rules of the Supreme Judicial Court of Massachusetts, this material may be considered advertising.

f <u>fb.com/WagnerLawGroup</u>