



THE WAGNER LAW GROUP

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;



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- 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

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