

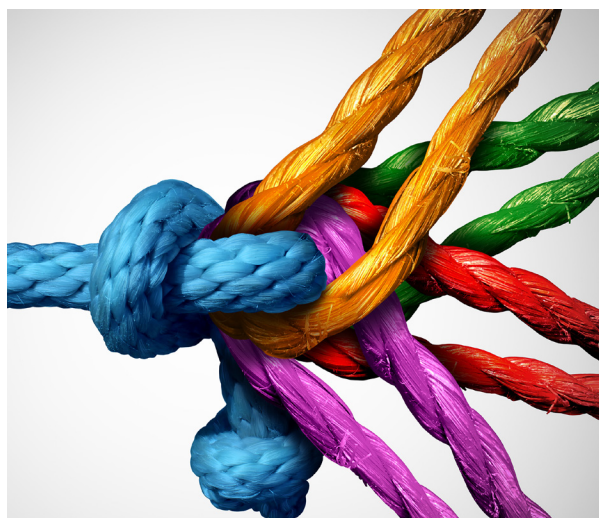


2017 DIVERSITY & INCLUSION

Different Perspectives & Voices

In 2017, we took many strides forward on diversity and inclusion. The firm developed additional programs and policies to further enhance our inclusive environment, to demonstrate our commitment to diversity and inclusion in our communities and to make sure that each member of our team had the support and resources to achieve their Best. As 2017's report will show, diversity and inclusion is one of our core values that we take seriously.

Teamwork is essential to any successful venture and at Michael Best diversity is no different. Our diversity initiatives are guided by our Diversity & Inclusion Committee which is composed of attorneys and human resources professionals, including practice group leaders and the firm's managing partner. The Diversity Action Committee, a sub-committee made up of attorneys, paralegals, and technical professionals, helps implement our programs and initiatives.



Michael Best is proud to support many other community organizations whose diversity and inclusion goals and vision closely align with ours. Recent examples of our partnerships include:

- AIDS Resource Center of Wisconsin
- AIDS Walk Wisconsin
- Bunker Labs
- Erie Neighborhood House
- Fisher House
- Gads Hill Center
- Hispanic Lawyers Association of Illinois
- Mission Continues
- Milwaukee VA Hospital
- United Community Center
- Urban League of Greater Madison
- VA Eastern Colorado Health Care System
- Wisconsin LGBT Chamber of Commerce

"Diversity and inclusion is an ongoing process that's built upon by respect, discourse and innovative action. In keeping with this philosophy, Michael Best is committed to building upon what we've achieved so far." – Jorge M. Leon

2017 Diversity & Inclusion Recognitions and Initiatives

100% on Corporate Equality Index



For the second year in a row, Michael Best received a perfect score of 100 percent on the Human Rights Campaign Foundation's 2018 Corporate Equality Index, a national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender, and queer (LGBTQ) employees. The perfect score earns Michael Best distinction among the "Best Places to Work for LGBTQ Equality" and reflects a commitment to our workplace equality with respect to tangible policies, benefits, and practices.

LEAD

Lawyers & Engineers Advancing Diversity

LEAD, our affinity group for racially and LGBTQ diverse team members and their allies, is fully committed to promoting and sustaining a diverse and inclusive environment. LEAD's recent activities included internal and external social networking events. Building and fostering this type of environment will strengthen the firm's recruitment and retention efforts, advance career development, and ensure the best service and results for our clients.



Gold Founding Member

Michael Best is proud to be a Gold Founding Member of the Wisconsin LGBT Chamber of Commerce, an organization of gay, lesbian, bisexual, transgender and LGBT-allied businesses, corporations, and professionals throughout the state of Wisconsin focused on being a strong pro-fairness business community.



Diversity in Business

Michael Best was recognized by the *Wisconsin Law Journal* in the 2017 Diversity in Business Awards. The program celebrates organizations who have demonstrated a significant contribution toward creating a diverse and inclusive business through policies, procedures, initiatives, and programs.



Top Law Firm for Commitment to Diversity

Michael Best was again recognized as a top law firm for LGBTQ diversity and inclusive practices in the 2017 Equality Illinois "Raising the Bar" report. Based upon results of the annual Equality Illinois Law Firm Survey, the report identifies Michael Best as a leader in providing a welcoming and fair work environment for LGBTQ employees and engaging with the LGBTQ community.



Best Efforts Firmwide Volunteer Day

The goal of Best Efforts is to provide a fun, meaningful way for attorneys and staff in all our offices to give back to our communities as part of a team on the same day. 2017's Best Efforts centered around organizations that focus on the inclusion of veterans in society. Members of our Diversity Action Committee from each office selected a local charity to support, and all Michael Best employees and partners are encouraged to volunteer for their local charity on the same workday.

Investing In Our Communities & Our Future

CEO For A Day

Michael Best welcomed 12 students from Dobie Middle School and College Prep Academy to shadow six firm professionals as part of a local program known as CEO For A Day, organized by an Austin business leader.

The program shows students that making positive life choices leads to success in school and in turn, helps achieve goals.

Students were introduced to Michael Best professionals with backgrounds in law, accounting, engineering, financial services, and executive leadership.



Partnership with Cristo Rey Jesuit High School

Our Milwaukee office participates annually in a corporate work study program with students from Cristo Rey Jesuit High School. Students from various backgrounds and economically disadvantaged families are given the opportunity to spend one day a week at Michael Best throughout the school year in order to finance their education while gaining real-world working experience in a professional environment.

Working with guidance from our staff and attorneys, they gain work experience, learn about careers in the legal industry and the sciences, and make professional contacts.

Diversity & Inclusion Scholarship Award

Demonstrating the firm's commitment to support future generations of lawyers with diverse backgrounds, Michael Best announced its first inaugural Diversity & Inclusion Scholarship.

A second-year student at the University of Wisconsin Law School was the recipient of the scholarship. Michael Best created the scholarship so it can be renewed for a student's third year, provided eligibility requirements are maintained.

Along with the possibility for full tuition awards for the second and third years, scholarship recipients will receive an offer to participate in the firm's summer associate program at the firm's Madison or Milwaukee office, and be paired with a Michael Best attorney who will mentor them during the scholarship.

The initiative was spearheaded by firm partner and Summer Associate Program Co-Chair Melanie Reichenberger, in collaboration with Michael Best's Diversity & Inclusion Committee, Recruiting Committee and Management Committee.

Investing In Our Communities & Our Future



No Empty Backpacks Campaign

Michael Best employees participated in the second annual No Empty Backpacks Campaign, collaborating with local businesses to assemble school supplies for Milwaukee-area students. More than 37,000 school supplies were collected.

No Empty Backpacks School Supplies Drive is presented by 88Nine and Milwaukee Business Journal with support from Michael Best & Friedrich LLP, CH Coakley, and Educators Credit Union.

Lead Real Estate Firm in Historic Milwaukee Redevelopment Project

Michael Best took part in the redevelopment of the Historic Garfield Campus. The firm addressed all aspects of the Historic Garfield transaction, from conception to closing, including site acquisition, zoning and entitlements, environmental, tax-credit syndication, construction, and financing. The Historic Garfield Campus will be located in Milwaukee's Bronzeville Neighborhood and will include the Historic Garfield Apartments and The Griot mixed-use commercial development, which will serve as the new home for America's Black Holocaust Museum, a well-regarded cultural institution in the city.

Danielle Bergner, the Milwaukee office co-managing partner, was the lead attorney on the project and donated a significant number of pro bono hours to this effort.



AIDS Walk Wisconsin

Michael Best is proud to support the AIDS Walk Wisconsin's mission to be at the forefront of HIV prevention, care, and treatment and its dedication to providing quality medical, dental, mental health, and social services for all people with HIV.

Michael Best employees contributed nearly \$3,000 to the 2017 AIDS Walk Wisconsin fundraiser, making Michael Best a top 10 corporate group. The total raised for the day was more than \$406,000.

Honored Attorneys in 2017!

- Gilberto E. Espinoza
- Denise Greathouse
- Jorge M. Leon
- Miguel A. Manriquez
- José A. Olivieri
- Hamang B. Patel
- Ross I. Romero
- Tanya M. Salman