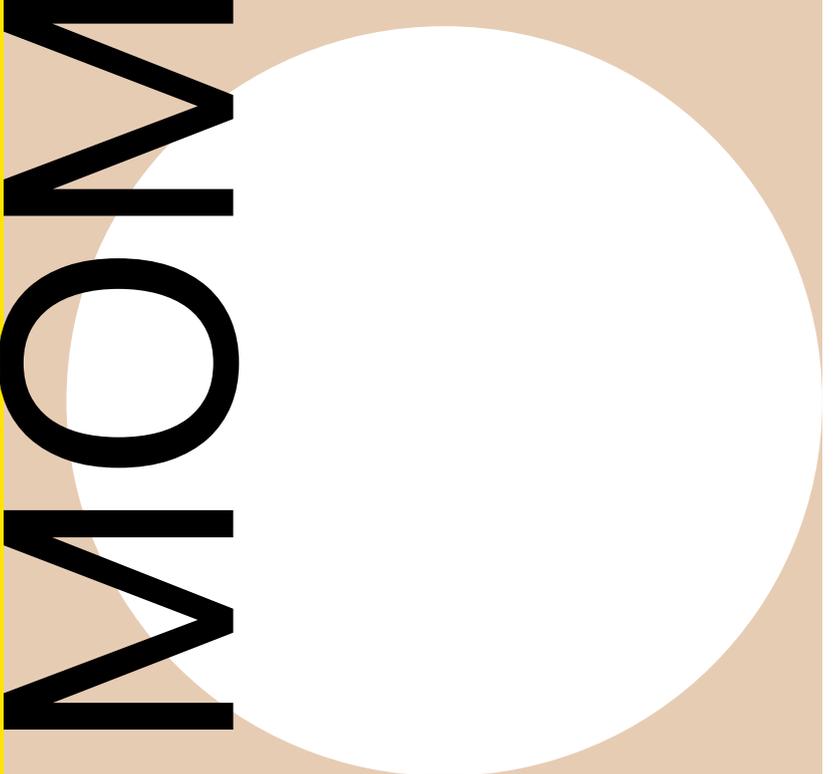




MOMENTUM

Diversity, Equity +
Inclusion Annual
Report 2021

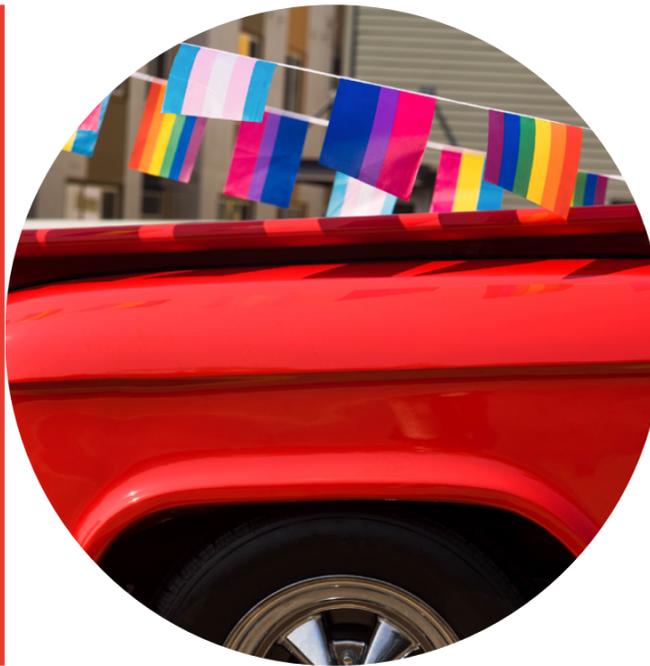




Human progress is neither automatic nor inevitable ... Every step toward the goal of justice requires ... the tireless exertions and passionate concern of dedicated individuals.



– Dr. Martin Luther King Jr.



Contents

| | |
|-------------------------------|----|
| From Our Managing Partner | 4 |
| Driving Change: | 6 |
| Diversity, Equity + Inclusion | |
| Action Committee | |
| Fostering Engagement | 8 |
| Celebrating a Legacy | 10 |
| Making an Impact | 12 |
| Sharing Our Progress | 14 |



BUILDING MOMENTUM

Now in its 16th year, Warner's Diversity, Equity + Inclusion annual report is an opportunity to reflect on our firm's progress in diversity, equity and inclusion and corporate social responsibility.



I'd like to highlight a few of our 2021 successes, which, among other initiatives, are described in further detail within this report:

- 1 Implemented in 2020, we exceeded our goal to have 30% of candidates we consider for open attorney and staff positions come from underrepresented populations within our firm. In 2021, 60% of candidates we considered for lateral attorney positions and 58% of resulting lateral attorney hires were from underrepresented populations. Thirty percent of those hires were BIPOC, as discussed on page 6.
- 2 Furthering educational opportunities for aspiring attorneys, we established a new relationship with JD Advising's Law School Scholars Program and funded bar exam preparation scholarships for six diverse law school students, featured on page 7.
- 3 Advancing education and inclusion internally, we hosted three town halls and three lunch and learn training opportunities covering a range of topics – found on page 7. Cumulative attendees for these engagement opportunities exceeded 600.
- 4 Collaborating with the Grand Rapids Area Chamber of Commerce, our Grand Rapids office hosted a Juneteenth event, celebrating and learning with our firm members and community about the oldest holiday commemorating the end of enslavement in the United States, written about on page 9.
- 5 Preserving tradition, we honored the legacy of Dr. Martin Luther King Jr. with our 17th annual Dr. Martin Luther King Jr. Social Justice Legacy Contest for sixth-grade students within the Grand Rapids Public School District. More about this contest, including the winners, is highlighted on page 10.
- 6 Maintaining our commitment and deep-rooted cultural value to serve our communities, Warner supported more than 150 nonprofit organizations through financial contributions, leadership and volunteerism, as outlined on page 12.

Building off the momentum of our work in previous years, I begin my tenure as managing partner with a continued priority to make Warner a safe, diverse, inclusive and affirming place for people of all backgrounds.

While 2021 felt like a repeat of 2020 as we continued to navigate the effects of the COVID-19 pandemic, labor shortages, supply chain issues and social unrest, Warner found new ways to bring our firm members together.

The creation of Mosaic, the firm's first employee resource group for BIPOC (Black, Indigenous

and people of color), and the Engagement Committee, aka "Fun Committee," served to boost morale and encourage camaraderie and connectivity. You can read more about these efforts on pages 8 and 13, respectively.

The firm's Diversity, Equity + Inclusion Action Committee continued to dedicate 2,000+ hours to improve firm policies, training and community investments. We took our commitment further by hiring a full-time DEI manager to strategically lead the firm's internal and external DEI-related programs and processes.

Supported
150+
nonprofits
last year

Orchestrated
**3 Town Halls +
3 Lunch and Learn
Events**

60%

*of lateral attorney
candidates came from
an underrepresented
group*

*(far surpassing the 30% goal
we set for 2021)*

Co-hosted
our first
Juneteenth
event

Funded
scholarships to
support diverse
law school
students' prep for
the bar exam

Thank you for taking the time to read this year's report. It is my hope this report not only provides the community with a level of transparency in the efforts our firm is making to advance diversity, equity and inclusion, but also inspires other businesses to evaluate and examine where and how they can make a difference. We know there is a lot more work to do, but I am confident the momentum we've created has set us on a path of continued reflection, progress, growth and action.

I look forward to continuing this conversation with you – our clients, community partners and friends.

Mark Wassink
Managing Partner
616.752.2189

DEIAC: DRIVING CHANGE

Carrying the momentum from the previous year into 2021, the Diversity Equity + Inclusion Action Committee (DEIAC) remains committed to furthering the firm's diversity, equity and inclusion efforts.



Focusing On Recruitment

In 2020, the firm instituted a new recruitment policy to ensure diversity in our candidate pools. Our current policy states at least 30% of candidates considered for every firm position must be from groups that are currently underrepresented within the firm in general or the position itself. Underrepresented groups include women, BIPOC (Black, Indigenous and people of color) individuals, veterans, LGBTQIA+ individuals or people with disabilities.

58%
of lateral attorney hires came from an underrepresented group

30%
were BIPOC

50%
of entry-level associates hired were women

Creating Pathways Through External Relationships

Warner was a proud sponsor of JD Advising's Law School Scholars Program in 2021, a program that connects top law firms with first-year law students from historically underrepresented communities in the legal profession. Through sponsorship of this valuable program, Warner provided six law students with access to a law school prep course, tutoring and study sessions provided by JD Advising, as well as mentorship opportunities within the firm.



The relationship with Warner as my firm sponsor has been invaluable. I have met amazing people who share their experiences in the profession, giving me ideas on how to shape my career and different pathways and opportunities to explore. Every person at Warner showed a sincere interest in me – not only in my law school experience, but also in who I am as a person.



– Ash Wilkie
JD Candidate
Class of 2024
MSU College of Law
2021 JD Advising Scholarship Recipient

Continuing Opportunities for Learning and Engagement

Started in 2020, the DEIAC continues to host town halls and lunch and learn programs to provide a forum for open dialogue on topics relating to diversity, equity and inclusion and resources to expand competency. In total, the committee hosted three town halls and three lunch and learn programs covering the following topics: class diversity, allyship, male allyship, generational diversity and LGBTQIA+ inclusion.

Seeing Impact

Warner contracted Grand Valley State University's Inclusion and Equity Institute to present a two-part training series on inclusive pronouns, gender expression and LGBTQIA+ inclusion in the workplace. Over 200 firm members attended these trainings. The educational impact of these trainings within the firm was far-reaching and inspired many firm members to find ways to be more inclusive, such as adding pronouns to their email signatures. In addition to the firm's previously held gender-neutral timekeeping system, the firm also added a field to share personal pronouns in our internal directory.

Conducting a Firmwide Census

In order to better benchmark and track our progress toward the goal of increased workforce diversity, the DEIAC collaborated with Warner's human resources department to create and distribute a firmwide self-identification census. Through voluntary participation in the census, firm members were invited to share various aspects of their identity, including racial or ethnic identity, gender identity, sexual orientation and veteran and disability status.

Focusing on Supplier Diversity

The DEIAC implemented phase one of its initiative to increase firm spending with diverse suppliers. This phase included the creation of a supplier diversity registration form that was then distributed to each of the firm's current vendors. The form will also be used to collect data from future vendors. Information gathered will be used in phase two of this initiative, which will be to achieve a specific goal as it relates to the firm's diverse supplier spending.

Cumulative firm attendance at our education and training programs:

600+

FOSTERING ENGAGEMENT



Pictured here are associate attorneys Bill Warners and Tessa Mallett, members of Mosaic, the firm's first BIPOC employee resource group.

"We envisioned Mosaic as an intentional space that centers the thoughts, experiences and needs of BIPOC folks within the firm. Through this community, we explore our shared experiences, celebrate our differences and genuinely support and root for each other. It's a powerful space."

- Mandice McAllister
Diversity, Equity + Inclusion Manager
Mosaic Co-Chair

Mosaic: Bringing It All Together for BIPOC Employees

Launched in January 2021, Mosaic is the firm's first BIPOC employee resource group.

Built around the three pillars of inclusion through dialogue and engagement, mentoring and professional development and community outreach, Mosaic includes members from various racial and ethnic identities across different positions and offices within the firm. The group meets monthly over Zoom.

Managing Partner Mark Wassink serves as Mosaic's executive sponsor.

"Mosaic is an important gathering place for our attorneys and staff where they can share common experiences and help each other thrive. Even as a partner who has been at Warner for over 18 years, I find each meeting adds to my sense of belonging at the firm."

- Homayune Ghaussi
Partner, Detroit Office

Diversity "Book" Club Turns a New Page

Established in 2013, Diversity Book Club continues to be a catalyst for learning and dialogue in the areas of diversity, equity and inclusion. Co-chaired by Community Relations Manager Courtney Failer and Intellectual Property Law Paralegal Julie Dawes, Diversity Book Club has gone beyond books to include other mediums.

"A few months into the pandemic, we realized we needed to adapt Diversity Book Club to meet people where they were. With everything going on, finding time to read – especially about serious topics – was more difficult. So we started integrating nonbook content, like documentary films and podcasts, to make consumption easier and eliminate time as a barrier to participation."

- Julie Dawes
Paralegal, Grand Rapids Office

2021 Diversity Book Club selections:

- "Minor Feelings: An Asian American Reckoning," book by Cathy Park Hong
 - "Crip Camp: A Disability Revolution," a documentary film
 - "Don't Kill the Birthday Girl: Tales from an Allergic Life," book by Sandra Beasley
 - "Tell Me I'm Fat," podcast from "This American Life"
 - "I Am Malala: The Girl Who Stood Up for Education and Was Shot by the Taliban," book by Malala Yousafzai
- 3 books + 1 podcast + 1 film**

Juneteenth Events Raise Awareness, Create Understanding

One day after President Joe Biden signed the bill establishing Juneteenth as a federal holiday in 2021, Warner co-sponsored Juneteenth: Celebrating Freedom, a two-part event held in collaboration with the Grand Rapids Area Chamber of Commerce. Over 170 community members joined the educational webinar, where attendees learned about the history of the oldest holiday commemorating the end of enslavement in the United States and the business case for celebrating the holiday within their organizations. Warner also hosted a luncheon, welcoming DEI professionals across various industries in West Michigan to our office in Grand Rapids.



170+
community members participated

CELEBRATING A LEGACY

17th Annual Dr. Martin Luther King Jr. Social Justice Legacy Contest

The firm's 17th annual Dr. Martin Luther King Jr. Social Justice Legacy Contest continues to be a highlight for the individuals at Warner, as well as the students and faculty at Grand Rapids Public Schools (GRPS).

The contest challenges sixth-graders within GRPS to think about how Dr. King's legacy of peace and justice applies to the world in which they live and to identify and react to a racial social justice issue that is meaningful to them. The contest allows submissions in any format, eliminating barriers that existed previously within the contest's former essay requirement.

Forty-five representatives from Warner's nine offices volunteered to review and judge the entries based on connection to the contest theme, personal connection, message and overall impact.

The firm's Diversity, Equity + Inclusion Action Committee's External Relationships subcommittee selected the top three winners and 18 additional honorable mentions. Winning students were recognized at the 36th Annual Rev. Dr. Martin Luther King Jr. Commemoration in Grand Rapids on Martin Luther King Jr. Day as well as during the February GRPS Board of Education meeting.

Entries this year included song interpretation, sculpture, essay, poem, digital art, short story, painting, slide presentation and more.

"The contest means so much to GRPS, not just GRPS as an institution, but to our students as far as an opportunity to be able to express themselves and to be given an opportunity to think outside the four walls of their classroom and address social issues as it affects them, their families and community." – Maleika Joubert Brown, Director of Equity and Inclusion, Grand Rapids Public Schools.

The winning and honorable mention students received a gift card to We are LIT! Multicultural bookshop, an independent bookshop in Grand Rapids that sells new, diverse books across all genres.

45

The number of Warner representatives who volunteered to review the entries this year



This year's top winners:



This year's grand prize-winning poem

Black People Need to Be Heard

By Adam Lobo

People need to be heard
No matter if you hate
One person could change the world,
And make it great.

Black lives matter
Hear their words,
We can be together
And push forward.

As Black people die
The world is not the same
Their families cry,
And it is such a big shame.

Death from riots
People are mad
All over the streets,
Most people are sad.

A man said I can't breathe
Do not let this happen again,
Let this world be free
So no one ends up dead.

Respect with honor
In every way
They are not monsters,
Do not let this happen, not on any day.

People are different
Their skin color does mean something
We can make the world magnificent,
The world is not nothing.

We can make it great
We can fix what we did wrong
It is not too late,
People are strong.



Grand Prize
Adam Lobo
Center for Economicology
"Black People Need to Be Heard"
Poem

"Treat people equally and fairly, and not treat them different because of the way they look or their religion. Be nice to everyone."



First Runner-up
Julia Rusiecki
CA Frost
"Asian Hate"
Slide Presentation

"The world is really horrible right now because there's a lot of racism. I feel like Asian hate in schools really affects people."



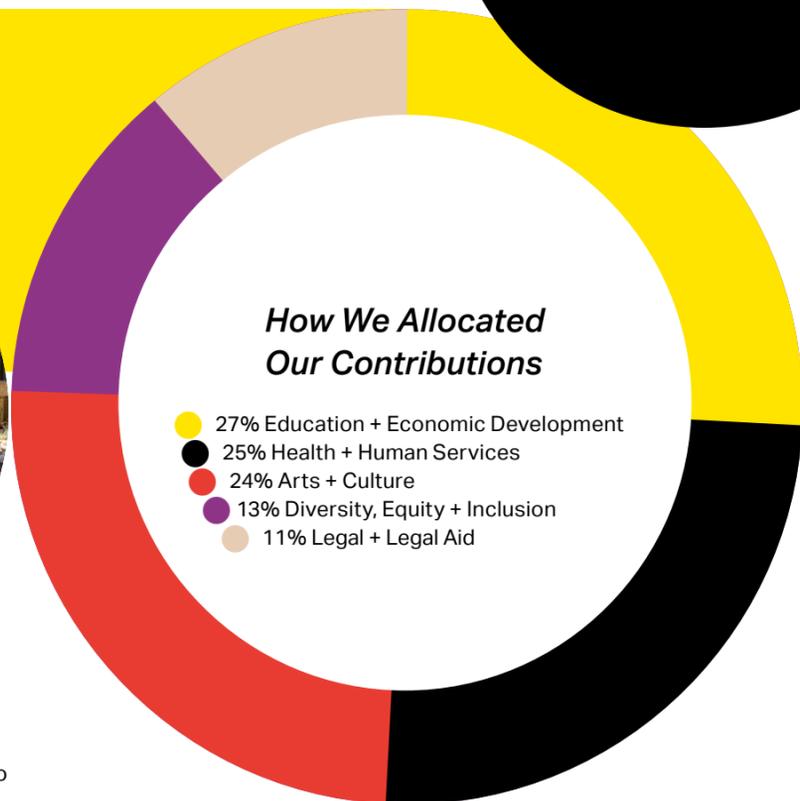
Second Runner-up
Sneha Dixit
North Park Montessori
"We Are One"
Painting

"We are all the same on the inside, and that's why my painting says, 'We are One.' We need to have diversity, and people need to learn that diversity is a good thing, not a bad thing, and that it's okay to be different."

MAKING AN IMPACT

Warner continues to prioritize philanthropy, community engagement and volunteerism through our full-time dedicated community relations manager, a position not commonly found within law firms of our size.

Warner supported 150+ nonprofits this year



Donor Advised Fund

The events of 2020 were a catalyst for Warner to reflect on the ways we give to and engage with community. In addition to the 150+ nonprofits we support statewide from the firm's budget, we adopted a strategy of using the firm's Donor Advised Fund with the Grand Rapids Community Foundation to provide funding to emergent needs.

Grants initiated in 2021 included:

- Hope Network Foundation – to support the organization's efforts in offering mental health services to frontline workers.
- Friends of the Public-Private Partnership for Justice Reform in Afghanistan – to help evacuate legal professionals in Afghanistan working to improve the practice and rule of law within the country.
- Bethany Christian Services – funding to help with the cost of basic needs items for Afghan refugees settling in Michigan.

Community Philanthropy Highlights

Warner has defined giving categories in the areas of Arts + Culture, Diversity, Equity + Inclusion, Education + Economic Development, Health + Human Services, and Legal + Legal Aid. The firm provides direct financial support to more than 150 nonprofits on an annual basis. Above is a snapshot of how our contributions were allocated within the five categories.

Many organizations we support in the various categories have programming that prioritizes diversity, equity and inclusion initiatives. Warner's focus in the DEI category is to support organizations that have very specific programming to advance minority entrepreneurs, talent pipeline programs for underserved individuals and community education and training around diversity topics.

In addition to financial support for organizations that fall within the Legal + Legal Aid category, the firm is also recognized on the State Bar of Michigan's Pro Bono Honor Roll for providing pro bono legal services to low-income individuals or organizations providing direct services to low-income individuals.



Volunteering

Warner offers paid time off to volunteer, and many firm members take advantage of the opportunity to give back in ways that are meaningful to them.

A few highlights from firm-organized volunteer initiatives in 2021 included:

- Our SE Michigan offices volunteered for the Life Remodeled Six Day Project.
- Grand Rapids participated in the Heart of West Michigan United Way Day of Caring and spent time at the Comprehensive Therapy Center and Howard Christensen Nature Center.

Women's Advancement

One area of Warner's Economic Development giving pillar is advancing opportunities for women. Warner is a longtime supporter of Inforum, a statewide organization with a mission to accelerate careers for women and act as a catalyst to remove barriers and increase opportunity for women. In addition to being one of the founding members of Inforum's West Michigan expansion, the firm has hosted Inforum classes and events, provided leadership speakers, participated in a Men As Allies roundtable and has had individuals from around the state represented on the board of directors, regional council and as members of the organization, among others.

Fun. Pride. Profit.

Warner has had a longstanding culture that embraces the motto "Fun, pride, profit – in that order." With the pandemic taking away a lot of our in-person events, firm members knew we needed to get creative – hence, the Warner Norcross + Judd Engagement (aka "Fun") Committee was formed. The committee is tasked with ensuring the preservation of Warner's culture through connections, memories and experiences.

“Helping create a space where people can come together to relax and laugh not only brings me fulfillment in my own career, but also furthers Warner's culture, and, I hope, makes Warner a place where people are comfortable being themselves and look forward to coming to work.”

- Kelly Hollingsworth
Partner, Grand Rapids Office
Engagement Committee chair

Highlights From the Fun Committee

The Warner Quarter – A quarterly update highlighting birthdays, promotions, retirements and a "Saturday Night Live" style "Warner Update." Parody music videos featuring individuals from the firm also entertained those who tuned in.

The What'd I Miss return to work initiative – A series of monthlong celebrations featuring holidays and events that weren't celebrated due to the pandemic.

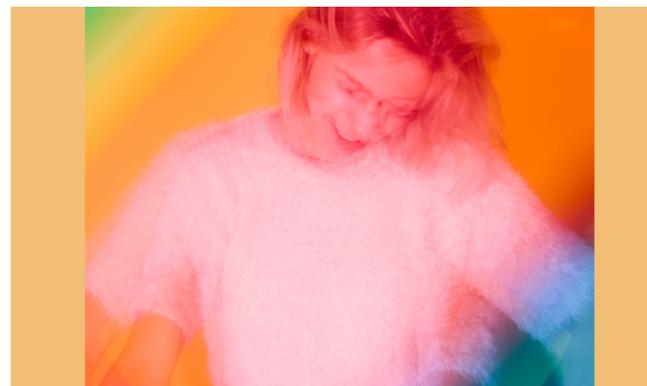
The "Let's Get Cookin'" – A Warner cookbook featuring favorite recipes of those at the firm. Proceeds from the cookbooks went to Feeding America.

The Tacos and Tailgate Party – We engaged in a bit of friendly team rivalry during the firm's taco tailgate party, sponsored by the firm's Fun Committee.



The Tacos and Tailgate Party crew, Detroit office

SHARING OUR PROGRESS



2021 DEI training + engagement opportunities

- Impact of Class in the Workplace Town Hall
- LGBTQIA+ Basics & Pronoun Use Lunch & Learn
- Building an LGBTQIA+ Inclusive Workplace Lunch & Learn
- Allyship Town Hall
- Male Allyship Lunch & Learn
- Generational Diversity in the Workplace Town Hall

70%

of managers / department heads are female

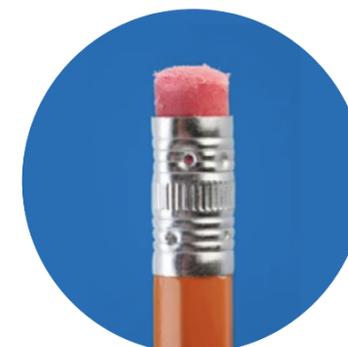
Warner's unwavering focus on creating and sustaining a more diverse, equitable and inclusive workplace and community continues with the promotion of its Diversity, Equity + Inclusion Manager, Mandice McAllister. Mandice provides strategic leadership for the firm's internal and external DEI-related programs and processes.

45

The number of topics addressed by Warner's Diversity Book Club since its inception in 2013

Chuck Burpee participates in pro bono expungement work, helping eradicate qualifying convictions after a certain amount of time has passed. Describing his engagement as some of the most rewarding and fulfilling work within his 40 years of practicing law, Chuck notes in an article by WZZM13 that expungements are good for everyone.

"Expungement broadens the pool of applicants for businesses, it improves their access to talent and it enables the individuals to participate in that process as well."



\$250,000+

awarded in scholarships to BIPOC individuals pursuing a legal career

Warner Demographics 2021

Associates

| | |
|----------|----|
| Female | 24 |
| BIPOC | 7 |
| LGBTQIA+ | 2 |

| BREAKDOWN | |
|--------------------------------|-----------|
| African American / Black | 5 |
| Asian | - |
| Caucasian | 37 |
| Hispanic / Latinx | - |
| Indigenous | - |
| Middle Eastern / North African | 2 |
| Multiracial | - |
| TOTAL | 44 |

Partners

| | |
|----------|----|
| Female | 32 |
| BIPOC | 6 |
| LGBTQIA+ | 1 |

| BREAKDOWN | |
|--------------------------------|------------|
| African American / Black | 2 |
| Asian | 1 |
| Caucasian | 112 |
| Hispanic / Latinx | - |
| Indigenous | - |
| Middle Eastern / North African | 3 |
| Multiracial | - |
| TOTAL | 118 |

All Active Attorneys

| | |
|----------|----|
| Female | 74 |
| BIPOC | 17 |
| LGBTQIA+ | 4 |

| BREAKDOWN | |
|--------------------------------|------------|
| African American / Black | 10 |
| Asian | 1 |
| Caucasian | 182 |
| Hispanic / Latinx | - |
| Indigenous | - |
| Middle Eastern / North African | 6 |
| Multiracial | - |
| TOTAL | 199 |

Paralegals

| | |
|----------|----|
| Female | 21 |
| BIPOC | 2 |
| LGBTQIA+ | - |

| BREAKDOWN | |
|--------------------------------|-----------|
| African American / Black | 1 |
| Asian | 1 |
| Caucasian | 21 |
| Hispanic / Latinx | - |
| Indigenous | - |
| Middle Eastern / North African | - |
| Multiracial | - |
| TOTAL | 23 |

Mgmt. / Department Heads

| | |
|----------|----|
| Female | 20 |
| BIPOC | 4 |
| LGBTQIA+ | - |

| BREAKDOWN | |
|--------------------------------|-----------|
| African American / Black | 2 |
| Asian | 1 |
| Caucasian | 24 |
| Hispanic / Latinx | 1 |
| Indigenous | - |
| Middle Eastern / North African | - |
| Multiracial | - |
| TOTAL | 28 |

Non-legal Employees

| | |
|----------|-----|
| Female | 137 |
| BIPOC | 27 |
| LGBTQIA+ | - |

| BREAKDOWN | |
|--------------------------------|------------|
| African American / Black | 17 |
| Asian | 5 |
| Caucasian | 123 |
| Hispanic / Latinx | 3 |
| Indigenous | 1 |
| Middle Eastern / North African | - |
| Multiracial | 1 |
| TOTAL | 150 |



MOMENTUM

Warner Norcross + Judd

- Bloomfield Hills
- Detroit
- Grand Rapids
- Holland
- Kalamazoo
- Lansing
- Macomb County
- Midland
- Muskegon