

## DIVERSITY AND INCLUSION

MDM&C recognizes that Diversity and Inclusion strengthens our principal mission: the ability to provide the highest quality legal services to our clients.

As a multi-state firm that serves a wide array of clients, we know that a synergistic decision-making process plays a crucial role in first understanding a problem and then achieving the best solution to that problem. Diversity and Inclusion is integral to the robust decision-making process essential to providing excellent legal representation.

Above all, since its founding, MDM&C has believed that the most significant benefits of Diversity and Inclusion are the promotion of equal opportunities for all persons combined with the creation of a workforce in which persons will be able to learn from and build on their differences to the ultimate benefit of themselves, the Firm and the Firm's clients.

In furtherance of these efforts, MDM&C has formed its own Diversity and Inclusion Committee whose members are representative of staff, associates, partners and of counsel from all offices. The ultimate goals of MDM&C's diversity efforts are inclusion and providing the best possible legal representation. Inclusion means increasing the presence and participation of diverse persons in the MDM&C workforce so that the values promoted by a diverse workforce will benefit the Firm, the clients served, the surrounding communities, the workforce, and the public interest.

The Firm supports both Rutgers University School of Law - Newark and Seton Hall University School of Law in their inclusion initiatives by volunteering time and sponsoring organizations and events such as Rutgers Newark's ABLS and its Jazz for Justice event, Rutgers Newark's ALALS and its Fiesta Con Sabor, Seton Hall's Affinity Student Bar Associations and their Annual Diversity Banquet, and Seton Hall's Dean's Diversity Council. In addition, many of our attorneys volunteer to act as mentors and speakers in furtherance of both law schools' efforts.

MDM&C participates in the Justice Robert L. Clifford Fellowship program, which was established in 1996 in honor of the former New Jersey Supreme Court Justice to benefit minority students at Seton Hall University School of Law. The Firm also participates in the Colorado Pledge to Diversity Legal Group, which was established in 1993 to help in significantly increasing the number of racially and ethnically diverse attorneys recruited, hired, and promoted by law firms in Colorado. The Pledge Group's major initiatives include a paid Summer Clerkship program for diverse first year law students at the University of Colorado and first year and second year evening students at the University of Denver Sturm College of Law, as well as two annual diversity receptions. In these ways, the Firm hopes to advance its efforts to recruit and retain attorneys of diverse backgrounds.