



Mastercard is a multinational financial services corporation with a focus on payment products and solutions. Mastercard holds faithful its values of trust, agility, initiative, and partnership. Its commitment to NAMWOLF fully realizes these principles.

## TRUST

WE ACT WITH INTEGRITY AND RESPECT; WE ENCOURAGE OPENNESS

At the heart of Mastercard's value of trust is its embedded culture of diversity and inclusion. Evidence of Mastercard's leadership in this field is the many awards that it has received, recognizing its achievements in diversity and inclusion, including the following recent honors:

**Outstanding / Financial Times:** OUTstanding Leading LGBT+ & Ally Executives – 2016

**Professional Woman's Magazine:** Best of the Best - Diversity – 2016

**DiversityInc.:** #7 of Top 50 Companies for Diversity – 2016

**National Association for Female Executives ("NAFE"):** Top Companies for Women - 2013, 2014, 2015, 2016

**Human Rights Campaign:** Best Places to Work - 2015

**Black EOE Journal:** Best of the Best – 2015

**Working Mother:** Top 100 Best Companies – 2015 (named for the seventh consecutive year)

**Hispanic Network:** Top Diversity Employer – 2015

**Brandon Hall Group:** Excellence in Learning Awards – 2014 (Best Use of Mobile Learning; EDGE Program)

**LinkedIn:** The World's 100 Most In Demand Employers – 2014

**Profiles in Diversity Journal:** Innovation Award – 2014 (Award of Excellence [EDGE Program] for the gamification project)

## AGILITY

WE ACT WITH A SENSE OF URGENCY AND DELIVER VALUE THROUGH OUR INNOVATION AND EXECUTION

Mastercard's concept of diversity is defined as one that extends beyond gender, ethnicity and age to include different thoughts, skills, experiences and backgrounds. As such, it holds that diversity sits at the root of innovation needed to develop novel solutions to meet its customer's evolving needs.

Mastercard's Global Diversity and Inclusion Council, chaired by its Chief Executive Officer, acts fundamentally as a board of directors that provides direction to its Global Diversity Office, to ensure that principles of diversity are embedded throughout the company.

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<sup>1</sup>A discussion of Mastercard's values is on its website, <https://www.mastercard.us/en-us/about-mastercard/who-we-are/vision-mission-values.html>.

Mastercard believes that in order to address its ideals, it must ensure the demographics of its suppliers reflect those of Mastercard's customers. One element of Mastercard's strategy is its Supplier Diversity Program. Mastercard believes that in addition to making business sense, its Supplier Diversity Program develops an inclusive, compelling and enhanced supply chain, enhances its brand-building efforts, creates a competitive advantage, and strengthens the communities in which Mastercard operates.

## INITIATIVE

### WE ARE EMPOWERED TO TAKE BOLD AND THOUGHTFUL ACTION, AND WE HOLD OURSELVES ACCOUNTABLE FOR DELIVERING RESULTS

In 2015, a group of Mastercard company volunteers seeking to enrich its supplier diversity in the legal field discovered NAMWOLF. Vanessa Watson, Vice President, Senior Managing Counsel, attended the 2015 Annual Meeting in Hollywood, California, and subsequently, introduced NAMWOLF's CEO Joel Stern to Tim Murphy, Mastercard's General Counsel and Chief Franchise Officer over lunch with Tim and members of Mastercard's legal leadership. This meeting was fundamental in setting the groundwork for Mastercard's enduring connection with NAMWOLF and its member firms.

According to Joel, "having the General Counsel of Mastercard so passionate about NAMWOLF's vision and mission and asking one of his lawyers, Vanessa Watson, to 'make it happen' shows Mastercard's commitment to diversity and inclusion in the legal profession."

Within a year, Mastercard had become a sponsor of and an active participant in NAMWOLF. In fact, Mastercard is a 2016 Gold Sponsor of the organization. According to Vanessa, who has assumed the role of NAMWOLF liaison for Mastercard, she has been doing everything in her power to support NAMWOLF since that initial lunch meeting. Vanessa's undertakings include co-chairing the 2017 Annual Meeting in New York. According to Joel, she has been instrumental in taking Tim Murphy's charge to the next level.

## PARTNERSHIP

### WE WORK AS ONE TEAM TO THE BENEFIT OF ALL — CONSUMERS, MERCHANTS, BUSINESS PARTNERS, GOVERNMENTS AND THE COMMUNITIES WE SERVE

Mastercard's support of NAMWOLF strengthened in 2016. In creating an outside counsel panel, the Mastercard legal department actively sought NAMWOLF firm involvement. Its panel is now comprised of 20% diverse law firms.

On November 15, 2016, Mastercard hosted a NAMWOLF Panel Firm Showcase. Vanessa moderated the event. Speakers also included Tim Murphy; Pilar Ramos, General Counsel, North America Region; Malvina Longoria, General Counsel, Strategy & Transformation; and Joel, who spoke to the attorneys about diversity and inclusion in-house best practices. Attending the event were NAMWOLF member firms Bryant Rabbino LLP, Schoeman Updike & Kaufman LLP, Burgher Gray Jaffe LLP, Quintairos, Prieto, Wood & Boyer, P.A., Avila Rodriguez Hernandez Mena & Ferri LLP, and Pugh, Jones & Johnson P.C.

The NAMWOLF member firms gave CLE presentations to the Mastercard legal group. B. Seth Bryant, Bryant Rabbino; Paulette Morgan, Schoeman Updike & Kaufman; and Sandra Honegan-Pounder, Burgher Gray Jaffe LLP presented a compelling session entitled Trade Secrets Law and Non-Disclosures Agreements, which included a survey of the recent case law under the new Federal act, The Defend Trade Secrets Act of 2016. Reginald Clyne, Quintairos, Prieto, Wood & Boyer; Asnardo Garro, Avila Rodriguez Hernandez Mena & Ferri; and Thor Inouye, Pugh, Jones & Johnson presented an insightful seminar entitled Advertising Law – Prohibition on Use of Robo-Calls. The event also included an impromptu introduction of all participating attorneys attending the second CLE presentation, as well as a speed network session between the participating firms and the in-house legal group. The event was a wonderful opportunity to network with the Mastercard legal department, as well as with the participating NAMWOLF firms.

According to Joel, "Mastercard is an active participant in our two meetings, a sponsor and most importantly, is using our firms. They have grasped our compelling value proposition – high quality and high value legal services that also supports supplier legal diversity."

Mastercard has become instrumental in spreading the message of NAMWOLF. We all share Joel's sentiment - "I wish that every legal group was as passionate and committed to diversity and inclusion as Mastercard."