

Legal Lens

OCTOBER 2023

Artisan Proposal – Legal Lens

Who We Are:

- Artisan Partners is a global investment management firm (\$136.5b AUM) that provides a broad range of high value-added investment strategies in growing asset classes to sophisticated clients around the world.
- Artisan Partners is exclusively an active, high value-added investment manager. The business model evolves through thoughtful growth and is designed to attract, develop and retain talented investment professionals by allowing them to focus on portfolio management.
- 572 associates across:
 - 13 offices
 - 6 countries

Team Members:

- Molly Bussie
- Jamie Lee Evans
- Brian Kramer
- Demoni Newman
- Paige Shank
- YK Lee

The Problem

According to 2022 Generation Survey conducted by Ernst & Young



76%

of millennials said they'd leave an employer if **DEI initiatives** were not offered.

92%

of workers surveyed responded that **company culture** has an impact on their intent to stay with the current employer.

3 in 10

millennials said they are planning to leave their company within a year because it doesn't **match their values**.

The Problem (Cont'd)

Transparency

Popular resources for law students use averages from broad categories rather than sharing transparent raw data, policies and practices

Accessibility

Existing resources often require a paid subscription, which hinders accessibility of the information



Inequity

Lack of transparency and accessibility creates inequity that hinders candidates of diverse backgrounds from making informed decisions when selecting a future employer

Details of Legal Lens

Index that grades participating employers in the following areas, with progress components for each area:

- Recruiting Pool
- Statistics
- Pay equity
- Meaningful sponsorship and/or mentorship program
- Provision of training
- Vendor engagement and approach
- Pro bono work
- Chief Diversity Officer or similar role

Excerpts and summaries of key firm policies, including:

- Affinity groups
- Parental and disability leave
- Fertility benefits

Inclusion and Diversity Policy

1 Purpose

Inclusion and Diversity are an integral part of Mercury's culture. We believe that having a team of individuals with different backgrounds, views, experience and capability working together makes us stronger and better as an organisation. We are committed to recruiting and retaining people who care about each other, our customers and our stakeholders and have a broad range of skills, experiences and frames of reference to drive innovation, deliver improved financial performance and to help us to achieve our ambition.

When we talk about Inclusion at Mercury we are referring to our focus on removing any perceived or tangible barriers to becoming a part of our business, being treated fairly and respectfully and being valued equally. This does not mean it applies for

- Paid child care leave – A lawyer may take paid child care leave for up to **14 weeks** for the care of the lawyer's newborn, adopted or foster child. Lawyers are highly encouraged to take child care leave in one continuous block, unless the needs of the practice group require otherwise.
- Disability leave – In addition to paid child care leave, a lawyer who gives birth will be granted **8 weeks** of disability leave with pay to recover from pregnancy and childbirth.
- Unpaid child care leave – In addition to paid child care leave and disability leave, a lawyer may take unpaid child care leave for up to **4 weeks**.

QUESTIONS FOR YOUR INSURANCE COMPANY OR EMPLOYER.

Fertility treatment can be a time-consuming, stressful and financially challenging journey. As part of your team, we would like to make it as easy for you as possible to achieve your dream of having a family.

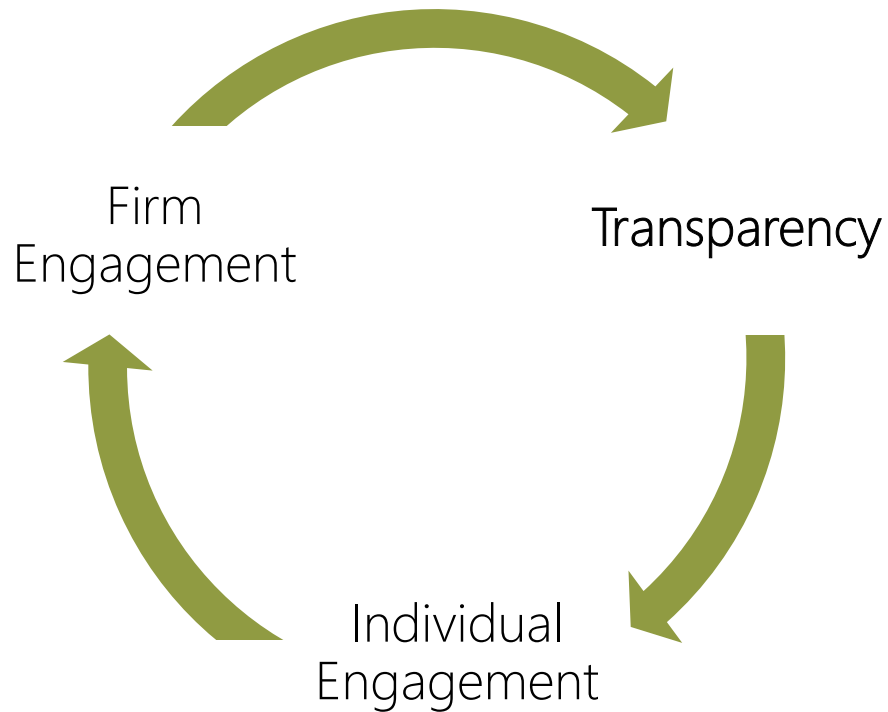
- 1 DO I HAVE INFERTILITY BENEFITS UNDER MY CURRENT INSURANCE COMPANY?
- 2 IF I WERE TO SEE AN REI IN A CONSULTATION, WOULD I HAVE COVERAGE FOR AN OFFICE VISIT?
- 3 DO I HAVE DIAGNOSTIC INFERTILITY COVERAGE ALLOWING THE PHYSICIAN TO FIND THE CAUSE OF MY INFERTILITY PROBLEM?
- 4 DO I HAVE INFERTILITY TREATMENT COVERAGE ALLOWING THE PHYSICIAN TO PERFORM INTRAUTERINE INSEMINATION (IUI)?
- 5 DO I HAVE COVERAGE SO THAT I CAN HAVE ARTIFICIAL INSEMINATION (IUI), ICSI, CRYOPRESERVATION, EGG DONOR TREATMENT OR ACQUIRE EGGS THROUGH AN EGG BANK?
- 6 IF YES, DOES MY POLICY REQUIRE PRIOR AUTHORIZATION FOR THESE PROCEDURES?
- 7 IF I HAVE FERTILITY COVERAGE FOR THESE PROCEDURES, WHAT IS MY MAXIMUM LIFETIME INFERTILITY BENEFIT?
- 8 DOES MY POLICY COVER INJECTABLE MEDICATIONS? IF YES, DOES MY POLICY REQUIRE PRIOR AUTHORIZATION FOR INJECTABLE MEDICATIONS? IS THERE A SEPARATE MEDICATION LIFETIME MAXIMUM BENEFIT?
- 9 DO I NEED TO USE A SPECIFIC LABORATORY OR PHARMACY?
- 10 DO I NEED A REFERRAL TO VISIT DR. (PHYSICIAN'S NAME) FOR AN INITIAL CONSULTATION?

Reproductive Science Center
Experience Never Mattered More

Excerpt from Legal Lens Questionnaire

Parental Support	
Does your company offer parental leave (whether paid or unpaid)?	<input type="radio"/> Yes <input type="radio"/> No
Is parental leave available to both birthing and non-birthing parents?	<input type="radio"/> Yes <input type="radio"/> No
Does your company offer paid parental leave to birthing parents?	<input type="radio"/> Yes <input type="radio"/> No
How many weeks of paid parental leave is offered to birthing parents?	<input type="radio"/> 0 weeks <input type="radio"/> less than 6 weeks <input type="radio"/> 6-12 weeks <input type="radio"/> 12-24 weeks <input type="radio"/> greater than 24 weeks
Does your company offer paid parental leave to non-birthing parents?	<input type="radio"/> Yes <input type="radio"/> No
How many weeks of paid parental leave is offered to non-birthing parents?	<input type="radio"/> 0 weeks <input type="radio"/> less than 6 weeks <input type="radio"/> 6-12 weeks <input type="radio"/> 12-24 weeks <input type="radio"/> greater than 24 weeks
Does your company allow employees to work from home on a one-off basis?	<input type="radio"/> Yes <input type="radio"/> No
Does your company allow employees to work from home full time?	<input type="radio"/> Yes <input type="radio"/> No
Does your company offer hybrid work arrangements?	<input type="radio"/> Yes <input type="radio"/> No
Please provide excerpt(s) of your company's parental leave and parental support policies.	<div style="border: 1px solid black; height: 80px; width: 100%;"></div>

Implementation



How to generate engagement

- Partner with law school career offices
- Free and unbiased source
- Complete transparency

Questions?

Artisan Partners
Legal Lens