



Diversity, Equity + Inclusion

Annual Report



2022



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Our Bold Mission:

We proactively provide meaningful solutions and peace of mind at a great value for our clients.

We do this as trusted thought leaders collaborating with our clients, each other, and our communities.



2022 DIVERSITY, EQUITY + INCLUSION

Dear Valued Clients and Community Partners,

Diversity, equity, and inclusion are essential to a thriving and successful workplace. They are especially important in the legal profession, as we strive to advocate for and collaborate with our clients and our community. We made progress on our DE&I goals in 2022, as this report summarizes, but we remain mindful that our work toward a more diverse, equitable, and inclusive Miller Johnson must continue. Thank you for holding us accountable.

- To begin, our DEI committee composed of diverse members of our team was tasked with reviewing and updating our current policies, practices and programs to ensure they align with our DEI goals. To encourage all team members to commit their time to the important work of advancing DE&I, we implemented a new policy providing up to 40 hours of billable hour and productivity credit for time that our team members spend working on DE&I initiatives. That policy is described at page 7.
- We changed our hiring processes to ensure a more diverse pool of applicants. This resulted in an astounding group of incoming Clerks for our 2023 Summer Associate Class.
- As part of our commitment to DEI, we increased our outreach and engagement with diverse communities. Rich Cherry, a partner in our litigation practice, conducted training for incoming police cadets as part of an education program at Kalamazoo Valley Community College. John Koryto and our Immigration practice hosted refugee asylum application events to assist families. You can learn more about both of these programs in our Report.
- We also emphasized our outreach and partnership with organizations that promote diversity, equity and inclusion in the legal profession. David Buday, our Managing Member, and Rich Sorota, our CEO, made Pledges on behalf of the firm to the Leadership Council on Legal Diversity.
- Project Giveback, our firm's pro bono initiative aimed at assisting those traditionally underserved by the legal system, continued to provide services that now total nearly 5,000 hours of volunteered legal service. In 2022, **92 timekeepers** spent **over 3,000 hours** on Project Giveback matters, contributing over **\$1.2 million** worth of attorney and paralegal time to our communities.

We are proud of the progress we have made in advancing DEI at Miller Johnson, but we recognize there is still much work to be done. We remain committed to creating a workplace where everyone feels valued, respected and supported.

Thank you for your continued support and partnership.

Sincerely,

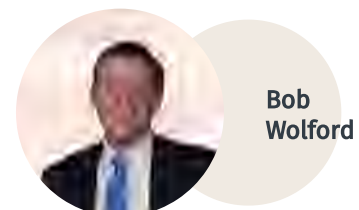
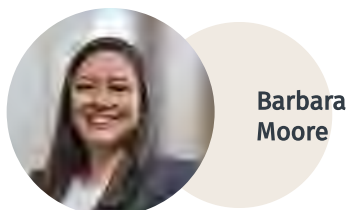
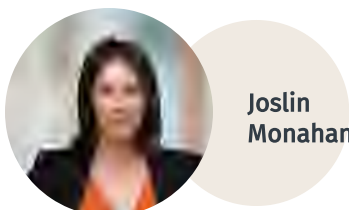
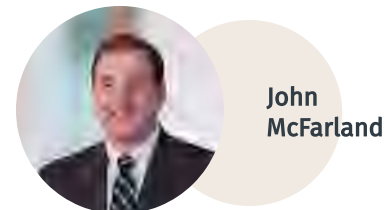
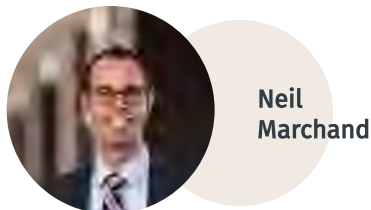
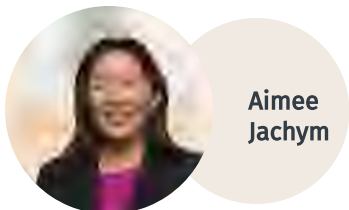
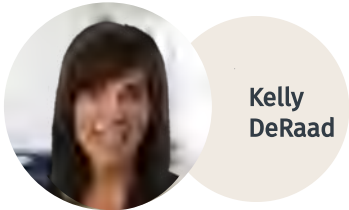
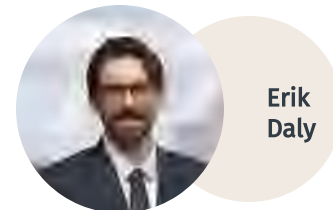
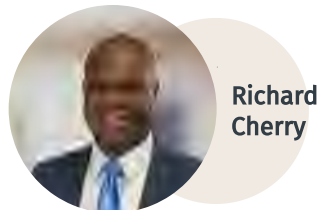
MILLER JOHNSON 
Attorneys

Letter to Clients and Community

Co-Chairs



Members



2022

DEI COMMITTEE



01.

Personal Commitment:

Seek out and listen to our firm’s diverse lawyers and staff, and work hard to gain a better understanding of the challenges we face at creating an inclusive culture.

Use my position and voice at Miller Johnson and throughout the communities we serve to advocate for DE&I.

Use my position among my firm’s leadership to advocate for changes to improve the equity of processes such as work assignments, hiring and compensation.

Foster a Miller Johnson culture in which all team members (a) feel valued, respected, and able to bring their whole selves to work; (b) are encouraged to share diverse views and perspectives as well as learn from one another; and (c) have confidence in, and trust their leaders.

Review and share DE&I goals and data with firm management so that everyone has visibility into the goals we set, the progress we have made, any setbacks we may experience, and the areas that require attention.

Serve as a sponsor for diverse Miller Johnson team members to identify and create opportunities, share and collaborate on client and community initiatives, and advocate for the advancement of diverse team members within the firm.

Meet with LCLD Fellows and Pathfinders for updates about their experiences at Miller Johnson and, for current participants, their feedback on LCLD programming.

Continue to solicit feedback from all team members regarding our ongoing diversity and inclusion efforts.



Rich Sorota
CEO
Miller Johnson

LCLD Leader Pledge



02.

Organizational Commitment:

Practice Group Leaders will include clear, demonstrable, and time-bound SMART goals in their Action Plans to increase DE&I.

Our Recruiting Committee will reach out to different diversity affinity groups to foster relationships and increase diversity in our candidate hiring pool.

We will make it a point to look to the LCLD directory when we get requests for legal referrals.

Make a commitment to having at least one previous participant in each of the LCLD Pathfinders and Fellows programs attend the annual meeting or other LCLD conferences.

Recruit diverse law school students to gain substantive legal experience through assisting attorneys with Miller Johnson’s “Project Giveback” program and ensure that all summer associates, newly hired attorneys, and staff have an opportunity to engage in this work.

We will create and maintain a list of diverse vendors at each of Miller Johnson’s offices and commit to utilizing those vendors when outside services are needed.

We will seek to provide meaningful opportunities to businesses with diverse ownership as our vendors and suppliers.

We will develop SMART goals and metrics surrounding the retention and promotion of diverse team members at Miller Johnson and hold ourselves accountable for meeting those goals and metrics.

We will continue to expand our “Project Giveback” program, which is a pro bono service providing access, resources, and solutions to those in the community historically underserved by the legal system.

We will continue to encourage all Miller Johnson team members to donate their time volunteering throughout Michigan on Martin Luther King Jr. Day and throughout the year.

We will host facilitated dialogues through our “conversations for change” initiative amongst all team members.

Miller Johnson
Management
Committee

David Buday
Managing Member

Sarah Willey
Vice Chair

Robert Wolford

Richard Hillary

Julie Sullivan





I. Purpose and Effective Date

To encourage all Miller Johnson team members to participate in certain programs, events, and activities that promote diversity, equity, and inclusion in our workplace and in our communities, Miller Johnson adopts this DE&I Participation Policy, effective July 1, 2022.

The goal of this policy is two-fold:

1. to remove barriers that may discourage team members from participating in Miller Johnson's DE&I goals, and
2. to appreciate in a more tangible way the time commitment that many team members already invest in those goals.

By providing billable hour and productivity credit, and by creating opportunities for team members to participate while clocked in, we aim to increase participation in DE&I efforts.

II. Billable Hour and Productivity Credit

Under this policy, attorneys and paralegals may annually allot up to 40 hours of billable credit and will also receive productivity credit for time spent working on Qualifying DE&I Initiatives.

III. Opportunities for all Team Members to Participate During Work Hours

Under this policy, all team members are encouraged to participate in Qualifying DE&I Initiatives. To create opportunities for all team members to participate during work hours, team members do not have to clock out to participate during work hours on Qualifying DE&I Initiatives.

IV. Definition of Qualifying DE&I Initiatives

Qualifying DE&I Initiatives are certain programs, events, and activities that aim to increase diversity; promote equal treatment of diverse individuals; and ensure that our workplace is a place of belonging and respect. While the terms “diversity,” “equity,” and “inclusion” can have different meanings in different contexts, this policy uses those three terms as they pertain to race, ethnicity, national origin, sex, gender, and sexual orientation.

Qualifying DE&I Initiatives are:

- As a representative of Miller Johnson, developing or delivering training programs related to DE&I issues
- As a representative of Miller Johnson, presenting at, or preparing materials for use in, DE&I programs or conferences
- As a representative of Miller Johnson, organizing or attending firm-sponsored or client-sponsored training programs, conferences, or receptions related to DE&I issues
- As a representative of Miller Johnson, organizing or attending recruiting events targeting diverse candidates for employment
- As a representative of Miller Johnson, participating in the development and execution of firm activities to promote DE&I, such as Miller Johnson’s police training program or Miller Johnson’s diversity scholarship

V. Additional Billable Hour and Productivity Credit for Critical Initiatives

Certain critical Qualifying DE&I Initiatives may be eligible for more than 40 hours of billable and productivity credit annually. Those initiatives may be opened after a team member receives approval by the DE&I Committee with the approval of the Management Committee.

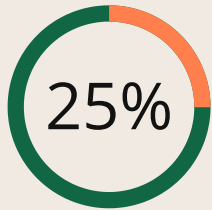


KEY STATISTICS

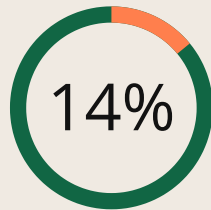
Miller Johnson 2022



Members / Partners



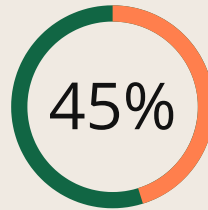
Females



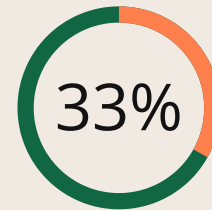
Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American		4	4
American Indian			
Arab American			
Asian / Pacific Islander	1	1	2
Hispanic	1	2	3
Multi-Ethnic			
White	14	42	56
TOTAL	16	49	65

Associates



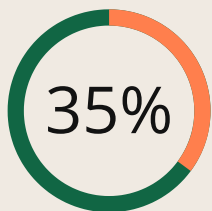
Females



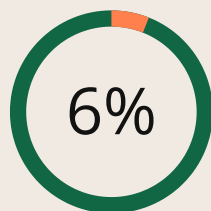
Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American	3		3
American Indian			
Arab American			
Asian / Pacific Islander	1	2	3
Hispanic		2	2
Multi-Ethnic	2	1	3
White	9	13	22
TOTAL	15	18	33

Other Attorneys



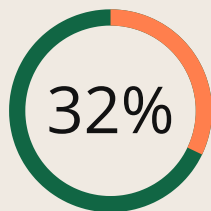
Females



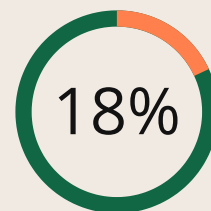
Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American			
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic	1		1
Multi-Ethnic			
White	5	11	16
TOTAL	6	11	17

All Attorneys



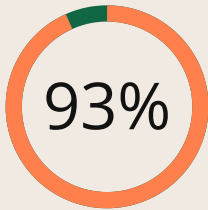
Females



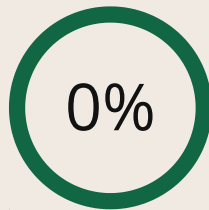
Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American	3	4	7
American Indian			
Arab American			
Asian / Pacific Islander	2	3	5
Hispanic	2	4	6
Multi-Ethnic	2	1	3
White	28	66	94
TOTAL	37	78	115

Paralegals



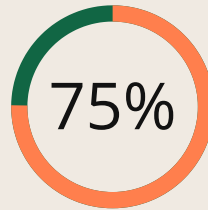
Females



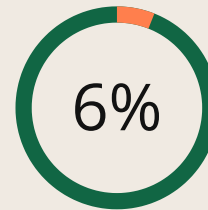
Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American			
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic			
Multi-Ethnic			
White	27	2	29
TOTAL	27	2	29

Staff



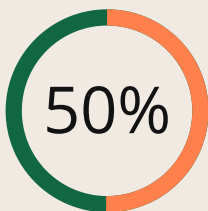
Females



Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American			
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic			
Multi-Ethnic	1		1
White	38	11	49
TOTAL	39	12	51

Firm Management



Females



Diverse

RACE / ETHNICITY	FEMALE	MALE	TOTAL
African American			
American Indian			
Arab American			
Asian / Pacific Islander			
Hispanic			
Multi-Ethnic			
White	2	3	5
TOTAL	2	3	5





In February 2021, Miller Johnson launched "Project Giveback," a pro bono service initiative providing access, resources and solutions to individuals, businesses and non-profits in Michigan historically underserved by the legal system and/or underrepresented/underfunded in the business community.

The project engages team members from multiple practices and firm functions with wide-ranging support for small businesses, survivors of domestic violence, immigrants (especially refugees and asylum-seekers), Veterans and individuals eligible for expungement.

Miller Johnson has always been civically engaged and, over the past 60+ years, has contributed to pro bono work in the State of Michigan and throughout the country. The State Bar of Michigan's Pro Bono Service award is named after one of the Firm's founders, John W. Cumiskey. "Mr. C" (as he is still known at the firm) played an outsized role in advocating for funding to legal services and legal aid programs and organizations in the 1960's and the decades thereafter, including serving as the Chair of the America Bar Association's Legal Aid Committee.

During and in the near aftermath of the COVID-19 pandemic, Miller Johnson's Management Committee unanimously approved the creation of a formal program to identify and partner with existing community organizations that had demonstrated success in working with historically underrepresented, underfunded and outright excluded communities and individuals. Initial partner organizations included Rende Progress Capital, SpringGR and the YWCA of West Central Michigan. These organizations were already working with businesses, entrepreneurs, non-profits and survivors who were dramatically and negatively affected by the pandemic.

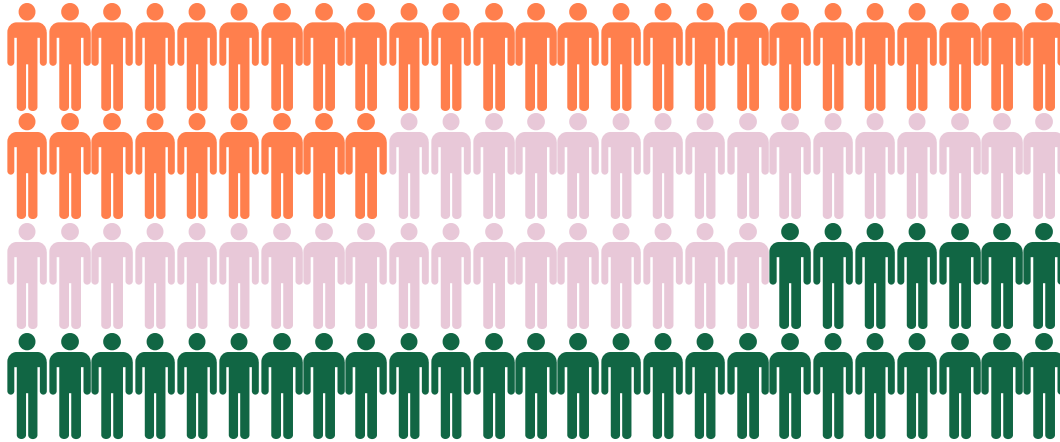
As the program has grown, community partnerships have expanded to include the West Michigan Hispanic Chamber of Commerce, the Michigan Veterans Entrepreneurship (MVE) Lab, the Michigan Immigrant Rights Center, Legal Aid of West Michigan and several others in Grand Rapids, Detroit and Kalamazoo, Michigan.

These partnerships are driven by team member outreach, engagement and follow-through and supported by Miller Johnson firm infrastructure. Each of the major areas of the firm's pro bono efforts has a team lead: Litigation/Family Law (Melissa Neckers), Small Business/Corporate Matters (Erik Daly) and Immigration Support (John Koryto). Prior team leads include former MJ attorneys Shoran Reid Williams (who departed for an in-house GC position in 2022) and Hillary Scholten (who was elected to the U.S. House of Representatives in 2022).

An important feature of the pro bono program is to ensure that the attorneys who work on these projects are treated equivalently to those working on non-pro bono matters. Because MJ wanted a diverse group working on these important pro bono matters (as did our community partners), it has been important not to inadvertently penalize those for the work they do in the pro bono space.

Additionally, in 2022, the Firm made a more intentional effort to engage team members (including administrative personnel, marketing specialists, IT and accounting team members and others) in supporting our Project Giveback clients. Because of those activities, to take one example, a docketing administrator became so committed to a pro bono client that she organized volunteer events and recently joined the non-profit's Board of Directors, where she can follow through (with firm support) on her passion to serve Michigan's Veteran community.

Overall, Project Giveback has provided more than 5,000 hours of pro bono support to more than 150 clients since its launch in February 2021. The "phantom receipts" associated with these hours (a rough estimate of the market value of the legal services) has exceeded \$1.75 million in the same timeframe.



Over 100 timekeepers have worked on these matters, including:

- 34 members (partners),
- 34 associates and counsel,
- 16 summer associates and 16 paralegals.

In addition, dozens of firm administrative personnel have been involved in Project Giveback programs that do not involve the provision of legal services (e.g., mentoring small business owners, providing support to Veterans, facilitating client intake, designing project and information management systems, marketing our clients' successes, etc.).

Additionally, beyond the pro bono work falling under the "Project Giveback" framework, Miller Johnson attorneys performed a further 2,175 hours of pro bono service in 2021 and 2022, raising the overall total pro bono hours investment to approximately 7,200 hours in the 2021-2022 period.

It has genuinely been a firm-wide effort, with well over half of firm team members engaging in these community/pro bono projects in some capacity.

For context, Miller Johnson is a mid-sized firm with roughly 115 attorneys and 87 additional staff, for a total of 203 team members.

50%

of the firm team members engaged in community / pro bono projects in 2022.

Project Giveback



- Five clients have received more than 50 hours of pro bono services (with two of those receiving over 100 hours of support)
- 24 additional clients have received between 20-50 hours of legal support
- 19 additional clients have received between 10-20 hours of legal support
- 30 additional clients have received between 1-10 hours of legal support

Because this team includes representatives from the firm's major practice areas, the team meets monthly to coordinate efforts, highlight common issues and opportunities for clients and develop best practices and a library of form documents (ranging from employee handbooks to multi-member LLC agreements).

Representative projects for the 80+ small business/non-profit pro bono clients we have served in one or more practice areas/firm functions include:



Corporate: Formation of entities and implementation of organizational actions, documents (e.g., governing documents, officers, EINs); reviewing and updating contract terms; supporting PPP and other COVID-era loan/grant forgiveness, reporting and compliance issues



Litigation: Guiding clients through early case assessment and dispute resolution processes to avoid time-consuming litigation while achieving major objectives, allowing clients to move forward



Real Estate: Reviewing and negotiating leases and sub-leases; guiding zoning and land use considerations; introducing to community connections who provide free support



Employment: Reviewing hiring / engagement of employees vs. independent contractors; creating employee handbooks, workplace notices / posters and compliance with wage and hour laws; defusing issues with disgruntled employees



IP: Filing trademark applications with the USPTO; evaluating claims by third parties of trademark or other IP infringement; enforcing IP rights and protecting trade secrets



Administrative: Hosting MVE Lab "Mentorship Night" at Miller Johnson firm headquarters in Grand Rapids, with team of administrators leading the effort to welcome Veteran entrepreneurs and their families, as they practice their "pitches" for an upcoming business pitch competition



The clients served by the Project Giveback team include (among others):

- Community grocers in historically "redlined" neighborhoods that experience reduced access to fresh, healthy food options
- Health and wellness businesses in historically underfunded neighborhoods that provide venues for exercise, dance, expression and other community activities - Diversity, Equity & Inclusion (DE&I) consulting businesses
- Adoptive parents facing legal challenges to their parental rights of children who spent time in foster care; efforts in front of the State of Michigan Senate Judiciary Committee resulted in change to State of Michigan laws
- Family-owned restaurants that struggled greatly during the worst of the COVID pandemic
- Veteran-owned for-profit businesses and Veteran addiction support network non-profit organizations
- A private client seeking FOIA compliance on a request for a use-of-force policy from a municipality that originally provided a heavily redacted copy
- Latinx-owned businesses seeking to expand into new neighborhoods and markets - Neighborhood associations rallying for changes in public policy and advocating for environmental justice
- Numerous additional for-profit businesses owned by historically underfunded, underrepresented or outright-excluded individuals and communities
- Private clients, most of whom had multiple convictions on their record, who we reviewed and submitted applications and conducted hearings on applications for expungement. Most of the convictions were from over ten years ago, and all of the clients were hoping to start afresh, feel free to apply for the job of their dreams, or just know that their past no longer defined their futures

Miller Johnson has established the foundation of a new collaborative, partnership-oriented model to pro bono services in Michigan that listens to trusted community partners, first, and then thoughtfully considers how we can support those organizations' missions and maximize the impact of the team's efforts, while providing an equitable framework to advance the careers and compensation of the diverse team members involved.



PARTNERSHIPS

SCHOLARSHIPS + SPONSORSHIPS



To increase the diversity of the legal profession in Michigan, Miller Johnson has, since 2008, partnered with the Grand Rapids Community Foundation to administer the Miller Johnson Michigan Diversity Scholarship.

This scholarship is awarded annually to a student of color accepted to or presently attending an accredited law school within the United States who either has permanent residence in Michigan or attends a Michigan law school. One \$5,000 scholarship is awarded each year. More details about the scholarship can be [found here](#).

In 2022, we were proud to award our scholarship to Farha Hanif, a JD candidate at Harvard Law School. Ms. Hanif earned her Bachelor of Arts in Sociology and Anthropology from Oakland University in Rochester, Michigan. Best wishes as you continue your legal studies, Farha!

Dear Scholarship Donor and Selection Committee,

I wanted to take a moment and thank you for selecting me for the Miller Johnson Michigan Diversity Scholarship. This award will make a huge impact as I begin my law school journey and I couldn't be more grateful. I'm humbled that you all thought me worthy of this scholarship and I'm looking forward to putting it to good use through my studies. Thank you once again!

*Sincerely,
Farha*

Miller Johnson Michigan
Diversity Scholarship



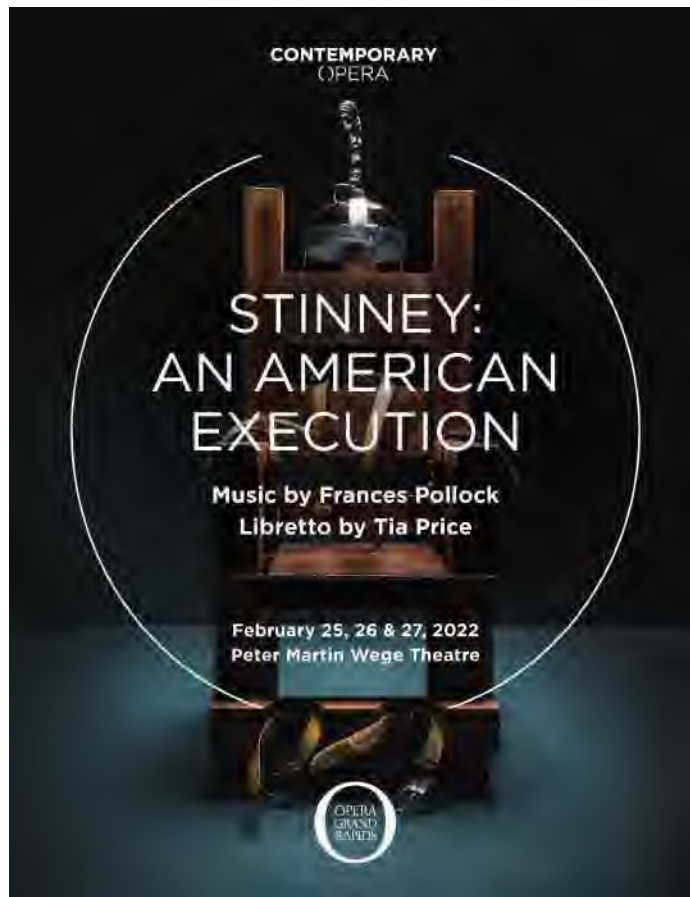
Opera Grand Rapids

On February 25-27, Opera Grand Rapids produced the world premiere of a contemporary opera called *Stinney*.

Stinney tells the story of the wrongful conviction and execution of 14-year-old African American George Stinney in 1944. Stinney's trial on charges of rape and murder of two white girls lasted just one day. An all-white jury deliberated for just ten minutes.

At his execution, Stinney was too small for the electric chair and his mask fell down, revealing tears streaming down his face. In 2014, seventy years after Stinney's execution, the State of South Carolina exonerated Stinney. Stinney remains the youngest person legally executed in the United States.

Miller Johnson was honored to sponsor this important production of *Stinney*, and provided tickets so that all of our team members could attend.



Firm

Sponsorships

Confluence

Each spring, the Confluence Thought Series assembles dozens of national and local leaders from diverse fields to participate in two days of talks, panels and conversations on the transformative power of technology and innovation. Themes vary year to year, but the series is always focused on how West Michigan is moving the world forward in areas of tech and social innovation.

In 2022, the theme was health & wellness with a focus on medtech, digital health and health equity. The series featured 24 leaders who explored groundbreaking devices, services and inclusion strategies that are improving outcomes for communities and revolutionizing entire systems of care.

Miller Johnson was proud to be a Presenting Sponsor of Confluence and the Thought Series conversation “Design For The People: Equity in Healthcare.” Panel discussions included “Health Equity: Health Disparities and the Digital Divide,” “Talent Pipeline: Pathways to Equity,” and “Human Centered Design in Healthcare.”





Young People of Color Conference

This conference is designed and centered for the next generation of leaders. Young professionals of color from the West Michigan area are invited to learn what it takes to be successful in corporate America as a person of color.

Presenters include leaders from the Grand Rapids community, entrepreneurs and nation-wide speakers.

The goal is to have participants leave equipped with knowledge about topics including personal growth, professional development and leadership.

Miller Johnson was again grateful to be a Gold Sponsor of YPCC 2022.



David (Wei) Wang, Barbara Moore, Kevin Battle, and Messiah Sherard participated in the virtual conference as representatives of Miller Johnson.



Aqume Foundation

AQUME Foundation is a Black-women owned and Black-led foundation in West Michigan dedicated to promoting racial equity and eliminating economic injustice.

August 2022 was declared Black Philanthropy Month by the City of Grand Rapids and the State of Michigan.

AQUME hosted an inaugural Gold Gala to provide financial resources in the quest to remove the racial wealth gap for the Black Indigenous and People of Color (BIPOC) Community.

Miller Johnson was proud to support the Gold Gala and the AQUME Foundation's leveraging of economic power within all sectors of the financial ecosystem.

AQUME FOUNDATION



Firm

Sponsorships



COMMUNITY INVOLVEMENT

Training & Pro Bono Work



92% of Kalamazoo Valley Community College Police Academy Alumni work in law enforcement - the highest in the state - compared with a statewide average of 69%!

Michigan state law requires county and local municipal law enforcement officers to be licensed by the state before they can enforce Michigan laws. Licensing is obtained by meeting minimum enrollment requirements, completing the basic training requirements established by the Michigan Commission on Law Enforcement Standards (MCOLES), and obtaining employment with a Michigan police agency.

Miller Johnson attorney Richard Cherry, a former Cook County State's Attorney and Kalamazoo City Attorney, uses his background in criminal and 42 U.S. Code Section 1983 law to train cadets in sessions focused on the laws of arrest.



Michigan Immigrant Rights Center

Over the summer, Miller Johnson organized and participated in two pro bono asylum clinics for Afghan refugees held at our Kalamazoo office.

At the clinics, Miller Johnson prepared asylum applications for more than **40 Afghans** (including children from one-year-olds to teens) whom the US government evacuated prior to the Taliban's occupation about one year ago.

Participating team members included Chelsea Austin, Jen Bayer, David Buday, Tami Carl, Rich Cherry, Shana Cretsinger, Erik Daly, Mike Griswold, Jeff Haywood, Aimee Jachym, John Koryto, Barbara Moore, Melissa Neckers, Sarah Willey, Wei Wang, and Miller Johnson Alum, Chris Schlegel.

Our talented team of 2022 summer associates were also vital to the clinic's success and we are so glad they could be a part of this important work.



PRO BONO ASYLUM CLINICS



PROFESSIONAL DEVELOPMENT

Firm Internal Initiatives



Miller Johnson and the Grand Rapids Asian Pacific Foundation proudly hosted combat veterans to honor the contributions and sacrifices of the Nisei Soldiers during World War II.

Nisei, (Japanese: “second-generation”), son or daughter of Japanese Immigrants who was born and educated in the United States.

The Nisei soldiers of the 442nd became the most highly decorated regiment in U.S. military history for its size and length of service.

Guests included:

- Byrnes Yamashita, Vice President and Chair of the Education Committee, Nisei Veterans Legacy
- Ace Marasigan, Founder and Chief Executive Officer, Grand Rapids Asian Pacific Foundation
- Jennifer Tompkins, Director of Community History and Education, Grand Rapids Asian Pacific Foundation
- John Ryder, Executive Director of the Michigan Heroes Museum
- Lt. Colonel Denny Gillem, retired Army Airborne Ranger and host of “Frontlines of Freedom”
- Lt. Colonel Steve Kenyon, United States Army
- Sheryl Siegel, Board Member, Grand Rapids Community College
- Brian Hauenstein, Michigan Heroes Museum and the Hauenstein Center for Presidential Studies
- Fred Westdale, son of Virgil Nishimura Westdale. Virgil Nishimura Westdale was a Grand Rapids resident and a decorated member of the 442 Regimental Combat Team and the 522nd Field Artillery Battalion Headquarters Company. Sadly, Mr. Westdale passed away in February 2022 at the age of 104.

Pictured above are all the active veterans we had present at the event, including Miller Johnson’s **Young Fei**.





Learn more about the Japanese-American Nisei Soldiers and the 442nd Regimental Combat Team [here.](#)

Special thanks to the Michigan Heroes Museum for providing a beautiful display of historical artifacts related to the discussion.



Veteran's Day (Cont.)



WIN is Miller Johnson's Women's Initiative Network. WIN supports women lawyers and leaders in all aspects and stages of their careers. Period.

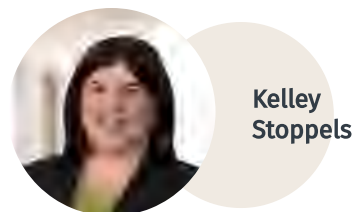
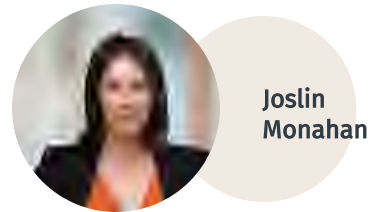
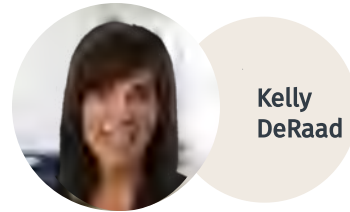
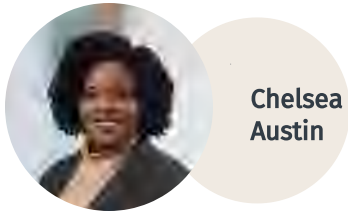


Women's Initiative Network

Chair



Members



2022

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