

## Innovative Supports for Employees in Transition

## Morgan Stanley

Embedded in Morgan Stanley's core values is a commitment to diversity and inclusion. Through their various backgrounds, perspectives, ideas and experiences, the Firm's employees help cultivate a workplace that is resilient, results-driven and effective.

### SUPPORTING NEW PARENTS AND FAMILIES

Promoting diversity encompasses many dimensions. In the Americas Institutional Securities Group (ISG), this includes a keen awareness of the needs of parents, who require a differentiated level of focus and sensitivity from management. In response, **Morgan Stanley last year created a new role to sit within ISG Management, Head of Family Advocacy**, appointing Allyson Bronner, a former Sales and Trading Executive Director, to lead the effort. Bronner partners closely with colleagues Firm-wide in supporting new and expecting parents, managing transitions around parental leave, and addressing work/life challenges specific to parents.

Already, **ISG's parental networking group has attracted close to 800 members in the U.S.**, primarily new or young parents. **Nearly 300 members have accessed the breadth of available services** — from events and manager training sessions to a nine-step check-in plan for expectant caregivers.

### GLOBAL RETURN TO WORK INITIATIVE

Supporting those who may have stepped away from their professional paths is a separate but related emphasis. Launched in 2014, Morgan Stanley's Return to Work initiative is a 12-week program designed to give experienced men and women an opportunity to restart their careers. Having been away from the workplace for more than two years, recruits complete internships that best match their backgrounds and experience, while participating in various networking and enrichment activities.

The program, which began in New York and London, now includes cohorts in Mumbai, Glasgow, Budapest, Baltimore, Hong Kong, Bengaluru and Tokyo. **Nearly 350 people have participated to date — with approximately 70 percent hired full-time and positive upward mobility as alumni grow within the organization.** Case in point is Suzanne Lindquist — a 2014 graduate of the Return to Work initiative and its first to rise to Managing Director almost five years to the day she started.

A corporate culture that is open and inclusive is fundamental to Morgan Stanley's role as a global leader. Above all, it allows the Firm to better serve its clients while helping employees achieve their professional objectives.

“ The Firm's recent work in educating managers and supporting employees with parental leave has impressed me. When members of my team were preparing for leave, they accessed one-on-one guidance on what to expect and how best to successfully transition, both before and after. It's really strengthened our culture. ”

*a Fixed Income Managing Director*