



# IPB Achieves Mansfield Certification Plus for the Third Time

## PRACTICE AREAS

Arbitration & Litigation Support  
Benefits & Compensation  
ERISA Litigation  
Estate Administration  
Estate Planning  
Executive Compensation  
Exempt Organizations & Charitable Giving  
Federal Tax Policy & Advocacy  
Gift & Estate Tax Planning  
Health & Welfare  
Income Tax Planning  
International Planning & Compliance  
International Tax  
IRS Appeals Proceedings  
IRS Audit Defense  
Mergers & Acquisitions  
Payroll Tax & Fringe Benefits  
Plan Investments  
Privately Held Businesses  
Retirement Plans  
Tax  
Tax Accounting  
Tax Controversies  
Tax Litigation  
Tax Planning & Advisory Services  
Vendor Contracting & HR Outsourcing  
Wills & Trusts

October 13, 2024

Ivins, Phillips & Barker is pleased to announce that we have achieved Mansfield Certification Plus for the third time. The goal of the Midsize Mansfield Rule is to ensure all talent at participating law firms has a fair and equal opportunity to advance into leadership. Mansfield is focused on broadening the talent pool for consideration, including those historically underrepresented in the legal profession, to facilitate transparent pathways to leadership. Certified firms have considered broad slates of qualified talent for leadership roles that included at least 30% historically underrepresented lawyers such as women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities, as well as working to enhance the transparency of their leadership roles, advancement processes, and compensation policies.

We look forward to continuing in our efforts to advance diversity, equity, and inclusion at IPB and in the legal profession, including our commitment to the Midsize Mansfield Rule program.