DIVERSITY REPORT

2016-2017

THOMPSON COBURN LLP

TABLE OF CONTENTS

DIVERSITY AND INCLUSION 2

OUR COMMITMENT TO DIVERSITY 5

IN THE COMMUNITY 6

RECRUITMENT 9

LGBT EQUALITY 11

WOMEN IN LAW 13

RECOGNITION 16

SPONSORSHIPS 17

Tony Anderson
Co-Chair

Diversity and inclusion are core values which we at Thompson Coburn strive to integrate into our daily interactions with colleagues, staff, clients and the outside world. I continue to be impressed by the Firm's ability to draw upon the talents and viewpoints that we collectively bring. There is little doubt in my mind that our approach to diversity and inclusion has made me a better (and healthier) attorney.

Booker Shaw
Co-Chair

Since joining the firm, I have had the pleasure of mentoring diverse students and associates pursuing legal careers. We strive to provide an inclusive work environment that promotes the success of diverse attorneys.

DIVERSITY AND INCLUSION

Diversity is a core value at Thompson Coburn LLP. We state it clearly to our partners, employees, clients and communities: "We believe diversity strengthens our firm and the community, and we consider this value when developing our programs and policies."

Tom Minogue
Firm Chairman

We focus on "valuing each other as people and colleagues" and "respecting merit and rejecting favoritism." We do this simply because it is the right thing to do.

And we mean it. We act on our values, and we have invested time and money to create a workplace where everyone can feel respected and where the firm is a partner in their personal career success. Our people come from many places and with many life experiences. That combination of perspectives and talent is one of the reasons we are considered a leader by our clients and our community.

We have taken and continue to take a number of actions to improve diversity and inclusion both in our firm and in our community:

- We recruit diverse attorneys at every level from law students to lateral partners.
- We staff matters with qualified diverse attorneys to handle matters appropriately and efficiently.
- We instituted a diverse scholarship for 1L law students and we participate in the St. Louis Internship Program for inner city high school students.
- We established a Diversity Committee, consisting of a broad cross-section of attorneys charged with the oversight of the Firm's diversity initiatives.
- We provide Diversity education for attorneys, paralegals and staff in all offices.
- We have developed and continually support affinity groups for attorneys of color, women, and LGBT professionals.

Trust
Growth
PARTNERSHIP
ation

OUR COMMITMENT TO DIVERSITY

Thompson Coburn is committed to creating and fostering a diverse and inclusive workplace culture that recognizes the contributions individuals with different backgrounds and experiences bring to our clients and our firm. We firmly believe that the differences among us strengthen our firm and enhance our ability to serve our clients more effectively. We strive to exceed our goals with respect to diversity by engaging in numerous initiatives, including the following:

- Creating attorney teams that reflect both gender and racial diversity
- Educating firm employees on diversity issues
- Establishing clear goals and objectives for diversity initiatives
- Supporting a strong Diversity Committee that is chaired by a member of the Management Committee
- Implementing hiring strategies to recruit diverse lawyers
- Incorporating diversity initiatives into firm culture and firm life
- Maintaining a diverse workforce by establishing a mentoring program designed and monitored by the firm's Diversity Committee.

We recognize, accept and value differences based on ethnicity, gender, color, age, race, religion, disability, national origin, gender identity and sexual orientation. We also recognize, accept and value differences based on unique personal characteristics and experiences, such as communication styles, work styles, life experiences, cultural and educational backgrounds, economic status, career choices and numerous other variables that influence each individual's perspective.

IN THE COMMUNITY

Ferguson Commission honors Thompson Coburn with 'Painting for Peace' art print.

As the Ferguson Commission wrapped up a year spent developing avenues for transformative change in the St. Louis community, the organization gifted Thompson Coburn with a limited edition art print as thanks for the Firm's significant support of the Commission's mission.

"In the aftermath of the Michael Brown case, more than 350 artists, community members, families, scouts, church and synagogue groups, black and white, young and old, came to the city of Ferguson to help a community begin to heal," reads a note accompanying the print. "The result was more than 250 works of art, including this print. This art and their efforts were one of the first steps toward a new future of moving 'Forward Through Ferguson,' of which you were an important part and an inspiring reminder that when we reach out across the lines that divide us remarkable things can happen."

Thompson Coburn was one of the very first corporate donors to support the Ferguson Commission and the United Way's Ferguson Fund, as first acknowledged when the Commission gave TC a copy of "Painting for Peace," a book that collected the murals and messages of peace that appeared across Ferguson.

Tony Anderson elected vice-chair of APTA Legal Affairs Committee

At the American Public Transportation Association (APTA) Legal Affairs Seminar earlier this month, Tony Anderson was elected vice-chair of the APTA Legal Affairs Committee.

Following his two-year term, he will assume the chairmanship for another two years. The committee — which includes transit attorneys from across the country — is tasked with educating the APTA membership on legal issues affecting the industry and best practices, as well as providing input to the Federal Transit Administration (FTA) on issues affecting public transit.

Tony is a longtime active member of APTA and is a frequent presenter at the Committee's annual seminars.

Tony Anderson elected to Johns Hopkins University Board of Trustees

Tony Anderson, a Public Transit partner in the Washington, D.C. office, was elected to the 35-member Board of Trustees for Johns Hopkins University. The Board of Trustees is the oldest part of the 21,000-student, Baltimore-based university, nationally recognized as the country's first research university.

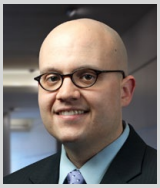
Elevation or Promotion

Tony Anderson was elected to the firm's Management Committee.

Mary Ann Hallemann named a CFO of the Year by the St. Louis Business Journal

Chief Financial Officer Mary Ann Hallemann has been selected as a 2016 CFO of the Year honoree by the St. Louis Business Journal.

Mary Ann was one of three honorees in the category of corporations with less than $200 million in revenue. She is the first law firm CFO to be honored in the last five years of the awards. Altogether, 13 chief financial officers from a wide variety of industries, including technology, health care, nonprofits, financial services, retail and others, were honored at the CFO of the Year banquet at the Coronado.



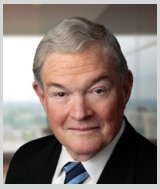
Patrick Morales-Doyle selected for CBA's inaugural Leadership Institute

The Chicago Bar Association selected business litigation associate Patrick Morales-Doyle to participate in its inaugural Leadership Institute in 2016. The program, which features a class of 21 Chicago lawyers with between three and 10 years of practice experience, is designed to enhance the leadership skills and foster the professional growth of its participating attorneys.

.

Boys & Girls Club honored longtime mentor Kenneth Turner

Litigation Clerk Kenneth Turner was selected to receive the Carl Woods Volunteer of the Year Award and the National Service to Youth Award from the Boys & Girls Clubs of Greater St. Louis at its annual recognition program.



Kit Bond spoke at bridge naming for Missouri's first African American state senator

Senator Kit Bond was one of the keynote speakers at a special ceremony to name a portion of Natural Bridge Road in honor of Theodore D. "Ted" McNeal, a civil rights leader and politician in St. Louis.

Theodore D. "Ted" McNeal

TC keeps moving forward with legal diversity

The firm sponsored "Moving Forward with Legal Diversity, presented by Wells Fargo and the Missouri Minority Counsel Program and held at Saint Louis University School of Law.

The program highlighted a panel discussion with leaders of corporate law departments and two law firms to consider and develop action plans designed to achieve diversity and inclusion goals for the benefit of their respective organizations.

TC hosted Hispanic Chamber program on changing Hispanic demographics in St. Louis

Thompson Coburn co-hosted an event with the Hispanic Chamber of Commerce about the changing Hispanic demographics across the St. Louis region.

Thompson Coburn hosted the St. Louis Hispanic Chamber of Commerce

RECRUITMENT

- Chicago Walk Around Program (Chicago, IL)
- Cook County Bar Association Minority Job Fair (Chicago, IL)
- Lavender Law Career Fair (Washington, D.C.)
- National Bar Association Job Fair (Los Angeles, CA)
- Southeastern Minority Job Fair (Atlanta, GA)
- St. Louis Diversity Job Fair (St. Louis, MO)
- St. Louis Diversity Clerkship Program (St. Louis, MO)
- Thomas F. Eagleton Scholarship: The scholarship consists of a summer internship, $15,000 and a partner mentor throughout the school year.

Thomas F. Eagleton Scholarship

Thompson Coburn's core values include a commitment to treat each other with civility, respect, sensitivity and tolerance. The natural extension of these core values is our strong commitment to building a diverse workforce. While we're proud of our efforts to recruit, retain and develop the careers of people from diverse backgrounds and firmly believe these efforts will result in our becoming increasingly diverse in the future, we are always seeking new opportunities to make a greater impact.

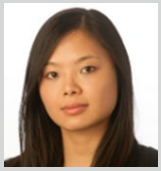
With that in mind, our Diversity Committee, working with the firm's Employment Committee and Diversity Manager, developed the Thomas F. Eagleton Scholarship, in memory of our late partner and former U.S. Senator, Tom Eagleton.

The Senator was a man of vision. He had a strong personal commitment to helping people. He believed in giving, and was especially generous when it came to giving others his time and attention. So it was only fitting that when we established the Thomas F. Eagleton Scholarship, we made it more than a monetary award to a deserving minority law student. The winner receives a full year of mentoring provided by one of our partners, and a paid summer internship for the summer following the student's all-important first year of law school.

This combination of financial support, guidance and a first step toward a successful legal career will make a difference to each student who is honored with the Thomas F. Eagleton Scholarship.

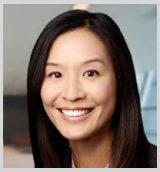
We believe that this is the best way to honor the Senator's belief in community and helping others while actively demonstrating our firm's commitment to diversity. This scholarship the and impact it will have would make the Senator proud.

The efforts of one law firm can't make the legal profession truly diverse. But we can make a difference, one person at a time.



UK attorney Jacqueline Pang Spent 10 weeks in TC's IP department

Jacqueline Pang, an attorney in the London office of Mewburn Ellis, traveled from London to St. Louis for a 10-week residency in TC's intellectual property group. Her visit is part of a Mewburn Ellis program that pairs some of its talented up-and-coming attorneys with U.S.-based firms so they can gain firsthand knowledge of the U.S. legal system.



Emily Wang Murphy appointed to Lawyers Have Heart board

DC partner Emily Murphy was appointed to the LHH Executive Leadership Team, which comprises leading in-house counsel in the DC area and other law firm partners who focus on securing corporate sponsorships, improving the race day experience for all participants, and raising money for this important cause.

LGBT

We actively support our LGBT attorneys in their leadership and business development efforts. Leading the way in the LGBT community.

- Family members are welcome at social events, including gay, lesbian, bisexual and transgender partners.
- The Firm offers a Domestic Partner Benefit policy.
- The Firm has sponsored and participated in the Lavender Law Career Fair for The National LGBT Bar Association for the last 4 years.
- The Firm participates in and provides financial support to Lawyers for Equality, St. Louis' LGBT bar association.
- Openly gay partners are active in several of the Firm's high-profile internal committees, including our Client Relations Committee, Diversity Committee, Employment Committee, Management Committee and our Associate Review Committee.

Human Rights Campaign "Corporate Equality Index" Perfect 100

TC helped PROMO celebrate Urbanaire 2016

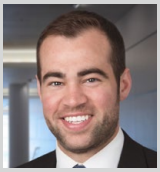
Thompson Coburn supported PROMO's 30th Anniversary during its Urbanaire 2016 event at Union Station in St. Louis.

PROMO recognized the eight Democratic members of the Missouri Senate who filibustered against SJR 39 for a record-breaking 41 hours, until Republicans ended debate with a procedural maneuver. SJR 39, which would have allowed businesses to deny wedding services to same-sex couples, was defeated in the House.

OUTLaw Washington University School of Law

Equality Illinois recognized Thompson Coburn for third straight year

Thompson Coburn recognized three years in a row as one of the top law firms by Equality Illinois.



Ben Grove re-elected to Board of Directors of LGBT Lobbying Association in DC

Lobbying & Policy group Legislative Assistant Ben Grove was re-elected Secretary of the Board of Directors of Q Street. Q Street is a nonprofit association of LGBT federal lobbyists and public policy advocates working for LGBT equality. First elected in 2014 to serve as an At-Large Board Member, Ben was elevated to Secretary in early 2015.

As Secretary, Ben managed the association's regular digests, a 2,000-person mailing list and oversaw an ongoing upgrade of Q Street's website. Over the last two years, the Board worked to professionalize the infrastructure of the organization including formal incorporation, established annual budgeting, and worked to diversify the events and membership of the organization.

TC Lobbying & Policy group is an annual sponsor of Q Street as is Thompson Coburn client MOHELA. Other annual sponsors include Google, Amazon, Facebook, Walmart and the Human Rights Campaign.

WOMEN IN LAW

Thompson Coburn is committed to creating an inclusive culture. We celebrate the unique strengths, abilities, and contributions of our women lawyers.

- We have increased the number of women on both our Management and Compensation Committees. We established standing Women's Committees to increase the number of leadership opportunities in our firm.
- We provide financial investment, leadership support and staff support to our Total Commitment Women's Initiative.
- Our women attorneys meet regularly in each office.
- The Women's Steering Committee works to accomplish its goals through the following committees, which are led by women partners:
  - Women's Initiative Associate Development Committee
  - Women's Initiative Business Development Committee
  - Women's Initiative Professional Development Committee
- The Firm holds annual formal networking events for women attorneys and clients in St. Louis, Chicago and Washington, D.C. Women partners and associates are encouraged to attend and to invite other professional women.
- Thompson Coburn is a member of the Chicago Coalition of Women's Initiatives in Law Firms.

Chicago women rocked out, networked with a cause during annual event

More than 110 attendees rocked out during the Chicago office's annual women's event held on March 10 at Buddy Guy's Legends, a premiere blues club in the South Loop.

Helen Kim named to Law360's '25 Most Influential Women in Securities Law' list

Helen B. Kim named to Law360's first-ever list of the "25 Most Influential Women in Securities Law."

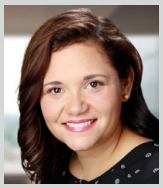
Lauren Newman taught students on smart use of credit

Chicago financial restructuring partner Lauren Newman taught a group of suburban Chicago high school students about using credit wisely as part of the Credit Abuse Resistance Education (CARE) program through the Bankruptcy Court.

Melissa Ventrone presents at Cyber Risk Insights Conference

Cybersecurity partner Melissa Ventrone was the conference chair of the Cyber Risk Insights Conference, in Chicago.

The event addressed critical privacy, network security and cyber insurance issues confronting risk professionals and their organizations. In attendance were risk managers, chief information security officers, chief risk officers, insurance brokers, underwriters, reinsurers and other risk professionals.



Kim Bousquet wrote about student litigation strategies for higher ed magazine

Litigation partner Kim Bousquet published an article on litigation strategies for higher education institutions facing lawsuits from students. The article, "Recent Cases Addressing the Educational Malpractice Doctrine: Three Key Lessons for Defending Against Student Claims," appeared in the April 2016 issue of Career Education Review, a publication read by CEOs, presidents, owners, and other top management leaders in the career education sector.

Christina Berish spoke at American Business Appraisers conference

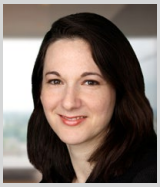
TC Partner Christina Berish spoke at the American Business Appraisers annual conference on expert witness issues. She was part of a two-hour attorney panel entitled "Tips and Techniques to Defend Your Position."

Adrienne E. Clair joined Thompson Coburn's nationally-recognized utilities practice

Adrienne E. Clair has joined its Utilities practice in Washington, D.C. She was previously a partner and co-chair of the Energy, Mining, Transportation and Telecommunications Division at Stinson Leonard Street.

Jessica Gordon hosted training on representing unaccompanied minors in the immigration system

TC Private Client Associate Jessica G. Gordon hosted a training session on "Unaccompanied Minors in the Immigration System," a timely session given a recent surge in the number of unaccompanied children apprehended at the US-Mexican border.



Sharon Rosenberg selected as one of Missouri's Up & Coming lawyers

Partner Sharon Rosenberg has been named one of the Up & Coming lawyers in Missouri for 2016.

Mary Bonacorsi received the 2016 Musgrave Award for 'Trailblazing Leadership'

The longtime litigator and trailblazing leader inside and outside of the firm is the eighth-ever recipient of the honor, named for former managing partner Jack Musgrave. The other honorees are Bill Guerri, Bill Newbold, Allen Fagel, Jim Gunn, David Wells, and Steve Higgins.

FIRM RECOGNITION

2016 WILEF Gold Certification

WILEF CERTIFIED 2016
WOMEN IN LAW EMPOWERMENT FORUM
EMPOWERING WOMEN TO THE HIGHEST LEVELS

Thompson Coburn received 100 percent on the Human Rights Campaign Corporate Equality Index nine (9) consecutive years.

HUMAN RIGHTS CAMPAIGN FOUNDATION
BEST PLACES TO WORK
2016 for LGBT Equality
100% CORPORATE EQUALITY INDEX

Thompson Coburn was recognized by the St. Louis Human Rights Campaign

Thompson Coburn was recognized by the St. Louis Internship Program for 25 years of participation.

Thompson Coburn received the 2016 Edward Jones Diversity and Inclusion Award for participation in its 1st Annual Diversity and Inclusion Summit supporting women in the legal profession

SPONSORSHIPS

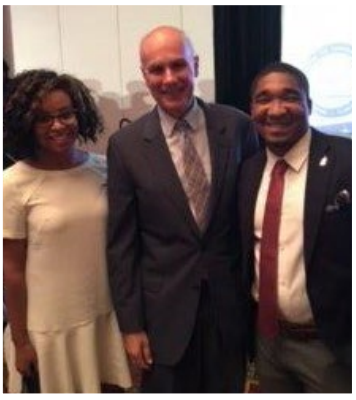
Annually we support the:

- MCBA Scovel Richardson Scholarship Dinner
- Unity Dinner in collaboration with the Missouri Asian American Bar Association (MAABA)
- Mound City Bar Association (MCBA)
- Lawyers for Equality (LFE)
- National Asian Pacific American Bar Association (NAPABA) Convention
- Human Rights Campaign Gala, locally and nationally, Cultural Leadership
- OUTLaw Washington University School of Law
- PROMO Urbanaire
- St. Louis Internship Program
- MCBA CLE Retreat

TC-sponsored Dragon Boat Team wins three medals in D.C. Festival

TC associate Jayna Marie Rust captained this year's APABA-DC team, which competed against 46 other boats from around the D.C. area and the East Coast.

Contributions by Thompson Coburn LLP Staff and Attorneys



CHICAGO
55 East Monroe Street
37th Floor
Chicago, IL 60603
312 346 7500

LOS ANGELES
2029 Century Park East
19th Floor
Los Angeles, CA 90067
310 282 2500

ST. LOUIS
One US Bank Plaza
St. Louis, MO 63101
314 552 6000

SOUTHERN ILLINOIS
525 West Main Street
Suite 300
Belleville, IL 62220
618 277 4700

WASHINGTON, D.C.
1909 K Street, N.W.
Suite 600
Washington, D.C. 20006
202 585 6900

thompsoncoburn.com

The choice of a lawyer is an important decision and should not be based solely upon advertisements.