



**2023** **DIVERSITY &  
INCLUSION**  
**REPORT**

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## 2023 DIVERSITY COMMITTEE



**Roman Wuller**  
Firm Chair



**Amanda Hettinger**  
Partner, St. Louis  
Co-Chair



**Booker Shaw**  
Partner, St. Louis  
Co-Chair



**Norma Jackson**  
Chief Diversity and Attorney  
Development Officer



**Joshua Adrian**  
Partner, Washington, D.C.



**Jennifer Barton**  
Chief Human Resources  
Officer



**Simran Bindra**  
Partner, Los Angeles



**Allen Capdeboscq, Jr.**  
Chief Operating Officer



**Adrienne Clair**  
Partner, Washington, D.C.



**David Dick**  
Partner, St. Louis



**Janine Figueiredo**  
Partner, New York



**Wil Holtz, Ph.D.**  
Partner, St. Louis



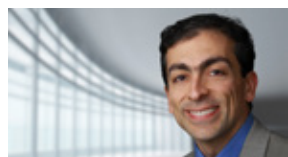
**Laura Jordan**  
Partner, St. Louis



**Fatima Khan**  
Partner, St. Louis



**Katriina McGuire**  
Partner, Chicago



**Manoo Mofidi**  
Partner, St. Louis



**Emily Peel**  
Partner, Chicago



**Fred Richards III**  
Partner, Chicago



**Diona Rogers**  
Partner, Chicago



**Jarrod Sharp**  
Partner, St. Louis



**Gia Twine**  
Counsel, Los Angeles



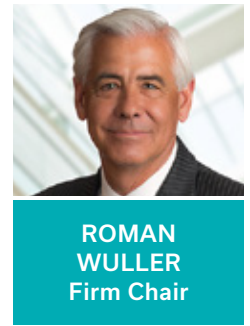
**Bob Wallace, Jr.**  
Partner, St. Louis



**Jasmine Wynton**  
Partner, Dallas

# INTRODUCTION

Difference is a strength. That's a fundamental value we believe in at Thompson Coburn, and it underlies our extensive efforts to create a diverse, equitable and inclusive workplace, profession and community. Among our attorneys, paralegals, staff, clients and colleagues, we recognize and celebrate differences in ethnicity, gender, color, age, race, religion, ability, national origin, sexual orientation, and veteran status.

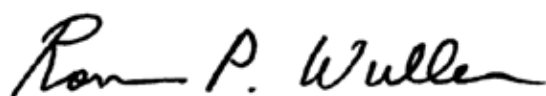


In 2023, our Firm continued our commitment to cultivate our diversity, equity, and inclusion efforts and recognition through new and ongoing initiatives including:

- Kicked off the 5<sup>th</sup> co-hort of the Firm's Women's Leadership Academy (WLA).
- Achieved Mansfield Rule 6.0 "Certified Plus" status and signed on to participate in the Mansfield 7.0 Certification process to expand diversity and equity in Big Law.
- For the 15<sup>th</sup> consecutive year, the Firm earned a perfect score on the Human Rights Campaign's Corporate Equality Index (CEI) Best Places to Work Survey.
- Awarded Thomas F. Eagleton Scholarships to two very deserving law students.
- Added an OnRamp fellow to the Firm as a part of Diversity Lab's initiative to introduce women lawyers back into the legal profession.
- Received high-level Firm recognition from Bloomberg Law's Diversity, Equity, & Inclusion (DEI) Framework, marking the third consecutive year that the Firm was acknowledged for its transparency and exceptional performance.
- Named a 2023 Law360 'Ceiling Smasher' for ranking in the top 10 law firms with the highest percentage of women equity partners.
- Continued to provide firm-wide DEI and mental health/well-being educational programs .

Here in our 2023 Diversity & Inclusion Report, we invite you to learn more about these and many more Thompson Coburn initiatives, and individual and Firm recognitions over the past year.

Thank you for your trust and confidence in us as we continue our commitment to create a diverse and inclusive workplace that strengthens the services we provide to our clients.

A handwritten signature in black ink that reads "Roman P. Wuller".

# Diversity and Inclusion



For 15 consecutive years Thompson Coburn has earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey, a national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality.



### Sponsorships and Outreach Efforts

Thompson Coburn continues to **provide sponsorship and support** to organizations in the communities we serve.



Thompson Coburn has **signed on to the national Law Firm Anti-Racism Alliance (LFAA)** to address racial inequalities.



### Mansfield Rule

Thompson Coburn **achieves Mansfield Rule 6.0 Certified Plus Status**.



### Vashon Award

The Minority Corporate Counsel Association named Thompson Coburn the recipient of the **2019 George B. Vashon Innovator Award**.



### Total Commitment® Women's Initiative

The Firm is **committed to building and sustaining an environment** that welcomes, supports, and encourages our women attorneys.



### D&I Education

Thompson Coburn annually **offers a variety of diversity and inclusion educational offerings** to attorneys, paralegals, and staff.



**Our Firm grants parity in** healthcare benefits, parental leave and other employee benefits to partners and spouses of LGBTQ lawyers.



### Affinity Groups

**Our attorney-led affinity groups:** African American/Black, Hispanic/Latinx, Asian/South Asian/Middle Eastern (ASAME), LGBTQ+ and Working Parents.

# 20

### Thomas F. Eagleton Scholarships

awarded to diverse first-year law students.



### NLJ Scorecard

Thompson Coburn ranked 29 in the **National Law Journal's 2023 Women in Law Scorecard**.

# Diversity and Inclusion



## Diversity & Flexibility Alliance 2023 "Tipping the Scales Firm"

Thompson Coburn is proud to be named a 2023 "Tipping the Scales Firm" by the Diversity & Flexibility Alliance.



### Diversity Lab's OnRamp 200 Fellowship

Thompson Coburn has joined Diversity Lab for their new version of OnRamp Fellowship – **aiming to bring 200 women lawyers back into the legal profession by 2025**. 35 law firms and legal departments committed to the OnRamp 200 fellowship, which will connect those businesses with experienced women lawyers who have had a career hiatus and want to return to the profession but are finding it challenging due to gaps in their work history.



### Bloomberg Law's new national framework for law firm diversity, equity, and inclusion

Thompson Coburn was one of just 28 U.S.-based law firms that have been named to **Bloomberg Law's inaugural Diversity, Equity, & Inclusion Framework**. Law firms ranging in size from less than 10 attorneys to more than 2,000 were recognized based on their level of disclosure of diversity-related metrics and distinguished performance.



### Board Chair Recognition Award in 2020 from the Hispanic Chamber of Commerce of Metropolitan St. Louis

The Hispanic Chamber of Commerce of Metropolitan St. Louis presented Thompson Coburn with the **Board Chair's Recognition Award**, an annual recognition given to key members who have made a significant impact with the HCC.



### Law360 'Ceiling Smasher'

In Law360's 2023 Glass Ceiling Report, Thompson Coburn was among the **top 10 law firms of 250-600 attorneys with the highest percentage of women equity partners**. With women making up 29.7% of our equity partners, Thompson Coburn was listed at No. 9 on the publication's 'Ceiling Smashers' list of midsize law firms.

## DEI Leaders

Diversity is a core value at Thompson Coburn. 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.

Thompson Coburn is committed to creating and fostering a diverse and inclusive workplace culture that recognizes the contributions of individuals from varied backgrounds and the experience they bring to our clients and our Firm. We strongly believe that the differences among us strengthen our Firm and enhance our ability to serve our clients more effectively.



**AMANDA  
HETTINGER**  
Diversity  
Committee  
Co-Chair



**BOOKER  
SHAW**  
Diversity  
Committee  
Co-Chair



**NORMA JACKSON**  
Chief Diversity  
& Attorney  
Development  
Officer

## Thompson Coburn Achieves Mansfield Rule 6.0 'Certified Plus' Designation

Thompson Coburn once again achieved Mansfield



**Mansfield  
Rule**  
Boosting Diversity  
In Leadership

Certification "Plus" status, putting it in a top-tier class of law firms committed to increasing diversity and inclusion in leadership.

The Firm is one of 240 law firms in the U.S. and Canada certified under the Mansfield Rule 6.0 in 2023, a national initiative to increase the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for roles and opportunities. The certified firms completed a rigorous 12-month collaboration with Diversity Lab with built-in measurement, transparency, and accountability.

The Mansfield Rule has become the standard by which law firms measure the structural changes and steps taken over the past year to ensure paths to leadership—including lateral hiring, client pitch teams, promotions, appointments, and more—are open and transparent to all qualified lawyers. Mansfield's processes seek to ensure equal opportunity and access to leadership roles. The focus is on opening the door wider and ensuring that opportunities for advancement are inclusive for everyone. Thompson Coburn's status as a Mansfield Certification "Plus" organization signifies that not only has the Firm taken steps to increase inclusivity in leadership, it has made measured progress in that area. Only half of the certified firm's achieved the "Plus" designation.

"With a leadership team that reflects the diversity of our communities, we can make decisions that best reflect the needs of our talent and our clients," said Norma Jackson, Thompson Coburn's Chief Diversity & Attorney Development Officer. "I look forward to continuing to build on the positive change we have experienced through the Mansfield Rule Certification."

Jackson is also an advisory board member for Diversity Lab, which determines the next set of national standards for promoting diversity in law firm hiring, promotions and governance.

"The Mansfield process helps us be more intentional about taking an inclusive and data-driven approach to leadership advancement," said **Roman Wuller**. "Our ongoing application of these standards supports our Firm's commitment to ensuring all of our attorneys have a clear path to succeed here."



**ROMAN  
WULLER**

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. It traces its origin to the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School. The first cohort in 2017 included 35 firms. Today, the program has grown to 340 large and midsize firms across the U.S., Canada and the U.K., as well as more than 75 legal departments.



## Thompson Coburn Recognized as Most Philanthropic Midsize Company In St. Louis



**AMANDA HETTINGER**  
Contributions  
Committee  
Chair

Thompson Coburn was selected as the first-place honoree for midsize companies in the St. Louis Business Journal's 2023 Corporate Philanthropy Awards. The Firm was recognized for contributing more than \$2.7 million in cash and in-kind giving in the St. Louis region.

St. Louis's Litigation chair and partner **Chris Hohn** accepted the award on the Firm's behalf at a ceremony on April 20 held at the Marriott St. Louis West in Town & Country.



**CHRIS HOHN**

As detailed in a profile in the St. Louis Business Journal, many of the Firm's charitable efforts and donations are directed to organizations where they have had relationships for

decades, such as their support of local organizations like the United Way of Greater St. Louis and Legal Services of Eastern Missouri.

"Our philanthropic efforts serve as an extension of our core values as an employer and a law firm. It gives us the opportunity to tangibly show our clients and communities,

this is what we really care about," said **Roman Wuller**. "That message particularly applies to the hundreds of hours of pro bono work our attorneys lead on issues like guardianship for children, tenant's rights and assisting low-income entrepreneurs."



**ROMAN WULLER**

The Firm encourages participation in charitable initiatives and rewards involvement with drawings for prizes, paid days off and other incentives. "We do support our employees' individual involvement through 16 hours of paid Volunteer Time Off each year," said Roman. This year, Thompson Coburn hosted a Firm-wide National Make a Difference Day, held our annual United Way campaign, and offered drawings for prizes, tickets and paid time off to employees who donate.

Despite the challenges the pandemic brought, Thompson Coburn continued to support charitable causes as well as urgent causes around the world. "We've seen our team members respond in force to urgent causes around the world," said Roman. "For example, we raised funds to honor the work of three of our partners, Suzanne and John Galvin and Kent Woodman, who traveled to Poland and Ukraine to volunteer with nonprofits during the height of the conflict in Ukraine."

## Thompson Coburn Named a 2023 Law360 Pulse 'Ceiling Smasher' for Women in Equity Partnership

In Law360 Pulse's Ceiling Smashers list, Thompson Coburn was among the top 10 law firms of 251-600 attorneys with the highest percentage of women equity partners. With women making up 29.7% of our equity partners, Thompson Coburn was listed at No. 9 on the publication's "Ceiling Smashers" list of midsize law firms.

While acknowledging that the legal industry still has a long way to go before it can achieve "gender parity at its upper levels," Law360 praised that some law firms are performing better than others in breaking the "proverbial glass ceiling" that prevents women from holding leadership roles.



## Thompson Coburn Earns Perfect Score on LGBTQ+ Equality Survey for 15<sup>th</sup> Year

For the 15<sup>th</sup> consecutive year, the Firm earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI). The survey, conducted by the Human Rights Campaign Foundation, is a national benchmarking tool on corporate policies, practices and benefits relevant to lesbian, gay, bisexual, transgender and queer employees.

Thompson Coburn joined the ranks of 545 major U.S. businesses that earned top marks on the 2023-24 survey. Companies rated are among *Fortune* magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms, and other mid- to large-sized businesses. The Firm's efforts in satisfying all the CEI's criteria earned a score of 100 and the designation as recipient of the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion.

The CEI evaluates LGBTQ-related policies and practices, including nondiscrimination policies across business

entities, equitable benefits for LGBTQ workers and their

families, supporting an

inclusive culture, and corporate social responsibility.

The first year of the CEI in 2002 included 319 participants, and the 2023-24 CEI included nearly 1,400 participants.

"While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Senior Director of Workplace Equality. "The CEI is an ever-evolving tool – a blueprint that companies can use to show up more effectively in supporting their LGBTQ+ employees and their families."



## Thompson Coburn Named a Sager Award Finalist for DEI Initiatives

Thompson Coburn was honored to be recognized at the Minority Corporate Counsel Association's (MCCA) Diversity Gala as a finalist for the Thomas L. Sager Award ("Sager Award") in honor of leadership in championing diversity, equity, and inclusion in the legal profession. MCCA is the preeminent voice on diversity, equity, and inclusion from the counsel's office to the C-suite and across corporate America. For over 25 years, MCCA has championed diversity in the legal profession and beyond by publishing research, providing professional development opportunities, convening thought leaders, and offering advisory services.

New York partner **Shoko Naruo** accepted a finalist award on behalf of the Firm at the gala in New York. The event raised donations for its scholarship program and supports MCCA's important work. The Sager Award is presented to large Am Law 200 law firms (500+ attorneys) that champion a more diverse and inclusive workforce and have demonstrated a sustained commitment to improving the hiring, retention, and promotion of diverse attorneys. The Sager Award was first presented in 1999 and is named after former DuPont Senior Vice President and General Counsel Thomas L. Sager, a widely respected leader in diversity.



SHOKO  
NARUO



## Thompson Coburn Attorneys selected for LCLD Development Programs

The Leadership Council on Legal Diversity (LCLD) selected Dallas counsel **John Atkins** and Chicago associate **Kayla Siam** to participate in their 2023 development programs. The LCLD is an organization of more than 400 corporate chief legal officers and law firm managing partners who have pledged themselves, through Leaders at the Front initiative and other means, to creating a truly diverse U.S. legal profession. LCLD's action programs are designed to attract, inspire, and nurture talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership.



JOHN  
ATKINS  
LCLD Fellow



KAYLA  
SIAM  
LCLD Pathfinder

## Jennifer Post Discusses Strength of Firm Culture with *OurWeekly LA*

Los Angeles managing partner **Jennifer Post** was quoted in the Los Angeles publication ***OurWeekly*** on the Firm's commitment to diversity, its positive working environment, and staying true to its roots.

Jennifer highlighted the Firm's diversity as a big reason for its success across the nation, and the collegial working environment as one of the best. "The most important piece of our diversity program is that it makes Thompson Coburn LLP a better place to work, and it makes the Firm more valuable to the clients," she said, noting that diversity helps the Firm connect better with clients and provides different points of view in problem-solving. "I am a gay woman ... and I couldn't ask for a better work environment."

She said the Firm's approach to opening in new locations includes staying true to its roots in targeting the middle market and focusing on the community around the new offices. As to Los Angeles, "Once you strip the glitz and glamor of trying to acquire the famous and well-known clients, you realize how diverse and big the middle market is in Los Angeles" providing a lot of opportunities for a firm like Thompson Coburn.



## Thompson Coburn Named to Bloomberg Law's DEI Framework for the Third Year in a Row, Recognizing Commitment to Diversity, Equity and Inclusion



Thompson Coburn was one of 55 U.S.-based law firms named to Bloomberg Law's 2023 Diversity, Equity & Inclusion (DEI) Framework. This marked the third consecutive year that the Firm has been acknowledged for its commitment to transparency in disclosing diversity-related metrics and its exceptional performance across six fundamental pillars: Demographics; Leadership and Talent Pipeline; Recruitment and Retention; Business Innovation and Strategy; Marketing, and Diversity & Inclusion in the Community; and Disclosure. Bloomberg Law reported that Thompson Coburn surpassed the average score of DEI Framework members in nearly all pillars.

"Securing our place in Bloomberg Law's comprehensive DEI Framework once again fills us with immense pride," expressed **Norma Jackson**, Chief Diversity and Attorney Development Officer. "We are dedicated to fostering diversity, equity and inclusion throughout our Firm and the legal profession. Through our steadfast commitment to initiatives that strengthen the pipeline, active participation in community D&I endeavors, and our emphasis on cultivating diverse leaders and practices within our Firm, we strive to enhance the fabric of our organization and industry."

Bloomberg Law's DEI Framework was developed in 2021 in collaboration with Bloomberg's Gender-Equality Index team, as well as diversity leads at corporations and U.S.-based law firms. Performance was assessed across more than 85 metrics, each associated with one of the framework's six core pillars.

Among the key findings of the 2023 report:

- In the third year of this program, submissions increased by 25%, giving an even more robust view of diversity in the legal industry.
- 72% of firms mandate and monitor that minority and women attorneys have equal access to clients, quality work assignments, committee appointments, marketing efforts, and firm events.

- This year, 79% of firms require diversity within a pool of candidates for management and leadership roles and of those, an average of 25% percent of slated candidates must be diverse.
- Additionally, nearly all (97%) of member firms have a public statement regarding their commitment to diversity and inclusion.

## Norma Jackson Featured in Bloomberg Law Video on DEI Framework

TC's diversity and inclusion efforts were featured in a recent Bloomberg Law video, "2022 Bloomberg Law DEI Framework: How Some Law Firms are Raising the Bar." In the video, Norma Jackson talked about the state of diversity and why it's never been more critical for law firms to demonstrate their commitment to DEI.

Bloomberg Law interviewed leaders from selected firms, including Buchanan Ingersoll & Rooney PC, McDermott Will & Emery, Haynes and Boone, LLP, Hogan Lovells, and more, to learn how their organizations are raising the bar. In addition, they created a DEI Framework that is the legal industry's first and only standardized, fully transparent methodology to measure law firms' performance in this field. TC is proud to be included in the 2022 framework, which included 43 law firms that have elevated diverse voices within their firms and raised the bar for equity within the legal industry.

In the video, Norma shared how despite the legal profession touching every aspect of our professional and personal worlds, it has yet to reflect the diversity of our broader society. She says the key to a better tomorrow is inclusion today, which is why it's critical for law firms to demonstrate their commitment to diversity, equity, inclusion, and belonging.

# RECRUITMENT

## We work diligently to attract qualified diverse candidates

Our recruiting efforts emphasize diversity and community involvement, and our Firm policies focus on retention and promotion for all qualified attorneys, paralegals and staff.

- We actively participate in affinity career fairs and job fairs locally and nationally.
- Our Employment Committee and other hiring personnel undergo training in interviewing skills.
- We are identified as an Equal Opportunity Employer in all employment-related activities.

## UNT Dallas Moot Court Team Shines at Competition Thanks to Support from Thompson Coburn Attorneys

The UNT Dallas College of Law moot court team competed at the ABA National Appellate Advocacy Competition, and the results were outstanding. Their hard work and dedication paid off when they won the Best Brief award and advanced to the break rounds of the competition, where they went 3-0 in the opening rounds.

The team consisted of Mimi Hoshut, Timothy Hettinger, and Adrien Lewis, who all performed exceptionally well and represented the school with excellence. Mimi, a 2L who returned to Thompson Coburn for her second summer experience, contributed greatly to the team's success. They worked tirelessly balancing their school and work obligations to prepare for the competition.

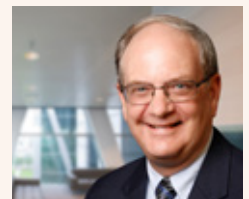
Dallas managing partner **Nicole Williams** led the team as the head coach and Dallas associate **Kamran Anwar** was an integral part of the team's success as the assistant coach. St. Louis partner **Mark Sableman**, with his First Amendment expertise, even zoomed in to judge and offer valuable insights. Nicole has coached the team since its start in 2015.



NICOLE  
WILLIAMS



KAMRAN  
ANWAR



MARK  
SABLEMAN

## Thompson Coburn Awarded the 2023-2024 Eagleton Scholarships to Lauren Bowers and Blake Comeaux

Thompson Coburn is excited to announce that our 2023-2024 Eagleton Scholarship has been awarded to **Lauren Bowers** (Saint Louis University School of Law) and **Blake Comeaux** (Washington University School of Law).

"We offer our heartfelt congratulations to Lauren and Blake, who exemplify the principles upheld by our late colleague Senator Thomas F. Eagleton," said Roman Wuller, Chair of Thompson Coburn. "Their outstanding academic achievements, active engagement in their community and civic endeavors reflect Senator Eagleton's dedication to paving the way for others within our industry."

The Thomas F. Eagleton Scholarship, named in honor of TC's late partner and former U.S. Senator, is awarded annually to a 1L law student. The recipients also receive a full year of mentoring provided by TC partners and paid internships for the following summer. Currently, prospective Eagleton Scholars must be enrolled at the University of Illinois at Urbana-Champaign, Saint Louis University, University of Missouri in Columbia, or Washington University law schools to be eligible for this award.

"At Thompson Coburn, we take immense pride in our commitment to future legal practitioners, and it is with great pleasure that we extend these scholarships to Lauren and Blake", said Judge Booker Shaw.

Lauren Bowers earned a B.A. in Criminology and Criminal Justice from the University of Missouri in St. Louis (UMSL). During her undergraduate studies, Lauren held positions at UMSL as a Supplement Instruction Leader and Residential Life and Housing Advisor. She was a Beyond Afterschool Youth Program Intern for Beyond Housing. Lauren was awarded the Ling Li Memorial Scholarship, UMSL Chancellor's Scholarship and the Eugene J. Meehan Scholarship. Furthermore, she graduated with honors cum laude.

"Increasing the presence of women within the legal profession is of paramount importance," said Lauren. "I am deeply honored to become a participant in Thompson Coburn's Eagleton Scholarship program, and I wholeheartedly appreciate the Firm's commitment to law students and the next generation of practicing attorneys."

Blake Comeaux earned a B.A. from Washington University in St. Louis. During his undergraduate studies, Blake was a member of Phi Delta Phi, the pre-law honor society and was a part of Gephardt Institute's St. Louis Fellowship advisory committee. Furthermore, Blake received the John B. Ervin Scholar, James E. McLeod Scholar, Chancellor's Career Fellow and Aspen Fellow. Blake was also a member of the varsity football team.

"I am thrilled to become a part of Thompson Coburn's esteemed assembly of Eagleton Scholars," said Blake. "I take great pride in contributing to the legal profession."

Each year, members of the TC Diversity Committee volunteer to serve as Eagleton Scholarship Sub-Committee members and undertake the task of interviewing potential candidates.



LAUREN BOWERS



BLAKE COMEAUX

## 2023-2024 Scholarship Sub-Committee Members

- **David Dick**, Partner, Employment Committee Chair
- **Janine Figueiredo**, Partner
- **Amanda Hettinger**, Partner, Diversity Committee Co-chair
- **Wil Holtz**, Partner
- **Norma Jackson**, Chief Diversity & Attorney Development Officer
- **Manoo Mofidi**, Partner
- **Fred Richards**, Partner
- **Booker Shaw**, Partner, Partner, Diversity Committee Co-chair
- **Jasmine Wynton**, Partner

## Norma Jackson and Fatima Khan Selected for SLU Law Community Council on Diversity, Equity and Inclusion



NORMA JACKSON

**Norma Jackson** and St. Louis partner **Fatima Khan** were chosen to join the Saint Louis University (SLU) School of Law Community Council on Diversity, Equity and Inclusion.

SLU Law has a strong commitment to racial justice and equity, exemplified by the Office of Diversity, Equity and Inclusion established 15 years ago. Chaired by Dean William Johnson, the Council aims to advise SLU students, faculty, and staff on creating a diverse and inclusive environment. The Council set meetings on a quarterly basis with the goal of advising SLU students, faculty, and staff on ensuring a diverse, equitable and inclusive law school community.

In addition to Norma's role on the Council, she has also been appointed to two community boards. Norma is serving on the Board of Directors for the Boys & Girls Clubs of Greater St. Louis and the Friends of Kathy J. Weinman Shelter for Victims of Domestic Violence. Norma's passion and experience will be instrumental in promoting a more diverse and inclusive community within these organizations.

Furthermore, Fatima Khan was also asked to join the Council because of her role as the president of the St. Louis South Asian Bar Association.



FATIMA KHAN

## Fatima Khan Speaks on Legal Career Paths at Washington University School of Law

St. Louis partner **Fatima Khan** joined a panel at Washington University School of Law in collaboration with the South Asian Law Students Association (SALSA) and Latin American Law Students Association (LALSA). The panel addressed first-year law students on different career paths in the legal field. Panelists also included Assistant Public Defender Ankoor Shah of the Southern District of Illinois, Bryan Cave Leighton Paisner partner Vyas Suresh, and Washington University School of Law Professor Juan Del Valle.

The panelists answered questions from students on different career pathways, working in big law, networking as first-generation law students without a legal background or family connections in the legal

industry, and dealing with imposter syndrome and overcoming doubt during the first year of law school. Additionally, the panel detailed challenges faced by foreign national JD and LLM students after graduation and seeking employers who can sponsor immigration work visas.

Fatima has practiced exclusively in immigration and nationality law for nearly two decades, helping employers in a broad range of sectors address the immigration status of foreign national employees, including I-9 compliance and the E-Verify program. She works closely with HR personnel, managers, and executives, providing all types of business immigration services.

## Michael Parks and Diona Rogers Participate on Panels at the 2023 Midwest BLSA 55th Annual Regional Convention

Chicago based partners **Michael Parks** and **Diona Rogers** sat on panels for the 2023 Midwest BLSA 55<sup>th</sup> Annual Regional convention—Law & Policy Symposium and Corporate Law panels; respectively. The convention, themed “Bet on Black,” brought together law students, pre-law students and alumni to network, inspire and learn. The Firm is an annual sponsor of the convention.

Michael said, “I really enjoyed it and I think the symposium went well. It was good synergy among the participants.”

Diona said, “The MWBLSA convention really provides a fantastic opportunity for Thompson Coburn to connect with diverse law students during the early stages of their careers. Our presence and participation in the convention was impactful and valued. The students were excited to hear from us and we were excited to tell them all about Thompson Coburn!”

The Midwest Region National Black Law Students Association (MWBLSA) was founded with the mission to increase the number of Black and minority attorneys who excel academically, succeed professionally, and positively impact the community. The purpose of MWBLSA is to articulate and promote the educational, professional, political, and social needs and goals of Black law students in the Midwest. The Midwest Region of NBLSA is comprised of over 50 chapters in Nebraska, Kansas, Missouri, Montana, Wyoming, North Dakota, South Dakota, Iowa, Minnesota, Wisconsin, Illinois, Michigan, Indiana, Ohio and Kentucky.



MICHAEL  
PARKS



DIONA  
ROGERS

## Booker Shaw Discusses Career for St. Louis Internship Program and ALA Gateway Chapter Members

St. Louis partner **Booker Shaw** presented about his ascent to the bench and so many other career milestones to area St. Louis Internship Program high school students. In partnership with the Association of Legal Administrators’ (ALA) Gateway Chapter members, each summer across the US, the Firm hosts interns from high school to grad school. In order to increase diversity in the Association, in the legal management community and in all legal service organizations, the Firm helps organizations such as ALA to develop and deliver programs and products that provide high-quality, competency-based education to members of legal management teams.





## TC Attorneys Attend Annual Lavender Law® Conference & Career Fair

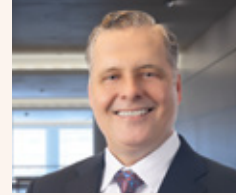
TC attorneys attended the 2023 Lavender Law® Conference & Career Fair in Chicago, engaging with candidates to recruit outstanding talent to the Firm. LavenderLaw® is an annual conference for LGBTQ+ and ally legal professionals to look back at shared history and look forward to the future of the legal profession. The conference and career fair is the largest LGBTQ+ legal conference in the country with over 2,000 attendees annually.

TC partners **Jenny Ecklund** (Dallas) and **Matt Rudolphi** (Chicago), as well as TC associates **Evelyn Clark** (Washington, D.C.), **Drew Moore** (Chicago), **Jesse Doggendorf** (St. Louis) and **Sadie Hillier** (Dallas) attended the conference. Additionally, TC attorneys had the pleasure of hosting a kickoff reception to further foster meaningful connections with candidates and colleagues alike.

Evelyn Clark also participated in the well-received opening panel, "LGBTQ+ Identity & Other Intersectional Identities – How You Can Shine In Job Searching," where she discussed having intersecting identities and how they impacted her navigation of the job market. Panelists also shared their personal experiences of the job search and interview process and the impact of having multiple intersecting identities, and offered advice to students going through the process.



JENNY  
ECKLUND



MATT  
RUDOLPHI



EVELYN  
CLARK



DREW  
MOORE



JESSE  
DOGGENDORF

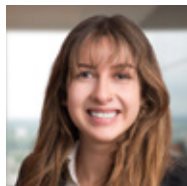


SADIE  
HILLIER



## 2023 Summer Associates

Thompson Coburn hosted the following summer associates in our Chicago, Dallas, St. Louis, New York and Washington D.C. offices.



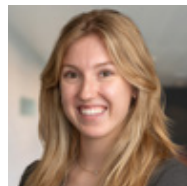
**Beth Althouse**  
St. Louis  
Washington  
University



**Emaan Choudhry**  
New York  
Cardozo University



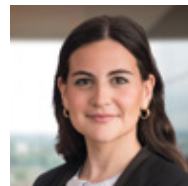
**Ash Dodwani**  
Chicago  
Washington  
University



**Sophia Dudgeon**  
New York  
Cardozo University



**Derek Froman**  
St. Louis  
Washington  
University



**Rita Gentile**  
New York  
University  
Richmond



**Nabutsingso  
"Mimi" Hoshut**  
Dallas University of  
Northern Texas



**Haleigh Hoskins**  
St. Louis  
Washington  
University



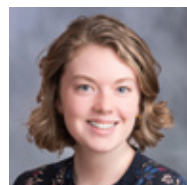
**Joshua Jay**  
St. Louis  
Washington  
University



**Kendall Kaske**  
Dallas  
Southern Methodist  
University



**Sean Kim**  
Chicago  
University of Illinois



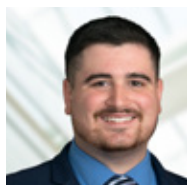
**Phoebe Leach**  
St. Louis  
Georgetown  
University



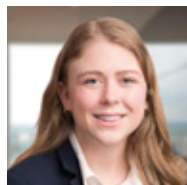
**Hojae Lee**  
Chicago  
The George  
Washington  
University



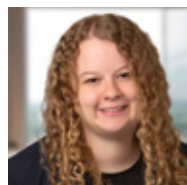
**Joyce Lee**  
Washington D.C.  
Georgetown  
University



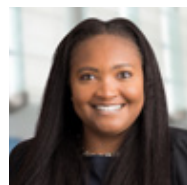
**Andrew Marzullo**  
New York  
Fordham University



**Christine Moser**  
St. Louis  
Saint Louis  
University



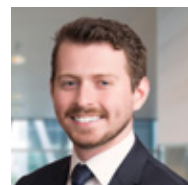
**Tansy Nicholson**  
Dallas  
Baylor University



**Hope Robinson**  
St. Louis  
Saint Louis  
University

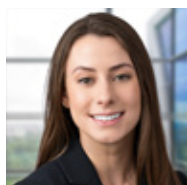


**Ben Tate**  
St. Louis  
University of Iowa



**Anthony Whalen**  
St. Louis  
University of  
Missouri, Columbia

## 2023 Fall Associates



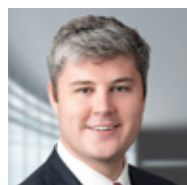
**Clare Carter**  
St. Louis  
Business Litigation



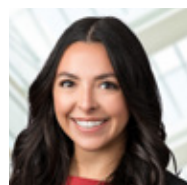
**Jenna Cliatt**  
Washington D.C.  
Energy



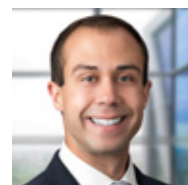
**Katherine  
Dempsey**  
Chicago  
Business Litigation



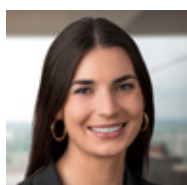
**Kevin Foley**  
St. Louis  
Business Litigation



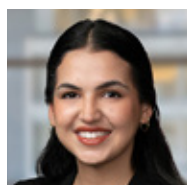
**Elise Gonzalez**  
Dallas  
Business Litigation



**John Huddleston**  
St. Louis  
Corporate and  
Securities



**Lizzie Walter**  
Chicago  
Real Estate



**Yasmin Younis**  
Washington DC  
International Trade  
& Transportation  
Regulatory



## 2023 Lateral Partners, Counsel and Associates



**Tina Bird**  
Partner, Chicago  
Business Litigation



**Jessica Coutré**  
Counsel, Chicago  
Private Client



**Julianne Dailey**  
Associate, Chicago  
Business Litigation



**Joseph De Santis**  
Associate, New York  
Business Litigation



**Vidya Dindiyal**  
Associate, New York  
Business Litigation



**Nicholas Engel**  
Associate, Chicago  
Tax



**Jeremy Hall**  
Associate, St. Louis  
Product Liability/Mass Tort



**Suzanne Hart**  
Associate, St. Louis  
Environmental



**Nathan Johnson**  
Counsel, Dallas  
Business Litigation



**Nicholas Kappas**  
Partner, St. Louis  
Tax



**Dana Kramer**  
Associate, St. Louis  
Real Estate



**Howard Lavin**  
Partner, New York  
Labor and Employment



**Genevieve LeFevour**  
Partner, Chicago  
Labor and Employment



**Hannah Lustman-Rodriguez**  
Associate, St. Louis  
Labor and Employment



**Madelaine Newcomb**  
Associate, St. Louis  
Business Litigation



**Kristin Niver**  
Counsel, Washington, D.C.  
Tax Credits



**Carlos Ortiz**  
Partner, Chicago  
Labor and Employment



**Thomas Reddin**  
Partner, Dallas  
Labor and Employment



**Griffin Rice**  
Associate, Washington, D.C.  
Energy



**Eileen Robinett**  
On-Ramp Fellow, Los Angeles  
Corporate and Securities



**Michael Rosenblum**  
Partner, Los Angeles  
Corporate and Securities



**Alexandra Rossetti**  
Associate, Dallas  
Financial Restructuring Group



**Steven Schwartz**  
Associate, New York  
Banking and Commercial  
Finance



**Joseph Scott**  
Associate, Los Angeles  
Business Litigation



**William Thompson II**  
Associate, St. Louis  
Business Litigation



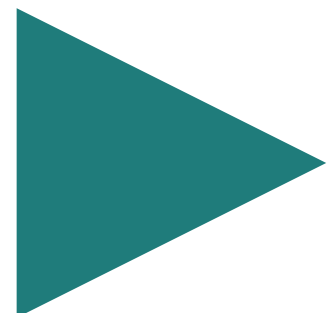
**Taylor Trippe**  
Associate, St. Louis  
Health Care



**Kelly Weller**  
Associate, Dallas  
Business Litigation



**Jordan Woody**  
Associate, Dallas  
Labor and Employment



# NEWLY PROMOTED PARTNERS



**Tyler Black**  
Washington, D.C.  
International Trade &  
Transportation



**Misty Edwards**  
Southern Illinois  
Railroad Litigation



**Ryan Gehbauer**  
Dallas  
Labor and Employment



**Scott Goldschmidt**  
Washington, D.C.  
Higher Education



**Justin Mulligan**  
St. Louis  
Intellectual Property



**Conor Neusel**  
St. Louis  
Labor and Employment



**Keith Rasher**  
Los Angeles  
Labor and Employment



**Diona Rogers**  
Chicago  
Banking and Commercial  
Finance



**Jayna Rust**  
Washington, D.C.  
Government Contracts



**Kristen Sanocki**  
St. Louis  
Business Litigation

## Jayna Rust Cites Internal Advocates as Crucial in “How I Made Partner” Q&A



*Law.com* featured Washington, D.C. partner **Jayna Rust** in their April “How I Made It” series. In the article, Jayna shares her insights on navigating the path from associate to partner.

Jayna’s first experience at the Firm was 10 years ago, during law school, as a summer associate.

“I wanted to find a firm that had a group dedicated to government contracts. It took some research to figure out which firms had attorneys dedicated to that practice, rather than just dabbling in it, but Thompson Coburn fit that criteria,” Jayna told *Law.com*. “During my summer with the Firm, the people were great to work with, so that led me to accept a full-time offer.”

As an associate, Jayna says that one differentiator was that she had “always done a lot of business-development activities, such as writing articles, giving presentations, and networking.” She also identifies mentors within the Firm as being critical to her success.

“From early in my career, I’ve had a lot of support from the government contracts group leadership and other leaders in the Firm. I think those people had been advocating for me for years, and that pushed others to make me partner once I met my firm’s hard metrics for partnership consideration,” Jayna said.

To junior associates hoping to enter the partnership track, Jayna advises to “make sure you are in a practice area that has work that will interest you both as an associate doing associate-level work, and as a partner doing partner-level work. Many people only think about one or the other, but if you want a long-term career, you want to be—and stay—engaged and interested in the work.”

Mid-level associates, Jayna shared with the publication, should be sure to develop relationships and “have internal sponsors who are your cheerleaders and advocates. Without those people, you may be doing great work, but nobody knows—or only a few people know—about it.”

# AFFINITY GROUPS

Thompson Coburn's attorney-led affinity groups contribute to the Firm's success through recruitment and retention efforts, formal and informal training and mentoring, employee networking, professional development opportunities, creating a positive and supportive work environment, community outreach and helping to deliver the commitment to diversity and inclusion.

## AFRICAN AMERICAN

### Black History Month Collaboration: Book Suggestions

Black History Month is an annual recognition in February of the history, achievements and influence of the Black community in the United States. TC provided a list of personal book suggestions for others to enjoy.



- "True: The Four Seasons of Jackie Robinson" by Kostya Kennedy
- "How the Word is Passed" by Clint Smith
- "On the Shoulders of Giants" by Kareem Abdul-Jabbar
- "The Color of Law" by Richard Rothstein
- "Forty Million Dollar Slaves" by William Rhoden
- "Leading a Life in Balance" by Joan Wallace-Benjamin
- "Someone Knows My Name" by Lawrence Hill
- "Mapping Decline" by Colin Gordon
- "The Broken Heart of America" by Walter Johnson
- "The Autobiography of Malcolm X" by Alex Haley
- "Caste: The Origins of Our Discontents" by Isabel Wilkerson
- "The Warmth of Other Suns" by Isabel Wilkerson
- "The Love You Save" by Goldie Taylor
- "Full Dissidence: Notes from an Uneven Playing Field" by Howard Bryant
- "The Color of Water: A Black Man's Tribute to His White Mother" by James McBride



## Thompson Coburn Released Booklet Celebrating Charlye O. Farris and Edna Cisneros, the First Women of Color to be Admitted to the State Bar of Texas

In honor of Women's History Month, Thompson Coburn created an educational booklet celebrating Charlye O. Farris and Edna Cisneros, the first women of color to be admitted to the State Bar of Texas.



JASMINE WYNTON

The book, "Charlye O. Farris and Edna Cisneros: Stories from the lives and legacies of two Texas legal pioneers," was written by Dallas partner **Jasmine Wynton** and associate **Liz Rocha** and illustrated by Washington, D.C.-based illustrator Laura Coleman.



LIZ ROCHA

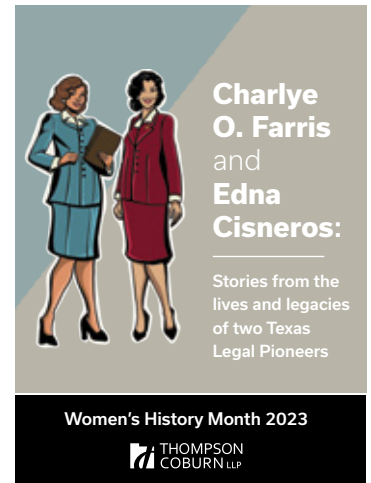
In 1953, Charlye O. Farris became the first African American woman admitted to practice law in Texas. When she began her 50-year legal career, Charlye worked in segregated courthouses and represented clients before largely white, male juries. She was initially not permitted to join the local bar association or attend their meetings, which were held at a hotel that refused to serve African Americans. Nevertheless, she earned respect from her colleagues and made national news in 1954 when she was selected for a pro tem judge position that made her the first Black person to serve as a judge in the South since Reconstruction.

Charlye faced many challenges as one of the few women of color attorneys during that era, but she was determined to not let discrimination impact her zealous representation of clients. Charlye reminded prospective jurors that, "You may resent me because I am Black, and you may resent me because I am a woman, but please remember that our legal system requires that you make your decision based on the facts."

In 1954, Edna Cisneros became the first Mexican American woman admitted to practice law in Texas. Two years later, at age 26, she made national news by successfully running for District Attorney in Willacy County, Texas. She served her community in the position for 29 years, sometimes facing off in cases against her sister Diana, also an attorney.

Edna told reporters following her historic campaign for District Attorney that she "may be a little short on experience – but it's because I'm 26, not because I'm a woman."

To recognize these outstanding legal pioneers, Thompson Coburn has made a \$2,000 donation to the Farris-Cisneros Scholarship at the University of Texas at Austin School of Law.



## FERC Chairman Addresses TC Diversity Committee's Energy Luncheon



ADRIENNE CLAIR

The TC Diversity Committee sponsored an impactful event, the Energy Diversity Luncheon, hosted by Washington, D.C. partner **Adrienne Clair**. Federal Energy Regulatory Commission Chairman Willie Phillips delivered remarks and guests included the People's Counsel for the District of Columbia, FERC

Administrative Law Judges, in-house counsel from Spire and Amazon, and other lawyers and law students.



The luncheon fostered networking, insightful discussions on diversity in the energy sector and new opportunities. The support of TC's Diversity Committee played a vital role in the event's success, highlighting the Firm's commitment to promoting diversity and inclusivity in the legal community.

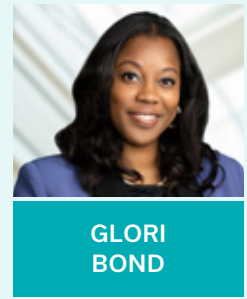


## Glori Bond Receives 2023 Cook County Bar Association Next Generation Award

Chicago associate **Glori Bond** has been awarded the prestigious 2023 Cook County Bar Association (CCBA) Next Generation Award. The CCBA Next Generation Awards celebrate the achievements of powerhouse Black attorneys.

Prior to joining the Firm, Glori worked as an Assistant State's Attorney in the Municipal Litigation Unit of the Cook County State's Attorney's Office. In that capacity, she represented elected Cook County Officials and their offices in a myriad of litigation matters. She started her career in law as a real estate paralegal and worked everywhere from state agencies to private firms handling commercial and residential real estate matters from start to finish.

The award was presented at the Future Is US Leadership Conference during the Next Generation Awards Breakfast. In addition, Glori was nominated as a candidate for the Board of Directors of the CCBA.



## Diona Rogers Named 2023 Secured Finance Network 40 Under 40 Award Winner

Chicago partner **Diona Rogers** was announced as a winner of the 2023 SFNet 40 Under 40 Awards.

The SFNet 40 Under 40 Awards launched in 2016 to celebrate the achievements of young professionals in the secured finance industry. Recipients of the honor are recognized as the "future leaders who exemplify true excellence in their careers and demonstrate commitment to their communities as well as to the industry." The 2023 40 Under 40 winners were honored in the June issue of *The Secured Lender* and celebrated at an in-person gala at The Plaza in New York City on June 15.

At Thompson Coburn, Diona is a vital member of the Banking and Commercial Finance team, focusing on secured finance and commercial lending. She works with major financial institutions and regional banks, closing syndicated and bilateral secured and unsecured credit facilities for complex loan transactions that finance corporate and M&A activity.

Diona collaborates closely with bankers, drafting and negotiating credit agreements, subordination agreements, and other loan documents while ensuring her clients' interests are protected. With her legal and business backgrounds, Diona speaks the language of her financial services clients and manages multiple high-value deals, anticipating legal issues and collaborating to ensure successful transactions.

Diona's skills and hard work have helped our clients navigate complex financial transactions and achieve their goals. In receiving this award, she joins previous Firm awardees Ariele Strauss Clinton and Sarah Gilbert.



## Sonette Magnus Recognized by Missouri Lawyers Media on 2023 Up & Coming List

St. Louis partner **Sonette Magnus** was recognized by Missouri Lawyers Media (MLM) as part of its 2023 Up & Coming list. Sonette represents enterprises in all phases of commercial litigation, and her client list has included everything from agrochemical and industrial product companies to sports teams and financial institutions.

In her Up & Coming honoree profile, Sonette answers questions including:

- **What advice do you have for young lawyers?** To remember to prioritize exposure and working with people that will coach you and mentor you, and to be less focused on the particular legal practice area because there will be many opportunities to shift. It is a long career, so today's reality or troubles will not last forever. Hard work always pays off.
- **What is the best career advice you have received?** Not to take anyone's perspective as gospel, but rather, to take their feedback, decipher what was applicable, and then listen to myself. People can only teach what they know, but life shows you that it is not a linear path to success.
- **What is your biggest accomplishment this year?** My colleague Judge Booker Shaw and I successfully defended Harris-Stowe State University in a week-long jury trial last month. That jury verdict was especially sweet because of the history and procedural posture of that case.



## Named to ABI's 2023 "40 Under 40" Emerging Leaders in Insolvency Practice

Partner Sonette Magnus was also recognized by the American Bankruptcy Institute as part of this year's "40 Under 40" class of emerging leaders in insolvency practice. This list identifies 40 top industry professionals under age 40 with outstanding records of professional achievement and community leadership.

Sonette is a highly experienced litigator and business advisor who counsels corporate clients on all phases of commercial litigation in state and federal courts. She began her legal career by serving as the law clerk to the Chief Judge of the U.S. Bankruptcy Court for the Eastern District of Missouri and draws on that experience to represent lenders in receiverships as well as Chapter 11 restructurings, liquidations in DIP Financing, and Plan negotiations.

The honorees were recognized at ABI's Winter Leadership Conference on Dec. 1.

## Bob Wallace, Jr. Named to the Power List 2023 for Sports and Entertainment Law by Missouri Lawyers Weekly

St. Louis partner **Bob Wallace, Jr.** was named to the 2023 edition of the Missouri Lawyers Weekly Power List for Sports and Entertainment Law. Attorneys included on this list have made sports and entertainment law the focus of their practices and are believed to be the most powerful sports and entertainment attorneys in Missouri.

Wallace leads the Firm's sports law group, representing teams, prospective team buyers and companies interested in sports marketing and civic and government entities facing team relocation or facility issues. He also assists players, coaches and executives with contract-related issues, and he serves as an NFL-approved hearing officer for violations of the league's drug and conduct policies.

Wallace is the former executive vice president and general counsel of the then-St. Louis Rams, which have since moved to Los Angeles. He also has worked for the Philadelphia Eagles and the then-St. Louis Cardinals football team. He was one of the highest-ranking Black club executives in the NFL.



## Kayla Siam Selected as 2023 College of Business Alumni Hall of Achievement Inductee

Governors State University selected Chicago associate **Kayla Siam** for induction into the College of Business Alumni Hall of Achievement. This prestigious recognition highlights Kayla's achievements and her contributions to her profession, alma mater and community. Her total commitment to excellence has been recognized by other alumni, students, faculty, and community partners, making her one of the five College of Business Alumni selected for this honor.

Kayla is a trusted advisor for clients seeking guidance on strategic transactions and corporate compliance with federal, state, and regional laws. Her prowess spans all areas of corporate law, including M&A, new business establishment, joint ventures, commercial contracts, and corporate governance. Kayla is also an active member of Thompson Coburn's African American Affinity Group and serves as a member of the Diversity, Equity, and Inclusion Council for Governors State University, and a 1L mentor for the Leadership Council on Legal Diversity.

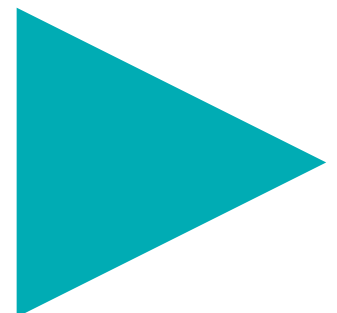
Kayla was inducted into the Alumni Hall of Achievement during Governors State University's Business Week 2023 event on Thursday, April 27. This event was attended by a mix of alumni, students, faculty, staff and business partners, providing an excellent opportunity for networking and celebrating Kayla's achievement.



## Kayla Siam Honored with Atlas Award from Leadership Council on Legal Diversity

Kayla Siam was among the first recipients of an award for outstanding achievement in a program developing diverse future leaders in the law. Kayla was honored by the Leadership

Council on Legal Diversity (LCLD) as an inaugural Atlas Award winner for her engagement in the organization's Pathfinders program. Pathfinders helps diverse, early-career attorneys develop professional networks through relationship-building and career development strategies. The Atlas Award recognizes participants who showed the highest levels of engagement throughout the 7-month program. To receive the honor, Kayla committed to eight or more program activities, including in-person and virtual meetings and online trainings.



## Booker Shaw Named as National Law Journal General Litigation Trailblazer

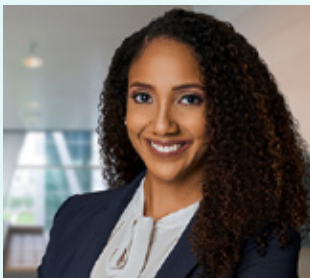
St. Louis partner **Booker Shaw** was named to the **National Law Journal's** 2023 list of General Litigation Trailblazers. The annual list spotlights professionals who are agents of change in their respective practice areas. The profile highlights the path that has made Shaw a trailblazer, and he described his time as a trial team member on two high-profile jury trials last year for Monsanto as part of nationwide litigation alleging its weedkiller Roundup caused cancer.



"Our strategy was simply to present straightforward, scientific facts which do not support causation," Shaw said. He shared the resulting change and its impact on the future. "The bellwether **Alesi et al. vs. Monsanto Company** trial sought \$30 million in damages and served as an inflection point for other trials by presenting respected professionals to discuss the scientific evidence supporting the safety of glyphosate-based projects in an objective way," he said. "Each win is a progress. These victories have helped demonstrate the significance of trials being held outside of California, which is notoriously difficult for large companies, and the importance of neutral jury pools in other states."

Retired Judge Shaw is a skilled litigator and appellate advocate who brings valuable insight and perspective gained from his more than 25 years on the bench. His knowledge of current judicial thinking at the trial and appellate levels on a wide range of issues enhances his ability to argue a client's case more persuasively and to craft the most effective strategy. He co-chairs the Firm's Tort Litigation Practice Group.

## Jasmine Wynton Moderates "Roadmap for Enhancing Equity and Diversity on the Bench" for the African American Lawyers Section of the State Bar of Texas



Dallas partner **Jasmine Wynton** and AALS Chair-elect Artessia House moderated a panel discussion on creating a "Roadmap for Enhancing Equity and Diversity on the Bench" for Part III of the African-American Lawyers Section of the State Bar of Texas's February CLE series. This panel included interviewing three outstanding Texas jurists: Judge Yolanda Huff, Judge Erica Hughes and Justice Erin Nowell.

## ASIAN, SOUTH ASIAN, MIDDLE EASTERN

### Simran Bindra Named a Visionary by *LA Times Real Estate Magazine*

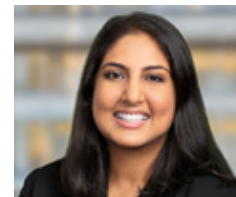
Los Angeles partner **Simran Bindra** was named a 2023 Visionary by LA Times B2B Publishing in its annual ***Commercial Real Estate Magazine***. Each year, the publication highlights SoCal's top CRE executives, lenders, builders, and professional service providers who bring savvy, adaptability, and relentless optimism to the field. Simran's recognition speaks volumes about the strength of his success and contributions to the industry.

According to the *LA Times Real Estate Magazine's* profile on Bindra, he "focuses on the entire real estate lifecycle, particularly in the hospitality and office sectors. He has represented major banks like Western Alliance Bank, Citibank, Axos Bank, and Frazer Bank with mortgage servicing, multifamily projects, and industrial spaces. As a lawyer of Indian descent and a practicing Sikh, he is proud of the growing representation of Indians and Sikhs in the legal profession and actively contributes to community organizations, such as the South Asian Bar Association of Southern California's public interest foundation. Bindra serves on the Diversity Committee at Thompson Coburn."



### Mona Patel and Jessica Wang Attend 2023 Corporate Counsel of Women of Color Law Firm Associates Conference

New York associates **Mona Patel** and **Jessica Wang** attended the 2023 Corporate Counsel of Women of Color Law Firm Associates Conference in New York. The conference covered a wide range of topics, including how to maximize your professional brand, strategies for making partner and tips for thriving at every stage of your legal career. There were also informative sessions on timely and relevant topics.



MONA PATEL



JESSICA WANG

The event offered access to career insights from top attorneys in a variety of roles, including law firm partners and executives. Attendees had the opportunity to learn best practices from the career playbooks of these experienced attorneys.

For Mona and Jessica, attending this event was an invaluable opportunity to learn from the experiences of others and build connections with fellow professionals. They were able to network with a diverse group of attorneys from around the country, and gain insights into career strategies that will help them achieve their professional goals. Per Mona, "It was also wonderful being in a room with 150-200 women of color attorneys, and we really enjoyed meeting and getting to know each other. We both came out of the conference feeling energized and inspired! The experience also made us truly appreciate how supported we are at TC, both as associates and more broadly as diverse attorneys."

The Corporate Counsel of Women of Color is the largest organization for corporate in-house women of color attorneys in the United States. The organization was founded in 2004 to provide a support network for in-house women of color, remote career advancement and success, and facilitate networking opportunities around the nation and abroad.



## Shoko Naruo Recognized as a Rising Star by INTA

The International Trademark Association (INTA) recognized New York partner **Shoko Naruo** as a Rising Star. INTA's Rising Star program was launched with the aim of identifying and nurturing upcoming leaders and active contributors in the field of intellectual property. Honorees are chosen based on their dedication to enhancing the IP profession or INTA as an organization. The Rising Stars, selected from firms and companies around the world, heard from INTA leaders at a recent gathering.

Shoko has registered and enforced trademarks in nearly 200 countries across major global brands. She helps clients build and manage large trademark portfolios, advising them on the most effective strategies to enforce their IP rights. She negotiates and drafts license agreements and other agreements related to intellectual property and advises on domain name disputes, copyright ownership, registration, fair use and infringement issues.



SHOKO  
NARUO

## HISPANIC/ LATINX

### Liz Rocha Selected as 2023 DePaul University College of Law Pro Bono Alumni Awardee

Dallas associate **Liz Rocha** was selected as the recipient of the 2023 DePaul University College of Law Pro Bono Alumni Award. This prestigious honor recognizes Elizabeth's exceptional commitment to pro bono work and community service. The school honors a DePaul alumna/us who, through years of service, has demonstrated an ongoing and deep commitment to pro bono legal services for the poor and disadvantaged and has inspired others to do the same.



### Claire Schenk Joins Casa De Salud Board of Directors

St. Louis partner **Claire Schenk** was elected as Chair of the Board of Directors of Casa de Salud. Casa de Salud was created in St. Louis, Missouri in 2010 to fill a major void in giving primary health care to new arrivals from other countries, especially uninsured Latinos. Casa's founder and chairman, Bob Fox, enlisted the help of Saint Louis University, which provided the building within which Casa still operates today. Since then, Casa has served thousands of immigrants, refugees, and others who are uninsured or under-insured. Today, Casa is respected as an important, established member of the St. Louis health care community.





## Thompson Coburn Proudly Presents Pride Swag: Celebrate Pride Month in Style All Year Long!

In honor of Pride Month, the Firm introduced a brand-new selection of rainbow swag items available in the TC Store. These items embraced the spirit of inclusivity and celebrated diversity with eye-catching pride-themed products. As a special treat, TC members could claim a complimentary Rainbow Tote! It's important to note that the Pride swag collection is available in the TC Store year-round.



## Lawyers for Diversity Celebration

Chicago associate **Drew Moore** attended the Lesbian and Gay Bar Association of Chicago's (LAGBAC) Lawyers for Diversity Celebration. Senator Dick Durbin and Circuit Court of Cook County Chief Judge Timothy C. Evans also attended to give speeches. Judge Evans was presented with an ally-ship award for his continued efforts throughout the decades to promote equality, respect, and diversity throughout the Chicago legal community.

Drew was pictured with some of LAGBAC's leadership: President Adam Miel Zebelian, Secretary Deirdre Baumann and Judge Jill Rose Quinn, the first transgender elected official to serve as a Judge in Chicago.



## Thompson Coburn Sponsors Inaugural Visibility Ball in Dallas

The Firm was proud to sponsor the inaugural visibility ball hosted by the Dallas LGBT bar association. The event is part of a new tradition aimed at showcasing the programs and progress of the Dallas LGBTQ+ legal community.

Visibility ball highlights the progress and success of LGBTQ+ attorneys, judges, law students, and legal professionals. In doing so, we hope to increase awareness and visibility to the growing LGBTQ+ legal community in Dallas. We strive to build on the momentum of the outstanding support from our sponsors of the inaugural visibility ball in 2022. We proudly recognized our scholarship recipients and honored our award recipients of the justice award, outstanding jurist, and outstanding law firm.

Dallas associate **Liz Rocha** serves on the Dallas LGBT bar association's board of directors and attended the event held in December at Saint Rocco's New York Italian. Following a wonderful dinner, guests enjoyed a justice award presentation, dancing and cocktails while enjoying unbeatable views of the Dallas skyline.

The event highlighted the crucial progress and success of LGBTQ+ attorneys, judges, law students, and legal professionals.



LIZ  
ROCHA

## Evelyn Clark Authors NYT Article on Americans With Disabilities Act

The U.S. Supreme Court agreed to hear a case involving the Americans With Disabilities Act (ADA) that could have had significant implications. In an opinion piece published in October in **The New York Times**, Washington, D.C. associate **Evelyn Clark** acknowledged the importance of ADA enforcement while shedding light on the current situation.



The case centered around Deborah Laufer, who has multiple sclerosis and filed a lawsuit against a Maine hotel claiming it violated her rights under the ADA by not providing sufficient information about its accessibility features. The hotel's defense argued that Laufer, who described herself as an ADA "tester," had no intention of visiting the hotel and thus lacked standing to sue.

While recognizing the need for concrete injury for standing, Clark wrote that she believed the burden of ADA compliance should not rest solely on disabled citizens filing lawsuits. Potential reforms could include more active federal enforcement and the introduction of a "notice-and-cure" period giving businesses the opportunity to address violations before litigation.

Clark noted that private lawsuits are currently necessary for people with disabilities to ensure equal access to businesses and public spaces. However, critics, including the U.S. Chamber of Commerce, contend that such lawsuits, especially when filed repeatedly, can disproportionately harm small businesses through costly legal battles.

While the ADA has been instrumental in promoting accessibility, Clark noted, it may be time to rethink its framework to alleviate the burden on the disability community and businesses. "We deserve the right of equal access without the stigma," she concludes.

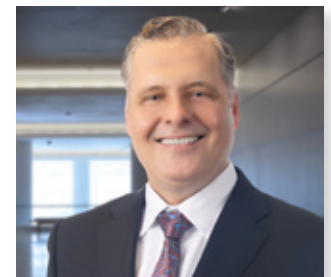
## Matt Rudolphi Selected for Seat on Board of Directors of the LGBTQ+ Bar Association and Foundation

Chicago partner **Matt Rudolphi** was selected for a seat on the Board of Directors of the LGBTQ+ Bar Association and Foundation. This was a significant honor for Matt, who has been a member and volunteer for the LGBTQ+ Bar for his entire legal career.

Matt has previously been active in the Philadelphia and Washington D.C. affiliates of the LGBTQ+ Bar and was thrilled to continue his involvement with the organization.

By serving on the Board of Directors, Matt had the opportunity to contribute to the organization's important mission and help advance LGBTQ+ rights in the legal profession. His first board meeting took place on May 24, which coincided with the NYC Out & Proud Ally Corporate

Counsel Award Reception. Matt's involvement in the organization is a testament to his commitment to promoting diversity, equity and inclusion in the legal profession and beyond.



The National LGBTQ+ Bar Association is a national association of lawyers, judges, and other legal professionals, law students, activists, and affiliated lesbian, gay, bisexual, and transgender legal organizations. The LGBTQ+ Bar promotes justice in and through the legal profession for the LGBTQ+ community in all its diversity.

# WORKING PARENT

## Mission:

Provide a forum to share information and resources to support TC working parents and serve as advocates for working parents.

Members meet quarterly and will host events throughout the year.

## Objectives:

- Foster a supportive culture to assist in the recruitment and retention of Thompson Coburn attorneys that are working parents.
- Encourage supportive relationships among Firm parents by providing a forum for attorneys to share information and resources.
- Work to introduce initiatives that will specifically benefit our working parents.
- Maintain a site on TC Connect with useful news, initiatives, policies, benefits, contacts, and other relevant information.
- Provide feedback and advocate for working parents on issues and policies identified by and relevant to TC working parents.

## 2023 Advisory Committee Members



**Dawn Wright**  
Partner, Dallas  
Chair



**Nicole Allen**  
Partner, Washington, D.C.



**Talar Berberian**  
Partner, Los Angeles



**Ryan Gehbauer**  
Partner, Dallas



**Norma Jackson**  
Chief Diversity and Attorney  
Development Officer



**Brigitte Rose**  
Partner, New York



**Luke Sosnicki**  
Partner, Los Angeles



**Rose Tanner**  
Associate, St. Louis

# WOMEN'S INITIATIVE

Thompson Coburn is committed to creating an inclusive culture. We celebrate the unique strengths, abilities and contributions of our women lawyers and are committed to building and sustaining an environment that welcomes, supports and encourages women to become successful attorneys, respected business leaders and valued members of our community.

- We provide financial investment, leadership support and staff support to our Women's Initiative
- Our women attorneys meet regularly in each office
- The Women's Initiative 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
- Our Firm holds annual formal networking events for women attorneys and clients in our various office locations.

## Women's Initiative Focus:

- Enhanced Communications
- Professional Development & Leadership Opportunities
- Equitable Compensation
- Equity Partnership
- Client Succession

## Our objectives:

- Make Thompson Coburn the go-to law firm for women to practice law
- Identify and remove any artificial barriers to success
- Plug the leaks in the talent pipeline

**Firm-wide, more than half of our workforce are women – 57%**

## In leadership roles, women in the Firm comprise:

- ▶ **42%** of Management Committee members
- ▶ **67%** of office managing partners
- ▶ **35%** of practice group leaders
- ▶ **67%** of C-suite leaders



## 2023 Women's Initiative Steering Committee



**Katriina McGuire**  
Partner, Chicago  
Chair



**Arielle Strauss Clinton**  
Partner, New York



**Georgia Demeros**  
Partner, Chicago



**Sarah Gilbert**  
Partner, New York



**Jesse Halpern**  
Partner, Washington, D.C.



**Ruthanne Hammett**  
Partner, Chicago



**Amanda Hettinger**  
Partner, St. Louis



**Chris Hohn**  
Partner, St. Louis



**Norma Jackson**  
Chief Diversity and Attorney  
Development Officer



**Laura Jordan**  
Partner, St. Louis



**Fatima Khan**  
Partner, St. Louis



**Michele Kloeppel**  
Partner, St. Louis



**Trish Lilley**  
Chief Marketing & Business  
Development Officer



**Susan Lorenc**  
Partner, Chicago



**Meg McNaul**  
Partner, Washington, D.C.



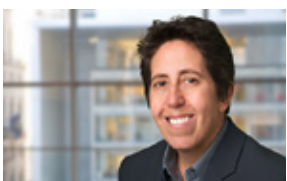
**Sara Melly**  
Partner, St. Louis



**Gayle Mercier**  
Partner, St. Louis



**Emily Peel**  
Partner, Chicago



**Jennifer Post**  
Partner, Los Angeles



**Kacey Riccomini**  
Partner, Los Angeles



**Jeanne Siegel**  
Partner, New York



**Mackenzie Wallace**  
Partner, Dallas

## 2023 Women's Business Development Committee



**Susan Lorenc**  
Partner, Chicago  
Co-Chair



**Mackenzie Wallace**  
Partner, Dallas  
Co-Chair



**Mariquita Barbieri**  
Partner, St. Louis



**Tina Bird**  
Partner, Chicago



**Katherine Colvin**  
Partner, St. Louis



**Sarah Gilbert**  
Partner, New York



**Trish Lilley**  
Chief Marketing & Business  
Development Officer



**Amanda Lindley**  
Business Development  
Director



**Sonette Magnus**  
Partner, St. Louis



**Sara Melly**  
Partner, St. Louis



**Gayle Mercier**  
Partner, St. Louis



**Kacey Riccomini**  
Partner, Los Angeles



**Rebecca Shelton**  
Partner, Washington, D.C.



**Maria Zschoche**  
Partner, St. Louis

## 2023 Associate Mentoring Joint Sub-Committee



**Emily Peel**  
Partner, Chicago  
Chair



**Jeff Brown**  
Partner, Los Angeles



**Sarah Gilbert**  
Partner, New York



**Clint Hansen**  
Partner, Chicago



**Amanda Hettinger**  
Partner, St. Louis



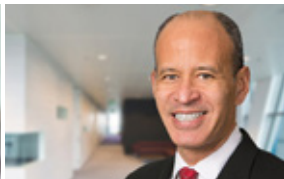
**Norma Jackson**  
Chief Diversity and Attorney  
Development Officer



**Laura Jordan**  
Partner, St. Louis



**Emily Wang Murphy**  
Partner, Washington, D.C.



**Fred Richards, III**  
Partner, Chicago



**Rebecca Shelton**  
Partner, Washington, D.C.



**Nicole Williams**  
Partner, Dallas



## 2023-24 Women's Leadership Academy

Thompson Coburn excitedly kicked off the fifth cohort of its **Women's Leadership Academy** (WLA), conducted by leadership coach Hillary Sale. WLA was developed to assist women partners in honing their leadership skills through intensive training by an expert coach, growing their practice and influencing the Firm and community through

professional leadership opportunities. The program gave participants the opportunity to collaborate in the development of concepts and solutions pertaining to the Firm's strategies and initiatives. Through team exercises, groups developed ideas and solutions to present at the conclusion of the program.

### 2023-2024 Women's Leadership Academy Cohort:



**Justine Block**  
New York



**Arielle Strauss Clinton**  
New York



**Katherine Colvin**  
St. Louis



**Janine Figueiredo**  
New York



**Susan Fisher**  
Dallas



**Sarah Gilbert**  
New York



**Nicole Jobe**  
St. Louis



**Fatima Khan**  
St. Louis



**Sarah Larson**  
St. Louis



**Genevieve LeFevour**  
Chicago



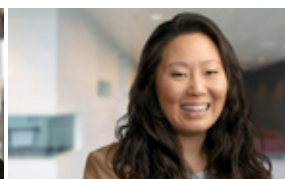
**Sonette Magnus**  
St. Louis



**Kacey Riccomini**  
Los Angeles



**Diona Rogers**  
Chicago



**Jayna Rust**  
Washington, D.C.



**Kristen Sanocki**  
St. Louis



**Shannon Sheehan**  
Chicago

The WLA program covers topics such as strategy and alignment in professional service firms, personal branding, and self-advocacy. Participants worked on projects with Management Committee and C-Suite mentors to explore a variety of areas important to the strategic growth of the Firm.

## Thompson Coburn Hosts Successful Women's Breakfast with "Girl Talk" Radio Hosts Julie Buck and Nicole Genovese

The Firm hosted a successful Women's Breakfast featuring local St. Louis radio show "Girl Talk" with hosts Julie Buck and Nicole Genovese. "Girl Talk" is the definitive talk show for local ladies on the move. Focused on lifestyle topics, style and fashion, health and beauty, parenting, celebrity gossip, and so much more. The event brought together clients and friends of the Firm for networking and conversation on women's empowerment and success in business. Attendees enjoyed a delicious breakfast and the opportunity to connect and build relationships within the local business community. The discussion was moderated by St. Louis partners **Sonette Magnus** and **Gayle Mercier**.



SONETTE  
MAGNUS



GAYLE  
MERCIER

## Clair and Murphy Honored on First Lawyers of Color "Wonderful Women" List



ADRIENNE  
CLAIR

Washington, D.C. partners **Adrienne Clair** and **Emily Murphy** were named two of Lawyers of Color's "Wonderful Women" for 2023. The inaugural list, which includes professionals from across the nation, recognizes "dynamic women attorneys working in law firms, companies, and government agencies who

show promise in their careers and demonstrate a strong commitment to advancing diversity in the legal profession," according to the organization.

Clair, Murphy, and others included on the prestigious list were honored at receptions in Washington, D.C. and Atlanta.

Clair, a member of the Firm's management committee, advises clients on electric and natural gas pipeline matters, and counsels on compliance and enforcement. She represents cooperative and municipal utilities in applications, litigation, and rulemaking proceedings before the Federal Energy Regulatory Commission regarding Regional Transmission Organizations markets for energy

and capacity, transmission planning and cost allocation, and related transactions and proceedings involving natural gas pipeline rates and services. Clair counsels clients in compliance matters, including FERC enforcement actions and audits of existing compliance programs.



EMILY  
MURPHY

Murphy counsels company owners, executives, and boards on both their short-term and long-term business goals. Her clients range from start-ups to established companies, including a large government-sponsored enterprise and many higher education institutions. Murphy serves as an advisor to both non-profit and for-profit organizations as they tackle strategic transactions, business contracts, and corporate governance matters. While her clients run the gamut from global manufacturers to EdTech to closely-held businesses, Murphy has a special focus in federally regulated areas, including government contracts and higher education.

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## Katie Clark Honored With the Michelle A. Mendez Award of Excellence

Dallas partner **Katie Clark** was the 2023 recipient of the prestigious Michelle A. Mendez Award of Excellence from the State Bar of Texas's Bankruptcy Law Section. The award celebrates individuals dedicated to expanding opportunities for women lawyers in bankruptcy practice.

Previously known as the Outstanding Service Award, the honor was renamed in 2014 and pays tribute to Michelle Mendez, a prominent Texas corporate restructurings, bankruptcy and commercial litigation lawyer – and an early mentor to Clark – who passed away in 2014.

"As a young lawyer, I was so impressed by Michelle's poise, leadership, warmth, and dedication to advancing women in bankruptcy. It was very special to receive this award named for her and to join such a distinguished group of honorees," Clark said of the honor.

The list of prior recipients includes Debbie Langehennig (2015), Deborah Williamson (2016), Judith Ross (2017), the Honorable Barbara Houser (2019), and Elizabeth Smith (2021).

Clark represents clients before bankruptcy courts, federal and state trial courts, arbitration panels and appellate courts nationwide. She routinely handles bankruptcy and insolvency litigation, including the representation of debtors, banks, court-appointed fiduciaries, and creditors in Chapter 11, 7, 15, and 13 bankruptcies.



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## Jennifer Ecklund Receives Profiles in Leadership Award at Southern Methodist University's Women's Symposium



Dallas partner **Jennifer Ecklund** was honored with a Profiles in Leadership Award during the 58th Annual Women's Symposium held on March 1, 2023, at Southern Methodist University (SMU). The Women's Symposium has been a platform for women's social and political leadership education since 1966, and the Profiles in Leadership Award recognizes the contributions of women to the advancement of their communities and society.

Jenny, who earned her law degree from SMU's Dedman School of Law *magna cum laude* in 2004, has been a trailblazer for women in the legal field. Her leadership and dedication to promoting diversity and inclusion in the workplace have been instrumental in advancing women's rights and opportunities. Jenny is also an active participant in the local community, serving on the board of several nonprofit organizations and volunteering her time and expertise to various causes.

The Profiles in Leadership Award was a testament to Jenny's dedication to advancing the rights and opportunities of women. Along with Jenny, other recipients of the Profiles in Leadership Awards include Dr. Chrisette Dharma, Medical Director at Southwest Family Medicine Associates; Dr. Koshi Dhingra, Founder and CEO of talkSTEM; and Erikka Flood-Moultrie, Founder and Principal of ConnectThree.

## Janine Figueiredo Named as DEI Leader for Turnaround Management Association Executive Board

New York partner **Janine Figueiredo** was selected to serve on the Turnaround Management Association (TMA) committee for Diversity Equity and Inclusion in 2023. TMA is an international nonprofit dedicated to corporate renewal and the turnaround industry.

Janine previously served as a Member of the Executive Board of Directors, Chair, President and General Counsel of the TMA New York City Chapter.

TMA is the most professionally diverse organization in the corporate restructuring, renewal and corporate health space. Established in 1988, TMA has almost 10,000 members in 54 chapters worldwide, including 34 North American chapters. Members include turnaround practitioners, attorneys, accountants, advisors, liquidators, consultants, as well as academic, government employees, and members of the judiciary.



## Susan Fisher Named a Top 50 Attorney of Dallas by Attorney Intel



Dallas partner **Susan Fisher** was recognized by Attorney Intel as part of its Top 50 Attorneys of Dallas for 2023.

Fisher has represented clients in a variety of industries, including health care, oil and gas, technology, restaurant, investment banking, consulting, business services and manufacturing. She draws upon her extensive experience handling transactions exceeding \$1 billion for clients, guiding them through every aspect of their business deals.

## Suzanne Galvin Joins Ukrainian Partnership Foundation Board

St. Louis partner **Suzanne Galvin** joined the Board of Directors of the Ukrainian Partnership Foundation (UPF) where she serves alongside Cliff Eason, retired President and CEO, Southwestern Bell Division of ATT and Chair of Board of Reinsurance Group of America; Scott Reed, former CFO of BB&T; Tony Vermillion, former VP of Global Security for Emerson Electric, among others.

Suzanne and her husband, John Galvin, also a partner in TC's St. Louis office, have been assisting relief efforts since the invasion began.

The UPF has had a profound impact on Ukrainians as they have either stayed to help in the war effort, or been forced to flee their homeland.

Due to the overwhelming generosity of so many, Suzanne said UPF has been able to focus on three areas: (1) refugee housing and support (2) establishing

16 WeCare Centers throughout Ukraine which provide clothing, meals, psychological and emotional support, and building supplies and generators to the war-torn public and (3) provide support to refugees throughout Europe who are often isolated women and children.

Suzanne said the board's priorities include growing and expanding WeCare centers to additional cities in Ukraine affected by the conflict and continue the seminary teaching for students through the Ukrainian Baptist Theological Seminary (UBTS), which operates with the support of UPF by sharing the light and hope of the Gospel throughout Ukraine.





## Evan Goldfarb Named a 2023 Women, Influence and Power in Law Award Winner

St. Louis partner **Evan Goldfarb** was named a 2023 Women, Influence and Power in Law Award winner by **Corporate Counsel**.

Evan was honored in the Collaborative Leadership category under Law Firm Awards, which recognizes law firm partners who have demonstrated a commitment to advancing the empowerment of women in law.

Evan co-chairs the Firm's Corporate Department and also serves on the Firm's Management and Executive Committees. For more than 30 years, she has served as a trusted advisor to hospitals, health care systems, long-term care facilities, health plans, physicians, and other businesses involved in the health care industry. Evan was part of a small group of attorneys who formed the Firm's now highly integral Women's Initiative in 2007.

As she has grown the nationally recognized health care group at Thompson Coburn, where she built a team with a talented and agile group of attorneys specializing in health care transactions, regulatory compliance and litigation, she has done so with a belief in bringing other talented attorneys along for the ride. During Evan's time at the Firm, which she joined in 1999, health care has become one of its cornerstone industries. The current practice group leaders of the health care group are attorneys whom Evan helped to mentor and mold into

not only great lawyers who provide exceptional client service, but also leaders who respect and are committed to growing and maintaining the positive and collaborative culture which she created. Further underscoring her collaborative leadership style, Evan has empowered members of her handpicked health care team to integrate in significant ways with key clients, including management of matters and client development opportunities, with the goal that succession planning will be seamless many years down the road. Evan was chair of the Firm's health care group for over 10 years before stepping down to focus on Firm management responsibilities while maintaining a busy client workload.

"Evan is truly the epitome of a collaborative leader," said Joy Hennessy, co-chair of the Firm's health care group. "In the 15 years we've worked together, I have learned so much from Evan about the importance of building relationships through mutual respect. She believes in providing opportunities for growth to us all and that's something I strive to emulate." Evan and the other honorees were recognized at an awards dinner as part of the Women, Influence & Power in Law Conference in New Orleans.



## Susan Lorenc Appointed to Chicago Innovation Board



Chicago partner **Susan Lorenc** was appointed to the 2023 Chicago Innovation Board of Advisors.

Susan was selected in 2018 to participate in the Chicago Innovation Women Mentoring Co-Op program. She also served as Co-Chair and Co-Host of the In-Gala from 2020-2022.

Since its start in 2002, Chicago Innovation has grown from a single award ceremony to a year-long series of events and activities designed to celebrate innovation in the Chicago region, educate people and organizations about the principles of innovation, and forge relationships that strengthen companies, grow the economy, and create jobs.



## Amanda Hettinger Selected for 2023-2024 Class of Leadership St. Louis

FOCUS St. Louis announced that partner **Amanda Hettinger** was selected for the 48th Leadership St. Louis program (LSL), a nine-month initiative for leaders committed to enhancing the St. Louis region.

LSL is one of six leadership programs offered by FOCUS St. Louis to achieve its mission of educating and connecting leaders to collaborate towards a thriving St. Louis region. The LSL curriculum delves into various issues, including economic development, racial equity, education, poverty and social services, arts and culture, and the criminal justice system.

Amanda joined other leaders from higher education, finance, non-profit, health, and architecture for the program.

Since joining the Firm in 2002, Amanda has helped companies effectively respond to class actions related to complex tax issues and consumer fraud allegations, with a particular focus on the disclosure aspects of the Missouri Merchandising Practices Act. Amanda has successfully argued motions and appeals in state court, drafted briefs securing the dismissal of multimillion-dollar lawsuits in federal court, resolved significant tax disputes with state and local taxing authorities, and reviewed and drafted legislation aimed at resolving legal issues with a broader public impact. She has also represented public sector entities with constitutional issues and related litigation surrounding pension reform efforts, including the City of St. Louis' high-profile victory regarding the \$50 million overhaul of its firefighter pension program.

Leadership St. Louis is designed to challenge participants' thinking, expose them to new ideas and perspectives, and promote discussion, reflection, and action. Thompson Coburn has a rich history with Leadership St. Louis; many of its attorneys have completed the LSL program, including Sara Melly, Don Dorwart, Ali Rafferty, Ryan Russell Kemper, Bill Bay, Lori Jones, Jarrod Sharp, Ed Cohen, David Dick, Laura Jordan, Cherie Stephens Bock, Larry Friedman, Gayle Mercier and Norma Jackson.



## Chris Hohn Speaks at ALM's Women, Influence & Power in Law Conference



As part of ALM's Women, Influence & Power in Law conference in New Orleans, St. Louis partner **Chris Hohn** took part in a panel on how men can practice being better allies to female colleagues.

The panel was titled "Let's Hear It From the Boys! A Conversation with Workplace Allies." It was the first-time men have been invited to be panelists at the WIPL conference, according to an article in Corporate Counsel. Hohn and his fellow panelists were nominated to participate because of their demonstrated allyship.

Hohn, who serves on the Firm's executive and management teams and will become chair of the Firm in August 2024, said he sees allyship as being a trusted advocate for women and letting them take the lead on how he can help. "It's not top of mind for a lot of men to think about using their position and influence to affect the underrepresented and promote and advocate. And we need to do a better job of that," he said.

## Brittney Mollman Selected for FOCUS St. Louis Emerging Leaders Program

St. Louis associate **Brittney Mollman** was accepted into the Spring 2023 cohort of the FOCUS St. Louis Emerging Leaders program.

The program is designed for early-career professionals and offers the opportunity to strengthen personal, professional and civic leadership skills. It will also provide a deeper understanding of the inner workings of the St. Louis region and a chance to build connections with a diverse network of peers.

Brittney gained an increased sense of engagement in the St. Louis region, as well as receiving the tools to take an active role as the next generation of civic and professional leaders. She had the opportunity to meet civic leaders, explore and examine core values and leadership styles, collaborate with an organization making a difference in the St. Louis community, and joined a network that is over 10,000 members strong in making the region a better place to live, work and play.



## Jennifer Post Included in Los Angeles Business Journal's LA500 for 2023



For the sixth consecutive year, Los Angeles partner **Jennifer Post** was named to the LA500, an annual list of the five hundred "most influential people in Los Angeles," published by the **Los Angeles**

**Business Journal**. She was one of only 50 lawyers on the 2023 list.

The publication selects "the most influential, most powerful and most impactful business professionals" in sectors including the arts and philanthropy, banking, civic leaders, finance, legal, media and entertainment, and tech, among others. In addition to Post, this year's LA500 includes the city's Mayor Karen Bass, basketball legend and philanthropist Kareem Abdul Jabbar, Banc of California CEO Jared Wolff, Berkshire Hathaway Vice Chair Charlie Munger, Endeavor CEO Ari Emanuel, and YouTube CBO Mary Ellen Coe.

Highlighting Post, the publication reported that "Post joined Thompson Coburn in 2016 and became the Firm's first LGBTQ attorney to serve as a managing partner. She is also a member of the Firm's management committee. Her practice encompasses corporate, commercial finance and securities law with a focus in venture capital and emerging companies. She represents entrepreneurs, companies and institutional lenders and investors in debt and equity finance transactions, as well as M&A and general corporate matters."

In June of 2023, the **Los Angeles Business Journal** recognized Post alongside partner Simran Bindra in their "Top Lawyers" edition.

Of the LA500 honorees, the publication said that "these individuals have helped L.A. by showing vision, creativity, innovation and determination during unprecedented times."

## Sharon Rosenberg Named a 2023 "Class Action/Mass Tort Litigation Trailblazer" by *The National Law Journal*

St. Louis partner **Sharon Rosenberg** was recognized as a 2023 "Class Action/Mass Tort Litigation Trailblazer" by *The National Law Journal*. The list highlights attorneys who are "agents of change in their respective practice areas."

Sharon represents publicly-held **Fortune 500** corporations and privately-held businesses facing class action and other complex commercial litigation in state and federal courts across the country. Her class experience — spanning employee, consumer and shareholder class actions — includes numerous successful outcomes through class certification proceedings, the most critical juncture in any high-exposure class action. She has also spearheaded strategies that have led to favorable outcomes prior to class certification, whether through dismissal or favorable settlement.



## Rose Tanner Receives Hon. John R. Essner Young Lawyer Award

Legal Services of Eastern Missouri presented the 2023 Hon. John R. Essner Young Lawyer Award to St. Louis associate **Rose Tanner** as part of Legal Services of Eastern Missouri's annual For the Common Good Awards. This award is presented for outstanding commitment to pro bono service by young lawyers and the award was presented by Cynthia Newsome, wife of the late Judge Essner.

Our Firm's litigation attorneys represent individuals in Rent & Possession cases in the St. Louis area. Rose states, "Representing clients pro bono who are facing eviction is not always easy...I feel like it is the least I can do to help someone who is losing their home. It's fulfilling to see a real-life immediate impact of legal work that I do."

Aside from pro bono work, Rose assists clients with a wide variety of business litigation matters. She performs legal research, drafts pleadings and other documents, supports case management, and assists with client communications. Rose helps litigation teams analyze the strengths and weaknesses of arguments and evidence.



## Featured in Missouri Lawyers Media Pro Bono Spotlight

Rose Tanner was also featured in Missouri Lawyers Media's Pro Bono Spotlight. In this special section, the publication highlights some of the most significant pro bono attorneys in the state who have given their time and talents to worthy clients and causes.

In her volunteer services, Rose often works with pro bono clients whose living situations are at stake. "They are behind on their rent or there is a problem with the property that they can't get the landlord to fix," she said.

While offering her services in landlord/tenant matters, Rose may go to court or reach a settlement agreement that could create a payment plan or locate rental assistance for the client. "I don't get to represent individuals on a day-to-day basis with the work I do in business litigation, so this really gives me a chance to help people on an individual basis who really need the help," she said.

# 2023 FIRMWIDE DEI EDUCATIONAL PROGRAMS

## JANUARY **Recognizing & Addressing Microaggressions**

Microaggression are brief statements or behaviors that communicate a negative message about a non-dominant group. During this virtual interactive session, attendees learned how to recognize potential pitfalls and explore the challenges of managing witnessed or experienced microaggressions during interactions with law firm colleagues.

## MARCH **LGBTQ+ Healthcare**

This session provided an overview of the challenges facing the LGBTQ+ community in the health care context and addressed the steps law firms are taking to increase inclusion, retain diverse talent, and close the equity gaps for LGBTQ+ people using a health care lens.

## APRIL **Unconscious Bias 3.0: Actionable Steps Towards Inclusion**

This session focused on increasing self-awareness and knowledge of bias development and its impact. Topics covered included navigating power and privilege, recruiting and retention, and other examples of biases in law firm interactions. Participants learned tools and tips to address unconscious bias and explore the benefits and challenges of this approach, emphasizing the importance of accountability.

## JUNE **How to Succeed at Bystander Intervention**

In this program, attendees were guided on a journey to transform from being a bystander to an upstander. They dove into scenarios to help formulate the best approach to intervene effectively in various workplace situations, emphasizing the importance of accountability and creating a respectful, supportive, welcoming, and inclusive work environment where everyone thrives.

## SEPTEMBER **Intersectional Identities As Advantage**

A candid and interactive conversation about navigating our identities as powerful tools for business and social good. This presentation included concrete tips for using your authenticity as power, as well as tips on how allies can be supportive. Examples of questions that will be covered by the presenters included:  
What are some ways that LGBTQ+ attorneys can use their intersectional identities as an advantage when it comes to business development and client relationships?

- How can we use our authenticity as our power?
- How do you present yourself professionally, while also being true to yourself?
- How can allies truly support people with multiple marginalized identities?

## OCTOBER **Diversity, Equity, Inclusion & Accessibility**

This program provided an overview of the major statutes, regulations, and policies that govern disability laws regarding employment, public accommodations, and education in the United States. Attendees left with an understanding of what legal requirements are in place for individuals with disabilities and the accompanying legal definitions. Additionally, the "hot" Americans with Disabilities Act cases was discussed. Attendees also became familiar with and understood the appropriate disability terminology to use, how to better understand disability in our culture, and how to be an ally in the workplace and outside of work for those with disabilities. Finally, discussed were ways to hire individuals in your workplace and resources for hiring.

### **Fostering Effective & Inclusive Feedback**

During this virtual session, attendees learned the critical importance of empathy and open communication, both in voicing concerns and in initiating impactful actions. They also explored the opportunities and challenges tied to feedback, with a specific focus on the growth and development of associates.

# 2023 FIRMWIDE MENTAL HEALTH AND WELL-BEING PROGRAMS

## FEBRUARY **Using Creativity to Improve Lawyer Well-Being**

Participants in this program learned:

- The connection between creative brain activity and lawyer well-being.
- How, contrary to popular belief, creativity and the practice of law are not mutually exclusive.
- How to identify anxiety in lawyers (with symptoms and behavioral examples).
- How to identify depression in lawyers (with symptoms and behavioral examples).
- How increased creative brain activity helps to reduce anxiety and depression, as well as contribute to overall improved lawyer well-being.
- The ethical implications of unmanaged anxiety and depression in lawyers (with symptoms and behavioral examples).
- Proactive science-based techniques for incorporating creativity into your 2023 well-being practice.

## MAY **Balancing on the Seesaw: Skills for Succeeding in the Legal Field While Being Human**

Participants in this program learned:

- How the symptoms of anxiety and depression typically manifest in legal professionals.
- How multi-tasking has a negative impact on the lawyer brain, productivity, and well-being.
- How working from home and home-ing from work can be helpful instead of hurtful if done with healthy intention and boundaries.
- How we can use what Pavlov learned from his dogs to help our brains better transition between our professional and personal lives.
- Science-based techniques to manage stress and improve focus in our professional lives, while being more present in our personal lives.

## AUGUST **The Importance of Psychological Safety to Performance and Well-being in the Legal Profession**

Participants in this program learned:

- Psychological safety in the workplace.
- The four stages of psychological safety.
- The impact of psychological safety on lawyer mental health and performance.
- How the symptoms of anxiety typically manifest in legal professionals.
- The ethical implications of a lack of psychological safety in the legal profession.
- Techniques for increasing psychological safety in the workplace.

## NOVEMBER **Intentional Emotional Intelligence: Skills for Continued**

Participants in this program learned:

- What Emotional Intelligence is.
- The five elements of Emotional Intelligence.
- The seven characteristics of emotionally intelligent people, with real-life examples in the legal profession.
- How improved Emotional Intelligence increases happiness, satisfaction, performance, and mental health and well-being in the legal profession.
- How to identify anxiety in lawyers (with symptoms and behavioral examples).
- How to identify depression in lawyers (with symptoms and behavioral examples).
- The ethical implications of unmanaged anxiety and depression in lawyers.
- Tools and techniques to intentionally cultivate your Emotional Intelligence (EQ).



# OUR VETERANS

Thompson Coburn celebrated and honored veterans and their service, and all those who made incredible sacrifices to protect our country.

The Firm has veterans who have served in nearly all branches of the military – Army, Navy, Air Force and the National Guard.

**Michael O’Keefe** – Air Force

**Jim Slear** – Air Force

**Shaun Broeker** – Army

**Edward Cohen** – Army

**Darin Fentress** – Army

**Erik Goltzer** – Army

**Peter Matt** – Army

**Mark Mattingly** – Army

**Jack Musgrave** – Army

**Matthew Rudolphi** – Army

**Kent Woodman** – Army

**John Cullerton** – National Guard

**Thomas Schlafly** – National Guard

**Gordon Ankney** – Navy

**Matthew Himich** – Navy

**Kenneth Turner** – Navy

**Caleb Webb** – Navy



## **Shaun Broeker Authors Article for the Bar Association of Metropolitan St. Louis (BAMSL), “The Veterans Journey”**

In the article, St. Louis partner Shaun Broeker, a U.S. Army veteran, delved into the unique challenges veterans face in society, particularly concerning scams and fraud targeting them. He highlighted the concerning fact that “military service members, currently serving or separated, are a target for those who wish to take advantage of their steady stream of income, benefits, or other compensation.”

Mental health issues, legal troubles, and the possibility of strangers exploiting them financially undoubtedly increase veterans’ odds of becoming homeless, as Shaun pointed out in his article. He emphasized the crucial role of attorneys in assisting veterans, ranging from providing legal representation to offering much-needed support. Shaun said, “Attorneys can provide representation in criminal cases, advocating for alternatives to incarceration, such as mental health treatment or community service.”

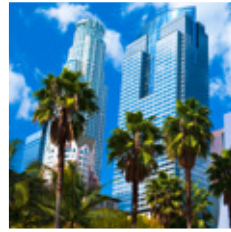
Throughout the article, Shaun emphasized the importance of awareness, understanding, and empathy in helping veterans navigate their journey. He shed light on the commendable efforts of organizations like BAMSL’s Veterans Committee in addressing these issues. To read the article, please visit [BAMSL.org](http://BAMSL.org).



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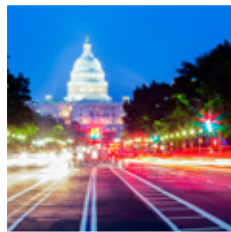
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