



2018 DIVERSITY & INCLUSION REPORT

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2018 DIVERSITY COMMITTEE



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 (Partner, Washington, D.C.)



CO-CHAIR
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 (Partner, St. Louis)



Tom Minogue
 (Firm Chairman)



Roger Flower, Jr.
 (Chief Operating Officer)



Norma Jackson
 (Director of Diversity & Inclusion)



Jennifer Barton
 (Director of Human Resources)



Sarah Chang
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Evan Raskas Goldfarb
 (Partner, St. Louis)



Ruthanne Hammett
 (Partner, St. Louis)



Amanda Hettinger
 (Partner, St. Louis)



Wil Holtz
 (Partner, St. Louis)



Laura Jordan
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Helen Kim
 (Partner, Los Angeles)



Andrea Lowry
 (Director of Professional Recruiting & Development)



Anita Mauro
 (Partner, Chicago)



Pam Meanes
 (Partner, St. Louis)



Emily Wang Murphy
 (Partner, Washington, D.C.)



Fred Richards III
 (Partner, Chicago)



Diona Rogers
 (Associate, Chicago)



Jarrod Sharp
 (Partner, St. Louis)



Bob Wallace, Jr.
 (Partner, St. Louis)



Sam Watkins
 (Partner, Los Angeles)



Felicia Williams
 (Associate, St. Louis)



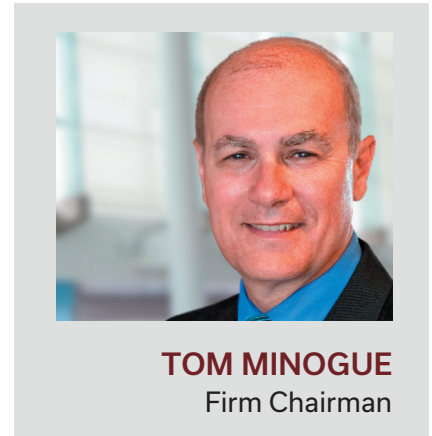
Nelson Williams
 (Associate, St. Louis)

INTRODUCTION

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

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. We strive to exceed our goals with respect to diversity and inclusion, and we have taken and continue to take a number of actions to improve diversity and inclusion at Thompson Coburn:

- We recruit diverse staff, paralegals, and attorneys at every level, from law students to lateral partners.
- We staff matters with attorney teams that reflect both gender and racial diversity.
- We have implemented hiring practices to aid in recruiting more diverse employees at every level.
- We continue to provide the Thomas F. Eagleton Scholarship to support diverse 1L students.
- We support the Firm's Diversity Committee, which is co-chaired by a member of the Management Committee.
- We support the Firm's Affinity Groups for people of color, women, and LGBT professionals.



TONY ANDERSON | Diversity Committee Co-Chair

"As part of Thompson Coburn's Total Commitment to diversity and inclusion, we set a high standard for ourselves and we work daily to meet and exceed that standard. Along with the arrival of our new Director of Diversity & Inclusion, Norma Jackson, our active diversity recruiting, education, and pipeline programs demonstrate our continued investment in creating a diverse and inclusive workspace."



BOOKER SHAW | Diversity Committee Co-Chair

"In this report, you'll find that Thompson Coburn continues to affirm its dedication to diversity, first and foremost in hiring a new Director of Diversity & Inclusion. This report contains stories of exceptional accomplishments of our diverse attorneys and the efforts of the entire Firm to create an inclusive, generous workplace. We are committed to providing a space where everyone can achieve their professional goals; Thompson Coburn truly believes a diverse team thinks creatively, achieves more, and provides the best client service."



NORMA JACKSON | Director of Diversity & Inclusion

"I'm delighted to join the executive leadership of Thompson Coburn and proud that the Firm has elevated the issues of diversity and inclusion to a director-level position. After my years of service in an academic environment, I'm excited to return to the corporate world in a role that allows me to combine my educational background in human resources and the law with my creativity and experience in the diversity arena."



2018 NEW PARTNERS

Thompson Coburn is proud to announce that the firm has elected ten attorneys to partnership.



NICOLE ALLEN (Washington, D.C.) Nicole represents electric and natural gas clients in matters before the Federal Energy Regulatory Commission (FERC), working with each client to provide a regulatory strategy tailored to its business goals. She provides guidance on rate design and energy tariffs, assists with mergers and facility acquisitions, helps industry groups draft comments on FERC rulemakings, and represents clients in all aspects of FERC proceedings. She earned her law degree from St. John's University School of Law and obtained an L.L.M. in Administrative Law and Regulatory Practice from American University Washington College of Law.



WIL HOLTZ (St. Louis) Wil represents clients seeking patent protection for biotechnology and pharmaceutical innovations around the world. With a Ph.D. in cellular and molecular biology and experience working for a major biotechnology company, Wil has developed a deep understanding of the needs, goals and concerns of clients, and has the scientific foundation to understand the complex nature of their work and provide comprehensive advice on their legal issues. Wil earned his law degree and his Ph.D. from Washington University in St. Louis.



SCOTT LANE (St. Louis) Scott represents government contractors in disputes with federal and state governments, including bid protests, Contract Disputes Act claims, and suspension and debarment proceedings. Scott also assists clients in compliance with Federal Acquisition Regulations and the DFARS, including developing corporate policies and negotiating with prime contractors, subcontractors or government agencies. Before joining Thompson Coburn, Scott was a Government Contracts Specialist for The Boeing Company, where he led proposals and negotiations for major defense systems. Scott earned his law degree from Saint Louis University School of Law.



DAVE MANGIAN (St. Louis) Dave represents and advises a host of major corporations in class action defense, complex business disputes, and state and local tax controversies. Dave also defends some of the nation's largest financial institutions in various types of financial services litigation across multiple jurisdictions. He earned his law degree from the University of Illinois College of Law.



PATRICK MORALES-DOYLE (Chicago) Patrick represents a diverse group of clients in state and federal litigation, including professional services companies, governmental entities, and agricultural organizations. As a key member of several trial teams, he has helped secure favorable jury verdicts for clients in complex commercial litigation. Patrick also has significant appellate experience, both at Thompson Coburn and in his previous roles as a judicial clerk for the U.S. Court of Appeals for the 6th Circuit and at the Office of the State Appellate Defender in Chicago. Patrick earned his law degree from Harvard Law School.



SARA MELLY (St. Louis) Sara represents lenders, community development entities and investors in tax credit and financing transactions. For more than a decade, she has advised clients on a broad range of corporate and transactional matters, including serving for several years as general counsel, vice president and corporate secretary of a publically-traded special purpose acquisition company. Sara has successfully litigated a variety of commercial disputes in federal and state trial and appellate courts in Missouri and Illinois. She earned her law degree from Saint Louis University School of Law.



GREG MENNERICK (St. Louis) Greg represents clients in mergers and acquisitions and sophisticated securities offerings, and offers advice on a wide range of regulatory and compliance issues affecting public and private companies. He has represented public and private companies in numerous corporate acquisitions and divestitures in excess of \$50 million and advised companies across a host of industries on the most effective strategies to transition, restructure or expand their operations. He earned his law degree from Saint Louis University School of Law.



REBECCA SHELTON (Washington, D.C.) Rebecca represents clients before the Federal Energy Regulatory Commission (FERC) in proceedings primarily regarding wholesale transmission rates, including FERC settlement negotiations and hearing processes. She also provides guidance to clients related to issues arising under the Federal Power Act and the Public Utility Regulatory Policies Act. Rebecca received her law degree from the State University of New York at Buffalo.



BRENT TRAME (St. Louis) Brent represents and advises public and private companies with respect to mergers and acquisitions and other significant corporate transactions. Brent also counsels companies in a variety of industries with respect to federal and state securities laws compliance, corporate governance, risk management and corporate financing. He received his law degree from the University of Illinois College of Law.



SARAH WADE (St. Louis) Sarah represents lenders, banks and borrowers in complex financing transactions and provides in-depth regulatory counsel to clients in two of the most heavily regulated industries in the country: financial services and alcohol manufacturing and distribution. Before pursuing a career in law, Sarah worked for several years at a community bank and served for nearly eight years as a bank examiner with the Federal Reserve Bank of St. Louis. In 2017, Sarah was named an Up & Coming attorney by Missouri Lawyers Weekly. She earned her law degree from Saint Louis University School of Law.

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.

PIPELINE PROGRAMS & INITIATIVES

Thompson Coburn actively participates in a number of pipeline programs that promote careers in the legal profession to diverse students, including the **Association of Corporate Counsel (ACC) Street Law Program**. The program gives St. Louis area high school students the opportunity to learn more about important legal issues and receive mentoring.

Other programs include:

- St. Louis 1L Diversity Clerkship Program
- St. Louis Internship Program (SLIP)
- Minority Legal Education Resources (MLER)
- ACC Summer Intern Program
- Thomas F. Eagleton Scholarship



DIVERSITY JOB FAIRS & CAREER FAIRS

- Cook County Bar Association Minority Law Student Job Fair
- DC Road Show
- Harris-Stowe State University Career Fair
- Hispanic Chamber of Commerce Job Fair
- National LGBT Bar Association Lavender Law Career Fair
- Southeastern Minority Job Fair
- Southwestern Illinois College (SWIC) Fall Job Fair for Vets
- Southwestern Illinois College (SWIC) Spring Job Fair
- St. Louis 1L Diversity Clerkship Program
- St. Louis 1L Diversity Expo
- St. Louis Diversity Job Fair
- St. Louis Public Library Career Fair
- Warrior Transition Network Job Fair

Thompson Coburn actively supports the recruitment of diverse candidates, including participating in the first-ever job fair hosted by the St. Louis Public Library. The event allowed Thompson Coburn to showcase its commitment to providing a broad variety of employment opportunities in the St. Louis area.

OUTREACH

Thompson Coburn takes a proactive approach to recruiting diverse attorneys. We consciously reach out to law student associations at schools across the country to cultivate personal relationships with diverse law students and build a pipeline of diverse recruits.

Current colleges and universities:

- DePaul University, Chicago
- Georgetown University
- George Washington University
- Howard University
- Loyola University Chicago
- Northwestern University
- Saint Louis University
- The University of Chicago
- Tulane University
- University of Illinois at Chicago
- University of Illinois Urbana-Champaign
- University of Missouri
- University of California, Los Angeles
- Washington University

THOMAS F. EAGLETON SCHOLARSHIP AWARDED TO KATHERINE MURCHISON

Thompson Coburn selected Katherine Murchison as the 2018-2019 Thomas F. Eagleton Scholarship recipient, a scholarship developed in memory of our late partner U.S. Senator Tom Eagleton. Katherine received her Bachelor of Arts (BA) in International Studies and Spanish from the Honors College at the College of Charleston. While attending the College of Charleston, she worked for Catholic Charities' Office of Immigration Services and served as a field and policy intern for Marian Wright Edelman, the founder and president of the Children's Defense Fund. As a high schooler in Charleston, Katherine was the South Carolina state champion of the state's Poetry Out Loud contest and founded the Charleston County School of the Arts' first mock trial team.

As an Eagleton Scholar, Katherine has a Thompson Coburn partner that will serve as her mentor during her first year of law school, will join the Firm as a summer associate in 2019, and received a \$15,000 scholarship award.



L-R: Felicia Williams, 2018-2019 Eagleton Scholarship recipient Katherine Murchison, and Booker Shaw.



FELICIA WILLIAMS SPEAKS ON PANEL AT WASHINGTON UNIVERSITY SCHOOL OF LAW

Associate Felicia Williams sat on a panel organized by the Women's Law Caucus at Washington University School of Law. The panel focused on issues facing young attorneys and women attorneys.

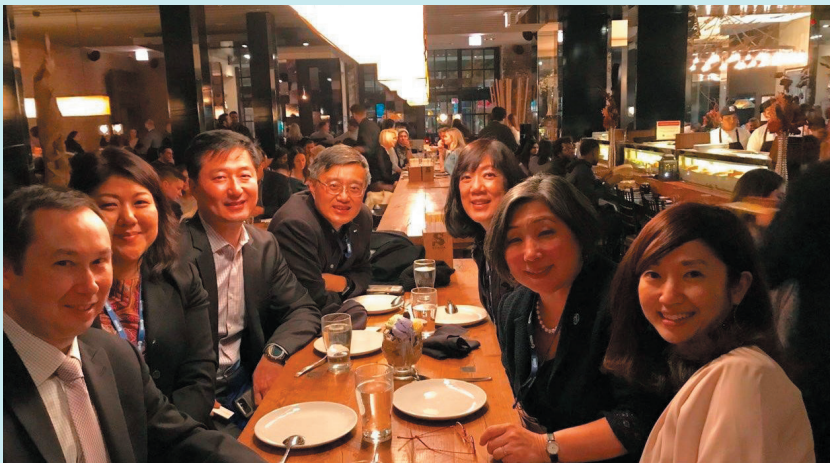
DIVERSITY PARTNERSHIPS

Thompson Coburn supports national and local legal organizations that promote diversity within the legal profession. Our attorneys participate in, and/or the Firm financially supports, organizations such as:

- Association of Law Firm Diversity Professionals (ALFDP)
- Hispanic National Bar Association (HNBA)
- Korean American Bar Association (KABA) of Southern California
- Minority Corporate Counsel Association (MCCA)
- Missouri Asian American Bar Association (MAABA)
- Mound City Bar Association (MCBA)
- National Asian Pacific American Bar Association (NAPABA)
- National Association for the Advancement of Colored People (NAACP)
- National Association for Law Placement (NALP)
- National Bar Association (NBA)
- National LGBT Bar Association (LGBT Bar)
- National Native American Bar Association (NNABA)
- South Asian Pacific Bar Association (SAPBA)
- Women Lawyers' Association (WLA)

30TH ANNUAL NAPABA CONVENTION

Several Thompson Coburn attorneys attended the 30th annual National Asian Pacific American Bar Association Convention in Chicago, Illinois. Partners Helen Kim and Emily Murphy both spoke at the event.



L-R: Thompson Coburn Partner Emily Murphy, conference attendee, and Helen Kim, Thompson Coburn Partner

SPONSORSHIPS

Thompson Coburn sponsors a number of diversity and inclusion-related initiatives, programs, and events across the country. These efforts assist in strengthening the Firm's commitment to diversity, community engagement, professional development, leadership opportunities, and client relationships:

- American Association of Blacks in Energy Luncheon
- Asian Pacific American Bar Association (APABA) – D.C.
- APABA – D.C. Annual Awards and Installation Gala
- Association of Corporate Counsel (ACC) Diversity in Leadership Education
- Association of Corporate Counsel (ACC) St. Louis and Chicago Diversity Programs
- Association of Corporate Counsel (ACC) St. Louis Street Law
- Association of Corporate Counsel (ACC) Summer Intern Program
- Association of Law Firm Diversity Professionals (ALFDP)
- Business Immigration Update CLE
- Casa de Salud Trivia Night
- Cook County Bar Association
- Cultural Leadership
- Diversity Awareness Partnership Diversity Dinner
- Dred Scott Heritage Foundation
- Equality Illinois
- George Washington University Law School – Patricia Roberts Harris Awards Dinner
- Hispanic Chamber of Commerce Adelante Awards
- Hispanic Chamber of Commerce Breakfast
- Human Rights Campaign (HRC) Dinner – St. Louis & Washington, D.C.
- Illinois Equality Council
- Lavender Law Career Fair
- Lavender Law Diversity Event
- Lavender Law Employer Showcase
- Lawyers Association of St. Louis: Honorable Theodore McMillian Black History Dinner
- Midwest LGBTQ+ Law Conference
- Minority Corporate Counsel Association (MCCA)
- Minority Legal Education Resources, Inc. (MLER)
- Missouri Asian American Bar Association (MAABA) Unity Dinner
- Montgomery Summer Research Diversity Fellowship 30th Anniversary Celebration
- Mound City Bar Association (MCBA) Annual Scovel Richardson Scholarship Dinner
- Mound City Bar Association (MCBA) Retreat
- National Asian Pacific American Bar Association (NAPABA) Annual Conference
- National Bar Association
- National LGBT Bar Association
- Progress in Education
- PROMO Bountiful Brunch
- PROMO Urbanaire
- Saint Louis University Black Law Students Association (SLU BLSA) Judge Michael Calvin Memorial Golf Tournament
- Saint Louis University Black Law Students Association (SLU BLSA) Casino Night
- St. Louis American Diversity Ad
- St. Louis Diversity Job Fair
- St. Louis Internship Program (SLIP)
- Southeastern Minority Job Fair
- TC Asian Affinity Group
- TC Building Our Brand Affinity Group (African American)
- TC Hispanic/Latinx Affinity Group
- TC LGBTQ+ Affinity Group
- TC Total Commitment Women's Initiative
- Thomas F. Eagleton Scholarship
- University of Missouri Black Law Students Association (MU BLSA) Lloyd L. Gaines Scholarship Banquet
- Urban League of Metro St. Louis Centennial Gala
- Washington University OUTlaw LGBTQ Conference
- Washington University Black Law Students Association (WashU BLSA) Scholarship Dinner

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

- We work to increase the pipeline to attract, retain, and promote top talent
- We provide a forum to connect with Thompson Coburn attorneys across the country
- We foster an inclusive culture that supports the long-term success of African American attorneys
- We build and cultivate relationships in order to increase business development
- We provide opportunities for attendance at local, regional, and national events, programs, conferences, and seminars



In 2018, Thompson Coburn launched *After the Buzzer*, a podcast hosted by Bob Wallace dedicated to discussing

issues that impact sports or that sports impacts. Bob previously served as general counsel and executive vice president of the St. Louis Rams.

COMMUNITY SPOTLIGHT

The attorneys in our Affinity Groups are committed to working with leading organizations advancing diversity causes in our community.



DREW MOORE

Drew Moore works with the Center on Halsted, one of the Chicago area's community centers serving the LGBTQ community in the city, where he assists with senior citizens on Saturday mornings, preparing meals and coordinating recreational activities.

Emily Wang Murphy serves on the Executive Leadership Team of Lawyers Have Heart, an annual 10k run in Washington, D.C. sponsored by the American Heart Association.



EMILY WANG MURPHY



FRED RICHARDS III

Fred Richards III is the founder and former chairman of an alumni scholarship program for graduates of a Los Angeles-based nonprofit that prepares young African American men for college and life achievement. He also volunteers consistently with the Chicago Park District.

Claire Schenk serves on the Board of Directors of the Hispanic Chamber of Commerce of Metropolitan St. Louis. She also serves on the Board for and volunteers with Casa de Salud, a medical care facility for St. Louis' immigrant community.



CLAIRE SCHENK

HISPANIC/LATINX

- We cultivate networking opportunities and use business relationships to strengthen the Firm's connection to the Hispanic/Latino community
- We host events and support initiatives that address and educate about issues affecting the Hispanic/Latino community
- We actively support the recruitment, retention, and promotion of Hispanic/Latino attorneys
- We sponsor member attendance at the Hispanic National Bar Association annual conference

HISPANIC CHAMBER OF COMMERCE EXECUTIVE INSIGHTS

Thompson Coburn hosted an Executive Insights session by the Hispanic Chamber of Commerce of Metropolitan St. Louis. The breakfast program, led by International Trade partner Robert Shapiro, provided an update on the effect of "Trade Wars" on the Missouri economy and advised business owners on how to petition for critical exceptions.



Thompson Coburn partners Robert Shapiro and Claire Schenk

ASIAN

- We arrange for our members to attend seminars and conferences that promote our mission and goals
 - ▶ Thompson Coburn attorneys annually attend the National Asian Pacific American Bar (NAPABA) Association Conference
- We engage with law students and other diverse groups to assist in our recruitment and retention efforts
- We actively partner with the National Asian Pacific American Bar Association (NAPABA) and the Asian Pacific American Law Student Association's (APALSA's) of various law schools
- We work closely with a number of legal service organizations that focus efforts on various issues impacting the Asian American community

MAABA

Missouri Asian American Bar Association

UNITY DINNER

Thompson Coburn sponsored the Missouri Asian-American bar Association's 18th annual Unity Dinner, held at the Mandarin House in University City, Missouri. Attendees included Thompson Coburn Partner Wil Holtz, Associate Jared Manse, and Partner Booker Shaw.

LGBTQ+

- We support LGBTQ+ attorneys and allies by working with organizations and networks that address LGBTQ+ priorities in various communities
- We foster a firmwide sense of community through sponsorship and participation in a number of academic, professional, and social events and activities
- We provide informal cross-office mentoring networks to build ties among our group members
- We encourage LGBTQ+ recruitment efforts and relationship building with community partners

HUMAN RIGHTS CAMPAIGN GALA

Thompson Coburn sponsored the 26th Annual Human Rights Campaign Gala. As a Bronze Sponsor, Thompson Coburn was honored at the Pre-Gala VIP reception, attended by associate Jesse Deggendorf.



Thompson Coburn Associate Jesse Deggendorf and Matt Lammers, Human Rights Campaign

TOTAL COMMITMENT 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 Total Commitment 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 St. Louis, Chicago, Los Angeles, and Washington, D.C.

Our objectives:

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



Women's Initiative Focus:

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

2018 WOMEN'S INITIATIVE STEERING COMMITTEE



Laura Jordan
St. Louis (Chair)



Georgia Demeros
Chicago



Vicky Gilbert
Los Angeles



Ruthanne Hammett
St. Louis



Chris Hohn
St. Louis



Norma Jackson
St. Louis



Helen Kim
Los Angeles



Michele Kloeppel
St. Louis



Andrea Lowry
St. Louis



Katriina McGuire
Chicago



Emily Wang Murphy
Washington, D.C.



Jennifer Post
Los Angeles



Debbie Rush
St. Louis



Anne Schuster
St. Louis



Gayle Smith Mercier
St. Louis

2018 WOMEN'S INITIATIVE BUSINESS DEVELOPMENT COMMITTEE



Georgia Demeros
Chicago (Co-Chair)



Kelly Simon
St. Louis (Co-Chair)



Hope Abramov
St. Louis



Karen Creel
Washington, D.C.



Jessica Gordon
Los Angeles



Susan Lorenc
Chicago



Andrea Lowry
St. Louis



Katriina McGuire
Chicago



Meg McNaul
Washington, D.C.



Emily Wang Murphy
Washington, D.C.

- Supports and facilitates business development opportunities for the Firm's women attorneys

- Leads efforts for:
 - ▶ Market-specific client events
 - ▶ Spotlight Series
 - ▶ Internal business development programming



Christina Randolph
St. Louis



Anne Schuster
St. Louis



Angie York
St. Louis

2018 JOINT SUBCOMMITTEE ON PROFESSIONAL DEVELOPMENT



Emily Wang Murphy
Washington, D.C.(Chair)



Tony Anderson
Washington, D.C.



Jesse Daggendorf
St. Louis



Amanda Hettinger
St. Louis



Norma Jackson
St. Louis



Laura Jordan
St. Louis



Andrea Lowry
St. Louis



Emily Peel
Chicago



Fred Richards
Chicago



Kacey Riccomini
Los Angeles



Rebecca Shelton
Washington, D.C.



Steve Shredl
St. Louis

- Joint subcommittee with Diversity Committee
- Focused on professional development of attorneys
- Acts as liaison between and among affinity groups and the relevant Firm committees
- Ensures coordination of programming with common purpose of enhancing and promoting diversity
- Oversees the Firm's mentoring program for associates and counsel

2018-2019 WOMEN'S LEADERSHIP ACADEMY PARTICIPANTS

Facilitated by Hillary Sale, Georgetown University



Kim Bousquet
St. Louis



Adrienne Clair
Washington, D.C.



Tabitha Davisson
St. Louis



Jesse Halpern
Washington, D.C.



Natalie Ikhlasi
Los Angeles



Helen Kim
Los Angeles



Cheryl Kelly
St. Louis



Meg McNaul
Washington, D.C.



Sara Finan Melly
St. Louis



Tonya Oliver Rose
St. Louis



Emily Peel
Chicago



Christina Randolph
St. Louis



Sara Wade
St. Louis



Maria Zschoche
St. Louis

2018 HIGHLIGHTS

- Launched Joint Subcommittee on Professional Development
- With the addition of LA, all four of our offices regularly host women's events
- Internal Spotlight Series featuring Katriina McGuire, Eileen Brown, Emily Wang Murphy and Jennifer Post, with more to come
- Special 2018 emphasis in identifying additional leadership opportunities for women attorneys – committees, bar organizations, industry groups
- Equity Partner promotions: 83% female
- New partner promotions: 40% female
- New attorney hires: 41% female
- Norma Jackson hired as Director of Diversity & Inclusion
- Achieved WILEF Gold Standard in every category measured
- Participated in numerous market surveys for our own benchmarking, with a deeper review of data
 - ▶ National Association of Women Lawyers
 - ▶ Working Mother
 - ▶ Women in Law Empowerment Forum
- Continued participation in ABA Presidential Initiative "Achieving Long-Term Careers for Women in Law"

THOMPSON COBURN CELEBRATES FIVE YEARS OF MEETING THE 'GOLD STANDARD' FOR WOMEN LEADERS

Thompson Coburn has earned a "Gold Standard Certification" for the fifth year in a row from the Women in Law Empowerment Forum (WILEF) for incorporating women into the highest levels of Firm leadership. The honor recognizes the leadership roles achieved by equity women partners in law firms across the country. With eligibility limited to firms with 300 or more attorneys, only 42 firms nationwide achieved "Gold Standard Certification" in 2018.



CHICAGO ASSOCIATES HOLD WOMEN'S NETWORKING EVENT WITH KPMG

A group of Chicago associates arranged a networking happy hour with KPMG managers and directors. This event was designed for young professionals and furthered a long-term networking initiative with the audit, tax and advisory firm.



ST. LOUIS WOMEN CELEBRATE THE HEART OF THOMPSON COBURN

The St. Louis Women's Initiative hosted their annual event at Olive+Oak and The Clover And The Bee in Webster Groves. Each year, our Women's Event celebrates female attorneys and female clients. This year's attendees represented clients from various practice groups including Health Care, Financial Services, Corporate and Securities, Higher Education, Railroad Litigation, Real Estate, Business Litigation, and more.



LA HOSTS WOMEN'S LEADERSHIP BREAKFAST

The Women's Initiative in the LA office hosted a networking and educational breakfast program in conjunction with New Girls' Network. The event, "The Path to Leadership: Paving the Way and Dealing with the Bumps in the Road", was comprised of a panel session that featured C-level executive women along with LA partner Jennifer Post, as they talked about navigating their careers to leadership positions. Other Thompson Coburn attendees included Helen Kim, Natalie Ikhlassi, Vicky Gilbert, Jessica Gordon, Kacey Riccomini and Lauren Chee. The New Girls' Network is an alliance of female leaders who promote the advancement of women in law.





IN THE COMMUNITY

THOMPSON COBURN HONORS CIVIL RIGHTS PIONEER FRANKIE MUSE FREEMAN

Thompson Coburn joined the national legal community in mourning the loss of St. Louis Civil Rights pioneer Frankie Muse Freeman, who died on January 12, 2018, at the age of 101. Ms. Freeman was a respected and beloved legal figure in the St. Louis community. She not only forged her way as one of the first women attorneys of color to practice law, but also led work on landmark Civil Rights cases. Ms. Freeman was part of the legal team that led the landmark civil rights case *Brewton v. Board of Education* in St. Louis. The case predated *Brown vs. Board of Education* and challenged the "separate but equal" doctrine. She also led the NAACP team that successfully ended segregation in public housing in St. Louis. For that case, she conducted discovery, wrote the briefs and argued the case before a federal judge.



LA OFFICE BRIGHTENS THE HOLIDAYS FOR A FAMILY IN NEED

For its annual adopt-a-family drive in 2018, the Los Angeles office sponsored a family through Children's Hospital of Los Angeles, which selected a family where one of the members is currently undergoing treatment at the hospital. Along with a variety of gifts, the office raised over \$800, which included cash and gift cards for the family. Nadine Saab, Kayla Ghasemi, and Mitch Stein delivered the gifts to the family.

LA OFFICE HOSTS GAINGELS NETWORKING EVENT

Thompson Coburn's Los Angeles office hosted a business pitch and networking event for Gaingels, an organization dedicated to supporting LGBT entrepreneurs. Gaingels ("gay angels") is an angel investment syndicate focused on funding LGBT-led companies. Syndicate members are predominantly high net worth individuals who have exited successful companies and are now investing in early startups. Since 2014, Gaingels has led more than \$12 million of investments in its portfolio companies across the U.S.

SUPPORTING D.C. LGBTQ YOUTH

D.C. Partner, Tony Anderson, serves on the Board of Sexual Minority Youth Assistance League (SMYAL), an organization providing mentoring and support to LGBTQ youth in the Washington metropolitan area. Committed to social change, SMYAL continues to build, sustain, and advocate for programs, policies, and services that serve LGBTQ youth as they grow into adulthood.



TONY
ANDERSON

BELLEVILLE, ST. LOUIS DONATE \$21,000 TO VISIONS FOR VETS

Following our fundraising efforts for all of 2017, Thompson Coburn's St. Louis and Belleville offices presented Visions for Vets president Scott Beaty a check for \$21,000. The nonprofit offers free visual arts workshops to military veterans to assist in the healing process, provide a sense of community and serve through art.

D.C. OFFICE DONATES 350 POUNDS OF ITEMS TO FOOD BANK

The D.C. office again turned its holiday tree into a Giving Tree, which was decorated with special ornaments that included lists of items from the Capital Area Food Bank's wish list. Attorneys and staff were encouraged to take one of the ornaments and donate items from the list. Donations were then placed under the tree through December. As a result, 350 pounds of non-perishable items were donated to the CAFB.

FIFTH ANNUAL HEART AND SOUL GALA

Thompson Coburn sponsored the Fifth Annual Heart & Soul Gala, hosted by longtime client Caritas Family Solutions. Caritas is an organization that, for over 70 years, has responded to the needs of children, families and senior citizens throughout Southern Illinois, regardless of religious affiliation or income level. Through its programs of foster care, adoption, counseling, residential treatment for children, senior employment services and assisted living, as well as housing for disabled adults, currently, more than 4,400 individuals are served each year by Caritas in 42 counties, making it one of the largest employers and providers throughout Southern Illinois.



THOMPSON COBURN RECOGNIZED IN BAMSLS PRO BONO CHALLENGE

Thompson Coburn accepted and met the Bar Association of Metropolitan St. Louis' Pro Bono Challenge in 2017. Booker Shaw, Steve Garlock, Carl Pesce, Mike Nepple, Nino Przulj and Cheryl Kelly attended the kick-off luncheon for the new year, and Judge Shaw signed Thompson Coburn's pledge for 2018.

THOMPSON COBURN THINKS PINK AT KOMEN ST. LOUIS RACE FOR THE CURE

In June, the Thompson Coburn community gathered in downtown St. Louis to participate and raise funds at the 20th annual Susan G. Komen Greater St. Louis Race for the Cure. Sixty-three Thompson Coburn employees, family and friends participated and raised nearly \$5,000 to fund breast cancer research and local breast health programs.



THOMPSON COBURN LAWYERS BECOME MODELS AT CHICAGO WOMEN'S EVENT

At the 10th annual women's networking event hosted by the Chicago Women's Initiative Group, female attorneys from Thompson Coburn's Chicago office acted as models for the fashion designs of Shahd Alasaly of Blue Meets Blue, a humanitarian luxury fashion label.



D.C. HAS HEART

More than 32 members of Thompson Coburn's D.C. office and their families participated in the American Heart Association's 28th annual Lawyers Have Heart run. Emily Murphy co-chairs the race and helped the event raise \$1.2 million.

THOMPSON COBURN JOINS WALK FOR WATER

Thompson Coburn participated in the third annual Walk for Water event in St. Louis. To help raise awareness for the need for clean drinking water in the developing world, participants carried empty buckets 1.5 miles to Simpson Lake, filled their buckets with lake water and then carried them back to Greentree Park. The dirty lake water was then poured into the Water Mission water purification machine.

THOMPSON COBURN RECOGNIZED FOR PRO BONO WORK

On September 26, the Missouri Bar awarded Thompson Coburn the Pro Bono Publico award in recognition of our outstanding voluntary service. Five other individual attorneys also received an award; Thompson Coburn was the only firmwide recipient. Partner Mark Kaltenrieder accepted the award on the firm's behalf.



THOMPSON COBURN PROVIDES NEARLY 39,000 MEALS TO D.C. FOOD BANK

The D.C. office participated for the fifth year in a row in the Capital Area Food Bank's (CAFB) Food From the Bar (FFTB) campaign, raising \$15,549 – the equivalent of 38,873 meals. Celebrating its tenth anniversary, FFTB focuses on raising money and collecting food donations to help feed children during the summer months when free breakfast and lunch programs are no longer available at the schools. With a total of \$280,000 collected, the food bank was thrilled that the D.C. legal community's efforts resulted in 700,000 meals, bringing the 10-year total to 4.2 million meals.



NORMA JACKSON



ANDREA LOWRY

THOMPSON COBURN HOSTS U.S. BANCORP COMMUNITY DEVELOPMENT CORPORATION'S ANTI-BIAS, ANTI-RACISM WORKSHOP

Thompson Coburn hosted the U.S. Bancorp Community Development Corporation's (CDC) Anti-Bias, Anti-Racism (ABAR) workshop. Thompson Coburn employees Norma Jackson, Director of Diversity & Inclusion; Andrea Lowry, Director of Professional Recruiting & Development;

Spenser Owens, real estate associate; and Allie Rudroff, tax credits associate, participated in the three-day training. The purpose of the anti-racism training event is to provide an opportunity for the participants to explore an introductory analysis of systemic racism and to begin to discern how this analysis shapes their work. Participants also examined basic strategies for dismantling racism within their institution.



SPENSER OWENS



ALLIE RUDROFF



BELLEVILLE YMCA HELPS KIDS GET BACK TO SCHOOL WITH THOMPSON COBURN

Thompson Coburn's Belleville office again partnered with the local YMCA to donate school supplies for families who do not have the means to purchase the items for themselves. This year 1,279 items were collected.

THOMPSON COBURN PARTICIPATES IN JOG FOR JUSTICE FOR KIDS

Members of our Los Angeles office participated in the Jog for Justice in Century City, benefiting Court Appointed Special Advocates for Children (CASA). Several attorneys and friends of Thompson Coburn joined the over 800 runners to help Justice Jog raise over \$138,000 for CASA – LA.



Makes a DIFFERENCE



MAKE A DIFFERENCE DAY 2018

Every year, Thompson Coburn's offices reach out into their communities for Make A Difference Day, an annual day of volunteering with millions of volunteers nationwide participating in community service volunteer projects. This year, the Firm participated from coast to coast as all offices had volunteers out and about in their respective communities. The organizations helped were: Capital Area Food Bank, Fisher House, Gateway to the Great Outdoors, Greater Chicago Food Depository, Helping Hand-Me-Downs, Helping Strays, Los Angeles Regional Food Bank, St. Louis Area Diaper Bank, and Tenth Life Cat Rescue.



TC MAKES A DIFFERENCE

Our 2018 charity was Helping Hand-Me-Downs, which empowers St. Louis families by providing clothing and essential items, helping find stable employment and housing, and offering life coaching. Attorneys and staff hosted many fundraising events, from salad bars and bake sales to a home run derby and football pool to trivia and bingo events.



HELPING HAND-ME-DOWNS APRIL SHOWERS BRING MAY FLOWERS KICK-OFF DRIVE

Thompson Coburn's St. Louis office kicked off the annual fundraising efforts with an event where guests strolled through to "pick" flowers that denoted wish-list items for Helping Hand-Me-Downs.



DOG DAZE OF SUMMER

Over the summer of 2018, the St. Louis and Belleville offices raised nearly \$10,000 for Helping-Hand-Me-Downs. In conjunction with the funds, Thompson Coburn also donated over \$2,000 in gift cards to the St. Louis Fisher House and another \$3,000 for the Jefferson County Pet Food Pantry and Meals on Wheels of Greater St. Louis.





CHICAGO



ANITA MAURO

ANITA MAURO'S 'ANIMAL WELFARE LEADERSHIP' AWARD FEATURED IN PAWS MAGAZINE

Chicago partner Anita Mauro was featured in PAWS magazine after receiving the 2018 PAWS' Chicago Animal Welfare Leadership award earlier this year. The award is given to a select group of PAWS' legal advisors every year at the nonprofit's Animal Magnetism event. Anita was recognized for her invaluable work helping PAWS Chicago receive and maintain their tax exemption status for properties around Chicago. A current member of PAWS Chicago's Development Board, Anita has been involved with the organization since 2007. She previously filled the role of Vice President of the Development Board. Alongside her activity, Thompson Coburn is a long-standing supporter of PAWS Chicago.

ANITA MAURO NAMED A 2018 CHICAGO NOTABLE MINORITY LAWYER

Chicago partner Anita Mauro was named a 2018 Notable Minority Lawyer by Crain's Chicago Business. She is one of 58 legal professionals recognized on the 2018 list. Anita represents clients in banking and commercial finance transactions and real estate tax assessment (RETA) matters. Crain's showcased Anita's substantial experience in connection with the administrative adjudication of tax exempt status for charitable and religious organizations before local Boards of Review and the Illinois Department of Revenue, including a precedent-setting case in Illinois allowing meditation facilities with a yoga practice to qualify for tax-exempt status on their properties.



SUSAN LORENC

SUSAN LORENC SELECTED FOR CHICAGO INNOVATION WOMEN MENTORSHIP PROGRAM

Chicago labor and employment partner Susan Lorenc has been selected to participate in the 2018 Chicago Innovation Women Mentoring Co-Op. The six-month program connects successful Chicago innovators with women who have a demonstrated interest in innovation and want to grow their businesses and careers in the Chicago region through the support of a mentor.

DIANE ROMZA-KUTZ RECEIVES JD SUPRA READERS CHOICE AWARD

JD Supra has recognized Diane Romza-Kutz with a Readers' Choice Award for being a top author for life sciences. The annual awards recognize authors who were read most by C-suite executives, in-house counsel, media, and other professionals across the JD Supra platform. Diane was selected from thousands of authors the aggregator publishes for the level of visibility and engagement she attained with readers. Diane runs the firm's Life Sciences Decoded blog and is also a frequent contributor to the Tracking Cannabis blog.



DIANE ROMZA-KUTZ



LOS ANGELES



HELEN
KIM

HELEN KIM, JENNIFER POST NAMED AMONG THE 'MOST INFLUENTIAL MINORITY ATTORNEYS IN LOS ANGELES'

The Los Angeles Business Journal has named Thompson Coburn partners Helen Kim and Jennifer

Post to its 2018 list of the "Most Influential Minority Attorneys in Los Angeles." The list, meant to highlight the diversity and vibrancy of Los Angeles and its legal community, highlights 50 of the best minority attorneys in the region.

KIM, POST MOST INFLUENTIAL WOMEN LAWYERS IN LA

The Los Angeles Business Journal has named Thompson Coburn partners Helen Kim and Jennifer Post to its list of the "Most Influential Women Lawyers in LA."

Only 75 women received the honor and are recognized in a special section in the newspaper. Both Helen and Jennifer have been named to the list twice.



JENNIFER
POST

JENNIFER POST BEGINS BOARD TENURE WITH ONE ARCHIVES FOUNDATION

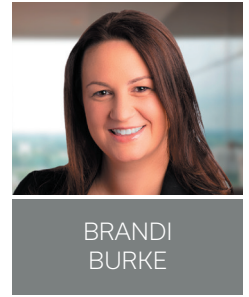
Jennifer Post has been named to the ONE Archives Foundation's Board of Directors. Jennifer will serve a three-year term with the Los Angeles-based foundation, where she joins an impressive group of business leaders committed to advancing the foundation's cause. ONE Archives Foundation, Inc. is an independent 501(c)(3) dedicated to telling the accurate and authentic stories of LGBTQ people, history and culture through public exhibitions, educational projects and trainings, and community outreach programs. Their archives are the largest LGBTQ archives in the world.

JENNIFER POST NAMED TO LA500

The Los Angeles Business Journal has named Jennifer Post to the LA500, a list of the Most Influential People in Los Angeles. Jennifer was one of only 35 attorneys included on the list. Other notable people on the list include Elon Musk, Earvin "Magic" Johnson, Sheryl Sandberg, Mayor Eric Garcetti, Ellen DeGeneres and Kobe Bryant.

HELEN KIM, BRANDI BURKE RECEIVE ABA PRESIDENTIAL APPOINTMENTS

Helen Kim and Brandi Burke have received presidential appointments to two high-profile ABA entities. Helen is the new chair of the ABA Commission on Racial and Ethnic Diversity in the Profession (CREDP), whose mission is to “be a catalyst promoting diversity and inclusion within the legal profession and the ABA by facilitating the entry, participation and retention of diverse lawyers.” Brandi has been appointed as a member of the ABA’s Standing Committee on Professionalism, which is charged to “encourage, recommend and provide assistance to ABA entities in the development and coordination of professionalism initiatives.” The committee also assists state and local bar associations, the judiciary, law schools, and the legal community in their efforts to improve lawyer professionalism and educates members of the public about professionalism.



JESSICA GORDON INSTALLED IN LEADERSHIP POSITION FOR LOS ANGELES COUNTY BAR ASSOCIATION

Jessica Gordon serves as the President of the Young Lawyers Section of the Los Angeles County Bar Association Barristers for the 2018-2019 bar year. She was installed as President-Elect for the 2017-2018 bar year. In a recent article, Jessica encouraged other young attorneys to join the Young Lawyers Section, explaining how building a strong network of legal colleagues can be a game-changer for attorneys in their first years of practice.

JESSICA GORDON RECOGNIZED BY CENTURY CITY CHAMBER OF COMMERCE

Jessica Gordon received the Women of Achievement Award by the Century City Chamber of Commerce. The award is presented to professional women who demonstrate tremendous contributions to the community and to non-profit work.



ST. LOUIS/BELLEVILLE



CRYSTAL KENNEDY INDUCTED INTO COMMERCIAL REAL ESTATE HALL OF FAME

Midwest Real Estate News inducted Crystal Kennedy into the Commercial Real Estate Hall of Fame. Crystal joins an elite group of commercial real estate professionals from across the

Midwest recognized by the publication for their outstanding contributions to the commercial real estate industry through their expertise, hard work, and dedication to customer service. This honor recognizes Crystal’s dedication to her clients and leadership in the commercial real estate industry over her 30-year career as an environmental attorney at Thompson Coburn.

BOOKER SHAW HONORED AS LEGAL LEGEND

Booker Shaw has been inducted into the Mound City Bar Association’s Legal Legends Hall of Fame for his distinguished service to the legal profession and to the St. Louis metropolitan community. The MCB also honored his service as a role model and mentor for law students and young attorneys. Prior to joining Thompson Coburn in 2009, Booker served as a judge with the Missouri Court of Appeals, where he was Chief Judge from 2006-2007.



STEVE GORIN HONORED AS 'UNsung HERO' BY ST. LOUIS JEWISH LIGHT

Steve Gorin has been named a 2018 "Unsung Hero" by St. Louis Jewish Light, a newspaper dedicated to the Jewish community of St. Louis. Steve was one of 10 individuals honored for their commitment and dedication to not just the Jewish community, but the local community at large. Steve was recognized for his role as president of the board at Covenant Place, an affordable senior living facility. Steve originally joined the board of Covenant Place nearly a decade ago, and recently helped it navigate a large construction project, which is especially important as aging populations begin to outlive their retirement savings.



NINO PRZULJ SELECTED AS ONE OF BUSINESS JOURNAL'S 30 UNDER 30

The St. Louis Business Journal has named Nino Przulj to its 30 Under 30 list for 2018. He was selected from more than 200 nominations, and is one of only four attorneys

in the 2018 class to receive the honor. Nino takes on pro bono cases through Legal Services of Eastern Missouri and the St. Louis Bankruptcy Pro Se Assistance Program. In another pro bono case, he represented a state prisoner who had filed an excessive force claim against three prison guards. Nino convinced the jurors to rule in favor of his client over the testimonies of the three guards and won \$20,000 for his client.

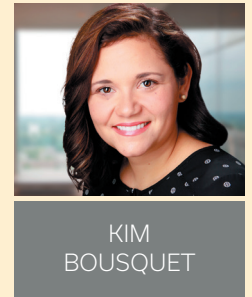
Another important cause for Nino is the mission of the International Institute of St. Louis, which helped his family transition to life in the United States after they fled from the Bosnian War. He serves on the board of directors for the Institute's Community Development Corporation, an arm of the organization that provides small business loans to immigrants and refugees. He's also on the board of the Bosnian-American Professionals Association, and is active on its scholarship and mentorship committees.

KIM BOUSQUET JOINS ABA FOOD AND AGRICULTURE TASK FORCE

Kim Bousquet will co-chair a new Food and Agriculture Task Force launched by the ABA Section of International Law. This task force will track evolving legal issues

involving the growth, safety, transport, trade, distribution and marketing of food products and commodities, and serve as a discussion forum for the numerous attorneys who serve clients at every step in the international food supply chain.

The Food and Agriculture Task Force will focus on, among other topics, agriculture land usage; ownership and farmer's rights; seed law; plant variety law; GMOs and related intellectual property; biotechnology and "new foods"; food safety and food liability; international trade in food and agriculture; and emerging legal and regulatory areas such as legalized and medical marijuana.



FRANKIE FREEMAN VIDEO WINS AWARD OF DISTINCTION IN VIDEOGRAPHER CONTEST

A video produced by Thompson Coburn, "In Memoriam: The Life and Legacy of Frankie Muse Freeman" has received an Award of Distinction in the 2018 Videographer Awards in the category of "Video Production - Video - Legal." The awards are judged by the Association of Marketing and Communications Professionals (AMCP). AMCP is the industry's preeminent third-party evaluator of creative work. The organization has judged over 200,000 entries since its formation in 1994. Originally produced for the 2017 National Consortium on Racial and Ethnic Fairness in the Courts, a national meeting of attorneys, judges and judicial advocates from across the country, the video was shared by the Firm after Ms. Freeman's death in January 2018 at the age of 101.

SARAH WADE, FELICIA WILLIAMS HONORED AS YWCA LEADERS IN THE WORKPLACE

Sarah Wade and Felicia Williams were honored as Leaders in the Workplace by the YWCA of St. Louis at the organization's 38th Annual Leader Lunch. Felicia and Sarah were nominated for the honor by Thompson Coburn as part of the event. The YWCA of St. Louis Leadership in the Workplace program recognizes outstanding women employees in the St. Louis area. The women recognized have demonstrated outstanding performance and leadership in their fields, worked in their organization for at least five years, have proven to be reliable and productive, or volunteered for a project and made a significant contribution.



L-R: Thompson Coburn Partner Sarah Wade and Associate Felicia Williams



WASHINGTON, D.C.



TONY ANDERSON

TONY ANDERSON HONORED BY WASHINGTON BUSINESS JOURNAL AS LGBTQ BUSINESS LEADER

Tony Anderson was among 20 distinguished executives and business leaders honored by the Washington Business Journal at its inaugural Business of Pride Awards, which recognize D.C.-area professionals who are dedicated to advancing LGBTQ equality and leadership in the workplace.

JAYNA RUST NAMED AN APABA RISING STAR

Jayna Rust was named a Rising Star by the Asian Pacific American Bar Association of D.C. (APABA-DC) at its Annual Awards and Installation Gala. The award recognizes talented individuals, under the age of 40, who have achieved prominence and distinction in her field while demonstrating a strong commitment to APABA-DC and the APA community.



JAYNA RUST

A TOAST TO 20 YEARS

Thompson Coburn's D.C. office honored Bonnie Blair, Warren Dean, Eileen Brown, and Matt Kaiser with a surprise party for spending two decades at the Firm.



OUR VETERANS

In honor of Veteran's Day, Thompson Coburn held a series of firmwide events. The firm has veterans who have served in all branches of the military – Army, Navy, Marines, Air Force, Coast Guard, and the National Guard.

- | | |
|--------------------------------------|--------------------------------------|
| Allen Allred – Marines | Joseph Logan – Navy |
| Tom Alvey – Army | Andrea Lowry – Army National Guard |
| Gordon Ankney – Navy | Mark Mattingly – Army |
| Tom Blackburn – Army | Rick McDannel – Army |
| Shaun Broeker – Army | Calvina Morris – Army National Guard |
| Jim Burger – Army | Jack Musgrave – Army |
| Ed Cohen – Army | Dennis Newman-Duckworth - Marines |
| John Cullerton – Army National Guard | Michael O'Keefe – Air Force |
| Darin Fentress – Army | Tim Senaldi – Army |
| Steven Fitzgerald – Air Force | Jim Slear – Air Force |
| Steve Higgins – Army | Tim Sullivan – Army |
| Matt Himich – Navy | Kenneth Turner – Navy |
| Rob Holtzmann – Air Force | Sam Watkins – Coast Guard |
| Nicole Hunt – Air Force | Gary Wexler – Army National Guard |
| Amy Kroeck – Army | |

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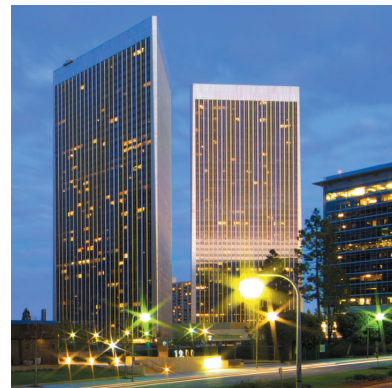
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