



2020 DIVERSITY & INCLUSION REPORT

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2020-2021 DIVERSITY COMMITTEE



CO-CHAIR
Tony Anderson
 Partner, Washington, D.C.



CO-CHAIR
Booker Shaw
 Partner, St. Louis



Roman Wuller
 Firm Chair



Roger Flower, Jr.
 Chief Operating Officer



Norma Jackson
 Director of Diversity, Inclusion
 & Professional Development



Jennifer Barton
 Chief Human Resources
 Officer



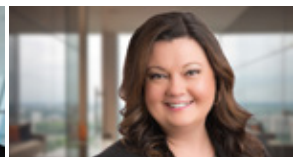
Simran Bindra
 Partner, Los Angeles



Sarah Chang
 Partner, Chicago



David Dick
 Partner, St. Louis



Jenny Ecklund
 Partner, Dallas



Evan Goldfarb
 Partner, St. Louis



Ruthanne Hammett
 Partner, St. Louis



Amanda Hettinger
 Partner, St. Louis



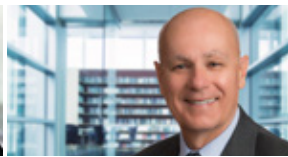
Wil Holtz
 Partner, St. Louis



Laura Jordan
 Partner, St. Louis



Pam Meanes
 Partner, St. Louis



Tom Minogue
 Partner, St. Louis



Emily Wang Murphy
 Partner, Washington, D.C.



Fred Richards III
 Partner, Chicago



Diona Rogers
 Associate, Chicago



Jarrod Sharp
 Partner, St. Louis



Gia Twine
 Counsel, Los Angeles



Bob Wallace, Jr.
 Partner, St. Louis



Nelson Williams
 Partner, St. Louis



Jasmine Wynton
 Partner, Dallas

INTRODUCTION

At Thompson Coburn LLP, we take a broad view on diversity and value the myriad of contributions individuals with different backgrounds and experiences bring to our Firm. At its core, diversity is about recognizing, respecting, accepting, and valuing differences based on ethnicity, gender, color, age, race, religion, ability, national origin, sexual orientation and veteran status. Because of our individual characteristics and differences, we react and think differently, approach challenges and solve problems differently, provide input and make decisions differently and see different opportunities for our Firm and our clients. We value these differences in approach and believe they strengthen our Firm, both as a service provider to our clients and as a place of employment.



ROMAN WULLER
Firm Chair

In the past year, our Firm enjoyed significant growth in our D&I efforts and recognition for their success:

- We held multiple bias awareness workshops and training sessions for all of our attorneys, paralegals and staff.
- We adopted the Mansfield Rule as part of our hiring and promotion process.
- We continue to provide the Thomas F. Eagleton scholarship to support diverse 1L students.
- We elected four women and two individuals of color to our partnership.
- We received high-level recognition from the Human Rights Council, WILEF and the Minority Corporate Council Association.

OUR PLEDGE: A STATEMENT FROM THOMPSON COBURN

We are saddened and troubled by many of the events of 2020— including the killing of Ahmaud Arbery while jogging in Glynn County, Georgia, the killing of EMT Breonna Taylor by police in Louisville, Kentucky, violent threats made against Christian Cooper while bird watching in Central Park, and the killing of George Floyd while in police custody in Minneapolis, Minnesota.

No one should feel afraid to walk down the street, jog through a neighborhood or interact with law enforcement because of the color of their skin. No one should lose their life as a result of racism, bias or prejudice.

And no one segment of our society should be responsible for opposing the devastating effects of racism: we all play a critical role in acknowledging the deep wounds of racism and working to correct them.

As a national law firm with offices in a number of the communities impacted by these recent events and the resulting protests, we share the pain and confusion felt by so many in our country. We also recognize the disparate impact of the COVID-19 virus on people of color, and how the significant social and economic fallout from the virus is contributing to anger, grief and trauma across the country.

We stand behind our commitment to defend and support all members of our society. We value everyone and will continue to work to build an inclusive environment that recognizes and respects people of all backgrounds and experiences.

When you become a lawyer, you take an oath that you will represent the indigent, the defenseless and the oppressed. Now more than ever, we as attorneys and as a law firm pledge to continue living that oath and engaging with our communities to address the destructive impact of racism.

THOMPSON COBURN ACHIEVES MANSFIELD RULE 3.0 CERTIFIED PLUS STATUS

Thompson Coburn is one of just 100 firms in the country that have been certified under the Mansfield Rule 3.0, 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.



Additionally, Thompson Coburn is one of only 65 Mansfield 3.0 certified firms that achieved "Plus" status, meaning that in addition to meeting or exceeding the baseline requirements, we successfully reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles.

For example, at Thompson Coburn:

- 30% of our practice group leaders are diverse
- 40% of our office managing partners and Management Committee members are diverse

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.



TONY
ANDERSON

Thompson Coburn has already [committed to participate in Mansfield 2021](#). Tony Anderson (DC partner, Diversity Committee Co-chair) and Norma Jackson, (Thompson Coburn's Director of Diversity, Inclusion, and Professional Development) will continue to serve as Mansfield program coordinators. Norma is also an advisory board member for Mansfield 2021, which will determine the next set of national standards for promoting diversity in law firm hiring, promotions and governance.



NORMA
JACKSON

THOMPSON COBURN JOINS LAW FIRM ANTI-RACISM ALLIANCE (LFAA)

Thompson Coburn is pleased to announce that the Firm has joined the Law Firm Anti-Racism Alliance (LFAA), a strategic task force made up of 280 law firms nationwide who are dedicated to changing the way our institutions deal with racial inequality.

The purpose of the Alliance is to leverage the resources of the private bar in partnership with legal services organizations to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law.

Lawyers and law firms are uniquely positioned to analyze and advocate to change laws and policies that encourage, perpetuate or allow racial injustice. Many legal services organizations have spent decades working to dismantle systemic racism, and the private bar has historically been involved in serving underrepresented communities and individuals, supporting entities that serve those communities and advancing civil rights causes primarily through law firm pro bono programs.

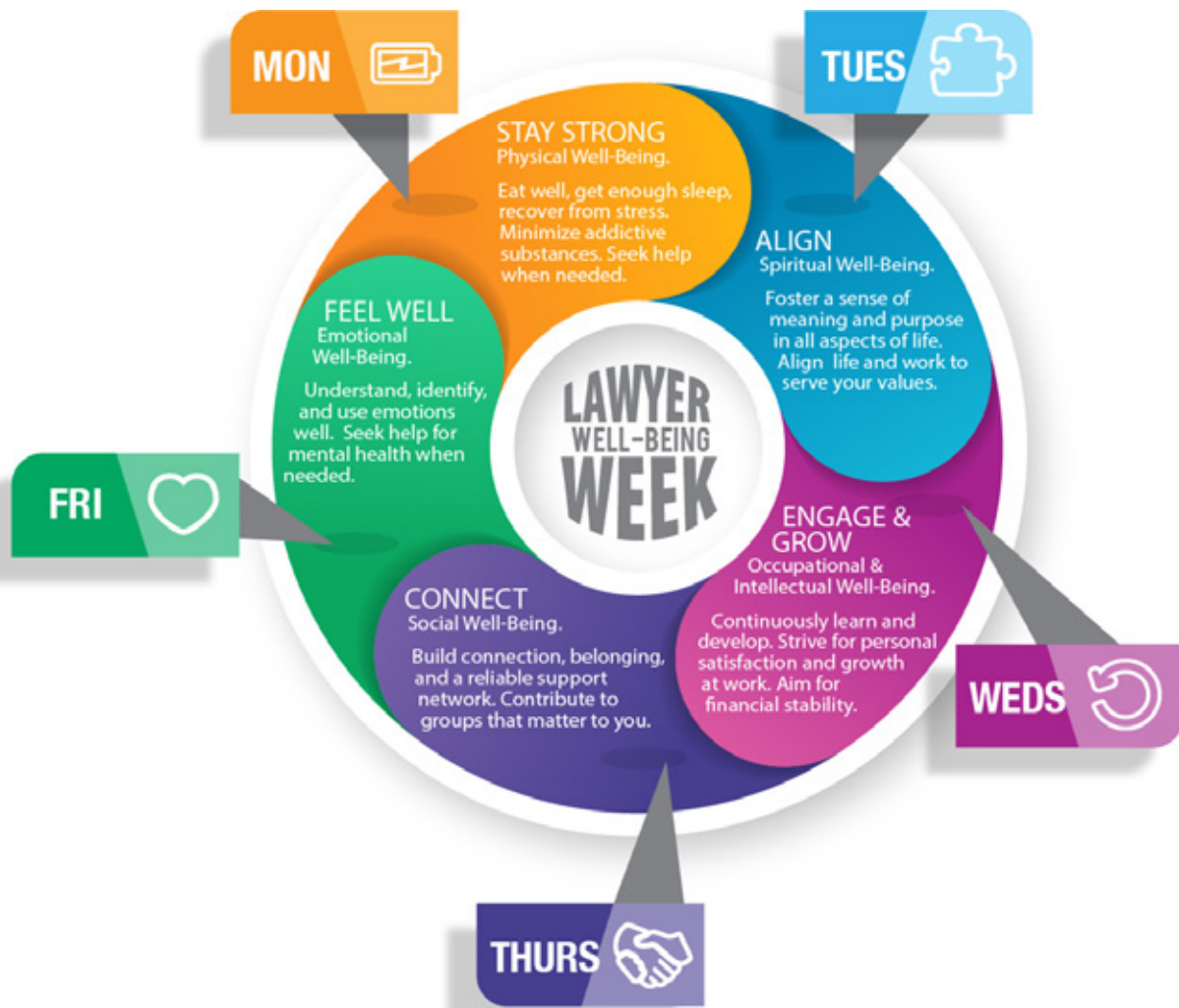
While still in its early stages, the alliance eventually hopes to coordinate its efforts via a network of social and racial justice organizations that already have the institutional knowledge of what needs to happen to affect meaningful change.

THOMPSON COBURN RECEIVES BOARDS CHAIR RECOGNITION AWARD FROM HISPANIC CHAMBER OF COMMERCE

On September 18, 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. The award was presented as part of the HCC's annual Adelante Award Gala. In presenting the award, HCC Board Chair Facundo Oyenard highlighted Thompson Coburn's support of the organization over the years, including the Firm's sponsorship of the HCC's Executive Insights program, hosting Board meetings at the Firm's St. Louis office and more.

LAWYER WELL-BEING WEEK 2020

To align with Mental Health Awareness Month in May, Lawyer Well-Being Week took place May 4-8, 2020. The aim of Well-Being Week was to raise awareness and encourage action across the profession to improve well-being for lawyers and their support teams. Each day, helpful tips and materials were provided for Thompson Coburn attorneys, paralegals, and staff to access at home. When our professional and organizational cultures support our well-being, we are better able to make good choices that allow us to thrive and be our best for our clients, colleagues, and organizations. It is up to all of us to cultivate new professional norms and cultures that enable and encourage well-being.





2020 NEW PARTNERS

CONGRATULATIONS TO THE NEW THOMPSON COBURN PARTNERS FOR 2020

Thompson Coburn is proud to announce that the firm elected five attorneys to partnership, effective January 1, 2020.



ROBYN AST-GMOSER (St. Louis) is an experienced patent litigator who represents clients in patent and trademark matters in federal courts. Her litigation experience has included intellectual property relating to a wide range of products, from simple mechanical devices to highly valued pharmaceutical patents in Hatch-Waxman (ANDA) litigation. She utilizes her varied product experience to counsel clients on matters ranging from product development and launch to day-to-day general IP concerns. Robyn earned her J.D. from Chicago-Kent College of Law, Illinois Institute of Technology, and B.S. degrees in Horticulture and Plant Biology from Michigan State University.



SIMRAN BINDRA (Los Angeles) provides strategic banking and finance counseling to his clients as well as representing owners and developers of commercial real estate in the acquisition, disposition and financing of assets. He represents numerous institutions as counsel in all manners of commercial financing transactions. He previously served as general counsel and senior director for the commercial and specialty finance group at Capital One, N.A. as well as serving as senior counsel with a publicly traded real estate investment trust. Simran earned his J.D. from the University of California, Berkeley, and a B.A. from the Occidental College.



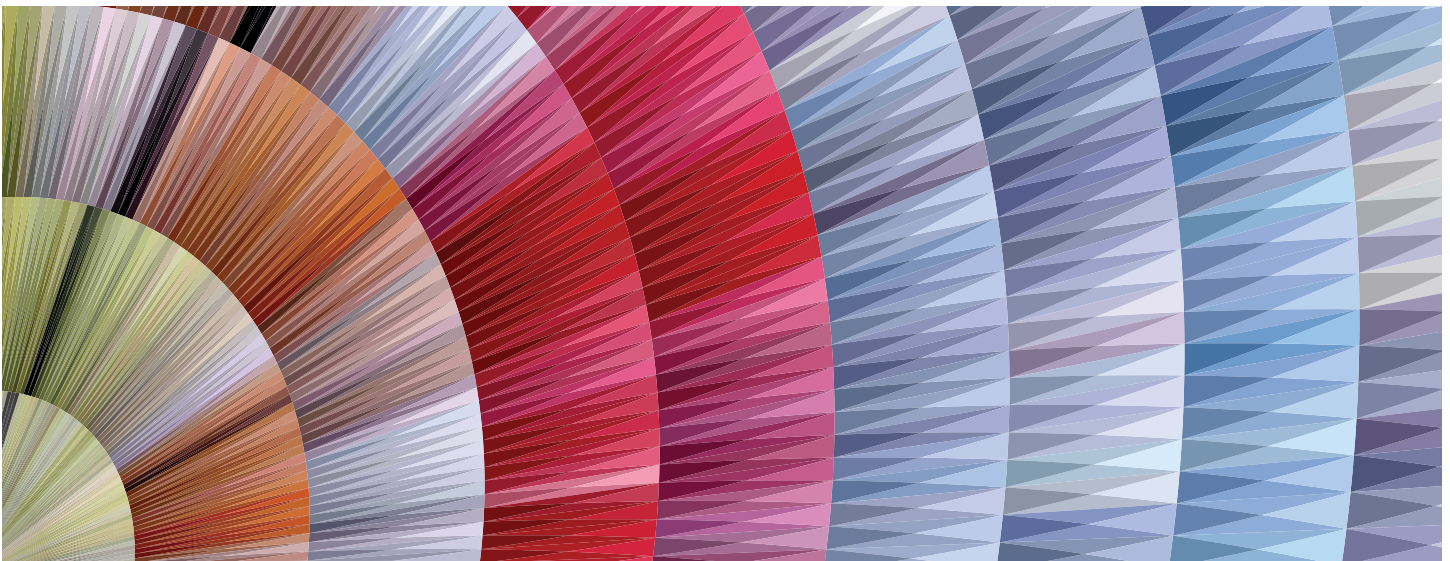
GARRETT FISCHER (St. Louis) counsels banks, financial institutions and other businesses on a variety of commercial transaction and regulatory issues. He frequently represents lenders and borrowers in a wide variety of commercial finance transactions, including secured and unsecured lending transactions. He also provides clients with practical guidance regarding compliance with the myriad of federal and state commercial and consumer lending laws and regulations impacting financial institutions and other businesses. Garrett advises clients on a variety of tax issues, including significant work in the purchase and sale of state tax credits, including credits for low-income housing and rehabilitation of historic properties. Garrett earned his J.D. and a LL.M. in Taxation from Washington University in St. Louis, and a B.S.B.A. in Economics and Finance/Accounting from Rockhurst University.



SHOKO NARUO (St. Louis) helps companies protect their valuable brands in markets around the world through strategic trademark counseling and enforcement. On behalf of major global brands, Shoko has registered and enforced trademarks in nearly 200 countries. Shoko advises companies in the manufacturing, food and agriculture and hospitality industries, and has extensive experience advising cannabis companies on trademark and other IP matters. A native Japanese speaker who is also fluent in English, Shoko assists Japanese clients with other business and legal matters. Shoko earned her J.D. from Washington University School of Law, and obtained a B.A. from Keio University in Tokyo.



SHANNON SHEEHAN (Chicago) represents property owners in real estate tax assessment proceedings in Cook County and throughout the state of Illinois. She also provides guidance on the latest county and municipal incentives available to industrial and commercial property owners. Shannon leads real estate tax appeals for a wide range of properties and represents clients in the RETA appeal process at all levels, including before assessors, Boards of Review, circuit courts and the Property Tax Appeal Board. She earned her J.D. from Loyola University Chicago and obtained a B.A. from DePaul University.



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.

2020 NEW PARTNERS



Renee Cipriano
Environmental, St. Louis



Katie Clark
Business Litigation, Dallas



David Deterding
Labor & Employment,
St. Louis



Jenny Ecklund
Business Litigation, Dallas



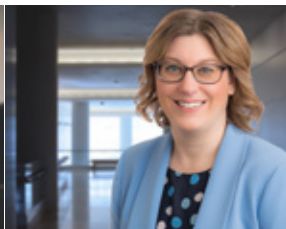
John Galvin
Product Liability, St. Louis



Suzanne Galvin
Product Liability, St. Louis



Elizabeth Myers
Business Litigation, Dallas



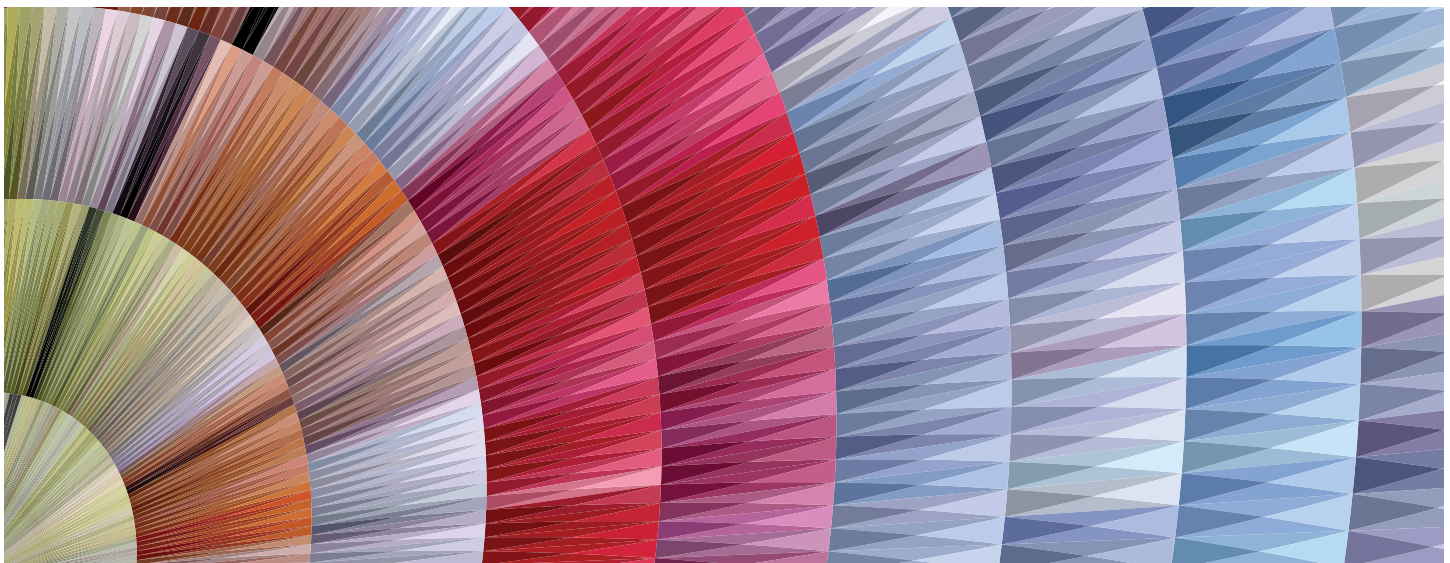
Nicole Williams
Business Litigation, Dallas



Dawn Wright
Business Litigation, Dallas



Jasmine Wynton
Business Litigation, Dallas



2020 NEW COUNSEL & ASSOCIATES



Kamran Anwar
Business Litigation, Dallas



John Atkins
Business Litigation, Dallas



Meredith Benage
Tax Credits, St. Louis



Taylor Curtis
Tax, St. Louis



Scott Goldschmidt
Corporate & Securities,
Washington, D.C.



Alana Hart
Business Litigation, Chicago



Katie Knapp
Private Client, St. Louis



Arnold MacEbong
Banking & Commercial
Finance, Los Angeles



Eliot Markman
Business Litigation, St. Louis



Matthew Misichko
Corporate & Securities,
Chicago



Robert Morse
Private Client, Chicago



**Hannah Lustman-
Rodriguez**
Labor & Employment,
St. Louis



Mackenzie Salenger
Business Litigation, Dallas



Alison Spors
Business Litigation, St. Louis



Jecoliah Williams
Energy, Washington, D.C.

2020 SUMMER ASSOCIATES



Nabil Al-Khaled
St. Louis



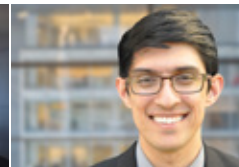
Sam Brand
St. Louis



Alma Carver
St. Louis



Christopher Collum
St. Louis



Steven Heinrich
St. Louis



Layla Husen
St. Louis



Sydney Latimore
St. Louis



Stephanie Milner
St. Louis



Katherine Murchison
St. Louis



Janki Patel
Chicago



Monica Roth
Los Angeles



Naseeba Saeed
St. Louis



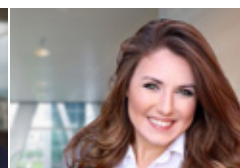
Christine Schlegl
St. Louis



Dan Shin
Chicago



William Vega
St. Louis



Hope Watson
Washington D.C.



Sylvia Wilson
St. Louis

KIM MORGAN LENDS RECRUITING EXPERTISE FOR RESUME ROUNDTABLE

On Thursday, April 30, Recruiter Kim Morgan participated in a virtual webinar, "Resume Spring Roundtable," hosted by the Starkloff Disability Institute. Starkloff provides job skills coaching to adults and youth with disabilities and advises companies on how to successfully hire, train and retain professionals with disabilities. The Firm has partnered with the Institute for various programs.

Panelists answered participants' questions on a range of topics covering how and why candidates should tailor their resumes for the job description; the "rules" and current trends of resume writing; and how to address work history gaps. Panelists also fielded questions about whether to use a summary statement vs. an objective statement and how to handle an application process that is inaccessible for persons with disabilities.



HISPANIC CHAMBER JOB FAIR

TC participated in the 2020 Hispanic Chamber of Commerce Job fair in February. The Job Fair was intended to engage diverse talent with the St. Louis workforce community. Participating organizations represented a wide variety of industries that were seeking entry level, mid-management level, and interns with qualifications varying from high school diploma to master's degrees. The event was free for all job seekers to attend. Recruiter Kim Morgan attended this event on behalf of the Firm.

THOMAS F. EAGLETON SCHOLARSHIP

2020 Eagleton Scholarship awarded to Yasmin Younis

On Monday, August 17, the 2020-2021 Eagleton Scholarship was presented to Yasmin Younis (pronounced Yaz-Mean), currently a 1L at Saint Louis University School of Law. Firm Chair Roman Wuller and members of the Eagleton Scholarship SubCommittee surprised Yasmin with the announcement of the Eagleton scholarship award via a WebEx conference call on what happened to be her first day of law school. Belinda Dantley, Director of Inclusion and Diversity Education with Saint Louis University (SLU) School of Law, also joined the call. Yasmin received her M.A. in International and Comparative Legal Studies from SOAS University of London. During this time, she was selected by cosmetic line Huda Beauty to participate in a global campaign celebrating overachievers. She also served with the SOAS Law Society and the International Bar Association as a legal intern.



THOMPSON COBURN HOSTS UNIVERSITY OF MISSOURI MUBPLSA STUDENTS

On Friday, February 7, Thompson Coburn hosted members of the University of Missouri (MU) Black Pre-Law Student Association (MUBPLSA) in the St. Louis office. Students took a tour of the office and had the opportunity to engage with attorneys and staff members over lunch. The MU Black Pre-Law Students Association is made up of undergraduate students who identify as black or African American who have demonstrated an interest in pursuing a career in the law. The mission of MUBPLSA is to encourage underrepresented students to consider the law as an endeavor and to provide them with resources and information about law schools and the process.



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:

- All-Affinity Group Luncheon & Workshop
- Asian Pacific American Bar Association (APABA) – D.C.
- APABA – D.C. Annual Awards and Installation Gala
- Arch City Defenders
- Association of Corporate Counsel (ACC) St. Louis and Chicago Diversity Programs
- **Association of Corporate Counsel (ACC) St. Louis Street Law
- Association of Law Firm Diversity Professionals (ALFDP)
- Bar Association of Metro St. Louis (BAMSL)
- Casa de Salud
- Chicago Lawyers' Committee for Civil Rights
- Cultural Leadership
- Equal Justice Initiative
- Equality Texas Foundation
- Hispanic Chamber of Commerce Adelante Awards
- Hispanic Chamber of Commerce Breakfast
- Human Rights Campaign
- Jazz St. Louis
- J.L. Turner Association Foundation
- LGBT Bar Virtual Conference & Lavender Law
- Midwest BLSA Regional Conference
- Minority Corporate Counsel Association (MCCA)
- Minority Corporate Counsel Association (MCCA) Diversity Conference
- Minority Legal Education Resources, Inc. (MLER)
- Mound City Bar Association (MCBA)
- National Bar Association
- PROMO Urbanaire
- Q Street
- Resource Center of Dallas
- Saint Louis University Black Law Students Association (SLU BLSA)
- St. Louis American Diversity & Inclusion Ad
- St. Louis Internship Program (SLIP)
- St. Louis University High School Pipeline Event
- TC Asian Affinity Group
- TC Diversity & Inclusion Book Club
- 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 BLSA Scholarship Banquet
- University of Missouri Black Pre-Law Students Association
- University of North Texas at Dallas
- Urban League of Metropolitan St. Louis
- Washington University Racial Justice Symposium
- **Washington University OUTlaw LGBTQ Conference

***A number of the 2020 diversity and inclusion sponsorship events were, unfortunately, cancelled due to COVID-19*



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.

2020 ALL-AFFINITY GROUP WORKSHOP & LUNCHEON

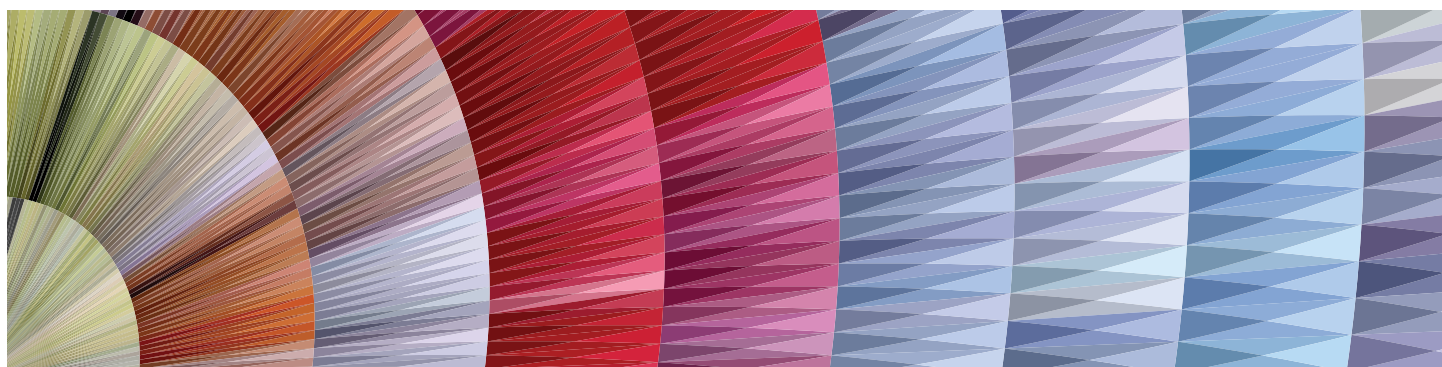
Members of the TC affinity groups participated in a virtual workshop with [Michelle Silverthorn](#), CEO of Inclusion Nation. In the *Next Steps for Equity* design sprint, attorneys designed new and innovative ideas to implement at TC. Following a launch video by Michelle, explaining the challenges with equity in the legal profession, and the design sprint approach, affinity group members divided into small groups within breakout rooms to each tackle a single diversity, equity, and inclusion challenge—hiring, assignments, promotions, succession planning, culture/fit, evaluations, and mentoring. Using the principles of design thinking, affinity group members grappled with their challenge and then reported out suggested solutions to the rest of the group.

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

Thompson Coburn celebrates Black History Month

Throughout the month of February, Thompson Coburn celebrated Black History Month by publishing a number of internal news articles for the Firm to access. The articles included topics such as African American-Attorney history, lists of black-owned businesses in our communities, contemporary literature written by black authors and more.



BLACK HISTORY MONTH SPOTLIGHT: FORWARD THROUGH FERGUSON

Following the death of Michael Brown, Jr. and the resulting protests in St. Louis and around the country, Missouri Governor Jay Nixon assembled a group of regional leaders to study the regional unrest brought to light. After nearly a year of work, the Commission released its report, "Forward Through Ferguson: A Path Toward Racial Equity." In the report, the Commission laid out 189 action items to address racial inequity in the St. Louis region. To carry out these 189 goals, the Commission created Forward Through Ferguson as its final act.

Since its founding, Forward Through Ferguson ("FTF") has worked tirelessly to catalyze the implementation of the 189 goals by connecting and challenging stakeholders across the region.

Partner Nelson Williams serves as co-chair of FTF's Board of Directors. Nelson became aware of FTF shortly after its establishment and, after exploring different ways he could help address the region's racial inequality, joined FTF's Board of Directors in 2017. For two years, he served as Chair of Development, where he helped FTF expand its development initiatives dramatically. In his current role, he guides the growth of FTF's operations.

In October 2019, FTF, in partnership with several community leaders and organizations, convened the Racial Equity Summit—the region's first dedicated summit to address systemic racism. With over 500 community members, the Racial Equity Summit focused on implementation of the Ferguson Commission Report's Signature Priorities: Youth at the Center, Justice for All and Opportunity to Thrive.

FTF has established a cohort of regional leaders and community representatives to discuss ways in which they can convene and implement tools of dismantling racial inequities in their own institutions. In addition, since its founding, FTF has worked diligently to directly engage with the St. Louis community, rather than working through a number of proxies. This includes a number of strategies, including interviewing community members about their experiences with racial inequity and releasing them through multiple digital channels, and hosting several public events and discussions. Each of these goals is undertaken to ensure that those who live in St. Louis are not faced with unequal access to justice and can grow and prosper without the threat of immobility based on race.



PAM
MEANES

Pam Meanes joins Special Committee on Lawyers of Color

Partner Pam Meanes was appointed to the Missouri Bar's Special Committee on Lawyers of Color in the Profession, a newly created committee that will work to identify means of increasing the retention of lawyers of color. In his letter thanking Pam for her willingness to serve, Missouri Bar President Thomas Bender outlined the Bar's goals of ensuring "Missouri lawyers reflect the diverse constituencies that we serve and that all members view The Missouri Bar as an inclusive organization where they belong."

Can we all get along: Booker Shaw discusses media and courts relationships

On March 6, St. Louis partner Booker Shaw joined a collection of attorneys, judges and media professionals for a panel discussion on the relationship between the media and the court system. The panel, "Courts & The Media: Can We All Get Along?" explored how the courts and media can work together to protect the rights of litigants while still promoting the public's right to information.



BOOKER
SHAW

ASIAN AMERICAN

- 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 Associations (APALSAs) 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

Asian/Pacific American Heritage Month Spotlight on our Asian Affinity Group

Throughout the month of May, Thompson Coburn celebrated Asian/Pacific American Heritage Month by publishing a number of internal news articles for the Firm to access. Topics included a history of APAHM, profiles on Asian American legal figures and a spotlight on the Asian Affinity group.



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

Thompson Coburn celebrates LGBTQ Pride Month

Throughout the month of June, Thompson Coburn celebrated Pride Month by publishing a series of internal news articles recognizing some of our LGBTQ+ professionals and their contributions to the Firm and their community.



Check out this week's feature on our LGBTQ+ Affinity Group!

Thompson Coburn earns perfect score on LGBTQ equality for 12 consecutive years

For the 12th consecutive year, 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. The survey, conducted by the Human Rights Campaign Foundation, this year evaluated 1,059 businesses across the country on their treatment of lesbian, gay, bisexual and transgender employees, clients and investors.



Thompson Coburn was one of 686 major businesses nationwide to achieve a perfect score in the new list released. Thompson Coburn was one of only 130 law firms in the nation to receive the 100 percent ranking. In Missouri, just eighteen companies achieved 100 percent rankings.

Ben Grove quoted in The Hill on diversity on K Street



BEN GROVE

Firm Legislative Director Ben Grove was quoted in The Hill in an article discussing whether the incoming Biden administration may lead to more diversity on K Street. Ben, as President of Q Street, discussed the organizations hopes for the coming year. The article outlined hopes from business groups on K Street, the unofficial home of Washington D.C.'s lobbying industry, that the arrival of a new administration and the departure of several House lawmakers may increase the odds of more employment opportunities at trade associations, lobbying shops and law firms. Ben described Q Street's hopes to engage incoming LGBTQ colleagues in a virtual environment, while looking forward to future in-person activities.

Drew Moore joins leadership of Citywide Pride

Chicago associate Drew Moore joined the Leadership Council of Citywide Pride, a nonprofit aimed at facilitating opportunities for LGBTQ cross-company connections and sharing best practices. In this role, Drew assists with developing educational workshops and networking events tailored to professionals and business owners. These events will be tailored to discussing business development strategies, promoting each respective organization's diversity efforts, and sharing professional knowledge with professionals in other industries.



DREW MOORE



MACKENZIE SALENGER

Mackenzie Salenger's neighborhood diversity library featured in Dallas publication

In an article in the Lakewood Advocate, a local Dallas publication, Counsel Mackenzie Salenger talked about the concern she felt earlier this year after a neighbor complained about another neighbor's Pride flag. Mackenzie and Mia responded by ordering more Pride flags and offering them in their front yard – all the flags were scooped up within two days. A growing collection of anti-racist and LGBTQ pride books soon followed. The books spurred conversation and new connections with their neighbors.

"There isn't anything we can do unless we're talking," Salenger said. "If people aren't comfortable engaging in those conversations right now, at least they're reading these resources in their home. It felt like such an amazing way to bring the community together. We all have the opportunity to do good, and we need to take advantage of that when it arises."

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

Thompson Coburn sponsors HCC Executive Insights session on 'Marketing to the Hispanic Community'

On October 22, Thompson Coburn once again partnered with the Hispanic Chamber of Commerce of Metropolitan St. Louis to present the annual Executive Insights Program. This year's event, held virtually, featured a discussion led by Elasticity's Daniela Velazquez and Alex Duplan and focused on how businesses can market themselves to the Hispanic community.

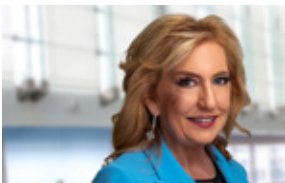
In the presentation, Daniela and Alex discussed the need for brands to adopt a multicultural strategy to help appeal to their audience, examples of good and bad branding strategies and how to incorporate culturally relevant elements into marketing strategies.

WORKING PARENT AFFINITY GROUP (created in 2020)

MISSION: Provide a forum to share information and resources to support Thompson Coburn working parents and serve as advocates for working parents.

- We foster a supportive culture to assist in the recruitment and retention of Thompson Coburn attorneys that are working parents.
- We encourage supportive relationships among firm parents by providing a forum for attorneys to share information and resources.
- We work to introduce initiatives that will specifically benefit our working parents.
- We maintain a site on the firm's intranet with useful news, initiatives, policies, benefits, contacts, and other relevant information.
- We provide feedback and advocate for working parents on issues and policies identified by and relevant to Thompson Coburn working parents.

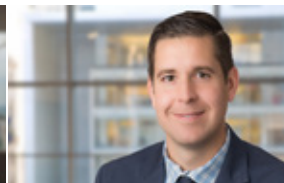
ADVISORY COMMITTEE



Dawn Wright — Chair
Partner, Dallas



Nicole Allen
Partner, Washington, D.C.



David Deterding
Partner, St. Louis



Ryan Gehbauer
Associate, Chicago



Norma Jackson
Director of Diversity, Inclusion
& Professional Development
St. Louis



Elise Puma
Associate, St. Louis



Luke Sosnicki
Partner, Los Angeles

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 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, Dallas, Los Angeles and Washington, D.C.

Our objectives:

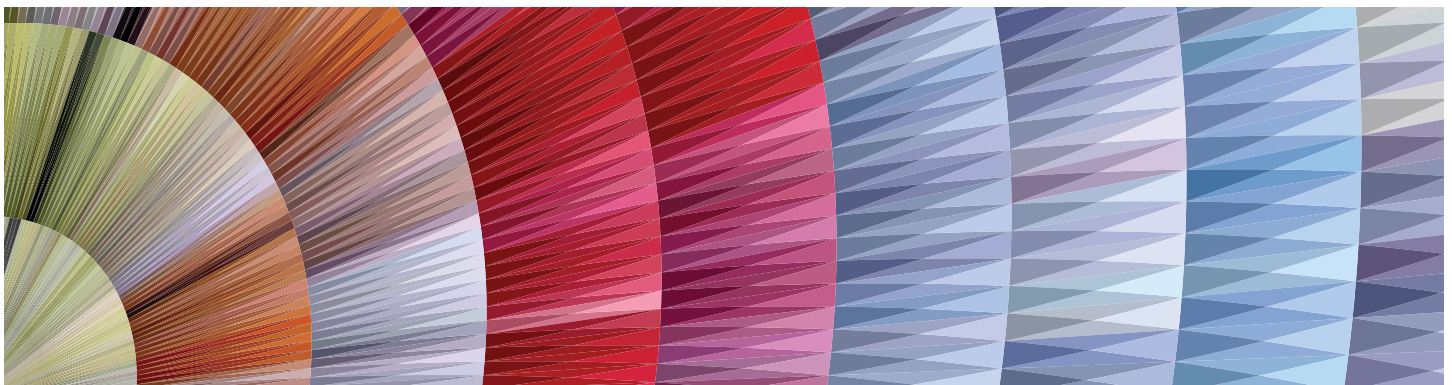
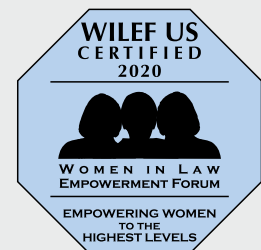
- Make Thompson Coburn the go-to law firm for women to practice law
- Identify and remove any artificial barriers to success
- Plug the leaks in the talent pipeline

Women's Initiative Focus:

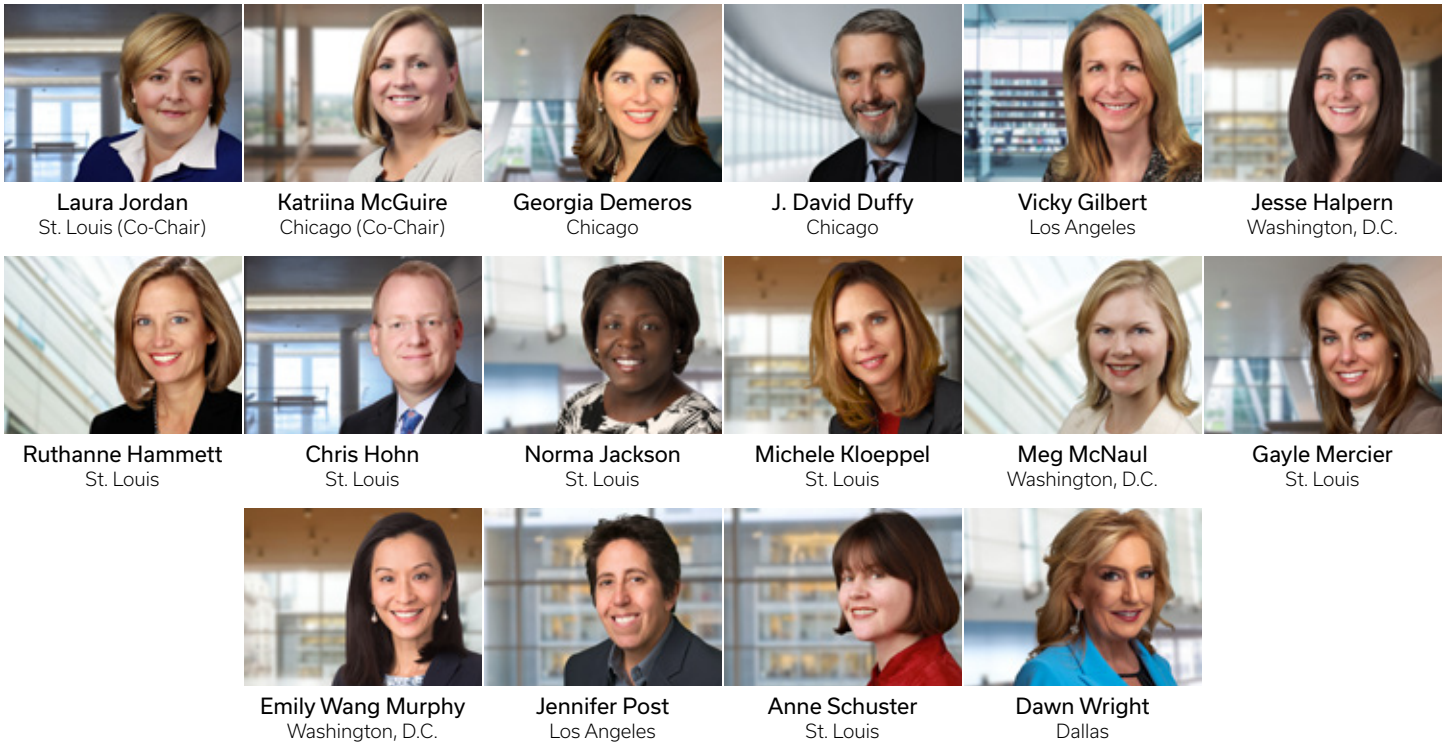
- Enhanced Communications
- Professional Development & Leadership Opportunities
- Equitable Compensation
- Equity Partnership
- Client Succession

THOMPSON COBURN CELEBRATES SEVEN YEARS OF MEETING WILEF GOLD STANDARD FOR WOMEN LEADERS

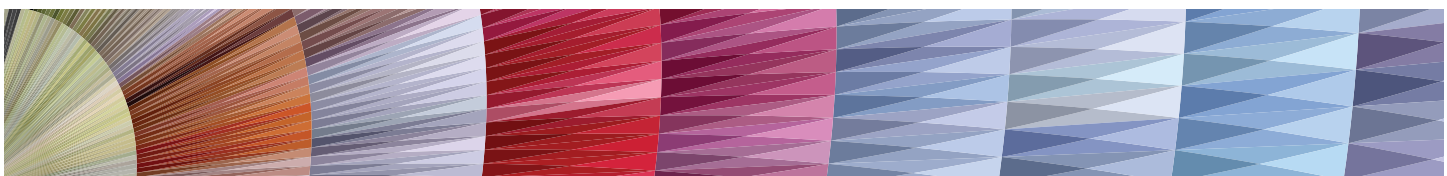
For the seventh year in a row, Thompson Coburn has earned a "Gold Standard Certification" from the Women in Law Empowerment Forum (WILEF) for incorporating women into the highest levels of Firm leadership. The honor recognizes the leadership roles achieved by equity women partners in law firms across the country. With eligibility limited to firms with 300 or more attorneys, only 48 firms nationwide achieved "Gold Standard Certification" in 2020.



2020-2021 WOMEN'S INITIATIVE STEERING COMMITTEE



2020-2021 WOMEN'S BUSINESS DEVELOPMENT COMMITTEE



2020-2021 JOINT SUBCOMMITTEE ON PROFESSIONAL DEVELOPMENT



Amanda Hettinger
St. Louis.(Chair)



Jeffrey Brown
Los Angeles.



Tony Anderson
Washington, D.C.



Norma Jackson
St. Louis



Laura Jordan
St. Louis



Emily Wang Murphy
Washington, D.C



Emily Peel
Chicago



Fred Richards, III
Chicago



Rebecca Shelton
Washington, D.C.



Nicole Williams
Dallas

2020 HIGHLIGHTS

- Thompson Coburn achieves Mansfield Rule 3.0 'Certified Plus' status



- Thompson Coburn is just one of 48 law firms to achieve 2020 "Gold Standard Certification" from the Women in Law Empowerment Forum

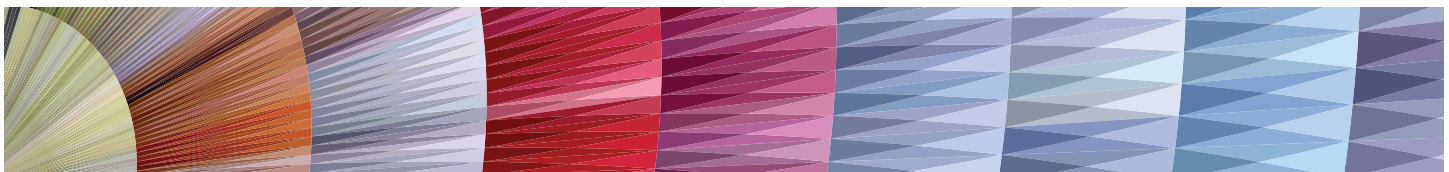


- Katriina McGuire becomes co-chair of the Women's Initiative Steering Committee and will serve as chair beginning in 2021
- Eileen Brown named Managing Partner of the DC office
- Adrienne Clair and Nicole Williams join the Thompson Coburn Management Committee

- Evan Goldfarb named Chair of the Partner Compensation Committee
- Thompson Coburn lands four heavy hitters to start the Dallas office



Elizabeth Myers, Jenny Ecklund, Nicole Williams and Katie Battaia Clark



2020 FIRMWIDE DIVERSITY TRAINING

TC offered a variety of programs that were open to all attorneys, paralegals, and staff to examine race, racism, and social justice concepts.

COURAGEOUS CONVERSATIONS AROUND RACE & RACISM

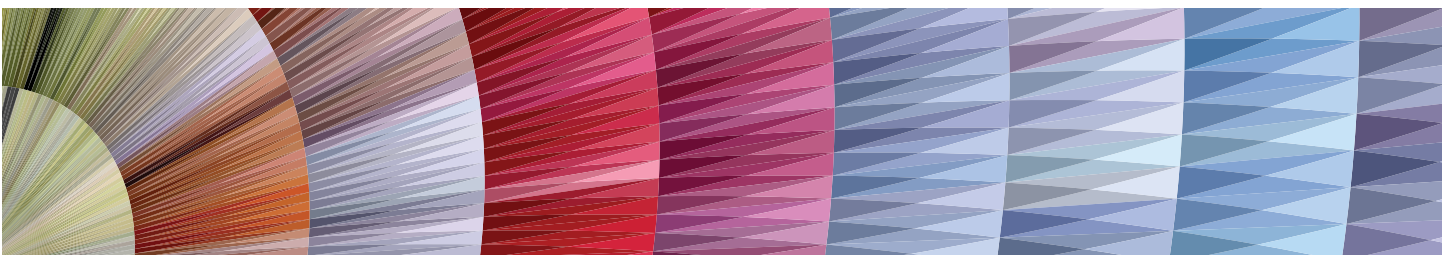
This program provided a safe forum for TC attorneys, paralegals, and staff to directly address racism and racial bias, express viewpoints, share reactions, actively listen, and learn. These conversations were both difficult and uncomfortable; however, digging into the discomfort and speaking openly is one of the best ways to build bridges between groups of people who may feel deeply divided. By just listening to the personal experiences of someone different, allowed participants to be changed. Also, by being willing to share their personal experience(s), others were allowed to have a better understanding of their perspectives. This program was facilitated by the Firm's diversity professionals.

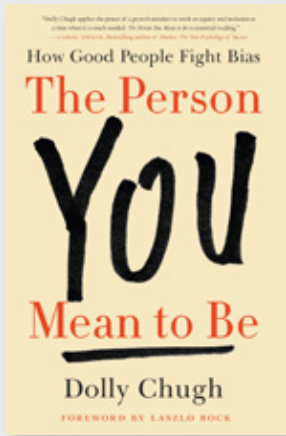
LET'S CONTINUE THE CONVERSATION

As a follow-up to the Courageous Conversations Around Race & Racism Series, this next series of 1-hour programs continued the conversation around race, racism, and allyship. Smaller participant groups had the opportunity to think about, share, and respond to a variety of diversity and inclusion-related topics. These sessions were designed in a way to allow program participants to generate a conversation with each other and discuss, as an interactive group, ways in which to move these various topics forward. The Firm's diversity professionals attended each session for support and guidance; however, the goal of these sessions were to allow the conversational component to be driven by program attendees.

4-PART SERIES ON RACIAL LITERACY

TC hosted a 4-part series on racial literacy in order to provide tools for TC stakeholders to better understand race and racism. The program was facilitated by [Dr. LaGarrett King](#), Associate Professor at the University of Missouri in Columbia. The first session discussed common racial terms, their varied meanings, and how we can better understand them. Session two provided a brief history of race and racism. The program focused on the remnants of this history in contemporary society. Session 3 examined White fragility, privilege, and what makes these concepts so polarizing in today's society. The series concluded with a final program that discussed what it means to be an anti-racist individual. The assumption is most people are non-racist but that approach is not enough. If we want to improve our society, anti-racism is the answer. This program was open to all attorneys, paralegals, and staff.





TC D&I BOOK CLUB

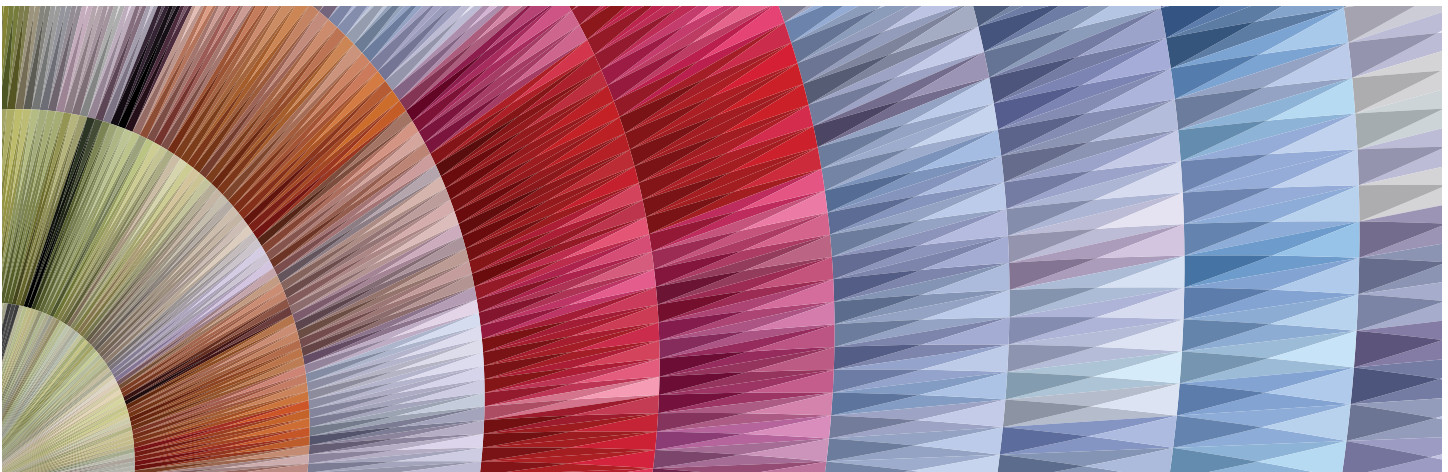
The TC Diversity Committee sponsored a book club throughout the year to stimulate discussions on diversity, equity, and inclusion. Participation was fluid to account for varying schedules and subject matter interests. The first read was “[The Person You Mean To Be: How Good People Fight Bias](#)” by Dolly Chugh. A series of questions were posed that allowed participants to share their thoughts, as well as respond to the comments made by others. The first (25) attorneys and the first (25) paralegals and staff to sign up for the Book Club, received a free copy of the Book Club selection that was mailed to their home address. Participants were encouraged to read the book, engage in the monthly dialogue, and join the effort to make real change.

LGBTQ CULTURAL COMPETENCY

This training introduced participants to LGBTQ terms, proper use of pronouns, the coming out process, phobias and “-isms” and provide tools to support and affirm LGBTQ colleagues and clients. This webinar was open to all attorneys, paralegals and staff and presented by Leslie McMurray, Transgender Advocacy Coordinator and Patrick Hanley, Policy and Advocacy Associate from [Resource Center \(Dallas, TX\)](#).

RACE, RACISM, & ALLYSHIP RESOURCES

These resources were provided to deepen the understanding of racism, antiracist practices, and allyship for TC employees. To become allies, it is important to educate ourselves so that we can contribute in combating systemic inequalities and foster inclusion and belonging at work and in our communities. The resource was not an exhaustive list, but a starting point in the process of examining how we might develop as allies and enact change in the communities around us.



IN THE COMMUNITY



MELISSA
GOLD

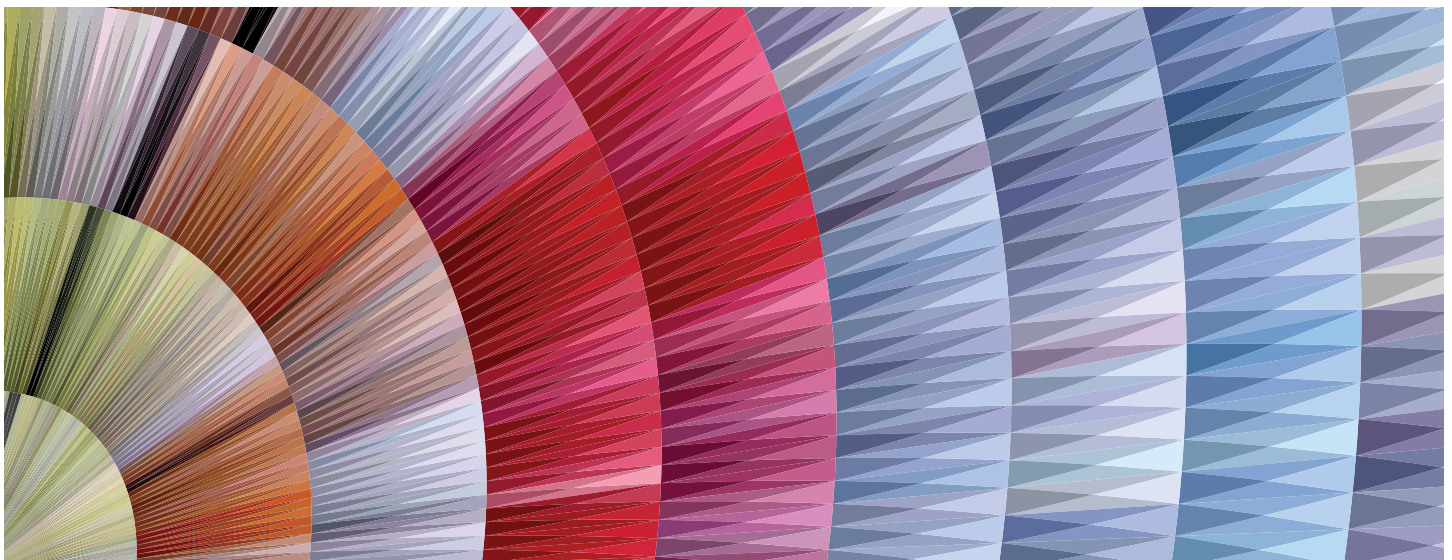
CHICAGO ASSOCIATES REPRESENT THOMPSON COBURN AT UNIVERSITY OF ILLINOIS RECRUITING RECEPTION

On January 9, Chicago associate Melissa Gold attended the University of Illinois College of Law's Class of 2022 "First Look" Networking Reception. Melissa represented Thompson Coburn before roughly 80 student attendees. Nearly 40 other law firms also attended the event, held in the Metropolitan Club in Willis Tower.

CHICAGO RAISES FUNDS FOR ILLINOIS COVID-19 RESPONSE WITH JEANS DAY WFH EDITION

In 2020, the Chicago office proceeded with their regularly-scheduled monthly charitable Jeans Day. The office responded with generous hearts and raised a total of \$1,115 in just four days for the recently established Illinois COVID-19 Response Fund. Employees had the opportunity to share their Jeans Day pictures from home.

The Illinois COVID-19 Response Fund, formed by the United Way of Illinois and the Alliance of Illinois Community Foundations and in collaboration with the Office of Governor JB Pritzker, has begun raising funds from individual, corporate and foundation donors to be disbursed to nonprofit organizations across the state serving individuals, families and communities hit hardest by the COVID-19 pandemic.



THOMPSON COBURN TECHNOLOGY PROFESSIONALS OFFER ADVICE TO OTHER WOMEN IN LEGAL TECH

Business Analyst Dawn Sheridan and Litigation Discovery Support Manager Miriam Parrish penned an article for the Winter 2019 edition of Peer to Peer Magazine, the International Legal Technology Association's (ILTA) quarterly publication. In the article, "Women in Tech: Be Heard, Be Respected, Be Powerful," they offer practical advice on how women in the traditionally male-dominated fields of legal technology can successfully advocate for their skills and abilities.



DAWN
SHERIDAN



MIRIAM
PARRISH

TITLE IX TRAINING SERIES RECEIVES HIGH MARKS FROM COLLEGES AND UNIVERSITIES

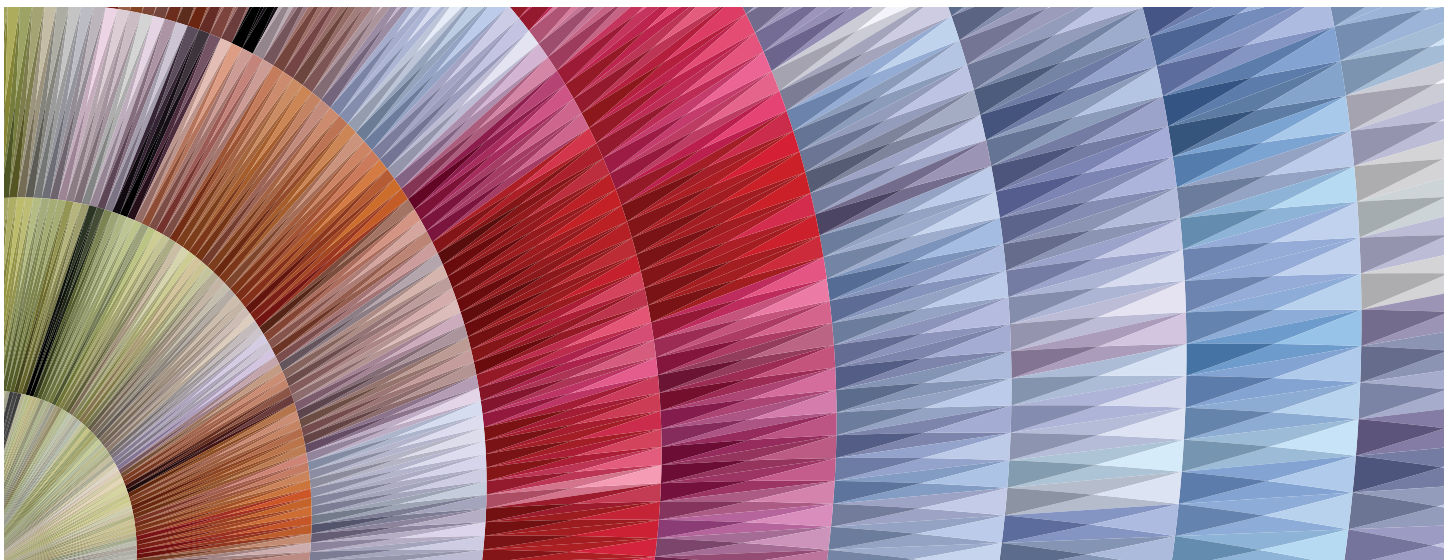
Within a month of its unveiling, the Title IX Training Series offered by our Higher Education Practice received a mixture of gratitude and praise. Launched on July 24, the six videos accumulated over 1,200 views combined from a nationwide audience.

The series addresses the U.S. Department of Education's new and controversial Title IX Rule concerning allegations of sexual harassment, which took effect August 14. Knowing the rules would present a serious hurdle for some schools, the Higher Education Practice sought to have a tool accessible to anyone. The series, hosted on the Firm's YouTube page, provides foundational training for those individuals who will be administering the new Title IX process this fall, including Title IX coordinators, investigators, advisors, hearing officers and appeal officers.



AVAILABLE NOW

Title IX
TRAINING SERIES



SCARING AWAY HUNGER — VIRTUAL FOOD DRIVE WILL PROVIDE 25,000 MEALS FOR ST LOUIS REGION

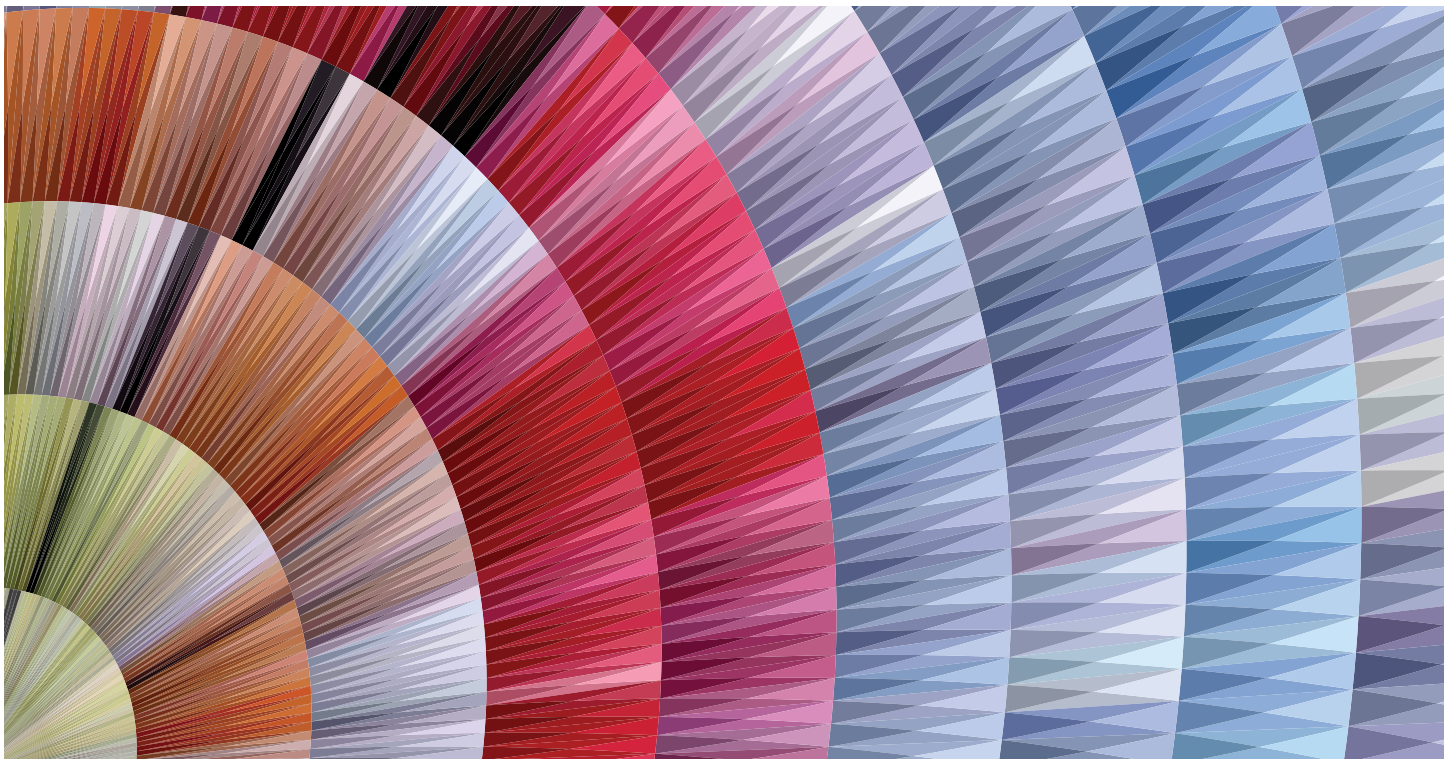
The St. Louis and Belleville offices came out in force for the first virtual food drive to benefit the St. Louis Area Foodbank. The Spooky Fall Food Drive raised \$6,350, which provided 25,400 meals to children, families and seniors in need. Most givers made monetary donations, and others virtually shopped for much-needed food items, including 10 cases of peanut butter, 23 cases of green beans, three cases of tuna, 23 cases of macaroni and cheese, 20 cases of fruit cocktail, and four cases of canned soup. Abby Brandon-Livits, Community Relations Coordinator for the St. Louis Area Foodbank, had a message for everyone at Thompson Coburn: "Thank you so much for supporting the St. Louis Area Foodbank! We are so grateful for your partnership during these challenging times. Thompson Coburn has definitely made an impact in the lives of people in need in the bi-state region!"



TAKE YOUR CHILD TO WORK DAY: WORK FROM HOME EDITION

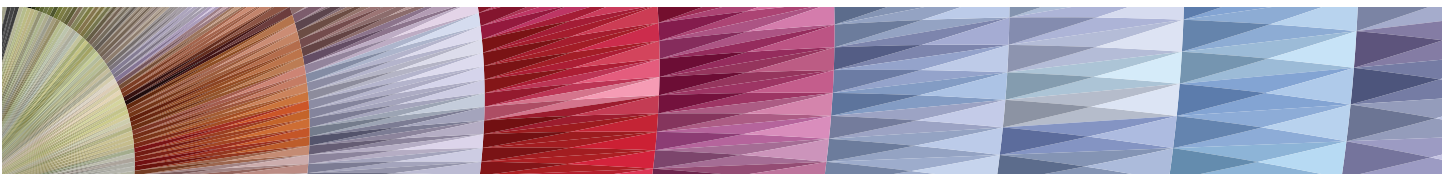
Although we were not able to hold a Take Your Child to Work Day event in the office, many of us still "celebrated" every day in our homes. Instead, we reached out and asked for anyone to share a photo of their new co-workers in their remote workspaces. We were excited to share the slideshow of our Thompson Coburn family and their families to celebrate "Work With Your Child" Day!

TAKE YOUR CHILD
TO WORK DAY:
WFH EDITION!



D.C. OFFICE JOINS FIRST-EVER VIRTUAL LAWYERS HAVE HEART RACE

On June 12, the Washington D.C. office took part in the first-ever “virtual” Lawyers Have Heart race, an annual fundraiser hosted by the American Heart Association. A total of 30 Thompson Coburn employees and family members took part in the race. This year’s event marked the 30th anniversary of the LHH race. Participants were given two days to complete a 5K/10K run or walk at the location of their choice. Competitive runners were able to submit their race times directly to LHH through the event’s app.



THOMPSON COBURN DONATES \$50,000 TO ST. LOUIS FREEDOM SUITS MEMORIAL

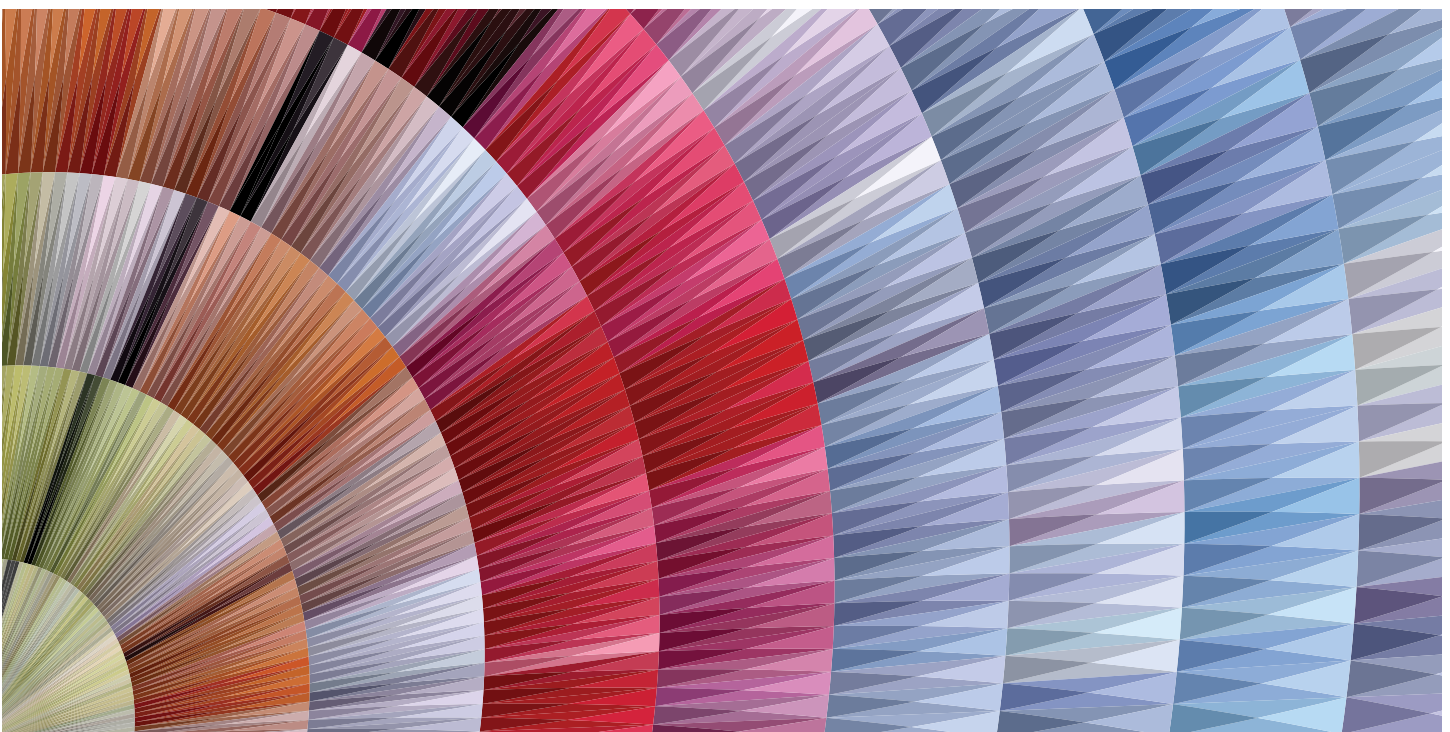
Thompson Coburn was proud to announce that the Firm has donated \$50,000 toward a major public art project in St. Louis that will honor the hundreds of slaves who filed lawsuits in Missouri courts to demand their freedom. The Freedom Suits Memorial, scheduled to be completed in July 2021 and located in the east plaza of the Civil Courts Building in downtown St. Louis, will be an eight-foot-by-14-foot cast bronze work by nationally recognized sculptor Preston Jackson, a professor emeritus at the School of the Art Institute of Chicago.



PRESTON JACKSON

THOMPSON COBURN RECOGNIZED AS ONE OF THE MOST PHILANTHROPIC COMPANIES IN ST. LOUIS

For giving more than \$3.5 million to charities in 2019 and donating 5,000 volunteer hours, Thompson Coburn was selected as the first-place honoree for midsize companies in the St. Louis Business Journal's 2020 Corporate Philanthropy Awards. Our philanthropic efforts amounted to more than double the next company on the midsize list. And among the region's largest companies, Thompson Coburn came in at No. 11 for corporate philanthropy, right after Nestlé Purina and before Spire. As detailed in a profile in the St. Louis Business Journal, many of Thompson Coburn's charitable efforts and donations are directed to organizations where we have had relationships for decades, such as our annual fundraiser for the United Way of Greater St. Louis.





Makes a **DIFFERENCE**

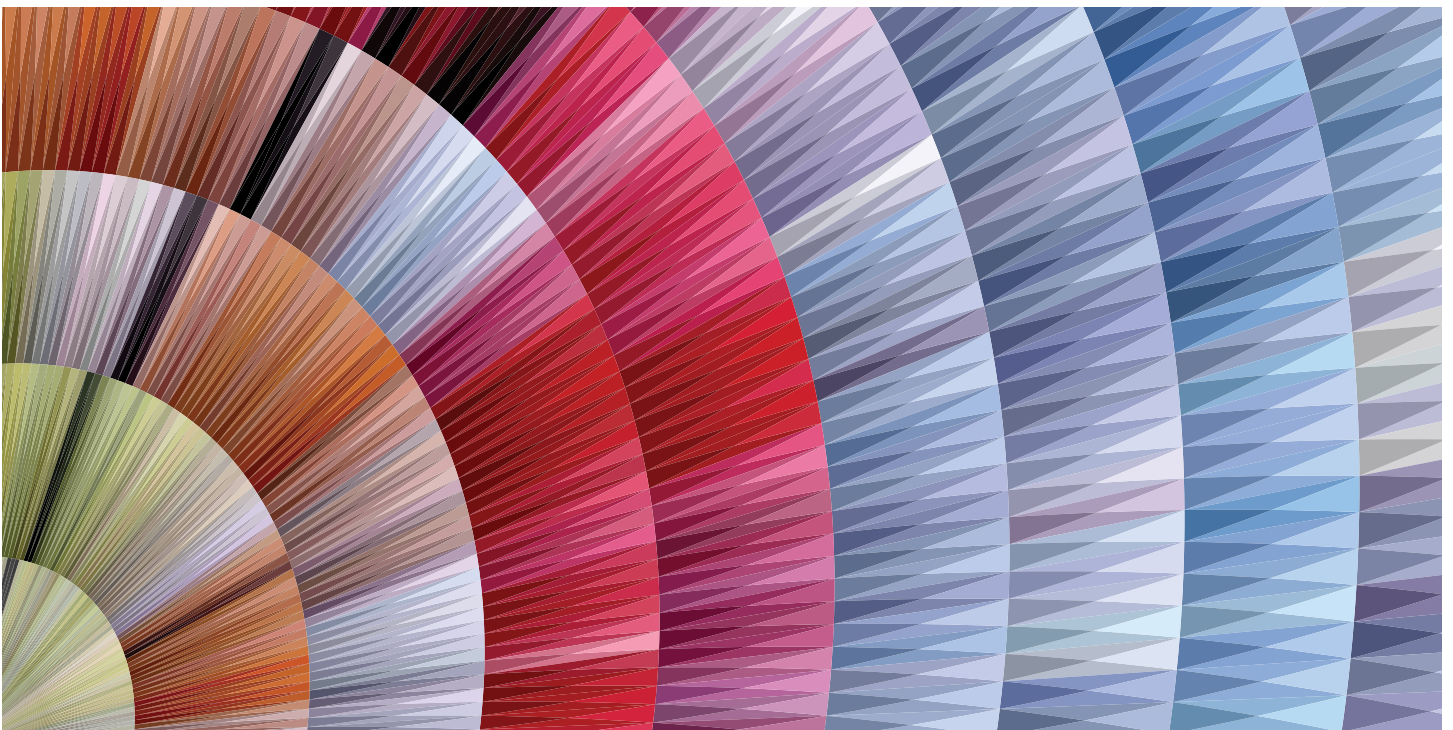
THOMPSON COBURN MAKES A DIFFERENCE IN 2020

Amidst the challenges of 2020, Thompson Coburn is proud to have still held a number of fundraising opportunities that benefitted local organizations. While some in-person activities were held before the end of Q1, Thompson Coburn also held several virtual events, including a series of virtual bingo games in September and October. Our participants helped us raise over \$9,000.

THOMPSON COBURN SETS A FUNDRAISING RECORD FOR ANNUAL CHARITY DRIVE

Thompson Coburn has set a new fundraising record for the annual TC Makes a Difference charity drive. By the end of 2019, all offices raised a total of \$36,000 for Gateway to the Great Outdoors and Towers of Excellence, surpassing the prior year's total by roughly \$11,000.

Gateway to the Great Outdoors endeavors to improve the lives of underserved middle and elementary school children through mentorships, improved access to STEM education and monthly outdoor activities. Towers of Excellence Foundation was founded to provide at-risk youth with quality mentoring through academic guidance, character development, social and emotional support and valuable life experiences (e.g., STEM-focused learning such as coding classes and app design, college tours, private cooking classes, etc.). Both programs have a presence in the Chicago and St. Louis regions.





CHICAGO

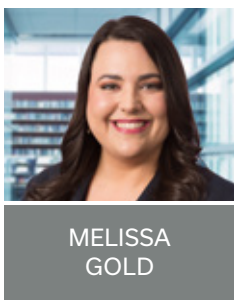


Georgia Demeros named a 2020 Notable Woman in Law

Crain's Chicago Business recognized Chicago partner Georgia Demeros as part of the 2020 Notable Women in Law list, an annual publication recognizing those women who have demonstrated the ability to effect change in their law firms and practice areas. This year's list included 124 attorneys who, along with their impact within their firms, serve as role models and have assumed leadership positions in professional or civic organizations. Crain's also recognized the impact of the COVID-19 pandemic and how the awardees have adapted while continuing to provide exemplary counsel.

Georgia Demeros named Lawyer of the Year by Hellenic Bar Association

On November 7, the Hellenic Bar Association of Illinois honored Chicago partner Georgia Demeros as their 2020 Lawyer of the Year. The award honors Georgia's leadership and commitment to the HBA and her service in the Greek-American community. The HBA, founded in 1951, is the largest and oldest Greek-American bar association in Illinois. Its members consist of multi-generation Greek Americans and Philhellenes who serve in all areas impacted by the law, including government, judiciary, corporations, small firms, regional firms and international firms. Georgia currently serves as the HBA's President Elect, and previously served on the Board of Directors from 2009-2014.



Melissa Gold Named to Chicago's Jewish 36 Under 36 List

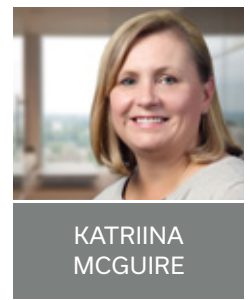
Every year Oy!Chicago and the Jewish United Fund Young Leadership Division jointly honor 36 outstanding Jewish young adults who make a difference in

their professional work, volunteering and involvement in the Chicago community through Double Chai in the Chi: Chicago's Jewish 36 Under 36 List. On July 14, 2020, Melissa Gold was named as an honoree in the 2020 36 Under 36 List. Oy!Chicago's profile of Melissa highlighted her commitment to "hard work, tzedakah, and public service in her career as an attorney," including her efforts to provide legal information during the COVID-19 pandemic.

Katriina McGuire joins the Chicago cannabis speaking circuit

In February, Chicago partner Katriina McGuire was busy on the cannabis circuit. On Saturday, February 1, Katriina joined a panel discussion as part of the City of Chicago's

first-ever Cannabis Resource Fair at the UIC Forum. The panel, "Navigating City of Chicago Regulations," provided an overview of all the different processes to understand in order to become a cannabis entrepreneur in the City. Then, on Saturday, February 22, Katriina joined a panel discussion at the Equal Opportunity in the Cannabis Industry Conference presented by the Illinois Women in Cannabis. The panel, "Practical Legal Issues in the Cannabis Industry," included two other Chicago attorneys and was moderated by Pamela Althoff, Executive Director of the Cannabis Business Association of Illinois.





ANN ADDIS PANTOGA

Ann Addis Pantoga honored by North Suburban Bar Association

On October 22, Chicago counsel Ann Addis Pantoga received an appreciation award from the North Suburban Bar Association in recognition of her years of work with the group. The award was presented by NSBA's outgoing president, the Honorable Patrick Heneghan, during their annual Installation & Recognition event. Ann has served on the leadership team of NSBA for several years and played a significant role in a number of the group's programs, including a continuing education program, mock trial evaluations, attorney referral programs and more.



DALLAS



NICOLE WILLIAMS

Thompson Coburn guides UNT Dallas moot court teams to victory

On March 7, 2020, the UNT Dallas College of Law moot court team, coached by Dallas partner Nicole Williams, was named a Regional Champion for the Oklahoma

City Region of the ABA National Appellate Advocacy Competition. The team won 5 rounds over three days to become a Regional Champion and also took home Third Place Brief. A second team also advanced to the Sweet Sixteen of the region.

Business litigator Jasmine Wynton joins Thompson Coburn in Dallas

Business litigator Jasmine Wynton joined Thompson Coburn's Dallas office as a partner. Jasmine was previously an associate at Thompson & Knight and Jones Day. Jasmine

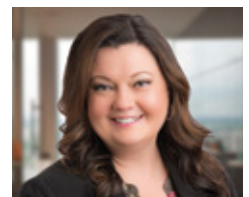
represents clients in a variety of business litigation matters in state and federal courts involving allegations of breach of contract, fraud, negligence, breach of fiduciary duty, and tortious interference with contracts and prospective business relations.



JASMINE WYNTON

Jenny Ecklund named a Best Lawyer in Dallas for 2020

Dallas partner Jenny Ecklund was named a "Best Lawyer in Dallas" for 2020 by D Magazine, an annual, peer-selected list of top attorneys in the Dallas area. Jenny was listed among the top five attorneys for Health Care. Jenny has spent more than 15 years obtaining favorable results and trial verdicts in health care coverage and reimbursement disputes. She has handled qui tam and False Claims Act cases, and matters related to various state and federal anti-kickback provisions. Jenny also has significant experience in white-collar fraud litigation and investigations within the securities, health care, tax and mortgage industries.



JENNY ECKLUND



LOS ANGELES



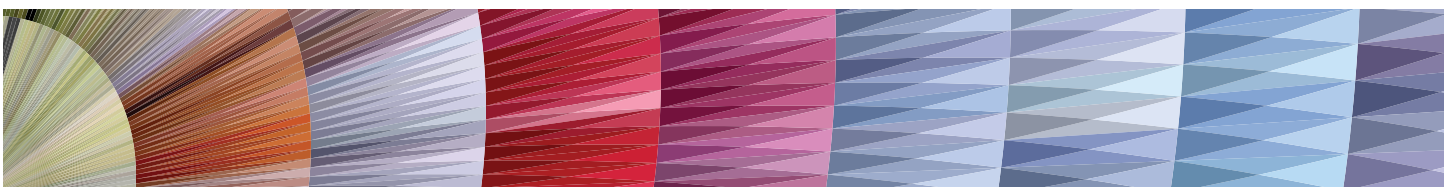
JENNIFER
POST

Jennifer Post included in Top Minority Attorneys in Los Angeles list for 2020

For the third year in a row, the Los Angeles Business Journal has named Thompson Coburn partner Jennifer Post to its 2020 list of the "Top Minority Attorneys in Los Angeles," previously called 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 L.A. region.

Jennifer Post named to LA500 for 2020

The Los Angeles Business Journal named Jennifer Post, Managing Partner of the Firm's Los Angeles Office, to the LA500 for 2020, a list of the Most Influential People in Los Angeles. This is Jennifer's third consecutive year on the list. According to the Business Journal, the LA500 honors "the most influential leaders and executives in Los Angeles," and highlights "the work that took place and the progress that was made in the months before COVID-19." Jennifer was one of only 46 attorneys included on the list.





ST. LOUIS/BELLEVILLE



KIM
BOUSQUET

Kim Bousquet joins AALA Board of Directors

Kim Bousquet joined the American Agricultural Law Association (AALA) Board of Directors for 2020. Kim has been a member of the AALA since 2014, when she started volunteering on the association's Membership and

Program committees. She has maintained an active role in these committees and served as co-chair for the Food Law Track at the AALA 2019 Symposium in Washington D.C.

St. Louis Jewish Light features Larry Friedman in profile on synagogue leadership

The St. Louis Jewish Light, the newspaper of the St. Louis Jewish community, profiled partner Larry Friedman and his wife Randi Mozenter for their dual leadership of two local synagogues. Larry is President of Bais Abraham Congregation, while Randi is the Board president of Kol Rinah synagogue. Larry has served on the board of "Bais Abe" for a number of years, including over 10 years as President in two (non-consecutive) terms.



LARRY
FRIEDMAN

Rachel Harris appointed to two Editorial Boards for ABA

St. Louis associate Rachel Harris was appointed to serve as a Contributing Editor for the American Bar Association (ABA)'s Litigation News publication after a write-on competition earlier this year. In this role, she will publish quarterly articles which reach the nearly 60,000 members of the ABA Section of Litigation who look to Litigation News as a guiding voice for successful advocacy. Her appointment lasts two years. Rachel was also appointed to serve as an Associate Editor for the flagship publications of the ABA's Young Lawyers Division.



RACHEL
HARRIS



NORMA
JACKSON

Norma Jackson receives Diversity Inclusion Award from Missouri Lawyers Media

Norma Jackson, Thompson Coburn's Director of Diversity, Inclusion and Professional Development, was selected to receive a 2020 Diversity & Inclusion Award from Missouri Lawyers Media. The 2020 awards recognized 21 attorneys, firms and organizations "who are significantly advancing diversity, inclusion and the dignity of all people in Missouri's legal profession." "We are immensely proud of Norma both for this recognition and for her outstanding efforts over the last two years in expanding and enhancing our diversity and inclusion efforts," said Tony Anderson, a D.C. partner and co-chair of Thompson Coburn's Diversity and Inclusion Committee. "Norma brings a perfect combination

of passion and pragmatism to her work, and because of her efforts, our Firm is more dedicated than ever to creating an inclusive workplace and serving as a leader in our communities on critical issues of racial equity and injustice."



NICOLE
JOB

Nicole Jobe named a 2020 Missouri Up & Coming Lawyer

Nicole Jobe, partner in the Firm’s Health Care practice group, was named a 2020 Up & Coming Lawyer by Missouri Lawyers Media. This honor recognizes early-career lawyers who demonstrate professional excellence while making a positive impact on their profession and communities. Since joining Thompson Coburn in 2013, Nicole has played a key role in supporting the Firm’s significant roster of health care clients. Most recently, Nicole, who became a partner in 2019, has been directly involved in advising health care systems during the COVID-19 pandemic as they cope with unprecedented financial and operational challenges.



CHERYL
KELLY

Cheryl Kelly was invited to present at University of Texas on opinion practice

By invitation of the University of Texas, on January 28, partner Cheryl Kelly presented on improper legal opinion requests as part of the University’s 15th Annual Renewable

Energy Law Conference. Cheryl outlined ethical considerations relevant to third party opinion requests, reviewed relevant opinion guidelines, provided examples of improper opinion requests, and more.

Janette Lohman named Eighth Circuit Regent for the American College of Tax Counsel

At the ABA Section of Taxation Winter Meeting, partner Janette Lohman was appointed as the Eighth Circuit Regent for the American College of Tax Counsel. The College is a non-profit professional association of tax attorneys working in private law firms and in house legal departments, teaching tax in law schools, or working in federal or state revenue agencies. Membership in the College is given to those recognized for their extraordinary accomplishments and professional achievements and for their dedication to improving the practice of tax law.



JANETTE
LOHMAN

Sara Melly selected for 2020-2021 Class of Leadership St. Louis

Sara Melly was selected for the 45th Leadership St. Louis program (LSL), a 9-month program for leaders who are committed to improving the St. Louis region. Leadership St. Louis is one of six leadership programs offered by FOCUS St. Louis to achieve its mission of educating and connecting leaders to work cooperatively for a thriving St. Louis region. The LSL curriculum explores such issues as economic development, racial equity, education, poverty and social services, arts and culture, and the criminal justice system.



SARA
MELLY

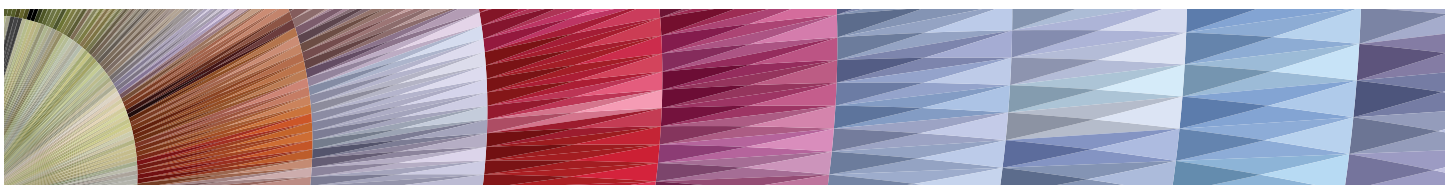


GAYLE
MERCIER

Gayle Mercier delivers keynote address at real estate summit

On September 2, Real Estate co-chair Gayle Mercier delivered the opening keynote address at the first Annual St. Louis Women in Real Estate Summit hosted by Midwest Real Estate News.

The virtual event, geared towards women in all aspects of real estate, featured two panels which Gayle helped introduce: one featuring emerging industry leaders, and the other with more seasoned professionals talking about the most common issues faced by women in the workplace including gender bias, the gender pay gap, sexual harassment and more.



Debbie Rush named a 2020 Women's Justice Award winner

Thompson Coburn public finance partner Debbie Rush was named a Women's Justice Award winner by Missouri Lawyers Media. Debbie, honored in the Corporate category, was recognized for her achievements along with other WJA nominees at a June 26 event in St. Louis. Debbie was one of a core group of women partners who founded Thompson Coburn's Total Commitment Women's Initiative and helped the group define its initial goals: providing training and education to women lawyers, building connections across the Firm and raising the visibility of women lawyers. Debbie has remained active in the group as it has matured and shifted its focus to leadership training and business development coaching.



DEBBIE RUSH



BOOKER SHAW

Booker Shaw appointed to Missouri Committee on Jury Instructions

St. Louis litigator Booker Shaw was appointed by the Missouri Supreme Court to serve on the state judiciary's Committee on Jury Instructions and Charges – Civil. He held the position until July 31, 2020. The Committee periodically reviews the Missouri Supreme Court's rules regarding jury instructions in civil cases, and prepares any changes and updates to the rules. Booker joins 10 other attorneys on the committee.



WASHINGTON, D.C.



CHRISTINE COUVILLON

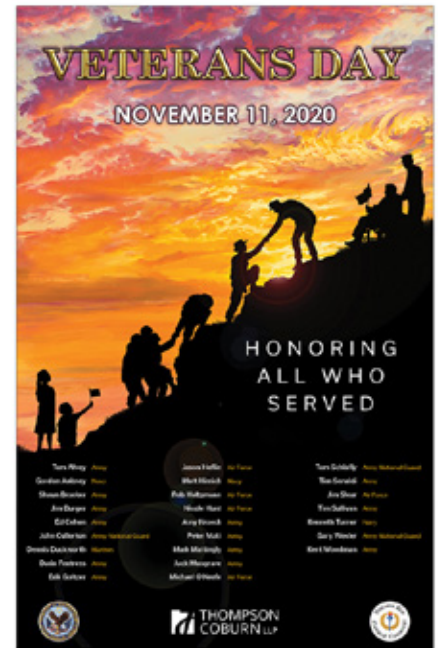
Christine Couvillon discusses supply chain risks and solutions in NCMA magazine

An article authored by Washington D.C. associate Christine Couvillon was featured in the June 2020 issue of Contracts Management, the National Contract Management Association's monthly magazine. The article, "Supply Chain Risk Management: From De Facto Debarment to Agency Discretion and Congressional Action" discusses the government's new authorities to remove supply chain concerns outside the established suspension process. The article touches on the risks for contractors under the new authorities and ways they can address the increased risk management focus.

OUR VETERANS

VETERANS DAY 2020 THOMPSON COBURN HONORS THOSE WHO SERVED

On Veteran's Day, Thompson Coburn celebrated and honored our veterans and their service, and those who made incredible sacrifices to protect our country. Though we were not able to host any in-person events this year, the Firm encouraged all to consider reaching out to those who served and to share a kind word, whether they be a colleague, a family member or a friend.



Allen Allred – Marines

Tom Alvey – Army

Gordon Ankney – Navy

Tom Blackburn – Army

Shaun Broeker – Army

Jim Burger – Army

Ed Cohen – Army

John Cullerton – Army National Guard

Darin Fentress – Army

Steve Higgins – Army

Matt Himich – Navy

Rob Holtzmann – Air Force

Nicole Hunt – Air Force

Amy Kroeck – Army

Joseph Logan – Navy

Mark Mattingly – Army

Rick McDannel – Army

Calvina Morris – Army National Guard

Jack Musgrave – Army

Dennis Newman-Duckworth – Marines

Michael O'Keefe – Air Force

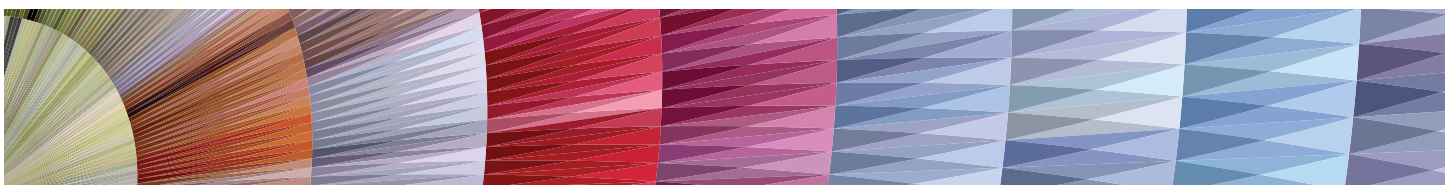
Tim Senaldi – Army

Jim Slear – Air Force

Tim Sullivan – Army

Kenneth Turner – Navy

Gary Wexler – Army National Guard





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