

TOTAL COMMITMENT® TO DIVERSITY & INCLUSION

THOMPSON COBURN AT A GLANCE

100
PERFECT SCORE

For 14 consecutive years Thompson Coburn has earned a **perfect score** of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality.

Sponsorships and Outreach Efforts—

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



Mansfield Rule

Thompson Coburn achieves **Mansfield Rule**



Mansfield Rule
Boosting Diversity
in Leadership

5.0 Certified Plus Status and is committed to re-certification in 2023 for Mansfield 6.0.

18

Eagleton Scholarships
Thomas F. Eagleton Scholarships awarded to diverse first-year law students.

NLJ Scorecard

Thompson Coburn ranked 49 in the **National Law Journal's 2022 Women in Law Scorecard**



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



Affinity Groups

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

WILEF

8 consecutive years of meeting **WILEF "Gold Certification."** We are one of only 38 law firms nationwide who achieved a 2021 Gold Certification.



MCCA



Vashon Award

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

Total Commitment® Women's Initiative

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



D&I Education

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

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



THOMPSON COBURN AT A GLANCE

Diversity & Flexibility Alliance 2021 "Tipping the Scales Firm"

Thompson Coburn is proud to be named a **2021 "Tipping the Scales Firm"** by the Diversity & Flexibility Alliance. The Alliance named 67 firms that have **50% or more women** in their **2021 U.S.-based new partner class**.



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

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



Diversity Lab's OnRamp 200 Fellowship

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

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

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



Law360 'Ceiling Smasher'

In Law360's 2022 Glass Ceiling Report, Thompson Coburn was among the **top 10 law firms of 250-600 attorneys** with the **highest percentage of women equity partners**. With women making up 27% of our equity partners, Thompson Coburn was listed at No. 10 on the publication's "Ceiling Smashers" list of midsize law firms.



2022-2023 DIVERSITY COMMITTEE



Amanda Hettinger
Co-Chair



Booker Shaw
Co-Chair



Roman Wuller
Firm Chair



Roger Flower, Jr.
Chief Operating Officer



Jennifer Barton, SPHR



Simran Bindra



David Dick



Jenny Ecklund



Sarah Gilbert



Evan Goldfarb



Ruthanne Hammett



Wil Holtz, Ph.D.

2022-2023 DIVERSITY COMMITTEE



Norma Jackson, J.D.



Laura Jordan



Katriina McGuire



Tom Minogue



Manoo Mofidi



Emily Wang Murphy



Fred Richards III



Diona Rogers



Jarrod Sharp



Jeanne Siegel



Gia Twine



Bob Wallace, Jr.



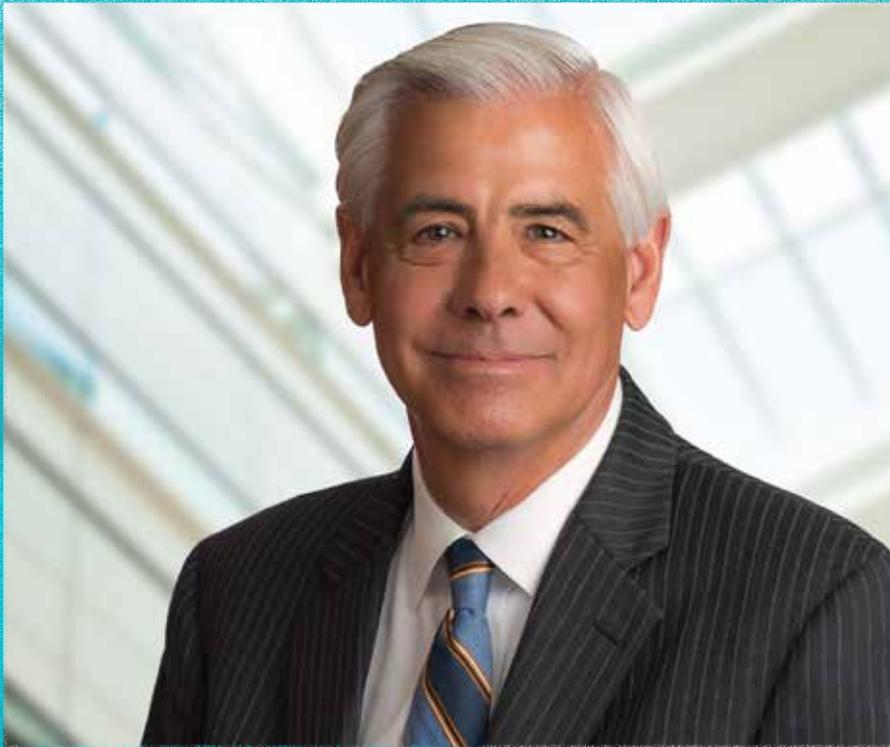
Nelson Williams



Jasmine Wynton

OUR BROAD VIEW ON DIVERSITY

At Thompson Coburn we take a broad view on diversity and value the myriad 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. But diversity also includes recognizing, respecting, accepting, and valuing differences based on an even broader spectrum of unique individual characteristics and experiences, such as communication styles, learning methods, work styles, life experiences, cultural and educational background, geographic location, economic status, career path choices, position with our Firm, marital and family status, military experience, and numerous other variables that influence each individual's perspective.

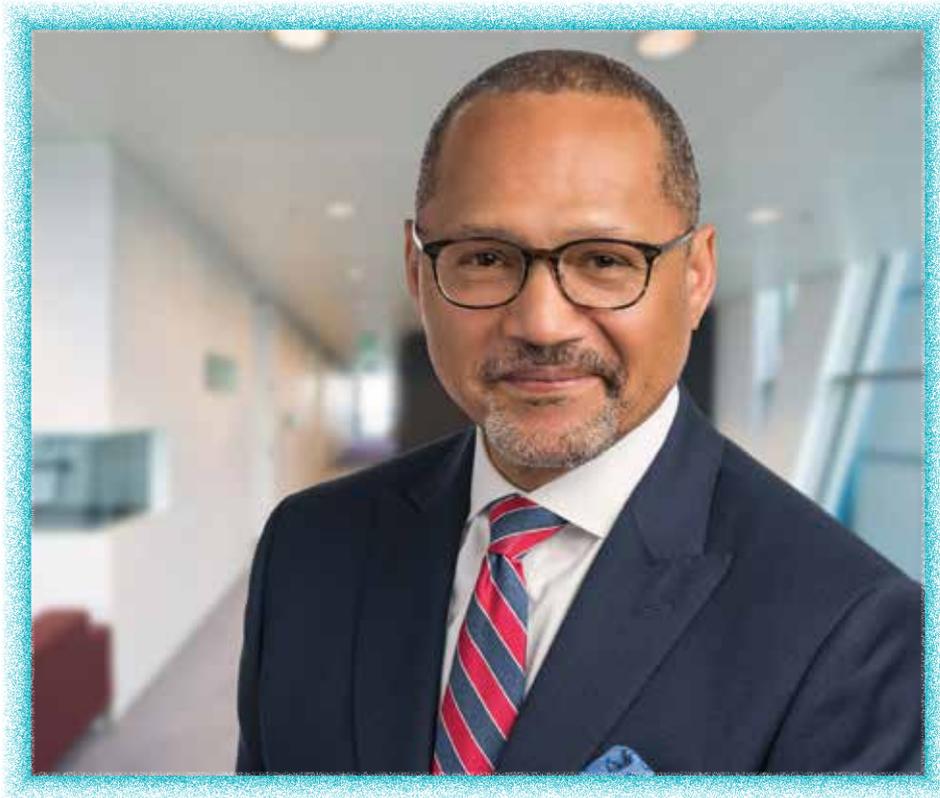


Because of these individual characteristics and differences, we react and think differently, approach challenges and solve problems differently, provide input and make decisions differently, and see different opportunities for our Firm and our clients. We value these differences in approach and believe they strengthen our Firm, both as a service provider to our clients and as a place of employment.

— Roman Wuller, Chair

"One of the best ways to strengthen diversity across our Firm is to create diverse leaders. I have seen firsthand the dramatic impact that diverse leaders can make in mentoring and promoting diverse young attorneys, influencing firmwide D&I efforts, and setting a tone of respect and inclusion that resonates across an entire organization. That is why diverse leadership is so important to us."

— Booker Shaw, Partner
Diversity Committee Co-Chair



"Since joining the Firm, I immediately knew that Thompson Coburn was a firm that embraced and fostered an environment committed to diversity and inclusion. From the very first day, the members and employees of the Firm have provided tremendous support, resources and guidance to nurture my success."

— Fred Richards, Partner



INCLUSIVE, POSITIVE, AND SUPPORTIVE CULTURE

Thompson Coburn is committed to a firmwide culture that embraces and celebrates the background, experiences, perspectives, beliefs, and values of our attorneys. Our leaders and Firm committees support our various diversity and inclusion efforts.

- Our Diversity Committee consists of members of the Management Committee and a diverse cross-section of partners, associates, and senior staff members. This group oversees diversity initiatives and ensures an inclusive, positive, and supportive work environment.
- Our five affinity groups foster interactions among attorneys with similar affinities, as well as diverse experiences and perspectives.
- We proudly support our Total Commitment® Women's Initiative, which provides opportunities for women attorneys to network, develop sophisticated business development skills, and be recognized for their successes.
- Our Firm's internal mentoring programs help ensure that our associates receive quality work assignments, valuable networking opportunities, and the tools necessary to succeed within the legal profession.
- We take an active approach in recruiting diverse attorneys and participate in a number of pipeline programs and initiatives.
- We engage and partner with leading diversity and inclusion stakeholders.
- Our Firm provides ongoing diversity and inclusion education offerings for all attorneys, paralegals, and staff.
- Our Firm has joined the national Law Firm Antiracism Alliance (LFAA).
- Our Firm has received Mansfield Certification Plus status.

OUR ATTORNEYS AND STAFF ARE FLUENT IN . . .

Afrikaans
Arabic
Bambara
Chinese (Mandarin)
Farsi (Persian)
French

German
Greek
Japanese
Korean
Russian
Spanish

"I was born in Iran and Farsi is my native tongue. As a member of the Baha'i Faith, I came to the U.S. as a religious refugee. I have thrived at Thompson Coburn, learning from and working with first-rate minds, and making great friends along the way. My diversity was always recognized and celebrated; it was never seen as a hindrance or distraction.

The Firm recognized early on that my differences meant that I had a unique contribution to make, and that we would be a stronger team because of those diverse perspectives."

— Manoo Mofidi, Partner



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
- Hispanic/Latinx
- Asian/South Asian/Middle Eastern (ASAME)
- LGBTQ
- Working Parent Affinity Group

"From financially supporting LGBTQ organizations like Gaingels and the Human Rights Campaign, to supporting me in my role on the board of the ONE Archives Foundation, to participating in LGBTQ-centric career fairs such as the National LGBT Bar Association Lavender Law Career Fair, Thompson Coburn has demonstrated that its commitment to diversity is more than just lip service."

— Jennifer Post, Partner



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 through our Total Commitment® Women's Initiative
- Our women attorneys meet regularly in each office
- 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 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

2022-2023 WOMEN'S INITIATIVE STEERING COMMITTEE



Katriina McGuire
Chicago (Chair)



Georgia Demeros
Chicago



David Duffy
Chicago



Sarah Gilbert
New York



Vicky Gilbert
Los Angeles



Jesse Halpern
Washington, D.C.



Ruthanne Hammett
St. Louis



Amanda Hettinger
St. Louis



Chris Hohn
St. Louis



Norma Jackson
St. Louis



Laura Jordan
St. Louis



Michele Kloepfel
St. Louis



Meg McNaul
Washington, D.C.



Gayle Mercier
St. Louis



Emily Wang Murphy
Washington, D.C.



Jennifer Post
Los Angeles



Anne Schuster
St. Louis



Jeanne Siegel
New York



Arielle Strauss
New York



Dawn Wright
Dallas

SUBCOMMITTEES

Women's Initiative Business Development Committee

- 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

Joint Subcommittee on Professional Development

- Joint Subcommittee with the Firm's Diversity Committee
- Focuses on the professional development of our 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

OUR OBJECTIVE

- Make Thompson Coburn the go-to Firm for women to practice law
- Identify and remove any artificial barriers to success
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Focus

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

"The annual Women's Leadership Academy is an invaluable experience that both taught me innovative and inspiring strategies to be a leader and gave me one of the best opportunities to learn from and strengthen my relationship with the amazing professional women at Thompson Coburn. I am so happy to have been part of an initiative that I am sure will have a lasting, positive impact on my practices and relationships at the firm."

**— Emily Peel, Partner
Associate Mentoring Joint
Sub-committee Chair**



"Joining Thompson Coburn strongly accelerated my journey as an attorney, leader, and business developer. The Firm has connected me with talented colleagues across the country, supported my civic and community commitments, and empowered me in my marketing and business development efforts. This is a fantastic place for a diverse attorney to thrive and take their career to the next level."

— Jasmine Wynton, Partner



COMMITTED TO HELPING YOU GROW

Thompson Coburn's focus on diversity does not end when you walk in the door. We are committed to helping you grow and develop into a successful lawyer. To that end, we have made a significant investment in mentorship programs, a rigorous training curriculum, marketing and business development coaching, and regular in-house CLEs.

We recognize that we and our clients greatly benefit by including people with varying backgrounds, nationalities, religions, lifestyles, experiences, and ideas. Thompson Coburn is committed to a diverse workforce in which we treat each other with civility, respect, sensitivity, and tolerance. We are proud of our efforts to recruit, retain, and provide career development opportunities to people from diverse backgrounds and will continue to provide an open and inclusive environment for individuals of all backgrounds.



"Throughout my time at Thompson Coburn, my mentors have served as a sounding board and a support system. They recognized my strengths, connected me with new opportunities and provided critical feedback and advice at every stage in my career. I'm committed to doing the very same thing for the associates I now mentor, many of them from diverse backgrounds."

**– Nelson Williams, Partner
African American Affinity Group Chair**



FIRM-WIDE MENTORING PROGRAMS

Thompson Coburn seeks to retain new associates by actively promoting associates' professional growth and career development, removing barriers to communication between associates and the partners and/or senior associates with whom they work, providing concrete support and facilitating real-time feedback to associates encountering performance-related issues, building networks between associates and seasoned attorneys at the Firm, and creating a more inclusive Firm culture.

Firm-wide mentoring opportunities include:

- Associate Peer Mentoring Program
- Diversity Mentoring Program
- Women's Initiative Partner Mentoring Program

"Our mentoring programs have made a major impact on our personal and professional development. Working together, we tackle many of the challenges facing new associates and learn a great deal from one another - mentoring is truly a two-way street. As professional women, it is critical to work together and provide a support system for others as we build successful careers in the legal industry."



— Emily Murphy, Partner
ASAME Affinity Group Chair

RECRUITMENT & PIPELINE PROGRAMS

Thompson Coburn works diligently to attract qualified diverse candidates. We take an active approach to recruiting diverse attorneys and participate in a number of pipeline programs and initiatives that promote careers in the legal profession to diverse students:

- We established the Thomas F. Eagleton Scholarship – in memory of our Firm partner and former U.S. Senator Tom Eagleton – which annually awards a \$15,000 stipend to (2) incoming 1L law students belonging to a demographic group underrepresented in the legal profession and attending law school at Saint Louis University, University of Illinois-Champaign, University of Missouri in Columbia or Washington University in St. Louis.
- We consciously reach out to law schools and law student associations across the country to cultivate personal relationships and build a pipeline of diverse recruits.
- We participate in numerous diversity hiring programs, such as the National LGBT Bar Association Lavender Law Career Fair, the St. Louis Diversity Job Fair and the Cook County Bar Association Minority Law Student Job Fair.
- We support the St. Louis Internship Program (SLIP) by hiring minority high school students for summer positions.

"In recent years I've truly appreciated that Thompson Coburn has enabled me and our other Asian American attorneys to attend the annual convention of the National Asian Pacific American Bar Association (NAPABA). The NAPABA convention is a unique opportunity for us to connect with and learn from a national network of Asian American attorneys. Not every firm provides that kind of support, so Thompson Coburn's commitment to NAPABA – and our individual career development – shows how much the Firm is invested in the success of diverse lawyers."

– Wil Holtz, Partner



STRATEGIC PARTNERSHIPS

Thompson Coburn supports national and local legal organizations that promote diversity within the legal profession, including:

- Association of Law Firm Diversity Professionals (ALFDP)
- Asian Pacific American Bar Association (APABA)- D.C.
- 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
- National Native American Bar Association (NNABA)
- South Asian Pacific Bar Association (SAPBA)
- Women Lawyers' Association (WLA)

ABOUT THOMPSON COBURN LLP

For more than 90 years, Thompson Coburn LLP has provided the legal services and counsel our clients need to realize their most critical goals. Since the Firm's founding in 1929, we have represented clients from every industrial and corporate sector, including manufacturing, retail, professional services, energy, banking, health care, transportation and communications. We have earned the trust and loyalty of our clients by consistently meeting their expectations for premier legal representation without the high-maintenance character of a typical big firm. Now, with more than 400 attorneys and more than 50 practice areas, we continue to service clients throughout the United States and beyond.

CONTACT

Norma J. Jackson
Chief Diversity & Attorney
Development Officer

+1 314 552 6453

njackson@thompsoncoburn.com



CHICAGO

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

DALLAS

2100 Ross Avenue
Suite 3200
Dallas, TX 75201
972 629 7100

NEW YORK

488 Madison Avenue
New York, NY 10022
212 478 7200

LOS ANGELES

10100 Santa Monica Boulevard
Suite 500
Los Angeles, CA 90067
310 282 2500

SOUTHERN ILLINOIS

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

ST. LOUIS

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

WASHINGTON, D.C.

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



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

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