



DIVERSITY

REPORT 2015

Diversity

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



Tom Minogue
Firm Chairman

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

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



Michael Minton
Diversity Committee Chair

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

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

From Our Diversity Committee Chair

TC's commitment to diversity as a core value and strategic priority was evident in many places in 2015.

To cite a few notable examples:

- TC launched a strategic partnership with the St. Louis Chapter of the Association of Corporate Counsel to conduct advanced diversity awareness and leadership training, and to officially sponsor the ACC's Diversity Committee. The Chapter won the national Chapter of the Year award from the ACC, and cited TC's sponsorship and partnership of its Diversity Committee as a critical factor in their victory. TC also supported the Chicago Chapter of the ACC with training sessions for prospective legal department summer interns.
 - TC expanded its efforts to support affinity groups within the firm. Our affinity groups have provided the opportunity for increased interaction and mentoring among our diverse partners and associates to share professional experiences and develop opportunities.
 - The Asian American affinity group began meeting on a regular basis to build relationships across offices, share information, discuss professional development opportunities, and many attended the (NAPABA) National Asian Pacific Bar Association conference in New Orleans.
 - The African American affinity group created plans to build their client/business network, enhance professional development programs, strengthen relationships, and provide more effective mentoring.
 - Our LGBT affinity group significantly increased its participation in and sponsorship of events.
 - Throughout the year, TC attorneys and employees provided leadership and assistance to numerous community and professional organizations devoted to diversity, including the National Bar Association, (TC Partner Pam Meanes served as President in 2015), the Ferguson Commission, the ACC's Street Law Program, St. Louis Diversity Job Fair, Lavender Law, PROMO Urbanaire & Bountiful Brunch, the HRC, Equality Illinois, OUTLaw Washington University, the Mound City Bar Association, the Chicago Lawyer's Association Committee for Civil Rights, the YWCA of Metro St. Louis, the Hispanic Bar Association, the St. Louis Hispanic Chamber of Commerce, the Asian American Bar Association, and the Missouri Bar Association (Diversity Summit). TC attorneys and employees also helped organize and volunteered at various diversity job fairs, including the St. Louis Diversity Job Fair, and St. Louis Diversity Clerkship Program.
 - To monitor its progress, demonstrate its ongoing commitment to improving its work environment, and provide a focus for future activities, TC conducted a comprehensive internal assessment of diversity awareness and attitudes.
 - Our Chair, Tom Minogue, spoke about the importance of diversity, and TC's commitment, activities, and achievements in a variety of settings, ranging from business forums and community events to award presentations for TC partners Pam Meanes and Booker Shaw.
 - For the eighth consecutive year, TC earned a perfect score of 100 points in the Human Rights Campaign Corporate Equality Index and Best Places to Work Survey. TC was similarly recognized by Equality Illinois as one of the top law firms for inclusiveness and equality.
 - For the second year in a row, TC was recognized as a "Gold Standard Firm" (one of only 44 firms nationwide) by the Women in Law Empowerment Forum, for incorporating women into the highest levels of firm leadership.
 - 2015 marked the launch of the TC Women's Leadership Academy, in which a group of women partners receive group and individual leadership training and coaching.
 - The TC Women's Initiative sponsored several committees including the Associate Development Committee, Business Development Committee, and Professional Development Committee. Members of the Women's Initiative spoke at numerous programs and events.
 - TC continued breaking ground in various pipeline initiatives, increasing its support of the Eagleton Scholarship, expanding its role in the St. Louis Diversity Clerkship Program, and continuing as a featured employer and sponsor of the St. Louis Internship Program (SLIP) for inner city high school students, and hosting the SLIP Law Institute.
- We look forward to building upon these successes in 2016 as we endeavor to create an even more inclusive TC and leverage our diversity as a source of creativity and innovation.



Michael Minton
Diversity Committee Chair

Leadership

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Natalie Ikhlassi



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Anthony Anderson



Anita Mauro



Steven Sherman



Evan Raskas Goldfarb



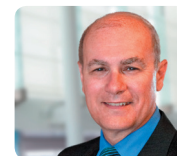
Pamela Meanes



Susan Werstak



Ruthanne Hammett



Thomas Minogue



Felicia Williams



Amanda Hettinger



Lauren Newman



Nelson Williams



Wil Holtz



Fred Richards



Roman Wuller

Recruitment

We work diligently to attract qualified minority candidates. Our recruiting materials emphasize diversity and community involvement, and our firm policies focus on retention and promotion for all qualified attorneys, paralegals and staff.

JOIN OUR TEAM!

- We expanded our scope of talent acquisition by participating in a variety of job fairs and resume collections.
- We actively participate in affinity job fairs locally and nationally, including the St. Louis Diversity Job Fair, Chicago Cook County Job Fair, Southeastern Minority Job Fair and Lavender Law.
- Our Employment Committee and other hiring personnel undergo training in interviewing skills, including legal requirements.
- Our no harassment policy (including sexual harassment) applies to all personnel. All attorneys, paralegals and staff complete our non-discrimination training module.
- We are identified as an Equal Opportunity Employer in all employment-related advertisements.



Mentoring

Our Diversity mentoring program involves, among other activities, placing selected associates in mentoring relationships with key partners. These partners assist the associates with gaining access to important client work, exposing them to powerful individuals within and outside of the firm, and generally helping to create a greater sense of inclusion.

Our Total Commitment Women's Initiative sponsors a mentorship program for all associates, endorsed by our firm Chairman Tom Minogue. He believes that the firm must be vigilant in its efforts to maintain a professional environment conducive to the long-term development and promotion of all attorneys.

Missouri Lawyers Weekly honors Booker Shaw with Mentor Award

When Missouri Lawyers Weekly created the Mentor Award to complement its Up & Coming lawyers honor, the idea was to recognize those established lawyers who go out of their way to develop the young lawyers, not just by offering advice but through regular encouragement and support.

This year, the newspaper found just such an attorney in Thompson Coburn partner Booker Shaw.

Judge Shaw has impressive wealth of experience to draw upon. He served on the Missouri Court of Appeals, Eastern District, for seven years, including one year as chief judge. Prior to his judicial posts, Judge Shaw worked at the U.S. Department of Justice, the Federal Trade Commission, and the St. Louis Circuit Attorney's Office.



From left, Aaron Banks, Nikki Rivers, Booker Shaw, Michael Parks, Felicia Williams, Fred Richards, Deona Kalala, Anita Mauro, and Michelle Ware Skinner

Promotion and Retention

Thompson Coburn strives to create an environment where all people can excel. We reward excellence through promotion. Our partner classes regularly include women, LGBT and minority attorneys, and attorneys who work alternative schedules in support of work-life balance.

It isn't enough to find diverse candidates; we want every attorney to succeed and to become a long-term contributor to the firm. —TC

To that end we provide a robust associate development program to ensure our attorneys have the technical and professional skills necessary to excel. In addition, we augment that program with affinity groups designed to create a sense of community and to provide an additional forum to address diversity issues. TC provides our diverse attorneys with financial and staff resources in their leadership and community activities, we provide business development training, and we strive to address any identified issues that would affect an individual's success at Thompson Coburn.

WORK

LIFE

BALANCE

Work-Life Balance

The firm is proud to offer the following programs and features to help our personnel maintain a healthy work-life balance:

- We provide 12 weeks of paid leave to female associates and counsel for the birth of a child.
- We offer 2 weeks paid parental leave to associates and counsel after the birth or adoption of a child.
- The firm provides paid parental leave for the adoption of a child.
- We provide part-time, partner-track opportunities for associates. In the last few years, we elected part-time attorneys to the partnership.
- The firm offers flexible spending accounts for dependent care.

We provide our associates with a competitive compensation structure. We carefully consider a wide range of factors, including legal ability, client service, business development potential, level of effort, service to the legal profession and our community, service to our firm, and personal qualities. Members of the Diversity Committee are members of our two Associate Review Committees to ensure that diverse associates receive the same consideration for salary increases, bonuses and promotion.

Innovative Practices

Innovative practices result in substantial efforts to increase diversity. Diversity is an important part of our firm's strategic plan. Accordingly:



- To increase our commitment to diversity, we ask each attorney to demonstrate his or her individual commitment to diversity by selecting items in the Thompson Coburn Diversity Checklist to make our firm stronger and more successful.
- Partners and associates are evaluated on their individual diversity efforts as part of the semi annual and annual review process.
- The Thompson Coburn Diversity Committee, working with the firm's Employment Committee and Diversity Manager, developed the Thomas F. Eagleton Scholarship in memory

of our late partner and former U.S. Senator, Tom Eagleton. The Eagleton Scholarship is more than just a monetary award to a deserving minority law student. The winner receives a full year of mentoring provided by one of our partners and a paid summer internship for the summer following the student's all-important first year of law school. This combination of financial support, guidance and a first step toward a successful legal career will make a difference to each student who is honored with the Thomas F. Eagleton Scholarship.

- We actively recruit diverse lateral partners. This year we had a diverse partner join the firm in our D.C. office, and in prior years we've gained diverse partners in Chicago and St. Louis. We have a unique lateral integration program that ensures that all incoming partners receive the individualized attention and support necessary to facilitate their transition into the firm.
- Exit interviews are conducted to gather information about effectiveness of diversity efforts and any potential roadblocks to inclusion.
- Leave is granted for religious observation.
- At firm meetings, meal options are provided for those with religious dietary restrictions.

*The Thompson Coburn
Employment Committee
reflects the firm's
diverse population*

2015 Diversity & Inclusion Sponsorships and Contributions

- ACC St. Louis Street Law
- ACC St. Louis and Chicago Diversity Programs
- ACC Diversity in Leadership Education
- St. Louis Diversity Job Fair
- Mound City Bar Association Retreat
- Mound City Bar Association Scovel Richardson Scholarship Dinner
- National Bar Association
- SLIP Program
- Regional Business Council
- National Asian Pacific American Bar Association Convention
- St. Louis Diversity Summit (DAP)
- St. Louis Minority Business Counsel
- Association of Law Firm Diversity Professionals
- Cook County Diversity Job Fair
- Lavender Law
- Thomas F. Eagleton Scholarship
- D.C. and St. Louis HRC Gala
- HRC Reception for Jim Obergefell
- PROMO Urbanaire
- PROMO Bountiful Brunch
- St. Louis Annual Diversity Summit
- Saint Louis University School of Law Casino Night
- Washington University School of Law Black Law Students Association Dinner
- University of Missouri School of Law Lloyd Gaines Dinner
- Asian American Bar Association/NAPABA Regional Conference
- Cultural Leadership Institute, "Trouble Maker of the Best Kind"
- MCBA/Asian American Bar Association/Hispanic Bar Association Unity Dinner
- Lawyers Association Honorable Theodore McMillian Black History Dinner
- Chicago Lawyers Committee for Civil Rights Under the Law
- St. Louis American Diversity Edition
- Dred Scott Heritage Foundation
- Walk A Mile in Her Shoes
- Casa de Salud
- From the Barrio to the Boardroom



Thompson Coburn sponsors Annual Civil Rights Luncheon

The Chicago Lawyer's Committee for Civil Rights Under Law Inc. was looking for a keynote speaker to issue a call to action for attorneys in the Chicago area to become more involved, and looked to Pamela Meanes for help.

Pam shared the importance of legal reform, education, addressing the school to prison pipeline, issues with police and the need for more lawyers to share their talents in helping those that are underrepresented in the courtroom and school disciplinary hearings. Michael Parks currently serves on the committee after taking over the helm from Joel Haber, who served on the Board for many years with other Thompson Coburn attorneys.



Supplier Diversity

Thompson Coburn LLP is committed to supporting supplier diversity efforts in the communities in which we live and work. We do business with qualified diverse suppliers who meet our quality standards in an effort to develop successful business relationships that are reflective of today's business marketplace. Our reputation for quality client service is excellent and we expect the same of our suppliers. We maintain our own database as a source for our purchasing professionals to look for qualified business suppliers.

Community

Thompson Coburn leading by example to make a difference.

Thompson Coburn sponsors ACC Diversity Leadership Training

Thompson Coburn has joined with the St. Louis Association of Corporate Counsel in helping its members gain the skills necessary to contribute to the continued development of their companies as a vibrant and inclusive working community dedicated to the St. Louis metropolitan area. With the recent events in Ferguson, Missouri, ACC members had an opportunity to learn, reflect, respond and act as agents for positive change in their company and the St. Louis Metropolitan community. In two sessions in-house counsel learned about the bias in communities and how it affects our current systems, institutions, professional and personal lives. The first session,



Amy Hunter

Barry J. Klinckhardt and Jan Alanzo

Kristal Whatley

attended by GCs from UniGroup, ICL, Monsanto, and First Bank, among others, was centered on the critical conversations of intersectionality of identity and cross cultural nuances. The session focused on how to build capacity to become a change agent.

Amy Hunter, Director of Racial Justice at YWCA Metro St. Louis facilitated the training. She shared both her professional and personal experience to help create positive dialogue about the current state of Missouri and across the country.

Thompson Coburn supports 15th Annual Unity Dinner

The Unity Dinner began in 2001 under the leadership of the founding members of the Missouri Asian American Bar Association (MAABA) and the Mound City Bar Association (MCBA). Over the years, the Women Lawyer's Association of Greater St. Louis (WLA), Lawyers for Equality (LFE), the Hispanic Bar Association of St. Louis (HBA) and the South Asian Bar Association (SABA) have become a part of this event.

The Unity Dinner celebrates diversity within the legal profession and seeks to establish closer relationships between the diverse bar associations. Scholarships were presented to students and the Torch Bearer Award recipient was Daniel Sakaguchi. The evening is always full of excitement to see old friends, colleagues and reflect on the advancement of diverse attorneys and judges.



Scott Yoo and Hadi Al-Shathir



Wil Holtz and Katie Colvin

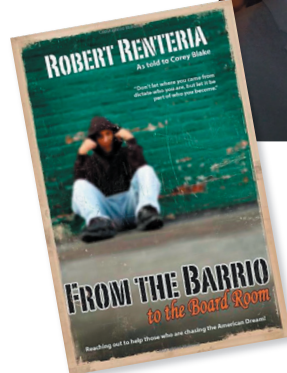


Ferguson Commission Youth Summit

As part of our ongoing support of the Ferguson Commission, Thompson Coburn sponsored a luncheon for 140 young people, parents and teachers at St. Louis Community College – Florissant Valley. The event was a Youth Summit designed to engage young people in a dialogue about the events that occurred in Ferguson and how they would like to change the future. The participants were grouped and rotated between three sessions to talk about the effects the Ferguson incident had on their school, family and community and ways the Ferguson Commission could help. Thompson Coburn was among the first companies to donate to the United Way's Ferguson Fund and to the Ferguson Commission.

From the Barrio to the Boardroom to Ferguson

Robert Renteria, author of *"From the Barrio to the Boardroom"* visited with students in the Ferguson-Florissant School District to share a message of hope and dreams. Robert, of Chicago, has close ties with Thompson Coburn's Chicago office, which has supported Robert's mission of helping at-risk youth make better choices and embrace better futures. TC donated books to the children.



Robert Renteria, Dr. Gwendolyn Diggs and Dr. Mark Weller



Robert Renteria signs books for attendees

Pipeline Initiatives

Our firm participates in the following efforts to ensure an ongoing, deep pool of qualified minority candidates:



Egleton Scholars (Mrs. Egleton on right)



Fredrick T. Rhine



Tom Minogue

- Thomas F. Egleton Scholarship, which provides a monetary award, mentor and summer internship.
- Thompson Coburn sponsored the Street Law program, which was part of a months-long educational law program that connects corporate attorneys with diverse high school students. The firm also hosted a January training session at the Thompson Coburn Conference Center for 20 program volunteers, who are members of the St. Louis chapter of the Association of Corporate Counsel.
- Our firm actively participates through sponsorship, interviews, coordination and development of programs for the St. Louis Diversity Clerkship program.
- The firm is a featured employer and sponsor of the St. Louis Internship Program (SLIP) for inner city high school students.
- Our firm hosted the SLIP Law Institute, introducing students to legal professionals including judges and legal administrators.



Judge Sandra Farragut-Hemphill



SLIP Interns



Judge David Vincent



Nelson Williams and Felicia Williams

ACC Chicago



Our Chicago office participated in a mock interview exercise for minority law students put on by the Chicago Chapter of the Association of Corporate Counsel. The ACC Chicago Chapter runs an annual program to provide minority students with internships at in-house legal departments during the summer between their first and second years of law school.

The program included the mock interview exercise designed to provide students with interview experience prior to the fall interview season, a session evaluating resumes and a mentorship program for ACC Chicago Chapter members.

The goal of the program was to enhance opportunities for minority students and to foster diversity in the Chicago legal community. The ACC depends on its partner law firms to support its efforts.

Diversity In Action

Our attorneys are active both in their profession and community:

- Business litigator **Booker Shaw** has been appointed to the Alternative Dispute Resolution Committee for the U.S. District Court, Eastern District of Missouri. Shaw was appointed by U.S. District Judge Audrey Fleissig, who serves as chair of the 10-member ADR Committee. The committee, composed of judges, mediators and litigators, advises the court and conducts seminars on rules and procedures governing mediation and early neutral evaluation in federal court.
- Thompson Coburn Associate **Nelson Williams** was named as one of the St. Louis region's top young professionals by the St. Louis Business Journal. The Business Journal selected its "30 Under 30" class for 2015 from more than 450 nominations. Nelson is one of only three attorneys to receive the honor this year.
- Three Thompson Coburn associates were named to the National Black Lawyers 40 Under 40 list of 2015. **Deona DeClue**, **Felicia Williams**, and **Nelson Williams** each appear on the 2015 list, which recognizes 40 distinguished black lawyers under the age of 40 in each region of the country.
- Thompson Coburn was a sponsor of the Asian Pacific American Bar Association of D.C.'s (APABA-DC) annual awards and installation gala and the corporate counsel reception, which were held at the National Museum of Women in the Arts (NMWA) in Washington, D.C.



Booker Shaw



Deona DeClue



Felicia Williams



Nelson Williams



Jayna Rust

- Associate **Jayna Rust** was re-elected to the APABA-DC board as Vice President for Communications and was among the ten 2015-16 board members sworn in by the Hon. Theodore D. Chuang, Judge, U.S. District Court for the District of Maryland.
- Thompson Coburn recently participated in the Diversity Summit, an annual Missouri Bar event that brings together leaders of the organized bar to learn about and discuss diversity-related issues. In attendance were leaders of numerous affinity bars, including the Mound City Bar, Lawyers for Equality, and the Hispanic Bar Association of St. Louis.
 - **Helen Kim** struck the right note in her Disney Concert Hall debut. She was asked to play for the Los Angeles Lawyers Philharmonic's 6th Annual Concert Extraordinaire. She was selected to join the Los Angeles Lawyers Philharmonic by Gary S. Greene, the attorney/conductor who founded the orchestra in 2009.

The sold-out show at the 2,265-seat Walt Disney Concert Hall was a salute to classical music selections and popular songs from Hollywood movies.

The orchestra has grown to 75 members and has performed more than 40 concerts, raising tens of thousands of dollars to benefit those who cannot afford legal services and for other charitable purposes.



Helen Kim

- The firm hosted an after-hours networking event for the Hispanic Chamber of Commerce of St. Louis. The Chamber was founded in 1982 by a group of Hispanic businesspersons interested in increasing opportunities for Hispanic business owners. The mission of the chamber is to promote the economic development of Hispanic firms and improve business opportunities for all in the St. Louis Region. Executive Director Karlos Ramirez expressed sincere thanks to Thompson Coburn for its hospitality.
- FOCUS St. Louis selected business litigation associate **Felicia Williams** for the Spring 2015 class of the Coro™ Women in Leadership (WIL) program. Beginning in January, Felicia along with fourteen other women from the corporate and nonprofit worlds participated in a five-month part-time training program that provides women the opportunity to refine their personal and professional leadership competencies and learn about the St. Louis community through exposure to public, private, and civic sectors. Graduates of WIL gain improved leadership effectiveness, an enhanced ability to network within the community and the access to resources to produce results.



Missouri Bar Diversity Summit Panelists



ABA President Paulette Brown

Thompson Coburn hosts National Bar Association Events

Mid-Year Conference – approximately 300 members of the NBA – the nation’s largest African American bar association – from across the United States attended the event, which included a wide range of speakers delivering presentations on topics ranging from fighting police brutality and protection of voting rights to increasing diversity on the bench and ensuring educational opportunity for minority children. Pamela Meanes, a partner in the firm’s Business Litigation practice and immediate past president of the NBA, welcomed attendees to the conference and to a welcome reception/dinner event in the Firm’s 35th floor Conference Center and to a reception event for the NBA Young Lawyers Division. In all, approximately 150 guests, including Chairman Tom Minogue and Chief Operating Officer Steve Blackwell, attended the Thompson Coburn sponsored events. “I speak not only for myself but for the entire NBA when I thank Thompson Coburn for its unwavering support of the NBA and to my work with the NBA for so many years,” Pamela said during her welcome remarks at the start of the dinner event. “There is without question, a deep, longstanding commitment to diversity on the part of Thompson Coburn’s leadership, and I know the entire NBA appreciates that commitment.”

Missouri Bar Diversity Summit

TC partner **Mike Minton** was a faculty member for the event and spoke on a panel titled, “Problems, Solutions and Best Practices: Roundtable on Diversity in the Legal Profession.” Mike, the chair of TC’s Diversity Committee, shared insights from the steps Thompson Coburn is taking to address these issues and represented the “big firm” view on the panel.

LGBT Initiatives

Thompson Coburn leading in the LGBT Community:



- Family members are welcome at social events, including gay, lesbian, bisexual and transgender partners.
- The firm offers a Domestic Partner Benefit policy.
- The firm has sponsored and participated in the Lavender Law Recruiting Fair for the National Lesbian & Gay Law Association for the last 4 years.
- The firm participates in and provides financial support to Lawyers for Equality, St. Louis' LGBT bar association.
- Openly gay partners are active in several of the firm's high-profile internal committees, including our Client Relations Committee, Diversity Committee, Employment Committee and our Associate Review Committee.
- The firm sponsored the Human Rights Campaign Gala Dinner for the last 6 years. It also sponsored a reception for Jim Obergefell (lead plaintiff in historic Supreme Court marriage equality case).

We actively support our LGBT attorneys in their leadership and business development efforts. We look for opportunities to provide visibility for their leadership and community efforts.

TC named Best Places to Work For LGBT Equality 2015

For the eighth consecutive year, Thompson Coburn earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey.

Thompson Coburn was one of 407 major businesses nationwide to achieve a perfect score in the new list. Thompson Coburn was one of only 89 law firms in the nation to receive the 100 percent ranking. In Missouri, just six companies achieved 100 percent rankings, including Monsanto and Brown Shoe Company.



TC supports Midwest LGBTQ Law Conference

Thompson Coburn sponsored the annual gathering of students, faculty, practitioners, and community members from around the Midwest at the Washington University in St. Louis School of Law. OUTLAW is an educational, political, and social alliance of law students, faculty, staff and alumni interested in working towards fostering and maintaining a positive, safe and supportive environment for lesbian, gay, bisexual, and transgender law students.

The conference goals were to present a diverse array of speakers from inside and outside the traditional legal community and to facilitate real discussion about the status of LGBT rights. The focus of the conference, "After Marriage Equality," was on the changing status of LGBT rights as marriage equality becomes the norm across the country as well as on the particular needs of transgender people.



Michael Cole joined the PROMO Fund Board

PROMO is Missouri's statewide organization advocating for lesbian, gay, bisexual, and transgender equality through legislative action, electoral politics, grassroots organizing, and community education. PROMO Fund is the 501(c)(3) part of the overall organization.



Brandon Couture, Lauren Newman, Fred Richards and Anita Mauro

Equality Illinois honors TC for 'Raising the Bar' for LGBT Workplace Equality

Thompson Coburn was recognized as one of the top law firms for inclusiveness and equality by Equality Illinois. Equality Illinois is dedicated to ensuring that every law firm operating in the State of Illinois provides a safe and fair work environment for lesbian, gay, bisexual, and transgender (LGBT) employees.

Women's Initiatives

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



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



Eileen Brown (left) accepting the award on behalf of Thompson Coburn

Only 44 law firms nationwide achieved "Gold Standard Certification" this year.
— WILEF

TC Recognized as Women in Law Empowerment Forum '2015 Gold Standard Firm'

For the second year in a row, Thompson Coburn received "Gold Standard Certification" from the Women in Law Empowerment Forum 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 44 firms nationwide achieved "Gold Standard Certification" in 2015, down from 49 in 2014.

Law firms with 300 or more practicing lawyers in the United States are eligible for the WILEF Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of equity partners, leadership positions, governance and compensation committees, and highly compensated partners.

Thompson Coburn met the qualifications for the Women in Law Empowerment Forum (WILEF) Gold Certification based on the following criteria:

- Women account for at least 20% of equity partners or alternatively, 33% or more of the attorneys becoming equity partners during the past twelve months
- Women represent at least 10% of firm chairs and office managing partners
- Women make up at least 20% of the firm's primary governance committee
- Women represent 20% or more of the firm's compensation committee

The mission of WILEF is to create a dialogue for the purpose of educating women in law firms on how to become leaders in the workplace and in the community by building, exercising and implementing a strong sense of empowerment.

Women's Initiatives

(continued)

- Securities litigator **Helen B. Kim** was a featured speaker in a roundtable hosted by California Lawyer magazine. The roundtable, which appears in the January 2015 issue of the publication, covered a host of recent issues in securities litigation including:
 - The U.S. Supreme Court's decision in Halliburton II and how it gives defendants another pre-class-certification opportunity to consider
 - The SEC's move to use more administrative hearings in insider trading cases
 - Legal and legislative reactions to companies adopting fee-shifting corporate bylaws
- Corporate and securities partner **Kim Eilerts** joined the boards of two influential organizations in the St. Louis region. Kim joined the governing board of Epworth Children and Family Services. She was elected as a board advisor for the Missouri Gateway Chapter of the U.S. Green Building Council. She is the first attorney to ever serve on the board of the organization.
- Intellectual property partner **Jennifer Visintine** presented an hour-long CLE for the Bar Association of Metropolitan St. Louis on a "Trademark Year in Review" for the 8th Circuit and Federal Circuit.
- On January 22, **Cheryl Kelly** was one of a number of panelists presenting to the local financial services community on "Hot Topics in Lending – Recent Court Decisions and Regulatory Changes."

Cheryl discussed recent decisions impacting drafting and enforcement of loan documents. Recent developments involving changes to the Missouri garnishment laws, application of the Merchandising Practices Act, and other Missouri laws were also discussed. The presentation was made in St. Louis to members of the Risk Management Association.

- Thompson Coburn real estate partner **Amelia Lewis** was named to the St. Louis Business Journal's 40 Under 40 list. She was one of only two attorneys on the 2015 list, which includes a variety of community leaders in health care, technology, manufacturing, nonprofits and more.
- The Chicago Bar Association appointed litigation partner **Christina Berish** to serve on the Investigative Division of the Judicial Evaluation Committee.

The Judicial Evaluation Committee is the semi-autonomous committee of The Chicago Bar Association that conducts evaluations of candidates for judicial offices and sitting judges seeking retention within Cook County. As a service to the public, the CBA reports the findings of the JEC for all elections.



Breakfast for 200

The Thompson Coburn Women's Initiative held its fourth annual client breakfast at the Frontenac Hilton. Nearly 200 people attended the breakfast, where keynote speaker Paul Burton presented "The Waterfall Effect: Six Principles for Productive Leadership."

All attendees received a copy of Paul's book of the same name. It was considered a good takeaway piece, as clients picked up extras to take to others in their organization. Paul spoke at the first breakfast event and has proven to be popular with our clients and attorneys.



Jennifer Visintine



Cheryl Kelly



Amelia Lewis



Christina Berish



The Thompson Coburn Women's Initiative launched the TC Women's Leadership Academy. The Academy is a leadership training program for a small group of women partners selected through an application process. As part of the program, each woman partner selected completed a self-assessment and attended group and individual training and coaching sessions on topics such as communication, influence, vision, and conflict management. The goal of the program is for each participant to hone her leadership skills through development and implementation of a personalized leadership plan.



Kim Eilerts

- **Betsy Haanes**, an IP partner in the firm's Washington, D.C. office, delivered a presentation on protecting biotech innovations to the St. Louis Chapter of the Licensing Executives Society (LES) in the firm's St. Louis office.

The presentation focused on recent developments in the treatment of cancer, the use of biomarkers, companion diagnostics, and autologous cell therapies (engineering or stimulating a patient's own cells to fight a disease or condition, and then returning the cells to the patient). These advances will not only improve the efficacy and safety of patient treatment, but also will reduce the costs associated with innovative new treatments, because only those patients who are likely to benefit from a given treatment will receive it.

- **Pamela Meanes**, a partner in the firm's Business Litigation practice, was featured in Savoy magazine's spring 2015 issue. As part of the magazine's "2015 Most Influential Black Lawyers" special section, Pam's article focuses on her career, her upbringing in East St. Louis, and on her work as President of the National Bar Association (NBA). The NBA is the nation's largest African American bar association.
- Private client partner **Georgia Demeros** was a panelist on "Narrowing the Gender Gap: How to Combat Gender Inequality in Leadership Positions," a Chicago Bar Association program. The program, presented by the YLS Women in Law Committee, explored gender inequalities in the legal profession, including compensation, workload and number of women in leadership positions.
- BTI Consulting Group selected partner **Kim Eilerts** as a "2015 Client Service All-Star" based on unprompted client feedback it received during its annual survey of corporate counsel at Fortune 1,000 and other large organizations.
- **Emily Wang Murphy** and **Stephanie Salvador** represented Thompson Coburn and the Lobbying & Policy Group at the Congressional Women's Softball Game. The game benefited the breast cancer organization Young Survival Coalition.
- Employee Benefits co-chair **Lori Jones** presented at the winter seminar of the National Association of Public Pension Attorneys, an organization consisting exclusively of attorneys who represent public pension funds. Lori co-presented with other members of NAPPA's Taxation Committee, and led a session called, "The Second Time Around: What You Need to Know to Prepare for "Cycle E.""
- Business litigation counsel **Kristine Bridges** was elected secretary of the Bar Association of Metropolitan St. Louis. Kristine has served for two years as a BAMSL member-at-large. During that time she sat on the Bench & Bar Committee and the Strategic Planning Committee.

Women's Initiatives

(continued)

Part of her duties of secretary will include serving as chair of BAMSL's Communications Committee. The Communications Committee works to inform members about all activities, benefits, and opportunities available to them from BAMSL. It also works to develop and enhance association communications vehicles and methods to make messages more effective.

- Former CREW-St. Louis President (2004) and Thompson Coburn Environmental partner **Crystal Kennedy** served as program moderator for Commercial Real Estate of St. Louis (CREW-St. Louis). Featured speakers were Jo Mannies, political reporter for St. Louis Public Radio, Ann Auer, former Executive Vice President of the Missouri Growth Association and David Orwick, Thompson Coburn real estate partner.
- Partner **Margie Krumholz** was elected to the American College of Commercial Finance Lawyers, a professional association of distinguished lawyers dedicated to improving and enhancing the practice of commercial finance law and the ethics of the profession.
- Litigation partner **Christina Berish** authored "Protecting the identity of your LLC members & LP partners in litigation, part I: Motions to remand," which was re-published by Lexology and included in its roundup of content sent to Chicago Bar Association members.
- Chicago private client partner **Georgia Demeros** met with the First Lady of Cyprus, Ms. Andri Anastasiades, along with other key Chicago Greek American women leaders to discuss relief for the Cypriot people suffering in the current economic crisis in Cyprus and Greece.

The group discussed ways to support the First Lady's "Independent Social Support Fund," which helps individuals forced to discontinue their education due to the economic crisis in Greece.

- Thompson Coburn served as a sponsor of a recent Chicago event kicking off the Athena Initiative, a new effort of the Hellenic American Leadership Council that promotes Greek-American female leadership in public life. Chicago partner **Georgia Demeros** led a live Q&A with Ambassador Eleni Tsakopoulos Kounalakis, President Obama's first Ambassador to Hungary and the first Greek-American female to serve as Ambassador. The pair discussed her road to becoming appointed an Ambassador, the challenges she faced and her most memorable experiences. Ambassador Kounalakis recently came out with a new book, "Madam Ambassador: Three Years of Diplomacy, Dinner Parties and Democracy in Budapest."
- TC's Women's Initiative hosted its 2015 Women's Event at the Whittemore House, near the campus of Washington University. On a beautiful spring evening, TC attorneys, clients, and friends were greeted by colorful floral displays (and a TC vase where they could collect their own blooms to take home).
- Business litigation partner **Claire Schenk** authored an article on the



Margie Krumholz



Georgia Demeros and the First Lady of Cyprus, Ms. Andri Anastasiades



Georgia Demeros and Eleni Tsakopoulos Kounalakis





Laura Jordan joins Management Committee

Laura practices in the firm’s Human Resources Group, focusing on representation of employers in all aspects of employment law. Her work includes representation of clients in state and federal courts and agencies throughout the United States on a wide variety of matters including wage and hour litigation, discrimination and retaliation administrative charges and litigation, noncompetition and trade secret disputes, and business immigration.

Federal Priority Act for *The Federal Lawyer*, the magazine of the Federal Bar Association.

The article, “Addressing the language and scope of the Federal Priority Act,” studies the past, present, and future reach of the Federal Priority Act, a law that allows the federal government’s claims against a debtor to take priority over any other claims.

- The TC Women’s Initiative hosted its 4th annual women’s networking event in Washington, D.C. where the Capitol Steps performed its famous brand of political satire and parody.
- Chicago attorneys **Christina Berish**, **Susan Lorenc** and **Erin Dunn** presented “Creating the Perfect Partnership: Strategies to Protect Yourself and Your Business” as part of the National Association of Women Business Owner’s THRIVE Conference.

The presentation addressed the potentially turbulent topics that go along with running a business, such as salary decisions, pursuit of new business opportunities, who “owns” customers and ideas, how to fire a business partner and the fiduciary duties owed among business partners. They also addressed how to prevent heated issues from arising by properly documenting employment agreements and corporate documents.

- **Mary Bonacorsi** was recognized by the YWCA of Metro St. Louis as one of the organization’s 2015 Leaders of Distinction.

The honor, which the YWCA has given out since 1979, recognizes the “special achievements of women in the workplace and community.”

Past winners have included educators, nonprofit leaders, entrepreneurs, executives of the region’s largest businesses.

As one of Thompson Coburn’s first female attorneys, Mary played a fundamental role in the creation of Thompson Coburn’s Total Commitment® Women’s Initiative, a comprehensive program that focuses on helping the firm’s women attorneys meet their full potential and promoting their achievements and contributions.



From left, Adrian Bracy, YWCA CEO; Mary Bonacorsi; Rhonda Brandon, YWCA Chairwoman of the Board; and Mary Heger, YWCA Leader Lunch 35 Chair



Women's Initiatives

(continued)

A Successful Year with Purpose

Pamela J. Meanes started her presidency of the National Bar Association with an agenda to address the changes needed to establish education as the new civil right, defend voting rights from threats of photo ID requirements and advocacy for creating a more diverse bench across the nation's court system.

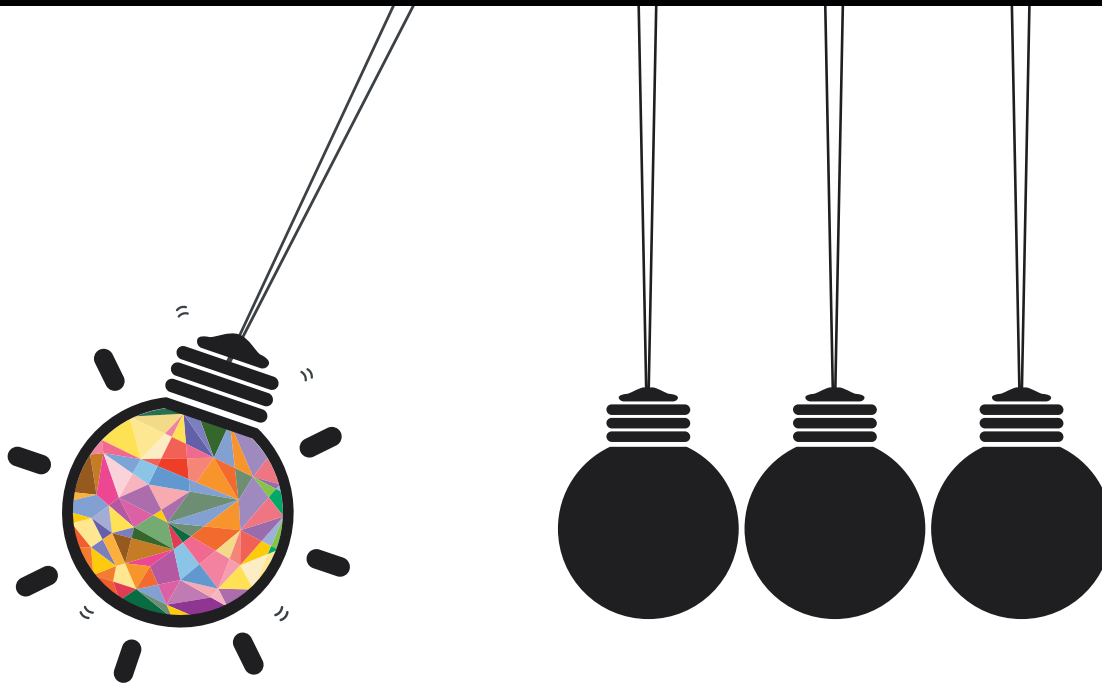
All that changed after the Michael Brown incident in Ferguson, Missouri. The spotlight shifted swiftly and Pamela spent the following months traveling across the country and to Africa to speak to constituents, members of the Congressional Black Caucus, and to local clergy in Ferguson, Staten Island and Baltimore.

The year was challenging, yet much was accomplished, and the NBA is in a much better position than it was before she took office. Pamela sees her legacy as one of hard work, integrity, debt reduction, and a civil rights movement that will continue for years to come. The torch has now been passed to the new President Benjamin Crump.



Our Values Our Vision

We strive to meet and exceed expectations. We provide services of the highest caliber on — or ahead of — schedule, on every assignment, on every occasion, for every client. (*Thompson Coburn's Value and Mission Statement*).



Thompson Coburn is the first choice law firm for:

- Clients seeking creative, effective and practical solutions to challenging legal problems and value for their investment.
- Diverse people seeking rewarding careers.

We are dedicated to helping our clients achieve their goals by:

- Vigorously advocating our clients' positions, while always adhering to the highest level of professional integrity.
- Effectively bringing together the right people, technology and discipline to the practice of law.
- Embracing change without departing from our traditional core values.

We focus on serving the client. We listen ... and listen carefully. Understanding the client is as important as understanding the law. We listen to our clients and understand their business, their needs, their wants and their expectations.

We value diversity. We know that diversity strengthens our firm and the community, and we incorporate this value in developing our programs and policies.

We value the communities in which we live and work. We expect our people to be active and generous in support of civic and charitable endeavors. We pursue business processes that support the long-term sustainability of our environment.

We value each other. We utilize our combined knowledge and resources to ensure quality client service and make Thompson Coburn a truly great place to work.

We value innovation, creativity and boldness. We support and encourage fresh approaches to solving problems. — TC



DIVERSITY REPORT 2015

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