

TOTAL COMMITMENT WOMEN'S INITIATIVE





ABOUT THOMPSON COBURN

For 90 years, Thompson Coburn has provided the legal services and counsel our clients need to realize their most critical goals. Throughout our history, we have been guided by our philosophy of giving our clients straightforward, practical and economical solutions to their legal challenges and business demands, no matter how complex. We put this philosophy into practice every day, for every client, whether a private individual, a closely-held business, a professional or a multinational corporation. Our Firm is built upon a tradition of combining a corporate practice that is capable of handling highly sophisticated transactions with our powerful litigation practice. Because of our strong roots and experience in these areas, we have been able to keep pace with the changing demands of our corporate clients and advance their causes efficiently and effectively. 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 380 attorneys and more than 40 practice areas, we can continue to service clients throughout the United States and beyond.

THOMPSON COBURN AT A GLANCE

We are one of only 42 law firms in the country to receive the Women in Law Empowerment Forum's Gold Standard Certification.



The *St. Louis Business Journal* named Thompson Coburn one of the area's "Healthiest Employers" for developing outstanding health and wellness programs for employees.



For 10 consecutive years, we've earned perfect scores in the Human Rights Campaign's Corporate Equality Index and Best Places to Work Survey.



In 2018 *U.S. News & World Report* named Thompson Coburn the law firm with the best copyright and railroad practices in the nation.



We represent public transit clients in 9 of the nation's 10 largest metropolitan areas and 18 of the top 20.

11 practices received a National Tier 1 rating in the *U.S. News/Best Lawyers*®, 2018 Best Law Firms survey.

Employee Benefits (ERISA) Law
Trusts & Estates Law RAILROAD
LAW TECHNOLOGY LAW
Copyright Law ENVIRONMENTAL LAW
Admiralty & Maritime Law
CORPORATE LAW
Securities/Capital Markets Law
Labor Law-Management
EMPLOYMENT LAW-MANAGEMENT



BTI Consulting has named Thompson Coburn among the top 30 law firms for client service.

116 attorneys selected for inclusion in *The Best Lawyers in America*®, 2018 edition (copyright 2018 by Woodward/White, Inc., of Aiken, S.C.)



TOTAL COMMITMENT WOMEN'S INITIATIVE

Thompson Coburn's Total Commitment Women's Initiative focuses on creating and sustaining a culture of inclusion and respect, assisting women attorneys in meeting their full potential and promoting the achievements and contributions of our women attorneys and clients.

We celebrate the unique strengths, abilities and contributions of our women lawyers and are committed to building and sustaining an environment that supports and encourages women to become successful attorneys, respected business leaders and valued members of our communities.

How we live our commitment:

- We're proud to be just one of 16 law firms nationwide that met or exceeded all six qualifications for "Gold Standard Certification" from the Women in Law Empowerment Forum (WILEF).
- Women comprise a significant portion of our Management and Compensation committees.
- We provide financial investment, leadership support, and staff to support our Total Commitment Women's Initiative.
- Our Total Commitment Women's Initiative sponsors a robust mentoring program for all of our associates.

RECENT HIGHLIGHTS

- Equity partner promotions – 83% female
- New partner promotions – 40% female
- New attorney hires – 41% female

"As Chair of the Women's Initiative, I am proud of Thompson Coburn's accomplishments towards making our Firm a place for women attorneys and staff to grow and prosper as professionals and individuals. Our industry as a whole has more work to do, but we know that our market-leading initiatives have made a meaningful difference in the advancement and retention of women at Thompson Coburn. This brochure illustrates some of our current programs, our future goals and our continuing mission to ensure our Firm is the go-to law firm for women attorneys and professional leaders."

— Laura Jordan, Partner, St. Louis
Women's Initiative Chair



2019-2020 WOMEN'S INITIATIVE STEERING COMMITTEE



Laura Jordan
St. Louis



Georgia Demeros
Chicago



J. David Duffy
Chicago



Vicky Gilbert
Los Angeles



Ruthanne Hammett
St. Louis



Chris Hohn
St. Louis



Norma Jackson
St. Louis



Helen Kim
Los Angeles



Michele Kloepfel
St. Louis



Andrea Lowry
St. Louis



Katriina McGuire
Chicago



Gayle Smith Mercier
St. Louis



Emily Wang Murphy
Washington, D.C.



Jennifer Post
Los Angeles



Debbie Rush
St. Louis



Anne Schuster
St. Louis

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 (see page 11)
 - 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
- Plug the leaks in the talent pipeline

Focus

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



Emily Peel



Natalie Ikhlassi

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

— Emily Peel, Partner, Chicago
— Natalie Ikhlassi, Partner, Los Angeles

WOMEN'S LEADERSHIP ACADEMY

In 2015, the Women's Initiative launched the Women's Leadership Academy, a cohort of 10-15 women partners and associates at different stages in their careers. In addition to leadership training and coaching led by award-winning Georgetown law professor Hillary Sale, participants work directly on firm-wide strategic initiatives, often by collaborating with Firm leadership. Several of these initiatives have been incorporated into the Firm's strategic plan.

The Women's Leadership Academy provides participants with significant internal visibility and the opportunity to connect with colleagues from other offices and practice areas within the Firm.

2018-2019 Women's Leadership Academy Participants



Kim Bousquet
St. Louis



Adrienne Clair
Washington, D.C.



Tabitha Davisson
St. Louis



Jesse Halpern
Washington, D.C.



Natalie Ikhlassi
Los Angeles



Helen Kim
Los Angeles



Cheryl Kelly
St. Louis



Meg McNaul
Washington, D.C.



Sara Finan Melly
St. Louis



Tonya Oliver Rose
St. Louis



Emily Peel
Chicago



Christina Randolph
St. Louis



Sara Wade
St. Louis



Maria Zschoche
St. Louis

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 Mentoring Program



Emily Wang Murphy



Lauren Chee

"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 Wang Murphy, Partner,
Washington, D.C.

— Lauren Chee, Associate, Los Angeles

SPOTLIGHT SERIES

The Spotlight Series is a quarterly lunch program where a select woman partner (or group of women partners) from one of our offices leads a discussion about her career path, approach to client service and business development methods. Broadcast to all of our offices and attended by both men and women attorneys, the Spotlight Series is an internal forum for partners to share their personal and professional stories with a diverse cross-office and multi-generational audience of Firm attorneys. The program allows attorneys to learn from each other and provides an opportunity, for women in particular, to share their strategies for success.

"The Spotlight Series has been an excellent opportunity to learn from each other about growing individual and group practices in an intentional, strategic, and comprehensive manner. Everyone from new associates to long-established partners benefits from discussions about the comparable and the disparate paths we take to establish ourselves as great lawyers, community leaders and unique individuals. The Series is intended to spark conversations about the lawyers we want to be and the practices we want to have and, in turn, to strengthen our Firm's commitment to an open and inclusive space."

— Kelly Simon, Partner, St. Louis



NETWORKING AND OUTREACH EVENTS

The Women's Initiative regularly hosts networking and community outreach events in all four of our largest markets: Chicago, Los Angeles, St. Louis and Washington, D.C. These events have become well-known among our clients and contacts for providing practical, business-focused thought leadership and networking opportunities.

Recent speakers at our largest event in **St. Louis** included generational worker expert Jean Twenge, a Q&A with Chrissy Taylor, Executive Vice President and Chief Operating Officer of the parent company of Enterprise Rent-a-Car and a panel discussion with women leaders from the St. Louis Regional Business Council and the St. Louis Business Journal.



In **Chicago**, our events have incorporated unique venues and women entrepreneurs, including a humanitarian fashion label whose designs are handcrafted by refugee artisans.





In [Los Angeles](#), we partnered with The New Girls' Network, an alliance of female leaders who promote the advancement of women in law, to host a panel discussion featuring C-level executive women from across L.A.



Our [Washington, D.C.](#) women's events are popular networking receptions for male and female professionals from a wide range of industries. Thompson Coburn is known for hosting events at distinctive locations, such as Madame Tussauds wax museum and the International Spy Museum.



SURVEYS AND BENCHMARKING

The Women's Initiative regularly participates in leading national surveys and studies focused on the representation and engagement of women among the country's top law firms. As part of each survey, the Women's Initiative and Firm leadership look deeper into the results to identify opportunities to improve the recruitment, promotion, retention, and development of women attorneys.

We participate in surveys and benchmarking programs by:

- ABA Presidential Initiative on "Achieving Long-Term Careers for Women in the Law" at Harvard Law School
- National Association of Women Lawyers
- WomenInc.
- Women in Law Empowerment Forum (WILEF)
- Working Mother Media

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

In 2018, Thompson Coburn earned a "Gold Standard Certification" for the fifth year in a row from the Women in Law Empowerment Forum (WILEF) for incorporating women into the highest levels of Firm leadership.

This honor recognizes the leadership roles achieved by equity women partners in law firms across the country. With eligibility limited to firms with 300 or more attorneys, only 42 firms nationwide achieved "Gold Standard Certification" in 2018. Just 16 firms – including Thompson Coburn – met or exceeded qualifications in every category measured.



RECENT PROJECTS/INITIATIVES

- One-on-one interviews with all women partners were conducted to evaluate how the Firm can better support individual practices and overall efforts to attract, promote and retain women.
- Implicit Bias Training for all attorneys and staff
- Special emphasis in identifying additional leadership opportunities for Thompson Coburn women attorneys – committees, bar organizations, industry groups (ongoing)
- Collaborated with Associates Committee on business development program for associates

FOR MORE INFORMATION
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thompsoncoburn.com

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