



# 2017 DIVERSITY & INCLUSION REPORT



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## 2017 DIVERSITY COMMITTEE



**CO-CHAIR**  
**Tony Anderson**  
(Partner, Washington, D.C.)



**CO-CHAIR**  
**Booker Shaw**  
(Partner, St. Louis)



**Tom Minogue**  
(Firm Chairman)



**Jennifer Barton**  
(Director of Human Resources)



**Sarah Chang**  
(Associate, Chicago)



**David Dick**  
(Partner, St. Louis)



**Evan Raskas Goldfarb**  
(Partner, St. Louis)



**Ruthanne Hammett**  
(Partner, St. Louis)



**Amanda Hettinger**  
(Partner, St. Louis)



**Wil Holtz**  
(Partner, St. Louis)



**Laura Jordan**  
(Partner, St. Louis)



**Helen Kim**  
(Partner, Los Angeles)



**Andrea Lowry**  
(Director of Professional  
Development, Recruitment,  
and Diversity)



**Anita Mauro**  
(Partner, Chicago)



**Pam Meanes**  
(Partner, St. Louis)



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



**Fred Richards III**  
(Partner, Chicago)



**Diona Rogers**  
(Associate, Chicago)



**Jarrod Sharp**  
(Partner, St. Louis)



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



**Sam Watkins**  
(Partner, Los Angeles)



**Felicia Williams**  
(Associate, St. Louis)



**Nelson Williams**  
(Associate, St. Louis)



# INTRODUCTION

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

Thompson Coburn is committed to creating and fostering a diverse and inclusive workplace culture that recognizes the contributions of individuals from varied backgrounds and the experience they bring to our clients and our Firm. We strongly believe that the differences among us strengthen our Firm and enhance our ability to serve our clients more effectively. We strive to exceed our goals with respect to diversity and inclusion, and we have taken and continue to take a number of actions to improve diversity and inclusion at Thompson Coburn:

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



**TOM MINOGUE**  
Firm Chairman



**TONY ANDERSON**  
Diversity Committee Co-Chair

"As part of Thompson Coburn's Total Commitment to diversity and inclusion, we set a high standard for ourselves and we work daily to meet and exceed that standard. This commitment extends to our recruitment and retention efforts, the diversity education and resources we provide to those at all levels of our Firm, and our active support of diversity pipeline programs in all of our communities."



**BOOKER SHAW**  
Diversity Committee Co-Chair

"In the pages of this report, you'll see stories about the exceptional accomplishments of our diverse attorneys and the efforts of our entire Firm to create an inclusive, supportive workplace where everyone can achieve their professional goals and pursue a meaningful career. We are committed to continuing these stories far into the future — not just because it's the right thing to do, but because we truly believe diverse teams think creatively, achieve more, and help us provide exceptional service to our clients."



## 2017 NEW PARTNERS

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



**ANTHONY BLUM (St. Louis)** With a background in computer science, Tony has built a practice that encompasses a broad range of intellectual property matters, including patents, copyrights, trademarks, and other issues involving the internet. He represents clients before the patent office in post-grant proceedings and litigates infringement suits throughout the country. His cases involve diverse technologies, including security, telecommunications, artificial intelligence, cryptography, software and e-commerce. Tony also advises clients on infringement and validity, as well as speech-related issues on the internet. Tony earned his law degree from Vanderbilt University.



**NATALIE IKHLASSI (Los Angeles)** Natalie represents clients facing a diverse range of business and commercial disputes in state and federal courts across Southern California, including appeals. In her work in commercial real estate litigation, Natalie has successfully defended real estate entities in commercial contract and leasing disputes involving properties across the region, as well as other business disputes. She also advises businesses on disputes related to contracts and general business torts, and has handles probate disputes and employment litigation matters. Natalie earned her law degree from the University of California, Davis.



**BRIAN LAMPING (St. Louis)** practices in the firm's business litigation area, where he primarily represents clients facing litigation in the areas of telecommunications, banking, construction, and franchise law. Brian has first- and second-chaired numerous jury and bench trials in federal district court, Missouri state court, Illinois state court, and the Office of Administrative Law Judges. He has also served as lead brief writer for federal appeals in the Eighth and Fifth circuits, and appeals to the Missouri Supreme Court, the Missouri Court of Appeals, and the U.S. Department of Labor Administrative Review Board. Brian earned his law degree and M.B.A. from Saint Louis University.



# 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.

- We actively participate in affinity job fairs locally and nationally.
- Our Employment Committee and other hiring personnel undergo training in interviewing skills.
- We are identified as an Equal Opportunity Employer in all employment-related activities.

## PIPELINE PROGRAMS & INITIATIVES

Thompson Coburn actively participates in a number of pipeline programs that promote careers in the legal profession to diverse students and ensure that our communities retain and improve their diversity, including:

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

## ST. LOUIS 1L DIVERSITY CLERKSHIP PROGRAM

Thompson Coburn was one of 14 employers that participated in the 2017 St. Louis Diversity Clerkship Program. The Program assists first-year students from groups traditionally underrepresented in the St. Louis legal community in obtaining employment with law firms, corporations and public service organizations during the summer before their second year. The Program was established in 1990 as a project of the Bar Association of Metropolitan St. Louis in cooperation with the Mound City Bar Association and other organizations. St. Louis area law firms, corporate legal departments and government offices participate annually. The Program is open to first-year law students who have completed at least one semester of law school and are in good academic standing at the following law schools: Washington University, Saint Louis University, University of Missouri-Columbia, Southern Illinois University-Carbondale, and University of Illinois.

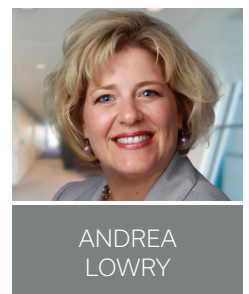
## DIVERSITY CAREER FAIRS

Thompson Coburn actively supports the recruitment of diverse candidates and currently takes part in the following recruitment events:

- St. Louis 1L Diversity Clerkship Program
- Chicago Walk Around Job Fair
- Cook County Bar Association Job Fair
- D.C. Road Show
- Hispanic Bar Association Job Fair
- IMPACT Career Fair
- National LGBT Bar Association Lavender Law Career Fair
- Southeastern Minority Job Fair
- St. Louis Diversity Job Fair

## TC AND THE ST. LOUIS DIVERSITY JOB FAIR: 10 YEARS AND COUNTING

Thompson Coburn has been instrumental in the development and ongoing success of the St. Louis Diversity Job Fair for the past 10 years. The Job Fair began a decade ago as the brainchild of St. Louis legal administrators who wanted to provide more summer intern opportunities for diverse law students.



During the 2017 Commitment to Diversity Awards, nine employers, including Thompson Coburn, received special recognition for 10 years of participation in the job fair. Andrea Lowry, TC's Director of Professional Recruiting, Development and Diversity, was honored for serving on the Job Fair's Steering Committee for 10 years.

## LAW SCHOOL OUTREACH

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

### THOMAS F. EAGLETON SCHOLARSHIP AWARDED TO ASHTON DIETRICH

Thompson Coburn selected Ashton K. Dietrich as the 2017-2018 Thomas F. Eagleton Scholarship recipient, a scholarship developed in memory of our late partner U.S. Senator Tom Eagleton. Ashton was chosen from a field of over 50 applicants. She received her Bachelor of Science (BS) in Health Management, with a minor in Legal Studies, from Saint Louis University (SLU) in 2017; earning a 4.0 grade point average. While attending SLU, she served as mock trial team captain, was a member of Alpha Sigma Nu Jesuit Honor Society, participated in the University Honors Program, and also received the American Mock Trial Association Top Attorney Award. In August 2017, she began her first year of law school at SLU School of Law.



As an Eagleton Scholar, Ashton has a Thompson Coburn partner that will serve as her mentor during her first year of law school, will join the Firm as a summer associate in 2018, and received a \$15,000 scholarship award.

L-R: Past Eagleton Scholars and Thompson Coburn associates Felicia Williams, Aaron Banks, and Virginia "Ginny" Woodfork; 2017-2018 Eagleton Scholarship recipient Ashton Dietrich; Thompson Coburn partners Amanda Hettinger, Booker Shaw, and Sue Werstak; Firm Chairman Tom Minogue.

## DIVERSITY PARTNERSHIPS

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

- Asian Pacific American Bar Association (APABA) - D.C.
- Hispanic National Bar Association (HNBA)
- Missouri Asian American Bar Association (MAABA)
- Mound City Bar Association (MCBA)
- National Association for the Advancement of Colored People (NAACP)
- National Asian Pacific American Bar Association (NAPABA)
- National Bar Association (NBA)
- National Lesbian and Gay Bar Association (LGBT)
- South Asian Pacific Bar Association (SAPBA)
- Women Lawyers Association (WLA)

### NATIONAL LGBT BAR ASSOCIATION LAVENDER LAW CONFERENCE AND CAREER FAIR

Partner Jennifer Post and Diversity Committee Member and associate Nelson Williams attended the 29th Annual Lavender Law Conference and Career Fair in San Francisco.





# SPONSORSHIPS

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

- American Association of Blacks in Energy Luncheon
- American Bar Association (ABA) LGBT Forum
- Asian Pacific American Bar Association (APABA) - D.C.
- APABA-D.C. Annual Awards and Installation Gala
- Association of Corporate Counsel (ACC) Diversity in Leadership Education
- Association of Corporate Counsel (ACC) St. Louis and Chicago Diversity Programs
- Association of Corporate Counsel (ACC) St. Louis Street Law
- Association of Corporate Counsel (ACC) Summer Intern Session
- Association of Law Firm Diversity Professionals (ALFDP)
- Black Women Lawyers' Association (BWLA) National Summit
- Business Immigration Update CLE
- Casa de Salud Trivia Night
- Cook County Bar Association Job Fair
- Cultural Leadership
- Equality Illinois
- Hispanic Chamber of Commerce Adelante Awards
- Hispanic Chamber of Commerce Breakfast
- Howard University School of Law
- Human Rights Campaign (HRC) Dinner—St. Louis & Washington, D.C.
- Lavender Law Career Fair
- Lavender Law Diversity Event
- Lavender Law Employer Showcase
- Lawyers Association of St. Louis: Honorable Theodore McMillian Black History Dinner
- Mid-State MDC Supplier Diversity Event
- Midwest Black Law Student Association (MWBLSA) Regional Convention
- Midwest LGBTQ+ Law Conference
- Minority Corporate Counsel Association (MCCA)
- Minority Legal Education Resources, Inc. (MLER) 40th Anniversary
- Missouri Asian American Bar Association (MAABA) Unity Dinner
- Missouri Historical Society Stand Up for Civil Rights in St. Louis
- Mound City Bar Association (MCBA) Annual Scovel Richardson Scholarship Dinner
- Mound City Bar Association (MCBA) Retreat
- National Association for the Advancement of Colored People (NAACP) Annual Meeting
- National Asian Pacific American Bar Association (NAPABA) Annual Conference
- National LGBT Bar Association
- PROMO Bountiful Brunch
- PROMO Urbanaire
- Saint Louis University Black Law Students Association (SLU BLSA) Judge Michael Calvin Memorial Golf Tournament
- Saint Louis University Black Law Students Association (SLU BLSA) Casino Night
- St. Louis American Diversity Ad
- St. Louis Diversity Job Fair
- St. Louis Internship Program (SLIP)
- St. Louis University OUTLaw Professional Women Event
- TC Asian American Affinity Group
- TC Building Our Brand Affinity Group
- TC Hispanic/Latinx Affinity Group
- TC LGBTQ Affinity Group
- TC Total Commitment Women's Initiative
- Thomas F. Eagleton Scholarship
- University of Missouri Black Law Students Association (MU BLSA) Lloyd L. Gaines Scholarship Banquet
- Urban League of Metro St. Louis Annual Dinner
- Washington University School Black Law Students Association (WashU BLSA) Scholarship Dinner

# AFFINITY GROUPS

Thompson Coburn's attorney-led affinity groups contribute to the Firm's success through recruitment and retention efforts, formal and informal training and mentoring, employee networking, professional development opportunities, creating a positive and supportive work environment, community outreach, and helping to deliver the commitment to diversity and inclusion.

## AFRICAN AMERICAN/BLACK

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

### PAMELA MEANES RECEIVED A PRESIDENT'S LIFETIME ACHIEVEMENT AWARD

Business Litigation partner Pamela Meanes received a certificate officially presenting her with the President's Lifetime Achievement Award from then-President Barack Obama.



PAMELA  
MEANES

## HISPANIC/LATINX

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

### HISPANIC CHAMBER OF COMMERCE EXECUTIVE INSIGHTS

Thompson Coburn hosted an Executive Insights session by the Hispanic Chamber of Commerce of Metropolitan St. Louis. The breakfast program, led by Immigration partner Kelly Simon, provided a "Business Immigration Update" to business leaders from across St. Louis.





# ASIAN AMERICAN

- We arrange for our members to attend seminars and conferences that promote our mission and goals
  - ▶ TC attorneys annual attend the National Asian Pacific American Bar 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 Bar Association (NAPABA) and the Asian Pacific American Law Student Association's (APALSA's) of various law schools
- We work closely with a number of legal service organizations that focus efforts on various issues impacting the Asian American community



## UNITY DINNER

TC partner Wil Holtz and Jared Manse attended the 2017 Missouri Asian American Bar Association's Unity Dinner.

# 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 of sponsorship and participation in the 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

## LA HOSTS PITCH EVENT FOR LGBT-CONNECTED START-UPS AND INVESTORS

The L.A. office hosted a business and networking event for two organizations dedicated to supporting LGBT-led companies, StartOut and Gaingels.

StartOut provides resources, educational events, networking and mentoring for LGBT-led start-up companies and maintains chapters in New York, Austin, Chicago, Boston, San Francisco and Los Angeles. L.A. partner Jennifer Post serves on the steering and programming board for StartOut's L.A. chapter.

Gaingels ("gay angels") is an angel investment syndicate focused on funding LGBT-led companies. Syndicate members are predominantly high net worth individuals who have exited successful companies and are now investing in early start ups. Since 2014, Gaingels has led more than \$12 million in investment in its portfolio companies.

## 10TH CONSECUTIVE YEAR: HUMAN RIGHTS CAMPAIGN "CORPORATE EQUALITY INDEX" PERFECT 100

The Human Rights Campaign Foundation once again honored Thompson Coburn for its pioneering commitment to policies and practices that promote the equal treatment of lesbian, gay, bisexual and transgender employees.

This marks the tenth consecutive year that Thompson Coburn has earned a perfect score of 100 points on 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. Thompson Coburn was one of only 127 law firms nationally to receive the 100 percent ranking.

The Corporate Equality Index and Best Places to Work Survey rates organizations on a 1-100 scale and examines a range of LGBT-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. Thompson Coburn's efforts in satisfying all of the CEI's criteria results in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality.



# TOTAL COMMITMENT WOMEN'S INITIATIVE

Thompson Coburn is committed to creating an inclusive culture. We celebrate the unique strengths, abilities, and contributions of our women lawyers and are committed to building and sustaining an environment that welcomes, supports, and encourages women to become successful attorneys, respected business leaders and valued members of our community.

- We provide financial investment, leadership support, and staff support to our Total Commitment Women's Initiative
- Our women attorneys meet regularly in each office
- The Women's Initiative Steering Committee works to accomplish its goals through the following committees, which are led by women partners:
  - ▶ Women's Initiative Associate Development Committee
  - ▶ Women's Initiative Business Development Committee
  - ▶ Women's Initiative Professional Development Committee
- Our Firm holds annual formal networking events for women attorneys and clients in St. Louis, Chicago, and Washington, D.C.

## Women's Initiative Focus:

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



## 2017 WOMEN'S INITIATIVE STEERING COMMITTEE



**Laura Jordan**  
St. Louis (Chair)



**Georgia Demeros**  
Chicago



**Vicky Gilbert**  
Los Angeles



**Ruthanne Hammett**  
St. Louis



**Chis Hohn**  
St. Louis



**Helen Kim**  
Los Angeles



**Michele Kloeppel**  
St. Louis



**Andrea Lowry**  
St. Louis



**Katriina McGuire**  
Chicago



**Emily Wang Murphy**  
Washington, D.C.



**Jennifer Post**  
Los Angeles



**Debbie Rush**  
St. Louis



**Anne Schuster**  
St. Louis



**Gayle Smith**  
St. Louis



## 2017 WOMEN'S LEADERSHIP ACADEMY PARTICIPANTS



Kim Bousquet  
St. Louis



Adrienne Clair  
Washington, D.C.



Tabitha Davisson  
St. Louis



Jesse Halpern  
Washington, D.C.



Natalie Ikhlass  
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

### THOMPSON COBURN RECOGNIZED AS WOMEN IN LAW EMPOWERMENT FORUM (WILEF) 'GOLD STANDARD FIRM'

For the 4th consecutive year, Thompson Coburn received "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 44 firms nationwide achieved Gold Standard Certification in 2017.



Law firms are eligible for 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.

Women in Law Empowerment LLC (WILEF) is the premier organization for women in law exclusively dedicated to women from the largest law firms and corporate law departments in the United States. WILEF's mission 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.

### 2017 HIGHLIGHTS

- Hosted client and firm presentations on the successful management of multi-generational workforces
- Launched 2017 Spotlight Series featuring Vicky Gilbert (Partner, Los Angeles), Adrienne Clair (Partner, Washington, D.C.), and Kathy Wisniewski (Partner, St. Louis)
- Hosted client events in St. Louis, Washington, D.C., and Chicago
- Provided 4 ABA Women Rainmaker Webinars
- Revised TC Mentoring program to incorporate Mentoring Circles
- Co-planned with Associates Committee a business development program
- Participated in ABA Presidential Initiative on "Achieving Long-Term Careers for Women in the Law" at Harvard Law School
- Sponsored the 2nd Co-Hort of the Women's Leadership Academy



## IN THE COMMUNITY



FRED  
RICHARDS

### FRED RICHARDS PROMOTED INCLUSIVE LEADERSHIP AT CNA PANEL

Chicago partner Fred Richards participated on a panel hosted by firm client CNA Financial Corporation. Each panelist provided insights and energizing discussion on what's happening in our nation as it relates to inclusive leadership.



PAMELA  
MEANES

### POST-DISPATCH PROFILES TC PARTNER PAMELA MEANES FOR ADVANCING ST. LOUIS

The St. Louis Post-Dispatch's Advancing St. Louis section profiled Pamela Meanes as someone who "is impacting the St. Louis region by inspiring change and starting conversations."

## THOMPSON COBURN CONTINUES TO SUPPORT FOR SLIP LAW INSTITUTE MISSION

For 26 years, Thompson Coburn has participated in the St. Louis Internship Program (SLIP). SLIP—a year-round internship program designed to help youth from financially disadvantaged backgrounds—trains St. Louis high-schoolers in skills they will need in the marketplace and places them in paid eight-week internships with local businesses. Since its founding in 1992, nearly 4,000 students have completed the program. Ninety-eight percent of SLIP participants have successfully acquired skills, graduated high school, and pursued goals. To be eligible, students must maintain at least a 2.0 grade point average (GPA) and qualify for free or reduced lunch.

During summer 2017's Law Institute component of the program, students visited the courtroom of Judge Jimmie Edwards to learn about his career path and processes in his courtroom. Thompson Coburn associate Elise Puma developed a case scenario for the students to kick off their mock trial training and development.





## TC SUPPORTS THE D.C. CHAPTER OF THE AMERICAN ASSOCIATION OF BLACKS IN ENERGY (AABE)

With October being both Cybersecurity Awareness Month and Black Energy Awareness Month (BEAM), the D.C. chapter of the American Association of Blacks in Energy (AABE) hosted two targeted events: a lunch-and-learn panel on cybersecurity preparedness and a BEAM science, technology, engineering and math (STEM) event.

TC was also one of the sponsors of the BEAM STEM event, which was held at McKinley Technical High School in Washington, D.C.



ADRIENNE  
CLAIR

Students from several D.C. high schools participated in the engineering-based competition. The event provided an opportunity for the AABE D.C. chapter to engage with local students and gave the students an opportunity to demonstrate their technical skills. Utilities partner Adrienne Clair is secretary of the AABE D.C. chapter and helped plan these events.



HELEN  
KIM

## TC PARTNERS ATTEND FIRST LGBTQ FORUM

Thompson Coburn was a Forum Sponsor for the ABA Section of Litigation's Inaugural LGBTQ Forum in San Francisco earlier this month. Helen Kim and other partners were in attendance for TC.

Hundreds of judges and attorneys from around the country were in attendance for the two-day event. Programming included "How to Handle a Hostile Political Environment," "Overcoming Historical Bias Against Out Litigators," "A Practical Guide to Creating an Inclusive Workplace" and "A Conversation About LGBTQ Politics and Justice."

## MISSOURI SUPREME COURT HONORS TC'S 'DEDICATION TO JUSTICE,' RACIAL AND ETHNIC FAIRNESS



BILL  
BAY

The seven judges of Missouri's highest court have singled out Thompson Coburn and partner Bill Bay for the Firm's generous support of the Supreme Court of Missouri's Commission on Racial and Ethnic Fairness, a statewide commission dedicated to ensuring "fairness, impartiality, equal access and full participation for racial and ethnic minorities in the judicial process and in the practice of law."



BOOKER  
SHAW

For the past year, Bill has served as a co-chair of the Commission with Missouri Appellate Judge Lisa White Hardwick and Michael Middleton,

the interim president of Lincoln University in Jefferson City. Partner Booker Shaw is also a member of the Commission and served as the co-chair of the Commission's Municipal Justice Subcommittee. He also served as co-chair of the court's separate Municipal Division Work Group.

In an October 27 letter to Chairman Tom Minogue signed by all seven Supreme Court judges, the high court recognized the Firm's "spirit of civic commitment" and thanked Thompson Coburn for its contributions of time and resources, which "have advanced the work of the Commission profoundly."

The judges emphasized Bill's extensive work as co-chair, including traveling around the state to attend Commission meetings and community listening sessions, and his leadership on the development of the Commission's 40-page final report, now nearing completion.

"Bill has been the moving force of much of the Commission's work," the letter said. "Additionally, Thompson Coburn's dedication of time and facilities as well as personal support to the National Consortium on Racial and Ethnic Fairness convention held in St. Louis on May 15-17, 2017, was truly generous. This bestowment allowed the Court and the State of Missouri to demonstrate our community's commitment to civil rights and equal access to justice for all to the national organization."

# AWARDS AND RECOGNITIONS

## THOMPSON COBURN SERVICE AWARDS

One unique aspect of Thompson Coburn is the remarkably long tenure of so many of our staff and paralegals — many of whom come from diverse backgrounds. These outstanding employees have chosen year after year to stay with Thompson Coburn and advance their careers with us. The Firm recognizes milestone anniversaries for our staff and paralegals with our annual Service Awards. Here are our 2017 honorees:

### 30 YEARS OF SERVICE

Patty Barbachem, Manager of Operations  
Therese M. Brandstatter, Operations Project Manager  
Jan Gettys, Human Resources Generalist  
Joe Groeller, Senior Accounting Manager  
Steven Schetgen, Medical Consultant

Sharon K. Shawtell, Legal Secretary  
Quianna Cateas Solomon, Practice Area Assistant  
Mike C. Sulin, Manager of Infrastructure Technology

### 25 YEARS OF SERVICE

Rosemary Brunson, Legal Secretary  
Fawn Duve, Administrative Assistant  
Robert W. Sullivan, Senior Systems Engineer

### 10 YEARS OF SERVICE

Debbie Argus, Legal Secretary  
Lorraine Bratcher, Legal Secretary  
Mary T. Burt, Legal Secretary  
Erin Carson, Paralegal  
Ebony Cook, Legal Secretary  
Karen Creel, Senior Marketing Manager  
Danelda J. Daniels, Legal Secretary  
Becky Doane, Legal Secretary  
Karen A. Dodson, Legal Secretary  
Christine M. Edwards, HRIS Support Specialist  
Beth Favier, Accounts Payable Manager  
Lynnda Light, Practice Area Assistant  
Linda Noelke, Legal Secretary  
Vicki L. Perry, Legal Secretary  
Irene A. Rosey, Senior Marketing Manager  
Michelle L. Saitz, IP Practice Support Services Supervisor

### 20 YEARS OF SERVICE

Cindy Casey, Legal Secretary  
Judy L. Corrado, Legal Secretary  
Brenda K. Garcia, Legal Secretary  
Dottye Garrett, Corporate Services Analyst  
Karon Hippard, Legal Secretary  
Kim Kelly, Legal Secretary  
Dawn Norton, Loss Prevention Analyst  
Diane Savage, Legal Secretary  
Heather D. Spurgeon, Legal Secretary  
Lisa Suever, Legal Secretary

### 15 YEARS OF SERVICE

Bernadette Bersche, Legal Secretary  
Karin Boutcher, Practice Area Assistant  
Colleen M. Gould, Legal Secretary  
Tina Grossmann, Trial Support Analyst  
Linda Miller, Receptionist  
Jason Morrow, Office Administrator  
Nancy I. Murphy, Paralegal  
Donna Murray, Analyst  
Trish Sachtleben, Paralegal

### 5 YEARS OF SERVICE

Vicky L. Andrews, Legal Secretary  
Vicky L. Bray, Paralegal  
Susan Daubard, Business Development Research Specialist  
Amy M. Kroeck, Timekeeping/Billing Specialist  
Andrew N. Lewis, Paralegal  
Kim Lewis, Training Specialist  
Linda Malm, Billing Specialist  
Bill Rowe, Director of Business Development  
John Sebben, Accounting Systems Manager  
Renee R. Turner, Legal Secretary





# CHICAGO

## **RHONDA THOMAS HONORED BY LAW SCHOOL, CHICAGO BUSINESS COMMUNITY**

Chicago partner Rhonda Thomas received two major honors in 2017, one from her law school alma mater and one from Chicago's leading business publication. In April 2017, Rhonda received the "Citation of Merit Award" from the University of Missouri School of Law as part of Mizzou's 2017 Law Day celebration.

The Citation of Merit Award is the highest award the Law School bestows on its graduates and is given in recognition of an attorney's outstanding contributions to the legal profession and the community. Past recipients of the honor include Thompson Coburn namesake Richmond Coburn, Missouri Governors Mel Carnahan and Jay Nixon (Rhonda's former law student) and U.S. Senator Claire McCaskill.

Rhonda graduated from Mizzou Law school in 1973, having completed her third year of legal studies at Yale. Her legal career began as the first woman to clerk for the Missouri Supreme Court. Rhonda's law practice was launched in the City of Columbia's municipal attorney's office, where she was named as City Counselor in 1976. While working for the city, Rhonda taught at Mizzou law school part-time and was appointed as a full-time law professor in 1979. Rhonda

left teaching to enter private practice in 1982 and joined Thompson Coburn in 1985.

Continued support for Mizzou has been an ongoing passion for Rhonda. She currently serves on Mizzou's Cabinet for its \$1.3 billion

capital campaign, is a member of Mizzou Women Give, the Griffiths Leadership Society for Women, the Jefferson Club and the MU Alumni Association, and was past president of the Mizzou Law School Foundation.

In July 2017, Rhonda was selected for Crain's Chicago Business's inaugural list of the "Most Influential Women Lawyers in Chicago."

Here's the text of Rhonda's profile in the section:

"Throughout her long career as a public finance attorney, Rhonda Thomas has built a national reputation for leading complex, large-scale projects for public- and private-sector clients. These projects frequently include innovative, first-of-their-kind financing elements that contribute significantly to project funding and ensure clients have a solid financial footing for decades to come.

Recently, Thomas led work on the following transactions: as disclosure counsel for the City of Chicago's \$1.9 billion O'Hare Airport refunding bonds, which constituted the largest bond issue in the city's history; as disclosure counsel on the general airport revenue bonds, which will fund the proposed O'Hare International Terminal expansion project and restructure the airport's debt; as underwriters counsel and disclosure counsel for Chicago Public Schools in more than \$2 billion in general obligation bonds issued by Chicago Public Schools; and assisting with complex procurement issues related to CTA's purchase of \$1.3 billion of railcars to be delivered in 2019-20."



RHONDA  
THOMAS





## LOS ANGELES

### LA BUSINESS JOURNAL HONORS HELEN KIM AND JENNIFER POST

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

Only 50 women received the honor and were recognized in a special section in the newspaper.



HELEN  
KIM



JENNIFER  
POST

Helen serves as the vice co-chair of Thompson Coburn’s Business Litigation group. She represents public and private companies, their directors, officers and principal shareholders before the courts and in arbitration proceedings.

Jennifer is a partner in the firm’s Corporate and Securities practice. She serves as primary outside counsel to a variety of individuals, institutions and companies, including entrepreneurs, startups and investors, as well as domestic and international public companies.



## ST. LOUIS/BELLEVILLE

### ST. LOUIS WOMEN’S BREAKFAST DRAWS 250 PROFESSIONALS

About 250 clients and colleagues attended the 2017 St. Louis Women’s Networking Breakfast on Tuesday, Jan. 24. Guests enjoyed networking, breakfast, and a presentation by Professor Jean Twenge of San Diego State University on “Generational Differences and What They Mean for Leadership.”

During the networking portion of the event, a PowerPoint was displayed with quotes from women attorneys at TC about their recent client successes, best pieces of career advice, female role models, and recent vacations, among other items. Here are a few selections:

### Who is a woman you admire?

**Tabitha Davisson:** My grandmother—she's in her late 70s, but I still have to ask her to slow down so I can keep up!

**Felicia Williams:** Michelle Obama, for her intelligence, poise and strength in the face of naysayers.

### Best piece of advice?

**Lori Jones:** Treat everyone with respect, regardless of position; they are all part of the team.



## EVAN GOLDFARB NAMED A 2017 WOMEN'S JUSTICE AWARD WINNER

Health care partner Evan Goldfarb was named a Women's Justice Award winner by Missouri Lawyers Media.

Evan was honored in the Business Practitioner category, which recognizes "female business practitioners who fulfill the ideals of leadership, professionalism and a passion for improving the quality of the justice system or contributing to the betterment of the legal profession."

She is the co-chair of Thompson Coburn's Health Care group and a member of the firm's six-member Executive Committee and its Management Committee. In late 2016, Evan was also named the vice-chair of the firm's entire Corporate department, which is comprised of 17 distinct practice groups and more than 190 attorneys.

For more than 20 years, Evan has served as a trusted advisor to hospitals, health care systems, long-term care facilities, health plans, physicians, and other businesses involved in the health care industry. She has led work on major transactions for many health care systems, including the recent affiliation of Mercy and St. Anthony's Medical Center and New Mexico-based Presbyterian

Healthcare Services' development of a joint venture Medicaid plan in North Carolina.

She is also the vice chair of the board for Gateway to Hope, a St. Louis nonprofit that provides financial assistance for breast cancer patients in need.



EVAN  
GOLDFARB

## LAURA JORDAN NAMED A 2017 BTI CLIENT SERVICE ALL-STAR



LAURA  
JORDAN

BTI Consulting Group selected labor and employment partner Laura Jordan as a "2017 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.

"The only possible avenue for becoming a BTI Client Service All-Star is for corporate counsel to identify an attorney who stands out for delivering superior client service," noted BTI in its 2017 report. "These attorneys are proactive in building client relationships. They take, and make, the time to understand their clients in-depth — their business, their objectives, and their goals." BTI recognized 319 All-Stars from across the country in 2017; they represent just 56 firms nationwide.

Laura was recognized as an All-Star in "Labor & Employment." She provides high-level strategic human resources counseling to executives and HR managers during every phase of employment, from hiring and leaves of absence to terminations and any resulting litigation. Laura serves as primary outside employment counsel to employers across the country, from major financial institutions and large manufacturing operations to small nonprofit organizations. She is a member of Thompson Coburn's Management Committee and the chair of the firm's Women's Initiative.



## KRISSA LUBBEN WINS FIRST 'TC-SQUARED' AWARD FOR TOTAL COMMITMENT



KRISSA  
LUBBEN

The first Thompson Coburn Total Commitment Award was presented during the firm dinner to Krissa Lubben for her innovative work on many fronts in developing the firm's relationship with Rabo AgriFinance.

After collaborating with Thompson Coburn on a new approach, \$10 billion agricultural lender

Rabo AgriFinance (RAF) realized significant time and cost savings as well as a reduction in documentation errors by outsourcing its loan documentation and legal review process to Thompson Coburn. Managed under a monthly flat fee and supported by two Thompson Coburn attorneys working onsite at RAF's St. Louis headquarters, RAF realized more than 10% savings in legal costs, saw a 167% reduction in turn around time for initial loan legal reviews, and achieved greater predictability over a once variable business unit, including the ability to develop predictability metrics that allow the business to better plan for high-demand periods of lending activity.

## FELICIA WILLIAMS HONORED BY WASHINGTON UNIVERSITY BLACK LAW STUDENTS ASSOCIATION

St. Louis associate Felicia Williams received an "Outstanding Achievement in Practice" award at the Annual Scholarship Banquet of the Washington University School of Law's Black Law Students Association.

Just five organizations or individuals are recognized at the banquet, which honors "esteemed and young alumni" and recognizes the efforts of legal employers to improve diversity.

Felicia, who was part of the Thompson Coburn trial team that obtained the largest defense verdict in Missouri last year, said it was a surprise and an honor to be recognized by her peers and fellow Washington University School of Law alumni. Several Thompson Coburn associates — current and future — were on hand to celebrate Felicia's honor.



L-R: Fredrick Rhine, Ginny Woodfork, Felicia Williams, Spencer Owens, Danny Garcia, Jesse Doggendorf

## AMANDA HETTINGER, SARAH WADE NAMED TO 2017 UP & COMING LIST



AMANDA  
HETTINGER

Missouri Lawyers Weekly named Thompson Coburn partner Amanda Hettinger and associate Sarah Wade as Up & Coming lawyers for 2017.

The publication recognizes attorneys 40 or under or in the first 10 years of their legal careers who have done outstanding work in the profession and in their communities.



SARAH  
WADE

Amanda helps clients effectively respond to

complex litigation, including class actions related to consumer fraud allegations and a lawsuit that upheld the City of St. Louis's right under the Missouri Constitution to repeal an existing retirement system and establish a new plan under local control.

Amanda serves as a cabinet member for the United Way Women's Leadership Society and, in her role as a Trustee for the Federal Practice Memorial Trust, helped plan the quadrennial Federal Practice Seminar in conjunction with the judges of the U.S. District Court for the Eastern District of Missouri.

Sarah is a former bank examiner with the Federal Reserve Bank of St. Louis and draws on her background in finance and bank regulation to not only represent lenders and borrowers in complex financing transactions, but also provide in-depth regulatory counsel. Among her financing transactions, Sarah has participated in the negotiation and closing of a \$300 million financing transaction for a bank client who acted as joint lead arranger and administrative agent.

Sarah volunteers with the Ronald McDonald House Charities of St. Louis, and previously coordinated Thompson Coburn's efforts in the Bar Association of Metropolitan St. Louis's annual Motion for Kids event.



# WASHINGTON, D.C.

## D.C. BAR MAGAZINE PROFILES ASIAN PACIFIC AMERICAN BAR ASSOCIATION

When the Washington Lawyer, the D.C. Bar magazine, decided to write a feature on voluntary bars, they began with a look at the Asian Pacific American Bar Association of D.C. and its dragon boat team.

Up front in the photo as one of the stroke pair is Thompson Coburn associate Jayna Maria Rust. In 2016, Thompson Coburn sponsored the team, known as the “Bakunawas,” and Jayna captained this year’s team, which competed in May against 46 other boats from around the D.C. area and the East Coast.



The Washington Lawyer noted that APABA-D.C. is one of the largest and most active associations for Asian Pacific American attorneys in the D.C. area, with more than 400 members.

# OUR VETERANS

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

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



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