



# 2019 DIVERSITY & INCLUSION REPORT

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## 2019 DIVERSITY COMMITTEE



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



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



**Tom Minogue**  
(Firm Chair)



**Roger Flower, Jr.**  
(Chief Operating Officer)



**Norma Jackson**  
(Director of Diversity, Inclusion  
& Professional Development)



**Jennifer Barton**  
(Chief Human Resources  
Officer)



**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)



**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)



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



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

# INTRODUCTION

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



**TOM MINOGUE**  
Firm Chair

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

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

## THOMPSON COBURN DIVERSITY & INCLUSION LEADERS



**TONY ANDERSON**  
Diversity Committee  
Co-Chair



**BOOKER SHAW**  
Diversity Committee  
Co-Chair



**NORMA JACKSON**  
Director of Diversity, Inclusion &  
Professional Development

## 2020 DIVERSITY & INCLUSION GOALS

- 5-year diversity & inclusion and equity strategic plan
- Focus on attorney mental health and well-being
- Mansfield Rule 3.0 certification
- Expand diversity & inclusion efforts to include staff and paralegals
- Consider expanding the Eagleton scholarship to include an additional recipient
- New Women's Leadership Academy cohort
- Expand LGBTQ+ efforts in Firm communities
- Create a high school pipeline program for diverse students



## THOMPSON COBURN RECEIVES MCCA GEORGE B. VASHON INNOVATOR AWARD



Thompson Coburn was selected as this year's recipient of the Minority Corporate Counsel Association's (MCCA) 2019 George B. Vashon Innovator Award, a recognition for organizations who have made extraordinary strides to support diverse attorneys. The award, named for the first licensed African American attorney in New York State and one of the first to practice before the U.S. Supreme Court, is presented to law firms with less than 500 full-time attorneys and "have led the way with innovative

best practices to assist diverse attorneys." The MCCA evaluates law firms based on a stringent review of their diversity efforts, including diverse attorney demographics, published D&I materials, D&I events and more.



## THOMPSON COBURN NAMED A D&I LEADER

Thompson Coburn has been named a D&I Leader by Lawyers of Color, a nonprofit devoted to promoting diversity in the legal profession and advancing democracy and equality in marginalized communities. The designation is awarded to law firms with a black attorney percentage of 3.8 percent or more based on data collected in the Black Student's Guide to Law Schools & Firms, the first-ever comprehensive listing of black attorney percentages at nearly 400 law firms, including the nation's largest firms.



## AMERICAN LAWYER COLUMNIST RECOGNIZES TC AS A 'UNICORN' FIRM FOR NEW AFRICAN AMERICAN PARTNERS

In February, Thompson Coburn was recognized by American Lawyer columnist Vivian Chen for electing four women and two people of color to partnership. In a follow-up to a series of columns by Chen, which she used to look critically at the lack of diversity among new partnership classes at AmLaw200 firms, Chen listed several "unicorn" firms that elected African Americans to partnership. Thompson Coburn made the list — Chen noted the election of Felicia Williams and Nelson Williams — along with Arnold & Porter Kaye Scholer, Drinker Biddle & Reath, Jenner & Block, Nixon Peabody, Shearman & Sterling and Akin Gump Strauss Hauer & Feld.



FELICIA  
WILLIAMS



NELSON  
WILLIAMS

## THOMPSON COBURN ADOPTS MANSFIELD RULE 3.0 TO ADDRESS LEGAL PROFESSION'S GENDER AND DIVERSITY GAP

Thompson Coburn has signed on to Diversity Lab's Mansfield Rule 3.0 pilot, a national initiative designed to close the gender and diversity gap in the legal profession. Mansfield 3.0 requires that participating law firms consider at least 30 percent women and diverse attorneys for promotions, senior-level hiring, significant leadership roles and inclusion on client proposals. Mansfield 3.0 is not a quota system, but simply a framework to ensure that firms consistently and consciously consider diversity when making important decisions about recruitment, retention and promotions. Thompson Coburn is committed to becoming a Mansfield Certified firm by Summer 2020. The Mansfield 3.0 initiative at Thompson Coburn will be led by partner Tony Anderson, Diversity Committee Co-Chair, and Norma Jackson, Director of Diversity, Inclusion & Professional Development.



TONY  
ANDERSON



NORMA  
JACKSON



## 2019 NEW PARTNERS

Thompson Coburn is proud to announce that the Firm has elected seven attorneys to partnership.



**SARA CHAMBERLAIN** (St. Louis) represents clients in a variety of environmental litigation, regulatory enforcement and transactional matters, including those arising under the Clean Water Act, Clean Air Act, CERCLA, RCRA and their state law counterparts. She has helped clients modify and transfer environmental permits, respond to regulatory enforcement actions and inquiries and investigate environmental concerns tied to corporate transactions. She earned her law degree from William & Mary Law School and her undergraduate degree from Northwest Missouri State University.



**SEAN CROWLEY** (Chicago) serves as a tax advisor to companies and concentrates his practice on business formations, mergers, acquisitions, divestitures, joint ventures, financings, debt offerings and equity offerings. He assists clients in understanding the tax implications of transactions and develops creative solutions for a variety of strategic and private equity clients to structure transactions in the most tax-advantageous fashion. Sean earned his law degree, a Master's of Accountancy and his undergraduate degree from the University of Iowa.



**NICOLE JOBE** (St. Louis) advises health care providers and health plans on structuring transactions and analyzing health care regulatory issues with an eye toward effective, proactive compliance that meets the clients' business needs. She has extensive experience in regulatory issues related to HIPAA, fraud and abuse, licensure and various Medicare and Medicaid matters. Nicole has helped structure complex payor and provider relationships. She has created, and regularly advises clients on operational and regulatory issues related to, clinically integrated networks, messenger model networks, accountable care organizations, Medicare Advantage plans, Medicaid managed care plans, HMOs, health

insurance companies and direct-to-employer networks. Nicole earned her law degree from the University of Tulsa School of Law, an LL.M. in Taxation from the University of Alabama School of Law and her undergraduate degree from the University of Oklahoma.



**AUDREY MENSE (Chicago)** is a commercial litigator who represents local businesses, national banking institutions, Fortune 500 companies and multi-national corporations. She has extensive experience handling mass tort claims, contract disputes, business torts, fraud claims and asbestos cases in state and federal courts across the country. She also serves as national counsel coordinating the defense of multi-jurisdictional product liability claims. Audrey earned her law degree from the Chicago-Kent College of Law and her undergraduate degree from the University of Kansas.



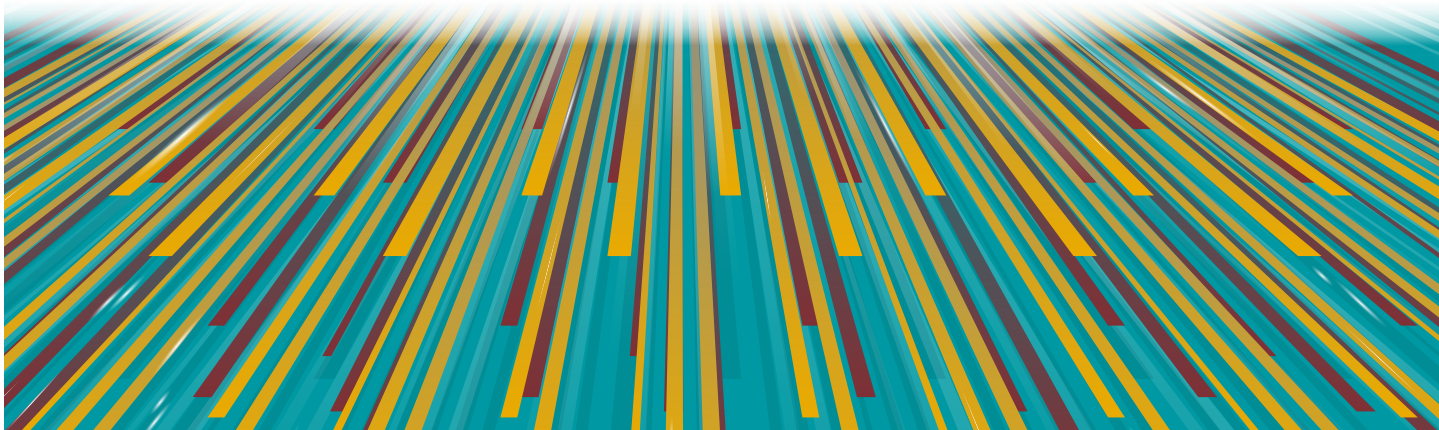
**JEFFREY MERAR (Chicago)** represents clients in the financing, leasing, acquisition and sale of commercial real estate. His litigation experience includes mortgage foreclosures and workouts, breach of contract actions and post-judgment collection and enforcement actions. Jeff's distinct experience with both transactional and litigation-based commercial real estate allows him to advise on a wide range of industry-related issues. He earned his law degree from the Northwestern University School of Law and his undergraduate degree from the University of Illinois.



**FELICIA WILLIAMS (St. Louis)** represents clients in complex commercial litigation, including mass tort actions, class actions, contract disputes, business torts, unfair business practices and loan-related disputes. She has developed a special focus on defending mass tort actions against clients in the pharmaceuticals and medical device, automotive and tobacco industries, at the state court, federal court and multidistrict litigation levels. Felicia was the first recipient of Thompson Coburn's Thomas F. Eagleton Scholarship and the first recipient to be elected to partnership. She earned her law and undergraduate degrees from Washington University in St. Louis.



**NELSON WILLIAMS (St. Louis)** represents employers in litigation. He has defended multiple single-plaintiff and complex employment lawsuits. Nelson developed a special focus in defending high-stakes wage and hour class and collective actions, having handled more than a dozen class litigation matters from inception to completion. His work has resulted in the dismissal, denial and decertification of wage and hour class and collective actions across the country. Nelson also represents employers in various union arbitrations covering both employee discharge decisions and contract interpretation grievances. Nelson earned his undergraduate degree from Duke University and his law degree from the Washington University in St. Louis School of Law.





# RECRUITMENT

## WE WORK DILIGENTLY TO ATTRACT QUALIFIED DIVERSE CANDIDATES

Our recruiting efforts emphasize diversity and community involvement, and our firm policies focus on retention and promotion for all qualified attorneys, paralegals and staff.

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

## PIPELINE PROGRAMS & INITIATIVES

### TC JOINS 9TH ANNUAL STREET LAW PROGRAM

On April 12th, Thompson Coburn joined the Association of Corporate Counsel (ACC), St. Louis Chapter's 9th Annual Street Law Program, a pipeline program that encourages high school students to continue their education and consider a career in law. Following the classroom training, students attended a one-day conference at Ameren, where attendees participated in a combination of leader-led and interactive workshops. During the conference, a networking event brought students and members of the legal community together.

## DIVERSITY JOB FAIRS & CAREER FAIRS

### TWO JOB FAIRS CONNECT ST. LOUIS, CHICAGO TO LOCAL TALENT

On February 21st, the Hispanic Chamber of Commerce held its annual Job Fair at the Sheet Metal Workers Local Union 36 building in St. Louis. Partner Claire Schenk, who serves on the HCC Board, attended on behalf of Thompson Coburn. Recruiter Kim Morgan also represented the Firm at the event by speaking with attendees about what it's like to work at the Firm and how to apply for employment with TC. Less than a week later, Associate Talar Berberian travelled to the University of Michigan for its Meet the Employers event. The job fair brought TC in contact with nearly 300 members of Michigan Law's 1L class.



## OUTREACH

### THOMPSON COBURN SPONSORS NATIONAL BLACK LAW STUDENT ASSOCIATIONS REGIONAL CONVENTION

On February 13th, the Midwest Region of the National Black Law Students Association (MWBLSA) held their regional convention in Chicago. Thompson Coburn sponsored the convention and several Chicago attorneys were in attendance for the Employers Expo and reception on Friday afternoon.



Thompson Coburn Associate Dremain Moore and Illinois Attorney General Kwame Raoul

### THOMPSON COBURN WELCOMES SLU'S LAW AND ADVOCACY SUMMER PROGRAM

In June, we welcomed participants in Saint Louis University's Law and Advocacy Summer Program for a Firm visit. As a component of the program, students were able to visit a law firm in the St. Louis area. During their time at Thompson Coburn, students learned about the history of the Firm and took a tour that included a visit to our library and a panel discussion with our associates.



## OUTREACH — continued

### THOMPSON COBURN SUPPORTS THE ACC DIVERSITY SUMMER INTERNSHIP PROGRAM

On May 22nd, Thompson Coburn hosted a boot camp session for the Association of Corporate Counsel (ACC) St. Louis Chapter's Diversity Summer Internship Program participants. The program is one of the St. Louis legal community's strongest annual legal diversity efforts. Members participating in the program help recruit and select interns for placement as paid summer legal interns with host companies. Each intern is supported by at least two program mentors—one from the hosting member company and an additional ACC member. Interns, mentors and host-company representatives come together for a variety of professional development and program activities.



### THOMPSON COBURN HOSTS ORIENTATION, TRAINING FOR ST. LOUIS INTERNSHIP PROGRAM



Thompson Coburn hosted nearly 80 interns from the St. Louis Internship Program (SLIP) on Thursday, June 6th as part of the program's week-long Career Institute prior to the start of the summer internships. SLIP's goal is to provide hope and opportunity for high school students in financial need through paid summer internships, intensive employability training and year-round college and career planning. This year marks the 27th year that the Firm has employed a SLIP intern for the summer and the first year that the Firm has participated in the program's Career Institute.

### THOMPSON COBURN ATTORNEYS ATTEND 2019 LAVENDER LAW CONFERENCE

Attorneys Rebecca Shelton and Drew Moore attended the 2019 National LGBT Bar Association's annual Lavender Law® Career Fair. This annual event is designed to achieve a sense of community and inclusion for LGBT candidates within the legal profession's recruiting efforts. Candidates have the opportunity to talk directly to LGBT-friendly recruiters from law firms, government agencies, LGBT rights groups, and corporate legal departments. Since its inception in 1988, Lavender Law® has served as a 'family reunion' for LGBTQ+ and ally legal professionals to both look back at our shared history and to look forward to the future of the legal profession. The Lavender Law® Conference & Career Fair is the largest LGBTQ+ legal conference in the country with approximately 1700 attendees attending annually.



DREW  
MOORE



REBECCA  
SHELTON

## THOMAS F. EAGLETON SCHOLARSHIP

### 2019 EAGLETON SCHOLARSHIP AWARDED TO SYDNEY LATIMORE

On November 1st, this year's Eagleton Scholarship was presented to Sydney Latimore, currently a 1L at Washington University School of Law. Thompson Coburn litigator Nelson Williams will serve as Sydney's mentor. She will join the firm as a summer associate in 2020.

Sydney received her B.A. in African American Studies from Dartmouth College. During her undergraduate studies, Sydney served as the Chair of the Diversity & Inclusion Committee of the Student Assembly and as a Special Programs Assistant to the Nelson A. Rockefeller Center. Outside of her academic career, Sydney served as a founding member of the Women's Professional Circle and as a mentor for Big Brothers Big Sisters of Metropolitan Chicago.



L-R: Booker Shaw, Tom Minogue, 2019-2020  
Eagleton Scholarship recipient Sydney Latimore  
and Barbara Eagleton



## HOMEGROWN HEROES: FELICIA WILLIAMS AND NELSON WILLIAMS REPRESENT DIVERSITY SUCCESS ALONG THE PATH FROM ASSOCIATES TO PARTNERS



FELICIA  
WILLIAMS

At the beginning of 2019, Felicia Williams and Nelson Williams were elected to Thompson Coburn's 375-attorney partnership. This was no ordinary promotion; it was a milestone in our Firm's diversity and inclusion efforts. Roughly 10 years ago, both Felicia and

Nelson started their legal careers as summer associates at Thompson Coburn. Their success is an excellent representation of the importance and lasting impact of diversity and inclusion initiatives.

Felicia first demonstrated her talents as the inaugural recipient of Thompson Coburn's Thomas F. Eagleton Scholarship, prior to the start of her 1L year in 2008. Felicia was a splendid candidate for the scholarship, which is awarded each year to a minority law student who embodies true leadership and shows promise as a budding law student. Over the course of her internship, Felicia proved her talent and dedication as an attorney, and went on to join Thompson Coburn as an associate in 2011. Today, Felicia continues to carry the scholarship's legacy as a mentor for other Eagleton Scholars following in her footsteps.

As an attorney, Felicia progressed rapidly from associate to partner in our Firm. Her advancement is a direct result of her success in supporting our strong commercial litigation practice, focused on complex mass tort actions, class actions, contract disputes and more. Her work directly helped the Firm achieve a defense verdict for Phillip Morris in a \$1.5 billion class action matter, the largest defense verdict in Missouri in 2016.

Beyond her practice, Felicia is dedicated to bettering the Firm and the community. In 2018, Felicia was honored by the YWCA of Metro St. Louis as a Leader in the Workplace for demonstrating outstanding performance and leadership in her field. Two years earlier, she was named a "Rising Star" by Super Lawyers magazine. Her contributions and the recognitions she continues to receive set the standard for other young professionals in our Firm.

Arriving as a summer associate in 2008, Nelson would go on to join the Firm as an associate in 2011. Since then, Nelson has demonstrated forward-thinking leadership in his outstanding legal work, as well as a genuine passion for mentorship and increasing diversity in our profession.



NELSON  
WILLIAMS

As a litigator for employers of all sizes, Nelson has achieved numerous significant victories for Thompson Coburn's clients. For example, Nelson played a lead role in helping a global computer software company defeat class certification in a \$50 million class action. He also successfully handled a \$2.1 million age discrimination lawsuit against a national distribution company. For a national communications client, Nelson won a motion for judgment on the pleadings in a wage and hour class action. Nelson's creative thinking and innovative ideas contributed to this significant victory.

Nelson serves on Thompson Coburn's Diversity Committee, where he works diligently to support our commitment to an inclusive and diverse workforce. To help replicate his own success, Nelson mentors our summer associates by reviewing their legal work, guiding their networking efforts, connecting them with partners in their desired practice areas, sharing writing and research tips and planning a number of social events.

Outside the Firm, Nelson co-chairs the Board of Directors of Forward Through Ferguson, a nonprofit group who carries out the priorities outlined in the Ferguson Commission Report. The group works to end racial disparities in the Ferguson community and larger St. Louis region.

# SPONSORSHIPS

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

- All-Affinity Group Luncheon
- American Association of Blacks in Energy Luncheon
- 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 Program
- Association of Law Firm Diversity Professionals (ALFDP)
- Black History Month Luncheon
- Business Immigration Update CLE
- Casa de Salud Trivia Night
- Cook County Bar Association
- Cultural Leadership
- DC Road Show
- Diversity Awareness Partnership Summit
- Dred Scott Heritage Foundation
- Equality Illinois
- George Washington University Law School – Patricia Roberts Harris Awards Dinner
- Hispanic Chamber of Commerce Adelante Awards
- Hispanic Chamber of Commerce Breakfast
- Human Rights Campaign (HRC) Dinner – St. Louis & Washington, D.C.
- Illinois Equality Council
- Just the Beginning – Light the Spark
- Lavender Law
- Lawyers Association of St. Louis: Honorable Theodore McMillian Black History Dinner
- MCCA Diversity Conference and Gala
- Midwest BLSA Regional Conference
- Midwest LGBTQ+ Law Conference
- Minority Corporate Counsel Association (MCCA)
- Minority Legal Education Resources, Inc. (MLER)
- Missouri Asian American Bar Association (MAABA) Unity Dinner
- Montgomery Summer Research Diversity Fellowship 30th Anniversary Celebration
- Mound City Bar Association (MCBA) Annual Scovel Richardson Scholarship Dinner
- Mound City Bar Association (MCBA) Retreat
- National Asian Pacific American Bar Association (NAPABA) Annual Conference
- National Bar Association
- National LGBT Bar Association
- Northside Community Center
- National Queer Asian Pacific Islander Association Reception
- Pride Month Luncheon
- Progress in Education
- PROMO Bountiful Brunch
- PROMO Urbanaire
- Q Street
- 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)
- Southeastern Minority Job Fair
- TC Asian Affinity Group
- TC Building Our Brand Affinity Group (African American)
- TC Hispanic/Latinx Affinity Group
- TC LGBTQ+ Affinity Group
- TC Total Commitment Women's Initiative
- Thomas F. Eagleton Scholarship
- University of Missouri MOCHA/WOCHA Conference
- Urban League of Metro St. Louis Centennial Gala
- Washington University OUTlaw LGBTQ Conference
- Washington University Black Law Students Association (WashU BLSA) Scholarship Dinner

# AFFINITY GROUPS

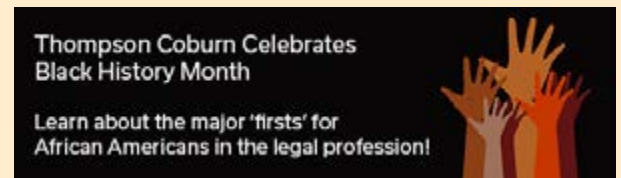
Thompson Coburn's attorney-led affinity groups contribute to the Firm's success through recruitment and retention efforts, formal and informal training and mentoring, employee networking, professional development opportunities, creating a positive and supportive work environment, community outreach and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

### THOMPSON COBURN CELEBRATES BLACK HISTORY MONTH

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



### TC HOSTS MLER BAR PASSAGE CELEBRATION

In June, Thompson Coburn hosted the Minority Legal Education Resources (MLER) Bar Passage Celebration. MLER, an exclusively volunteer operated organization, provides a system for diverse legal professionals to pool collective knowledge in addition to providing law students and young legal professionals access to a variety of approaches that will increase their likelihood of success on the Illinois bar exam and beyond.



## 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 guest speakers Erica Henderson of St. Louis Promise Zone and Henry Weber of Washington University in St. Louis, focused on economic developments in the region through a multicultural lens.



# ASIAN

- We arrange for our members to attend seminars and conferences that promote our mission and goals
  - ▶ Thompson Coburn attorneys annually attend the National Asian Pacific American Bar (NAPABA) Association Conference
- We engage with law students and other diverse groups to assist in our recruitment and retention efforts
- We actively partner with the National Asian Pacific American Bar Association (NAPABA) and the Asian Pacific American Law Student Associations (APALSAs) of various law schools
- We work closely with a number of legal service organizations that focus efforts on various issues impacting the Asian American community

## ASIAN/PACIFIC AMERICAN HERITAGE MONTH SPOTLIGHT ON OUR ASIAN AFFINITY GROUP

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

## TC ATTENDS 2019 NAPABA CONVENTION

In November, Thompson Coburn attorneys attended the National Asian Pacific American Bar Association Convention that was held in Austin, Texas. Asian Affinity Group members Lauren Chee (LA), Amina Musa (St. Louis), Malini Rao (St. Louis) and Jayna Rust (DC) were able to attend CLE sessions, plenary sessions, network meetings and a variety of receptions during the convention.



# LGBTQ+

- We support LGBTQ+ attorneys and allies by working with organizations and networks that address LGBTQ+ priorities in various communities
- We foster a firmwide sense of community through sponsorship and participation in a number of academic, professional and social events and activities
- We provide informal cross-office mentoring networks to build ties among our group members
- We encourage LGBTQ+ recruitment efforts and relationship building with community partners

## THOMPSON COBURN CELEBRATES LGBTQ PRIDE MONTH

Throughout the month of June, Thompson Coburn celebrated Pride Month by publishing a number of internal news articles for the Firm to access. Topics included a summary of the Stonewall Riots, Pride events around the world, tips on how to be a good LGBTQ ally, and more.



## HUMAN RIGHTS CAMPAIGN FOUNDATION GIVES THOMPSON COBURN PERFECT SCORE ON EQUALITY

For the 11th consecutive year, Thompson Coburn has earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey. The survey, conducted by the Human Rights Campaign Foundation, this year evaluated 1,028 businesses across the country on their treatment of lesbian, gay, bisexual and transgender employees, clients and investors. Thompson Coburn was one of 560 major businesses nationwide to achieve a perfect score in the new list. Thompson Coburn was one of only 114 law firms in the nation to receive the 100 percent ranking. In Missouri, just nineteen companies achieved 100 percent rankings.



# TOTAL COMMITMENT WOMEN'S INITIATIVE

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

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

## OUR OBJECTIVES:

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

## Women's Initiative Focus:

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

## 2019-2020 WOMEN'S INITIATIVE STEERING COMMITTEE



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



**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 Kloeppel**  
St. Louis



**Katriina McGuire**  
Chicago



**Gayle Mercier**  
St. Louis



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



**Jennifer Post**  
Los Angeles



**Debbie Rush**  
St. Louis



**Anne Schuster**  
St. Louis

## 2019 WOMEN'S INITIATIVE BUSINESS DEVELOPMENT COMMITTEE



**Georgia Demeros**  
Chicago (Co-Chair)



**Kelly Simon**  
St. Louis (Co-Chair)



**Hope Abramov**  
St. Louis



**Jessica Gordon**  
Los Angeles



**Susan Lorenc**  
Chicago



**Katriina McGuire**  
Chicago



**Meg McNaul**  
Washington, D.C.



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



**Christina Randolph**  
St. Louis



**Anne Schuster**  
St. Louis

- Supports and facilitates business development opportunities for the Firm's women attorneys
- Leads efforts for:
  - ▶ Market-specific client events
  - ▶ Spotlight Series
  - ▶ Internal business development programming



**Angie York**  
St. Louis

## 2019 JOINT SUBCOMMITTEE ON PROFESSIONAL DEVELOPMENT



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



**Tony Anderson**  
Washington, D.C.



**Jesse Daggendorf**  
St. Louis



**Amanda Hettinger**  
St. Louis



**Norma Jackson**  
St. Louis



**Laura Jordan**  
St. Louis



**Emily Peel**  
Chicago



**Fred Richards, III**  
Chicago



**Kacey Riccomini**  
Los Angeles



**Rebecca Shelton**  
Washington, D.C.



**Steve Shredl**  
St. Louis

- Joint subcommittee with Diversity Committee
- Focused on professional development of 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



## 2018-2019 WOMEN'S LEADERSHIP ACADEMY PARTICIPANTS

Facilitated by Hillary Sale, Georgetown University



Kim Bousquet  
St. Louis



Adrienne Clair  
Washington, D.C.



Jesse Halpern  
Washington, D.C.



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

### 2019 HIGHLIGHTS

- Gold Standard Certification from Women in Law Empowerment Forum (WILEF) for incorporating women into the highest levels of Firm leadership for the 6th consecutive year
- Highest upward movement of the 271 firms that appear on the 2019 NLJ Women in Law Scorecard
- Women's Inc "Top 100 Law Firms for Women" 2019
- Women in significant Firm leadership positions:
  - ▶ **Jennifer Post** is managing partner of the LA office and **Margie Krumholz** is managing partner of the DC office
  - ▶ **Eileen Brown** and **Jennifer Post** named to the Management Committee, joining **Evan Goldfarb**, **Michele Kloeppel** and **Laura Jordan**
  - ▶ **Evan Goldfarb** serves on the Executive Committee
- **16 women** serving as practice group leaders
- 83% female equity partner promotions
- 40% female new partner promotions
- 41% female new attorney hires
- **Michele Kloeppel** named as co-chair of the Corporate & Securities Practice (2019)
- **Gayle Mercier** named as co-chair of the Real Estate Practice (2019)
- **Christina Berish** and **Amanda Hettinger** named vice chairs of 90-attorney Litigation Practice (2020)



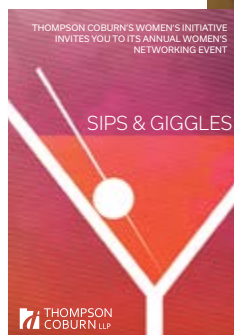
## THOMPSON COBURN HOSTS WOMEN IN CANNABIS EVENT

On May 9th, the women in the Firm's Cannabis group in St. Louis hosted "Cocktails and Cannabis," a networking happy hour for women in the cannabis industry. Approximately 50 people attended the meet-up-style event, which celebrated women, particularly those in leadership roles, in the growing industry.



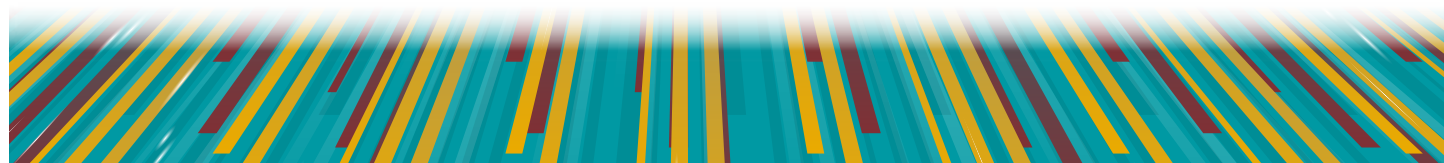
## JUST FOR SIPS & GIGGLES

The Chicago office held its annual women's event on May 1, 2019 which attracted a record-high 175 attendees to River Roast Restaurant for a great night of networking, career advice and laughter. The event featured guest speaker Patti Vasquez, a WGN Radio talk show host, stand-up comedian and co-host of the OnTopic podcast.



## THOMPSON COBURN RECOGNIZED FOR MAJOR JUMP ON NLJ'S WOMEN IN SCORECARD

Thompson Coburn was ranked among the top law firms nationally for its percentage of women attorneys, as surveyed in the National Law Journal's Women in Law Scorecard. Thompson Coburn's jump to 75th from a previous rank of 190 was the highest upward movement of all 271 firms that appear on the 2019 Scorecard, according to the NLJ. In 2018, women comprised 33% of Thompson Coburn's total attorneys, 24.1% of equity partners and 42.5% of associates. Of the seven attorneys promoted to partnership in 2018, four were women.



## ANNOUNCING NEW EMPLOYEE BENEFITS MINDFUL RETURN, MILK STORK

In 2019, Thompson Coburn announced the addition of two new benefits for working parents. Mindful return is a vendor-provided e-course for new moms and dads, offering the tools needed to set them up for success and promote a smoother transition back to work after the birth or adoption of a child. Milk Stork is a breast milk shipping company for new mothers traveling for Firm business. Through a simple ordering and shipping process, the Firm will provide for working mothers to get their breast milk back home quickly and reliably from anywhere in the world.

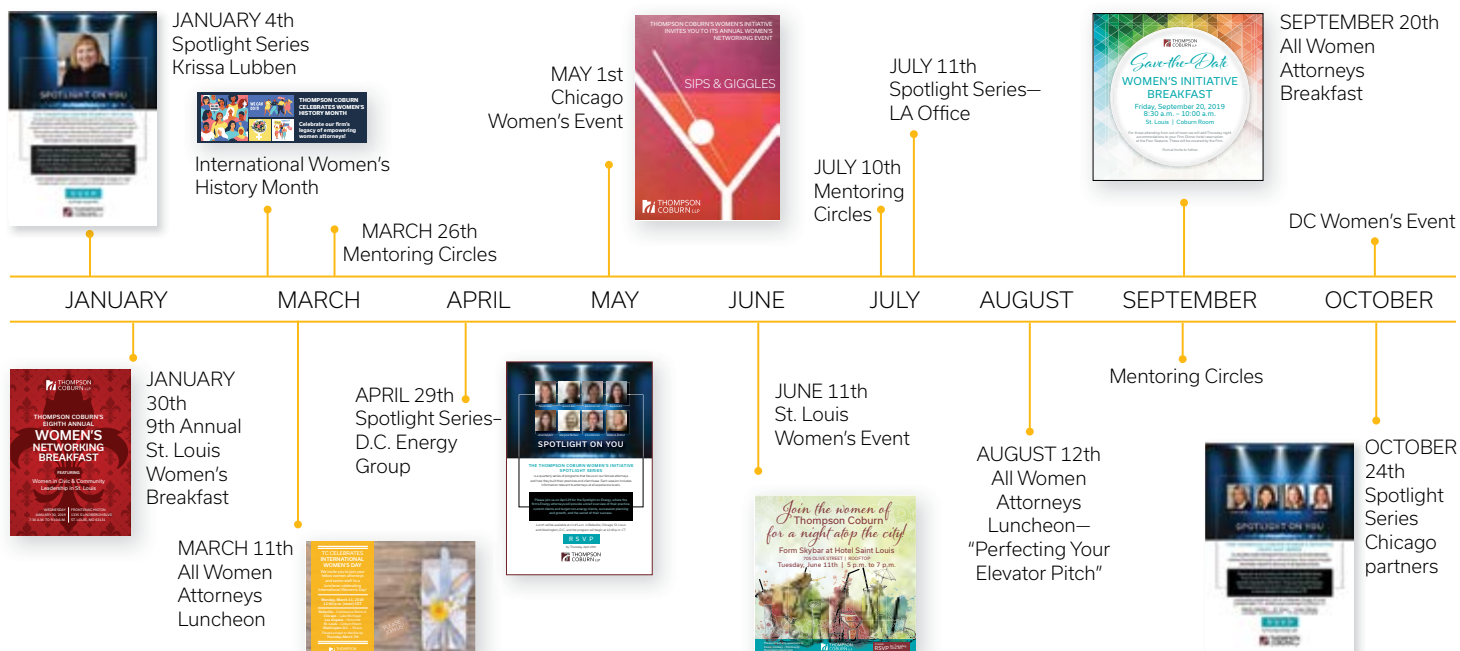


### INTERNATIONAL WOMEN'S DAY

On March 8th, our offices held a luncheon to celebrate International Women's Day and all our female attorneys. Guests were shown a short presentation highlighting the Firm's history of women's empowerment and our recent successes of the Women's Initiative. In addition, all female attorneys were provided a small gift as a token of appreciation from the Firm.



## WOMEN'S INITIATIVE TIMELINE





## THOMPSON COBURN HOSTS WOMEN'S EVENT IN ST. LOUIS

On Tuesday, September 10th, the Firm's St. Louis office hosted a Women's Event at Vicia, a local eatery that offers cuisine that highlights vegetables and sustainably raised meats, for a night of networking and fun. There were drinks, an array of vegetable appetizers and great conversation among attendees.



## WOMEN'S INITIATIVE BREAKFAST HIGHLIGHTS PAST SUCCESSES AND FUTURE PLANS

On September 20th, our Total Commitment Women's Initiative held their annual Women's Breakfast in our St. Louis office. The event is held each year the morning of our Firm Dinner, bringing many of our women attorneys and directors under one roof. Along with recapping the Women's Initiatives success for the past year, it also looks forward to the next year's goals.

## 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.



This year, the Spotlight Series focused on Krissa Lubben, our Energy Group and a panel of Chicago partners including Christina Berish, Georgia Demeros, Susan Lorenc and Anita Mauro.



KRISSA  
LUBBEN



ADRIENNE  
CLAIR



CHRISTINA  
BERISH



GEORGIA  
DEMEROS



SUSAN  
LORENC



ANITA  
MAURO

## IMPLICIT BIAS, CULTURAL COMPETENCY AND DE-BIAS TRAINING FOR ATTORNEYS

### OVER THE COURSE OF 2019, THOMPSON COBURN LED A NUMBER OF DIVERSITY-CENTERED WORKSHOPS

- **IMPLICIT BIAS**

Implicit bias plays a crucial role in how we perceive people who are different, and how those first impressions can dramatically affect our perception of another person. Recognizing implicit bias only goes so far when it comes to forging spaces of real inclusion in the workplace. The hard work of inclusion requires us to go beyond implicit bias and into the difficult discussions of racial, ethnic and identity differences. Implicit bias is only the start of the journey, not the end. To help address these issues, we made an Implicit Bias Workshop available to all attorneys and staff, led by Michelle Silverthorn of Inclusion Nation. By April of this year, over 90% of our Firm had completed the training.

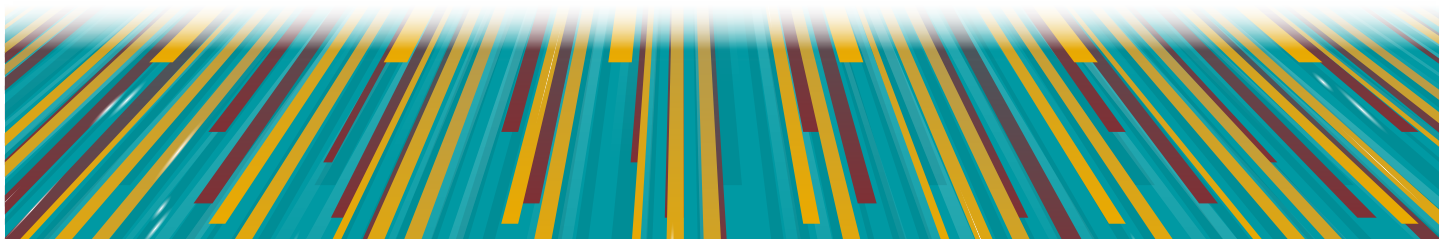
- **DE-BIAS WORKSHOP**

Talent management systems are especially vulnerable to issues of implicit bias. From attracting successful diverse talent to implementing structured succession plans, the goal of a successful debiasing program is to ensure that objective standards are implemented and followed through at every level. In the Make Diversity Matter workshop held on September 9th and 10th, Michelle Silverthorn of Inclusion Nation worked with members of TC's Management Committee, Associate Review Committee and Human Resources team on practical steps to interrupt and end bias in their hiring and evaluation roles in the Firm. Following the journey of a new associate of color named "Jasmine", participants answered the questions that could have changed her all too common

path at her large law firm: What language should we use in our job postings? What relationships do we build with law schools and recruiters? Are we recruiting and hiring from diverse slates? What competencies have we set out for evaluations? What tasks do we expect high potentials and high-performers to have achieved? Are there cultural misunderstandings that are termed performance issues? By the end of this workshop, participants understood the challenges presented by bias in the legal profession and designed solutions that work to make diversity matter for good.

- **CULTURAL COMPETENCY WORKSHOP**

Cultural competency is the ability to shift cultural perspectives and adapt our behavior to cultural commonality and difference. It requires clear cultural self-awareness and a deep understanding of the experiences of people from different cultural communities. Cross-cultural competency allows us to successfully practice in a globally-oriented workplace. Cultural competency allows us to achieve optimal team performance. Studies clearly demonstrate that teams with leaders who acknowledge and support cultural differences out-perform those who do not. In the workshops held on September 9th and 10th, participants examined cultural competency by reviewing the cultural competency continuum – denial, polarization, minimization, acceptance and adaptation. They also discussed the five habits of cultural competency that every professional needs to understand and adopt in order to move through the continuum.



# IN THE COMMUNITY

## THOMPSON COBURN ASSOCIATES ATTEND ACC STL DIVERSITY COMMITTEE FIRESIDE CHAT

St. Louis associates attended the Association of Corporate Counsel (ACC) STL Diversity Committee's Fireside Chat entitled "The Secret Sauce: Strategies to Power Your Career Forward" on Thursday, January 10th. The speakers discussed their struggles and successes in arriving in their current positions, including fighting the double standard against "confident" women in the workplace, empowering other women in the legal field through meaningful mentorship and defining professional success for themselves and how others could do the same.



SPENCER  
OWENS

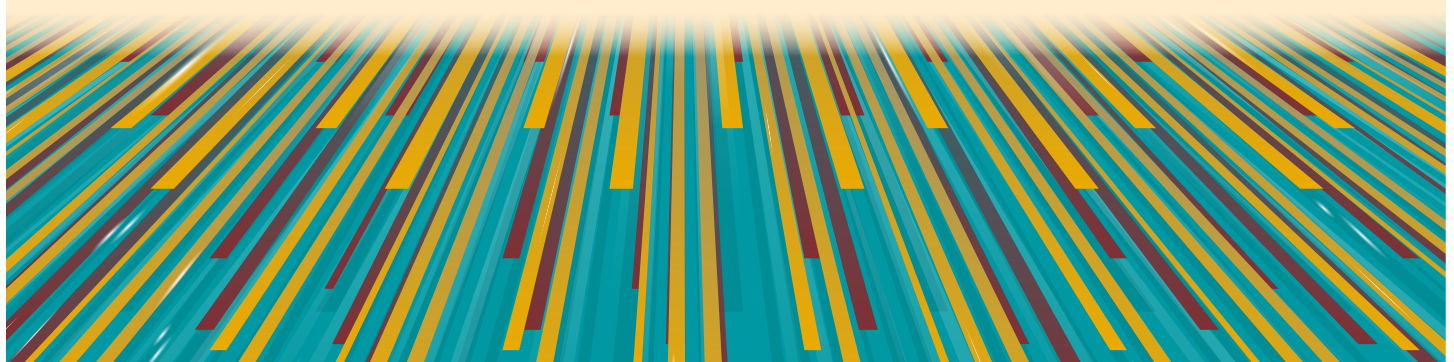
## THOMPSON COBURN SPONSORS SIXTH ANNUAL HEART & SOUL GALA

On Saturday, February 9, 2019, Thompson Coburn once again co-sponsored the Annual Heart & Soul Gala held by long-time firm client, Caritas Family Solutions, in Fairview Heights, Illinois. St. Louis Partners Jan Paul Miller, Cathie Schroeder and Charles Poplstein attended the Gala, pictured here with Dennis Jenkins and Gary Huelsmann, the Chief Operating and Chief Executive Officers of Caritas.



## THOMPSON COBURN MAKES A DIFFERENCE LOOKS TO DOUBLE ITS IMPACT

In 2019, Thompson Coburn's St. Louis, Belleville and Chicago office sponsored Gateway to the Great Outdoors and Towers of Excellence for its annual TC Makes a Difference fundraising efforts. Gateway to the Great Outdoors endeavors to improve the lives of underserved middle and elementary school children in both the St. Louis and Chicago areas through mentorships, improved access to STEM education and monthly outdoor activities. Towers of Excellence Foundation is a Chicago-based nonprofit founded to provide at-risk youth with quality mentoring through academic guidance, character development, social and emotional support and valuable life experiences.





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## LED BY FIRM CHAIR TOM MINOGUE, ST. LOUIS REGIONAL CHAMBER LAUNCHES REGIONAL ECONOMIC DEVELOPMENT ALLIANCE

The St. Louis Regional Chamber has launched an independent subsidiary focused exclusively on economic development and business recruitment in the St. Louis metropolitan area, the St. Louis Regional Economic Development Alliance. Thompson Coburn Chair Tom Minogue, the board Chair of the St. Louis Regional Chamber, has joined the Alliance's board, along with 14 other top executives from businesses across the metro region.



TOM  
MINOGUE



FELICIA  
WILLIAMS

### THOMPSON COBURN JOINS TWO PANELS AT 6TH ANNUAL MOUND CITY BAR RETREAT

In April, partner Felicia Williams and Director of Diversity, Inclusion & Professional Development Norma Jackson spoke on two panels during the Mound City Bar Association's 6th Annual Ronda F. Williams Continuing Legal Education Retreat and National Bar Association Region VIII's Annual Meeting in New Haven, Missouri. Felicia joined Anthony Springfield of Polsinelli on the panel "Pathway to Partnership," moderated by Quentin Jennings of Polsinelli. Norma served on the panel "Walk the Walk" with diversity directors from Polsinelli and Husch Blackwell.



NORMA  
JACKSON

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## D.C. OFFICE DONATES 350 POUNDS OF ITEMS TO FOOD BANK

The D.C. office again turned its holiday tree into a Giving Tree, which was decorated with special ornaments that included lists of items from the Capital Area Food Bank's wish list. Attorneys and staff were encouraged to take one of the ornaments and donate items from the list. Donations were then placed under the tree through December. As a result, 350 pounds of non-perishable items were donated to the CAFB.



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## 2019 TAKE YOUR CHILD TO WORK DAY

In April, Thompson Coburn was thrilled to host over 40 children for our annual "Take Your Child to Work Day" festivities. The day's events included a game of "Would You Rather" with members of the Marketing Department, a library scavenger hunt, a trivia lunch and time shadowing their parents.





## TEAM THOMPSON COBURN RAISES FUNDS, AWARENESS FOR 2019 KOMEN MORE THAN PINK WALK

For this year's More Than Pink Walk, Thompson Coburn raised approximately \$4,000, ranking in the top 15 of all teams for its fundraising efforts. In addition, Thompson Coburn has been a sponsor for the annual event for many years and was a Bronze level sponsor of the event this year.



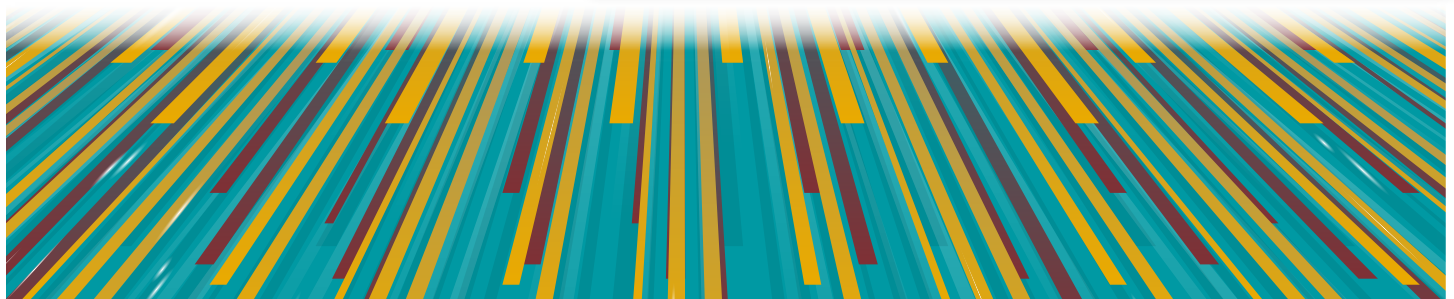
BOB  
WALLACE

## THOMPSON COBURN ATTENDS MOUND CITY BAR FOUNDATION SCHOLARSHIP DINNER

Several individuals from the Firm attended the Mound City Bar Foundation's 16th Annual Scholarship Dinner on June 29th. Thompson Coburn attendees were partner Bob Wallace, Director of Diversity, Inclusion & Professional Development Norma Jackson and summer associates Ashton Dietrich, Jo Gbujama and Katherine Murchison.

## TEAM THOMPSON COBURN BEATS THE HEAT IN FIRST ST. LOUIS BIZ DASH 5K APPEARANCE

On September 12th, over 40 employees and guests from the Firm's St. Louis and Belleville offices laced up their sneakers to participate in the fourth annual St. Louis Biz Dash, a 5K run/walk referred to as the "healthiest happy hour in St. Louis." The race benefits the St. Louis Sports Foundation, a charitable affiliate of the St. Louis Sports Commission, which promotes sportsmanship in the community and fosters a culture of kindness, respect, civility and selflessness.







## THOMPSON COBURN ATTORNEYS ATTEND 23RD ANNUAL HUMAN RIGHTS CAMPAIGN NATIONAL DINNER

Tony Anderson, partner in the D.C. office, and his husband, Kevin Lorei, hosted the Thompson Coburn and Anderson/ Lorei tables at the annual Human Rights Campaign National Dinner held on September 28th. Between the two tables that Tony and Kevin hosted, there were 26 total attendees.

## THOMPSON COBURN RECOGNIZED FOR PRO BONO WORK

On September 26th, the Missouri Bar awarded Thompson Coburn the Pro Bono Publico award in recognition of our outstanding voluntary service. Five other individual attorneys also received an award; Thompson Coburn was the only firmwide recipient. Partner Mark Kaltenrieder accepted the award on the firm's behalf.







*Makes a* **DIFFERENCE**

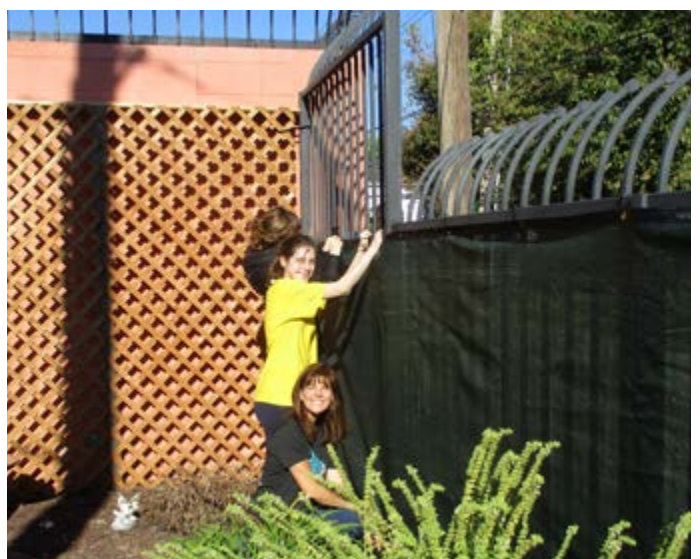


### MAKE A DIFFERENCE DAY 2019

Throughout the month of October, each of our offices participated in Make A Difference Day, an annual day of volunteering with millions of volunteers nationwide participating in community service volunteer projects. The great organizations that we supported were American Brain Tumor Association, Capital Area Food Bank, Greater Chicago Food Depository, Helping Strays, Mary Ryder Home and Tenth Life Cat Rescue. Participants helped paint, walk dogs, clean, garden and more. Individuals from the LA office laced up their sneakers and participated in a 5k run/walk.











## CHICAGO

### CHICAGO DIGS DEEP FOR PRO BONO FUNDRAISER

In March, the Chicago office joined the Investing in Justice Campaign, an annual initiative that encourages the Chicago legal community to support pro bono and legal aid services. This year saw the highest participation numbers for TC since joining the program: 80% of the office contributed to the campaign, raising a total of \$5,446.75.

### KIM MORAN IRIZARRY ATTENDS CYOC DIVERSITY CONFERENCE FOR YOUNG ASSOCIATES

In October, Chicago associate Kim Moran Irizarry attended the Chart Your Own Course First Year Academy in Philadelphia, PA. The program seeks to increase the pool of associates of color who build career velocity at the earliest stages of their law firm experience and develop a path of practical career strategies.



KIM MORAN  
IRIZARRY



GEORGIA  
DEMEROS

### GEORGIA DEMEROS, SARAH CHANG PEN ARTICLE FOR ESTATE PLANNING JOURNAL

Partner Georgia Demeros and associate Sarah Chang recently penned an article, Strategies for buy-sell agreements using insurance, which appeared in the September 2019 issue of Thomson Reuters' Estate Planning Journal. The pair discuss why a properly drafted buy-sell agreement can help avoid conflict and provide control and structure over how life insurance proceeds are to be used after the death of a business owner.



SARAH  
CHANG

### THOMPSON COBURN'S ILLINOIS ATTORNEYS RECOGNIZED FOR PRO BONO EFFORTS

Thompson Coburn was named to the 2019 Pro Bono Recognition Roster by the Public Interest Law Initiative (PILI). A reception was held on June 19th to celebrate the inspiring and life-changing pro bono work being done in Illinois through the unwavering dedication of individual attorneys. The Firm's Illinois attorneys had a 5% increase in pro bono hours from the previous year. Pro bono hours jumped from 1,057 hours in 2017 to 1,455 hours in 2018. In addition, 67% of the firm's Illinois attorneys participated in pro bono work in 2018.

### DIONA ROGERS RECOGNIZED FOR DIVERSITY, INCLUSION EFFORTS

Diona Rogers, a Chicago associate in the Banking and Commercial Finance group, was recently selected as one of Just the Beginning - A Pipeline Organization's (JTB-APO) 5 Under 40, which recognizes Chicago-area lawyers and legal professionals committed to working towards increased diversity, equity and inclusion in the legal field. Diona also currently serves as the vice president and sits on the Board of Directors of Minority Legal Educational Resources (MLER) and is a member of the Black Women Lawyers Association of Greater Chicago.



DIONA  
ROGERS





## LOS ANGELES



JENNIFER  
POST

### JENNIFER POST NAMED AMONG THE MOST INFLUENTIAL MINORITY ATTORNEYS IN LOS ANGELES FOR 2019

For the second year in a row, the Los Angeles Business Journal named Thompson Coburn partner

Jennifer Post to its 2019 list of the "Most Influential Minority Attorneys in Los Angeles."

### JENNIFER POST, CLIENT CORINNA CHERIAN HONORED AS 2019 LOS ANGELES BUSINESS JOURNAL LEADERS IN LAW

Los Angeles Managing Partner Jennifer Post and client Corinna Cherian, Senior Vice President and Senior Counsel for City National Bank, were recognized by the Los Angeles Business Journal on October 22nd as 2019 Leaders in Law nominees. Jennifer and Corinna were part of a class of 154 law firm attorneys and 55 in-house counsel who were recognized by the Los Angeles Business Journal.

### JENNIFER POST HIGHLIGHTED IN LACBA NEWSLETTER IN LGBTQ+ SPOTLIGHT

In honor of Pride Month, the Los Angeles County Bar Association featured an LGBTQ+ member. Jennifer Post, a partner in the Los Angeles office, was featured in the June 13 Daily eBriefs. Dedicated to helping other LGBTQ professionals succeed, Jennifer founded FSIX Advisors Circle, a networking and resource group for LGBTQ professionals in the financial industry. She also founded the West Hollywood Chapter of Provisors. Additionally, Jennifer serves as a member of the Steering Committee of StartOut LA, an organization that provides resources and mentorship to LGBTQ entrepreneurs to empower emerging leaders in technology and related industries.



JESSICA  
GORDON

### JESSICA GORDON, JENNIFER POST NAMED MOST INFLUENTIAL WOMEN LAWYERS IN LA FOR 2019

The Los Angeles Business Journal named Jessica Gordon and Jennifer Post to its list of the "Most Influential Women Lawyers in LA." Only 75 women received the honor and are recognized in a special section in the newspaper.



## ST. LOUIS/BELLEVILLE



JANETTE  
LOHMAN

### JANETTE LOHMAN ELECTED TO ISA BOARD OF DIRECTORS

On January 21, 2019, at its 16th Annual Winter National Meeting held in Phoenix, the members of the Independent SALT Alliance ("ISA") elected TC partner Janette Lohman

to the ISA Board of Directors. ISA is a not-for-profit association of independent providers of professional state and local tax ("SALT") services.

### LOHMAN NAMED PRESIDENT OF IPT

On Wednesday, June 26th, Janette Lohman, partner in the St. Louis office, was elected President of the Board of Governors for the Institute of Professionals in Taxation ("IPT") at its 43rd Annual Meeting held in San Antonio, Texas. Janette will serve as president for the 2019/2020 fiscal year, and then as Past President in the 2020/2021 fiscal year.

### JANETTE LOHMAN NAMED INFLUENTIAL WOMAN IN TAX LAW BY LAW360

Janette Lohman was named among Law360 Tax Authority's first-ever "Influential Women in Tax Law" list. The list profiles 14 women in tax law, "spotlighting attorneys who have provided outstanding service to their clients and the public, changing the dynamics at their workplaces while they did so." Law360's profile of Janette highlights a number of Janette's accomplishments, including her tenure as the second-youngest and first female director of the Missouri Department of Revenue. Janette told Law360 that her key to success is "just outworking everyone" — while maintaining a positive attitude.



FELICIA  
WILLIAMS

### FELICIA WILLIAMS NAMED 2019 YOUNG LEADER BY THE ST. LOUIS AMERICAN

On February 21st, Thompson Coburn litigation partner Felicia Williams was honored by the St. Louis American at the 9th Annual Salute to Young Leaders reception.

In her feature in the publication, Felicia discussed how Thompson Coburn and her colleagues at the Firm have contributed to her success.

### SPENSER OWENS WRITES LAW REVIEW ARTICLE ON CHARTER SCHOOL FUNDING

Real Estate associate Spenser Owens co-authored a law review article discussing the inequalities in funding between charter and public schools. Published in the Fordham Urban Law Journal, the article details current sources of charter school financing, explores the reasons for the funding gap, and proposes solutions for narrowing the gap.



SPENSER  
OWENS





HOPE  
ABRAMOV

## HOPE ABRAMOV AND LAURA JORDAN NAMED 2019 BTI CLIENT SERVICE ALL-STARS

BTI Consulting Group selected partners Laura Jordan and Hope Abramov as "2019 Client Service All-Stars" based on unprompted client feedback it received during its annual survey of corporate counsel at Fortune 1,000 and other large organizations. Laura was recognized as an "Employment" All-Star while Hope was recognized in the "Labor & Employment" category.



LAURA  
JORDAN



GAYLE  
MERCIER

## GAYLE MERCIER SELECTED FOR 2019-2020 CLASS OF LEADERSHIP ST. LOUIS

Gayle Mercier was selected for the 44th Leadership St. Louis program (LSL), a prestigious 9-month program lead by FOCUS St. Louis for leaders who are committed to improving the St. Louis

region. Gayle, the co-chair of the Firm's real estate practice, was one of 63 outstanding individuals selected.

## GAYLE MERCIER DROPS CANNABIS KNOWLEDGE IN BUSINESS JOURNAL FEATURE

On April 3rd, Gayle Mercier participated in a Table of Experts with the St. Louis Business Journal, which highlighted the "Business of Cannabis." Gayle spoke eloquently about the myriad of legal and regulatory challenges potential cannabis companies and investors will face including finding the right real estate, zoning, business formation, taxation, banking, security, transportation and HIPAA concerns.



BRANDI  
BURKE

## BRANDI BURKE NAMED A 2019 WOMENS JUSTICE AWARD WINNER

Partner Brandi Burke has been named a Women's Justice Award winner by Missouri Lawyers Media. Brandi, who was honored in the Litigation category, was recognized

for her achievements along with the other WJA nominees at an April 25th event in St. Louis and was profiled in a special section of Missouri Lawyers Weekly.



AMINA  
MUSA

## AMINA MUSA NAMED ONE OF THE ST. LOUIS BUSINESS JOURNAL'S 30 UNDER 30

In June, The St. Louis Business Journal named Thompson Coburn associate Amina Musa to its 30 Under 30 list for 2019. She was selected from more than 300

nominations, and is one of only three attorneys in the 2019 class to receive the honor.



BOOKER  
SHAW

## BOOKER SHAW RECEIVES DISTINGUISHED LAWYER AWARD AT 2019 LAW DAY CELEBRATION

On May 2, Thompson Coburn partner and retired Judge Booker Shaw received the Distinguished Lawyer Award at The Bar Association

of Metropolitan St. Louis's (BAMSL) Annual Law Day Celebration. The Law Day Celebration featured a keynote address by author and presidential biographer Jon Meachum.



PAM  
MEANES

## PAM MEANES RECOGNIZED FOR DIVERSITY AND INCLUSION EFFORTS

Pam Meanes, a partner in the Firm's Business Litigation practice, was recognized by Missouri Lawyers Media for her Diversity & Inclusion efforts. As one of the recipients of

the publication's Diversity & Inclusion Awards, Pam was recognized on August 9th in St. Louis, along with 18 other honorees.





JENNIFER  
VISINTINE

### JENNIFER VISINTINE NAMED A 2019 MISSOURI UP AND COMING LAWYER

Jennifer Visintine, a partner in the Firm's Intellectual Property and Media Law practice groups, was named a 2019 Up & Coming Lawyer by Missouri Lawyers Media. This honor recognizes early-career lawyers who demonstrate professional excellence while making a positive impact on their profession and communities.



## WASHINGTON, D.C.



BEN  
GROVE

### BEN GROVE ELECTED PRESIDENT OF Q STREET

On January 8th, Lobbying & Policy group Legislative Director Ben Grove was elected President of Q Street, a nonprofit association of LGBT federal lobbyists and public policy advocates working for LGBT equality. That day, he hosted Q Street's annual Welcome Back to Congress reception in the Rayburn House Office Building, attended by over 400 people. Attendees included ten members of Congress.

### MARGIE KRUMHOLZ NAMED 2019 RECIPIENT OF EDWARD A. GROOBERT AWARD FOR LEGAL EXCELLENCE

On April 29th, Margie Krumholz was awarded the Edward A. Groobert Award for Legal Excellence by the Equipment Leasing and Finance Association. ELFA Legal Committee Chair Mirna Cardona, Senior Counsel at Wells Fargo Equipment Finance, presented the award to Margie at the ELFA Legal Forum in San Diego, in recognition of her significant contributions to the association and the equipment finance industry.



MARGIE  
KRUMHOLZ



TONY  
ANDERSON

### TONY ANDERSON ELECTED VICE CHAIR OF THE JOHNS HOPKINS UNIVERSITY BOARD OF TRUSTEES

Tony Anderson was elected Vice Chair of the Johns Hopkins University Board of Trustees. In his expanded leadership role as Vice Chair, Tony will work closely with Chair Lou Forster and University President Ron Daniels to keep Johns Hopkins on its trajectory. In addition, Tony will continue to Chair the Committee on Audits and Institutional Risk Management, which assists the Board in fulfilling its financial oversight responsibilities and monitoring compliance with legal and regulatory compliance, and the Committee on Intermediate Sanctions.



BONNIE  
BLAIR

### BONNIE BLAIR RECEIVES 2019 MUSGRAVE AWARD

For building and leading "one of the most collaborative, high-energy teams" at Thompson Coburn, Washington D.C. partner Bonnie Blair received the 2019 Musgrave Award, the highest honor bestowed by the Firm. In his remarks, Chair Tom Minogue detailed Bonnie's journey to Thompson Coburn with our former partner David Straus, and described her commitment to the legacy of the Firm's Energy group, which involved tripling the size of the group in the last three years alone.

## OUR VETERANS

### THOMPSON COBURN PRO BONO WORK HELPS VETERANS FIND JOBS NATIONWIDE

In early January, Thompson Coburn provided pro bono representation to Coporate America Supports You in its acquisition of VetsJobs.com. As part of the deal, CASY will take over the highly valuable VetJobs.com domain and acquire the website's 100,000 active resumes of service members looking for the next step in their civilian careers. CASY plans to relaunch VetJobs.com later this year and use the site to register military jobseekers in its comprehensive jobs program, which provides veterans with a host of personalized employment services.

### THOMPSON COBURN HONORS OUR VETERANS

In honor of Veterans Day, Thompson Coburn hosted special events in all of our offices. A lunch was held for our veterans in St. Louis and Belleville. In Chicago, a memorial image was shown on the office video sign. Our veterans were celebrated at the November 14th office birthday party. Donuts were enjoyed by the D.C. office that morning and the LA office treated our veterans to lunch.

Allen Allred – Marines  
Tom Alvey – Army  
Gordon Ankney – Navy  
Tom Blackburn – Army  
Shaun Broeker – Army  
Jim Burger – Army  
Ed Cohen – Army  
John Cullerton – Army National Guard  
Darin Fentress – Army  
Steve Higgins – Army  
Matt Himich – Navy  
Rob Holtzmann – Air Force  
Nicole Hunt – Air Force

Amy Kroeck – Army  
Joseph Logan – Navy  
Mark Mattingly – Army  
Rick McDannel – Army  
Calvina Morris – Army National Guard  
Jack Musgrave – Army  
Dennis Newman-Duckworth – Marines  
Michael O'Keefe – Air Force  
Tim Senaldi – Army  
Jim Slear – Air Force  
Tim Sullivan – Army  
Kenneth Turner – Navy  
Gary Wexler – Army National Guard

## CHICAGO

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312 346 7500



## LOS ANGELES

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310 282 2500



## ST. LOUIS

One US Bank Plaza  
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314 552 6000



## SOUTHERN ILLINOIS

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202 585 6900

