



2014
DIVERSITY
REPORT



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DIVERSITY

DIVERSITY IS A CORE VALUE AT THOMPSON COBURN LLP. We state it clearly to our partners, employees, clients and communities: “We believe diversity strengthens our firm and the community, and we consider this value when developing our programs and policies.”



Tom Minogue
Firm Chairman



Michael Minton
Diversity Committee Chair

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

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

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

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



START NEW CAREER

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



MENTORING

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

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

PROMOTION AND RETENTION

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

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

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



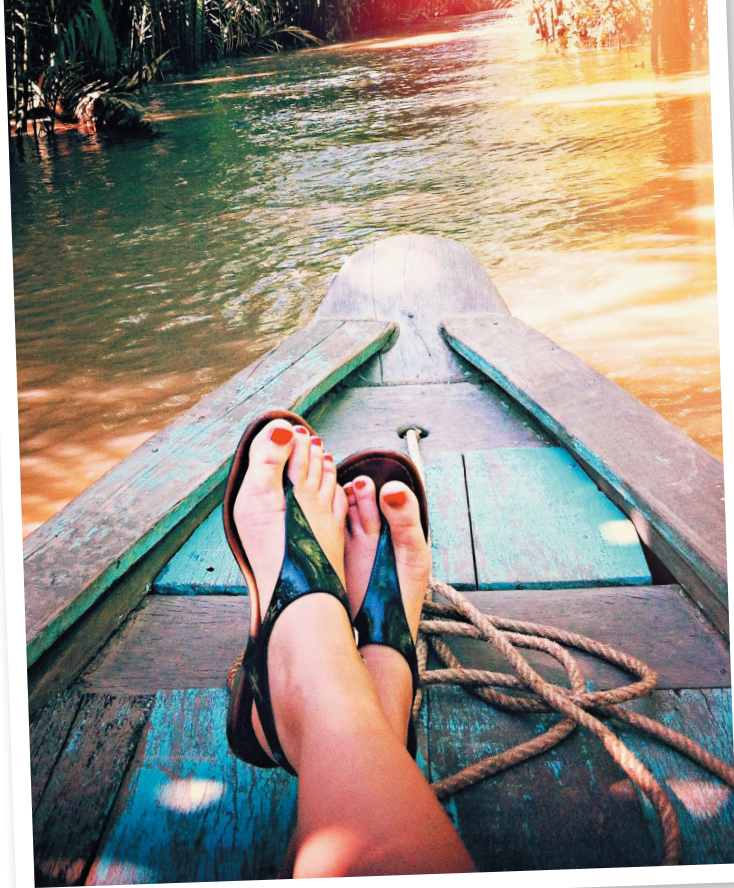
WIL HOLTZ SERVES AS MENTOR

Intellectual property associate Wil Holtz has served as a mentor in the St. Louis Regional Business Counsel's Higher Education Collaboration program

for two years. The program is a partnership with the schools of business and engineering at 14 colleges and universities in the St. Louis region.

More than 60% of mentees go on to work in business-related positions, and 37% of students are studying in engineering programs. —RBC

Interested students are individually paired with top employees of an RBC company to receive practical, "real world" knowledge and post-graduate opportunities. According to RBC, 147 students have been matched one-on-one with a mentor to date — 24 of those mentees are international students. ▲



WORK-LIFE BALANCE

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

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

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

INNOVATIVE PRACTICES

INNOVATIVE PRACTICES THAT RESULT IN SUBSTANTIAL efforts to increase diversity. Diversity is an important part of our firm's strategic plan. Accordingly:





- To increase our commitment to diversity, we ask each attorney to demonstrate his or her individual commitment to diversity by selecting items in the Thompson Coburn Diversity Checklist to make our firm stronger and more successful.
- Partners and associates are evaluated on their individual diversity efforts as part of the semi annual and annual review process.
- The Thompson Coburn Diversity Committee, working with the firm's Employment Committee and Diversity Manager, developed the Thomas F. Eagleton Scholarship in memory of our late partner and former U.S. Senator, Tom Eagleton. The Eagleton Scholarship is more than just a monetary award to a deserving minority law student. The winner receives a full year of mentoring provided by one of our partners and a paid summer internship for the summer following the student's all-important first year of law school. This combination of financial support, guidance and a first step toward a successful legal career will make a difference to each student who is honored with the Thomas F. Eagleton Scholarship.
- We actively recruit diverse lateral partners. This year we had a diverse partner join the firm in our St. Louis office, and in prior years we've gained diverse partners in Chicago and St. Louis. We have a unique lateral integration program that ensures that all incoming partners receive the individualized attention and support necessary to facilitate their transition into the firm.
- The Thompson Coburn Employment Committee reflects the firm's diverse population.
- Exit interviews are conducted to gather information about effectiveness of diversity efforts and any potential roadblocks to inclusion.
- Leave is granted for religious observation.
- At firm meetings, meal options are provided for those with religious dietary restrictions.
- Thompson Coburn sponsored the 2014 St. Louis Minority Business Council Opportunity Fair. ▲



SUPPLIER DIVERSITY

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

PIPELINE INITIATIVES

OUR FIRM PARTICIPATES IN THE FOLLOWING EFFORTS TO ENSURE an ongoing, deep pool of qualified minority candidates.

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



Eagleton Scholarship



St. Louis Internship Program (SLIP)



DIVERSE COMMUNITY

2014 DIVERSITY & INCLUSION SPONSORSHIPS AND CONTRIBUTIONS

- ACC St. Louis Street Law
- ACC St. Louis and Chicago Diversity Programs
- Mound City Bar Assn Women's History Month
- St. Louis Diversity Job Fair
- Mound City Bar Association Retreat
- Mound City Bar Association Scovel Richardson Scholarship Dinner
- National Bar Association
- SLIP Program
- Regional Business Council
- National Asian Pacific American Bar Association Convention
- St. Louis Diversity Summit (DAP)
- St. Louis Minority Business Counsel
- Association of Law Firm Diversity Professionals



JUDGE SHAW LEADS PANEL AT 'MASTERING APPELLATE ADVOCACY' CONFERENCE

When participating in oral arguments, your most important job as an appellate advocate is to answer judges' questions directly and succinctly. Listen carefully, pause, think, and answer — and be proactive about the weaknesses of your case. Those are some of the points Booker T. Shaw emphasized as the moderator of a panel on oral arguments, at Saint Louis University Law School. The session was part of "Mastering Appellate Advocacy," a half-day conference, sponsored by the Bar Association of Metropolitan St. Louis. ▲

- Cook County Diversity Job Fair
- Lavender Law
- Thomas F. Eagleton Scholarship
- Washington, D.C. and St. Louis HRC Gala
- PROMO Urbanaire
- St. Louis Annual Diversity Summit
- Saint Louis University School of Law Casino Night
- Washington University School of Law Black Law Students Association Dinner
- University of Missouri School of Law Lloyd Gaines Dinner
- Asian American Bar Association/NAPABA Regional Conference
- Cultural Leadership Institute, "Trouble Maker of the Best Kind"
- MCBA/Asian American Bar Association/Hispanic Bar Association Unity Dinner
- Lawyers Association Honorable Theodore McMillian Black History Dinner
- Chicago Lawyers Committee for Civil Rights Under the Law
- Chicago American Indian Bar Association Dinner
- ADL Anti-Defamation League Lifetime Achievement Awards Dinner
- St. Louis American Diversity Edition ▲

THOMPSON COBURN SPONSORS ANNUAL MEETING FOR CIVIL RIGHTS

TC sponsored another successful annual meeting of the Chicago Lawyer's Committee for Civil Rights Under Law, Inc. Joel Haber has served on the Board for many years and passed the torch to Thompson Coburn partner Michael Parks to serve the community in this important area, along with other Thompson Coburn attorneys.



The criminal justice system is very different today than it was 40 years ago. In 1972 there were 300,000 people in jails and prison. Today 2.3 million people are incarcerated. As a result, the United States has the highest rate of incarceration in the world. The seven million people affected by mass incarceration or parole has fundamentally changed our world. We challenged the legal community to not insulate themselves from the problems that are real in this country. ▲



PARTNER BOB WALLACE TALKS TO INSIDECOUNSEL

Sports Law Group Chair Bob Wallace talked to InsideCounsel magazine about Clippers' owner Donald Sterling's alleged racial comments and the political implications for the team.

Partner Bob Wallace told reporter Ed Silverstein that NBA Commissioner Adam Silver will likely handle the matter under the league's bylaws.

Clippers owner Donald Sterling will be suspended for life and fined \$2.5 million. ▲





SHOKO NARUO NAMED TO LAWYERS OF COLOR'S 2014 'HOT LIST'

St. Louis intellectual property associate Shoko Naruo has been named to Lawyers of Color's Midwest Region

"Hot List," which recognizes 100 junior and mid-level lawyers of color under 40 who have excelled in their careers and show a promising future.

Shoko represents clients in trademark and patent litigation, UDRP proceedings, and the preparation and prosecution of trademark applications. After majoring in law at Keio University in Tokyo, she earned her J.D. and LL.M. from Washington University School of Law in St. Louis. A native Japanese speaker who is also fluent in English, Shoko applies her international experience to Thompson Coburn's international practice. ▲

THOMPSON COBURN SUPPORTS 2014 UNITY DINNER

The 2014 Unity Dinner was hosted by the Missouri Asian American Bar Association (MAABA), Mound City Bar Association (MCBA), the Women's Lawyers' Association of Greater St. Louis (WLA), Lawyers for Equality (LFE), and the Hispanic Bar Association of St. Louis (HBA). TC has sponsored this event since its inception in 2000. ▲



JUDGE SHAW HITS THE AIRWAVES FOR PUBLIC RADIO LEGAL ROUNDTABLE

Judge Booker T. Shaw made his first appearance on St. Louis On the Air's Legal Roundtable, a one-hour monthly feature on St. Louis Public Radio with host Don Marsh.

What's it like to move from the bench into private practice? "It depends on the judge. Certainly as a judge you don't have billable hours, so that's something one needs to adjust to. If the former judge is really interested in getting back into the courtroom and advocating for clients."

A Missouri law that would protect private businesses that refuse service on religious grounds: "It would seem to protect private discrimination. Even assuming it was passed by the Legislature and signed by Gov. Nixon, it probably would not withstand federal scrutiny."

What are your thoughts on video and audio recording in the courtroom? "There was a time that I thought it may in fact deter from the function of a courtroom and cause a certain amount of drama in courtroom proceedings. I've evolved a bit in that area. I think it really helps the public see what goes on. The greater purpose it may serve is to inspire greater confidence in the system and the way it functions for people." ▲





PARTNER PAMELA MEANES SWORN IN AS 2014-2015 PRESIDENT OF THE NBA

After being sworn in as 2014-2015 president of the National Bar Association (NBA), Thompson Coburn

partner Pamela Meanes began what will be an extremely busy year as leader of the nation's largest African American bar association. Pamela was sworn in during the NBA's 89th Annual Convention & Exhibits in Atlanta, officially beginning a one-year term as president. She became president after spending the past year as president-elect.



*Chairman Tom Minogue,
Thompson Coburn's leadership, and the
firm's Diversity Committee have been
extremely supportive of my efforts."*

—Pamela Meanes

Pamela will work to carry out a sizeable agenda in the next year. During her inauguration address, Pamela outlined her plans for initiatives focused on improving educational opportunities and equity for minority children; reducing barriers to voting, such as photo ID laws; and working to create a more diverse judiciary. Pamela is leading efforts supported by key NBA leaders and members, as well as U.S. Representatives and U.S. Senators.

Pamela has served the NBA for more than seven years in various leadership capacities, including as president-elect, vice president of finance, deputy general counsel, editor-in-chief of its magazine, and regional director of Region VIII.

Pamela began her career as an associate with Thompson Coburn in 1996, after earning her law degree from the University of Iowa. She earned her B.A. from Monmouth College and an M.A. from Clark Atlanta University. ▲

NBA PRESIDENT MEANES FEATURED IN ATLANTA TRIBUNE MAGAZINE

Pamela Meanes was featured in a recent issue of the Atlanta Tribune, the leading lifestyle publication for African Americans in Atlanta. The magazine is circulated to 35,000 business owners and professionals in the city.



The publication highlighted Pamela's presidency of the National Bar Association, the nation's oldest and largest association of African American attorneys, and the NBA's choice to hold its 2014 national convention in Atlanta. As Pamela told the magazine, the NBA used the convention to plan its focus on education, voter protection, judicial equality, and police misconduct. ▲

2014 WOMEN'S JUSTICE AWARD WINNER PAMELA MEANES

Pam Meanes, a partner in the firm's Business Litigation practice, is among a group of distinguished

legal professionals from Missouri chosen as a 2014 Women's Justice Awards winner by Missouri Lawyers Weekly. The annual awards recognize top women lawyers, judges, law students and legal professionals in the state for their contributions to the profession as practitioners or as ambassadors for the profession.

Pam was named as an award winner in the Litigation Practitioner category, one of 10 categories recognized as part of the awards. Pam was one of only nine lawyers from the entire state of Missouri selected as outstanding Litigation Practitioners. ▲





LGBT INITIATIVES

- Family members are welcome at social events, including gay, lesbian, bisexual and transgender partners.
- The firm offers a Domestic Partner Benefit policy.
- The firm has sponsored and participated in the Lavender Law Recruiting Fair for the National Lesbian & Gay Law Association for the last 4 years.
- The firm participates in and provides financial support to Lawyers for Equality, St. Louis' LGBT bar association.
- Openly gay partners are active in several of the firm's high-profile internal committees, including our Client Relations Committee, Diversity Committee, Employment Committee and our Associate Review Committee.
- We actively support our LGBT attorneys in their leadership and business development efforts. We look for opportunities to provide visibility for their leadership and community efforts.
- The firm sponsored the Human Rights Campaign Gala Dinner for the last 5 years.
- In partnership with the American Civil Liberties Union, TC attorneys secured a federal court ruling barring a central Missouri school district from censoring pro-LGBT websites.
- The firm filed an Amicus brief on behalf of the Pink Pistols and Gay and Lesbians for Individual Liberty in the landmark Heller and McDonald cases. The United States Supreme Court cited the brief with approval in its decision in McDonald. ▲



THOMPSON COBURN CALLS FOR LGBT EQUALITY IN MISSOURI WORKPLACES

As part of our comprehensive commitment to diversity, Thompson Coburn has publically voiced support for the Missouri Nondiscrimination Act (MONA), a law that would extend basic workplace protections to members of the lesbian, gay, bisexual and transgender community.

In a letter written to the Missouri Legislature, TC Chairman Tom Minogue urged lawmakers to add sexual orientation and gender identity to the Missouri Human Rights Statute, which already protects against workplace discrimination based on race, sex, and national origin.

“Having policies inclusive of the LGBT community is not only the right thing to do; it’s in the best interest of our firm.”

—Tom Minogue

“Diversity and inclusion matter to our clients, and we continue to build and grow these relationships nationally. Not only is this good for business, but it is good for Missouri.” Minogue wrote.

According to Missouri Workplace Equality, a joint effort of PROMO and Progress Missouri, TC is the third major company and the first law firm to throw its support behind MONA. More than 200 local businesses have also signed on to support these basic workplace protections.

TC has long made it a priority to adopt LGBT-inclusive policies, offer same-sex partner benefits, and support the firm’s LGBT Affinity Group in leadership and professional development efforts.

In addition the Missouri House of Representatives honored Thompson Coburn this month with an official resolution recognizing the firm’s commitment to LGBT equality in the workplace.

House Resolution No. 1713 is signed by House Minority Floor Leader Jacob Hummel (D-St. Louis) and approved by Speaker of the House Tim Jones (R-Eureka). ▲

TC NAMED BEST PLACES TO WORK FOR LGBT EQUALITY 2014

For the last six years the firm has earned a perfect score of 100 points in the Human Rights Campaign’s Corporate Equality Index and Best Places to Work Survey, which evaluates nearly 600 businesses across the country on their treatment of lesbian, gay, bisexual and transgender employees, consumers/clients, and investors. The survey is conducted by the Human Rights Campaign Foundation, the educational arm of the nation’s largest advocacy group for gay, lesbian, bisexual and transgender Americans. ▲



TC CELEBRATES 2014 HUMAN RIGHTS CAMPAIGN NATIONAL DINNER

Thompson Coburn was well represented at the 18th annual HRC National Dinner in Washington, D.C. Our firm has long supported HRC at both the national and local level. TC publicly supports Marriage Equality as well as the enactment of a fully-inclusive Employment Non Discrimination Act, both of which are key issues for HRC. ▲



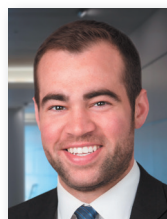
EQUALITY ILLINOIS HONORS TC FOR 'RAISING THE BAR' FOR LGBT WORKPLACE EQUALITY

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



THOMPSON COBURN SUPPORTS PROMO URBANAIRE EVENT

Thompson Coburn sponsored the 2014 PROMO Urbanaire event at St. Louis City Hall. PROMO's goals are to help LGBT Missourians create a supportive and visible community, become active in the democratic process, and work for their equal protection under the law. The organization builds community awareness and grassroots support for LGBT equality and increase civic participation of LGBT Missourians. Mayor Slay stated that "St. Louis is a very LGBT-friendly city." He also announced that St. Louis will be the first U.S. city to host the Out Games. ▲



BEN GROVE JOINS STEERING COMMITTEE OF LGBT NONPROFIT IN D.C.

Washington, D.C. legislative assistant Ben Grove has been elected to the steering committee of Q Street, a nonprofit association of LGBT lobbyists and public policy advocates working for LGBT equality.

"Q Street serves as an important bridge between Hill staffers and those in the private sector," Ben said, noting that he has attended many of Q Street's popular networking events. Ben was also instrumental in making Thompson Coburn Lobbying & Policy an annual sponsor of the group, including its role as co-sponsor of Q Street's 2013 holiday reception.



As a steering committee member, Ben will push for Q Street to sponsor Hill briefings and forums on LGBT policy and Hill mechanics. ▲





WOMEN'S INITIATIVES

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

THOMPSON COBURN RECOGNIZED AS WOMEN IN LAW EMPOWERMENT FORUM '2014 GOLD STANDARD FIRM'

Thompson Coburn has received "2014 Gold Standard Certification" from the Women in Law Empowerment Forum for incorporating women into the highest levels of firm leadership. The honor recognizes the leadership roles achieved by equity women partners in law firms across the country.

Only 49 law firms nationwide achieved "Gold Standard Certification" this year. —WILEF

Law firms with 200 or more practicing lawyers in the United States are eligible for the WILEF Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of equity partners, leadership positions, governance and compensation committees, and highly compensated partners.

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

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

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



SKINNER PARTICIPATES ON TRADE SECRETS IP COUNSEL

Michelle Ware Skinner participated in the webinar "Trade Secrets and Confidentiality." The program, presented by Financial Poise, was part of a series designed to teach corporate attorneys who are not IP specialists enough about IP law so that they can spot issues and know when to bring in an IP specialist. The session covered trade secrets and why some valuable IP is neither patented nor copyrighted. ▲



HELEN KIM RECEIVES CIVIC LEADERSHIP AWARD FROM THE LWV

TC partner Helen Kim accepted a Civic Leadership Award from the League of Women Voters of Los Angeles. Helen received the award for representation of Asian Americans in Los Angeles' recent voter redistricting effort.



"I understand that redistricting is inherently political, but gerrymandering based solely on race – to create safe seats for one race at the expense of another – that, I submit, crosses the line." —Helen Kim

In addressing the crowd of attendees, Helen honored the namesake of her award, Carrie Chapman Catt, "who led an army of women in 1919 to pressure Congress to pass the constitutional amendment that gave women the right to vote."

"I have not led any armies," Helen said in her speech. "What I found myself doing ... was, along with a few others, giving a voice to voiceless communities and shining a light where light needed to be shone."

Helen used her speech to explain the controversial voter redistricting process and her role in challenging closed-door meetings that resulted in a voter district map directly influenced by politicians, not constituents. ▲



ATTENDEES AT WOMEN'S INITIATIVE GET VOCAL ABOUT LEADERSHIP

The Thompson Coburn Women's Initiative hosted its third annual client breakfast. More than 150 people attended the event, which featured Dr. Leah Lorendo's program entitled, "Becoming Influential Through Vocal Distinction." Dr. Lorendo's insightful presentation focused on enhancing one's leadership style and presence by improving vocal communications.

Attendees included general counsels, vice presidents, CEOs and other leaders from a wide variety of businesses and organizations, including Anheuser Busch, Bank of America, BJC Healthcare, Bunge, Clayco, Enterprise, Hardee's, Monsanto, Panera Bread, Peabody Energy, Stifel Nicolaus, U.S. Bank, Unigroup, and Wells Fargo. ▲



KIM TO CO-CHAIR ABA'S SECURITIES LITIGATION COMMITTEE

Partner Helen Kim will serve as the 2014-2015 co-chair of the ABA Securities Litigation Committee.

Helen is the vice co-chair of Thompson Coburn's Business Litigation group and a partner in the firm's Los Angeles office.

The Securities Litigation Committee is housed under the 60,000-member Section of Litigation, the ABA's largest specialty section. It includes attorneys from both the plaintiff and defense bar, corporate counsel, and academics. The committee's goal is to provide critical resources to those practicing or interested in securities litigation, arbitration or regulatory enforcement matters. ▲



LUBBEN ELECTED TO UNIVERSITY OF ILLINOIS LAW ALUMNI BOARD

Labor and employment partner Krissa Lubben has been elected to the Law Alumni Board of the University of Illinois at Champaign, where she will serve a two-year term. She was among 14 other practitioners selected for the board this year.

The 28-member Law Alumni Board is a group of dedicated alumni committed to strengthening the relationship between the College of Law and its graduates. Among its other activities, the Board promotes alumni events and services, develops opportunities for alumni-student interaction, and encourages alumni giving to the College of Law.

Krissa, who leads Thompson Coburn's United Way campaign, has co-led the firm's annual fundraising challenge among University of Illinois College of Law alumni with Mike Lause. This year Thompson Coburn was the only law firm with 10 or more alumni to secure 100 percent participation in the fundraising effort. ▲



JONES ELECTED TO AMERICAN COLLEGE OF EMPLOYEE BENEFIT COUNSEL

The American College of Employee Benefit Counsel (ACEBC) has inducted partner Lori Jones as a Fellow. The College recognizes employee benefit attorneys who have dedicated their careers to the field of employee benefits and who, in doing so, have demonstrated their leadership, character, ability and professional responsibility while providing exceptionally high-quality professional services to clients, the bar and the public.

Fewer than 400 attorneys across the United States are Fellows in the ACEBC. Fellows must have at least 20 years of experience as an employee benefits practitioner and be recognized by their peers for their "expertise in the field and intellectual excellence."

For more than 30 years, Lori has advised clients on a wide range of employee benefit matters relating to qualified and nonqualified retirement plans, health and welfare benefit plans, and executive compensation, including incentive arrangements and stock-based plans. ▲



NAWBO CHICAGO HONORS THOMAS AS 'WOMAN OF ACHIEVEMENT'

The Chicago Chapter of the National Association of Women Business Owners recognized partner Rhonda Thomas as a "Corporate Woman of Achievement" at NAWBO's 31st Annual Celebration of Achievement Luncheon. Thompson Coburn's Chicago office recently partnered with NAWBO Chicago as a chapter sponsor. The group's mission aligns with the firm's diversity efforts and allows the firm to expand that mission beyond its walls.

"The business world is coming to understand that not only can women do it all, but that women bring unique and valuable talents and insights to the businesses we lead." —Rhonda Thomas

The award recognizes women who have overcome obstacles to climb to extraordinary heights in their company while empowering other women along the way. Thomas has been a trailblazer for women's causes throughout her career as a public finance attorney. She's a woman of many firsts, including the first woman to clerk for the Missouri Supreme Court, the first female city attorney for Columbia, Mo. and the first woman to chair the Municipal Attorney's Organization. ▲



SCHENK TO SPEAKS AT 10TH ANNUAL ABA NATIONAL INSTITUTE ON FALSE CLAIMS ACT

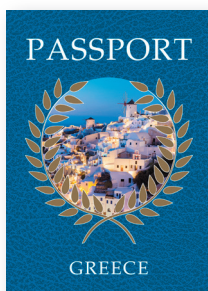
Thompson Coburn was pleased to serve as a sponsor of the 10th Annual National Institute on the Civil False Claims Act and Qui Tam Enforcement. The Institute brought together experts from all areas – U.S. Department of Justice, state attorney general offices, federal agencies, leading defense and plaintiff firms – to discuss this ever-growing area of litigation and enforcement.

TC business litigation partner Claire Schenk was part of a panel discussion on "Recent Developments on Damages and Penalties." The panel focused on the calculation and proof of FCA damages. The group also discussed the effect of *United States ex rel. Bunk v. Gosselin World Wide Moving*, a Fourth Circuit decision on the relationship between government loss and penalties.

Claire concentrates her practice in the areas of Health Care Fraud and Abuse, False Claims Act litigation and other complex white-collar civil litigation. Drawing upon her 14-year history with the Department of Justice and service as a Civil Chief, Claire represents and advises health care providers, registrants under the Controlled Substances Act and government contractors. ▲

CHICAGO WOMEN TAKE TO GREEKTOWN FOR ANNUAL WOMEN'S EVENT

More than 100 TC attorneys, clients, and friends gathered at the National Hellenic Museum in Chicago's Greektown for the Chicago office's annual Women's event. This year's event was co-chaired by Christina Berish and Georgia Demeros. Attendees enjoyed Greek food, a selection of four wines, and bouzouki music. Aside from networking, the women were also able to get tours of one of the museum's exhibits. The attendees left with a Thompson Coburn-branded Greek gift. ▲



THOMPSON COBURN ELECTS THREE WOMEN ATTORNEYS TO PARTNERSHIP

Thompson Coburn is deeply committed to the career advancement of our women attorneys. We warmly congratulate the following women attorneys who achieved partner or counsel status.



TABITHA DAVISSON (St. Louis) represents management in disputes related to human resources law. She has successfully represented employers in state and federal courts, as well as before administrative agencies such as the Equal Employment Opportunity Commission and the Missouri

Commission on Human Rights. Among her litigation successes, Tabitha has obtained awards of summary judgment in favor of employers in cases alleging violations of the FMLA, Equal Pay Act, Title VII, RLA, and the MHRA. Tabitha has also successfully defended wage and hour class and collective actions in state and federal court.



KATIE KRAFT (Washington, D.C.) counsels some of the largest public transit agencies in the country on issues involving transit procurement, Buy America compliance, section 13(c) labor protective arrangements, and compliance with federal statutes and regulations applicable to state

and local grantees. She represents clients in administrative and regulatory proceedings before the Federal Maritime Commission and the Surface Transportation Board, and has authored U.S. Supreme Court briefs on constitutional issues affecting transit clients.



EMILY PEEL (Chicago) is a business litigator who represents companies, their executives and officers in a variety of business disputes. Her work frequently brings her before federal and state courts to brief and argue substantive motions, including injunctions, and she

has an extensive track record of success at trial. Her case experience includes contract disputes, business torts, real estate and foreclosure litigation, in addition to commercial loan enforcement and trust and probate litigation. For financial services clients, Emily prosecutes cases on behalf of creditors and defends creditors against lender liability, consumer fraud and other claims. ▲

2014 THOMPSON COBURN WOMAN PARTNERS WORTH WATCHING

Three women Thompson Coburn partners have distinguished themselves as leaders in their practice areas, as ranked by the 2015 edition of *The Best Lawyers in America*® (Copyright 2014 by Woodward/White, Inc., of Aiken, S.C.).



Ruthanne Hommett



Lori Jones



Margie Krumholz

These Lawyers of the Year were selected “based on peer-review assessments we conduct with thousands of leading lawyers each year,” according to Best Lawyers. “Receiving this designation reflects the high level of respect a lawyer has earned among other leading lawyers in the same communities and the same practice.” ▲



DEMEROS NAMED A ‘FIVE STAR PROFESSIONAL’ FOR ESTATE PLANNING

Private client services partner Georgia Demeros was named in Chicago magazine as a Five Star Professional for estate planning. Award candidates are identified by three sources: firm nomination, peer nomination or pre-qualification based on industry standing.

She was also listed in Chicago magazine for being recognized by Illinois Super Lawyers for estate planning and probate. Only 5 percent of the lawyers in a given state or region are included in the Super Lawyers list. ▲



JAYNA RUST ELECTED TO ASIAN PACIFIC AMERICAN BAR ASSOCIATION

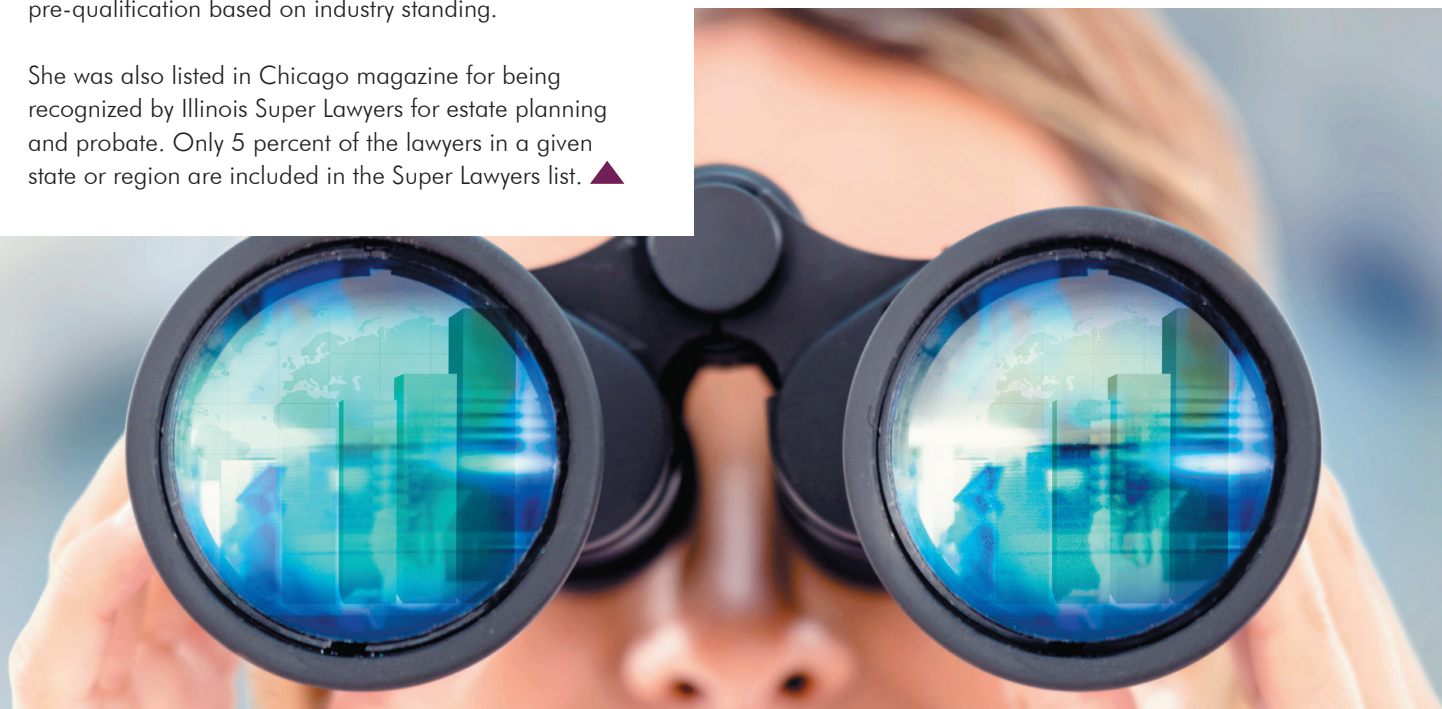
D.C. associate Jayna Marie Rust was recently elected to a one-year term as vice president of Communications by members of the Asian Pacific American Bar Association D.C. Chapter (APABA-DC). The chapter, which was recently celebrated at a networking reception hosted by TC, has approximately 300 members who annually elect nine members to the Board of Directors. ▲



GAMMELL JOINS ASSOCIATION OF WOMEN IN INTERNATIONAL TRADE

Thompson Coburn associate Orisia Gammell has been elected to the Board of Directors of the Association of Women in International Trade (WIIT), the leading organization in Washington, D.C., for individuals — particularly women — in the field of international trade.

Orisia is also a member of the Washington International Trade Association, the Customs Lawyers Association, the American Association of Exporters and Importers, and the International Compliance Professionals Association. ▲





IDEA

OUR VALUES OUR VISION

WE STRIVE TO MEET AND EXCEED EXPECTATIONS. We provide services of the highest caliber on — or ahead of — schedule, on every assignment, on every occasion, for every client.

Thompson Coburn is the first choice law firm for:

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

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

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

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

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

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

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

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



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