

2022

**DIVERSITY &
INCLUSION**
REPORT

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2022 DIVERSITY COMMITTEE



Amanda Hettinger
Partner, St. Louis
Co-Chair



Booker Shaw
Partner, St. Louis
Co-Chair



Roman Wuller
Firm Chair



Allen Capdeboscq, Jr.
Chief Operating Officer



Norma Jackson
Chief Diversity and Attorney
Development Officer



Jennifer Barton
Chief Human Resources
Officer



Lesley Wynes, J.D.
Chief Legal Talent Officer



Simran Bindra
Partner, Los Angeles



Adrienne Clair
Partner, Washington, D.C.



David Dick
Partner, St. Louis



Jenny Ecklund
Partner, Dallas



Sarah Gilbert
Partner, New York



Evan Goldfarb
Partner, St. Louis



Ruthanne Hammett
Partner, Chicago



Wil Holtz, Ph.D.
Partner, St. Louis



Laura Jordan
Partner, St. Louis



Katriina McGuire
Partner, Chicago



Manoo Mofidi
Partner, St. Louis



Emily Wang Murphy
Partner, Washington, D.C.



Emily Peel
Partner, Chicago



Fred Richards III
Partner, Chicago



Diona Rogers
Associate, Chicago



Jarrod Sharp
Partner, St. Louis



Jeanne Siegel
Partner, New York



Gia Twine
Counsel, Los Angeles



Bob Wallace, Jr.
Partner, St. Louis



Nelson Williams
Partner, St. Louis



Jasmine Wynton
Partner, Dallas

INTRODUCTION

Difference is a strength. That's a fundamental value we believe in at Thompson Coburn, and it underlies our extensive efforts to create a diverse, equitable and inclusive workplace, profession and community. Among our attorneys, paralegals, staff, clients and colleagues, we recognize and celebrate differences in ethnicity, gender, color, age, race, religion, ability, national origin, sexual orientation, and veteran status.



ROMAN
WULLER
Firm Chair

Whether we're closing a corporate transaction, solving a complex tax issue, crafting a litigation strategy, advising employers on HR matters or protecting our clients' valuable brands, it is those voices of difference that frequently push us in a new direction or help us see a new opportunity, all for the betterment of our clients.

In 2022, our Firm continued our commitment to cultivate our D&I efforts and recognition through new and ongoing initiatives:

- We celebrated the incredible legacy of our past Diversity Committee Chair Tony Anderson.
- We achieved Mansfield Rule 5.0 "Certified Plus" status and signed on to participate in the Mansfield 6.0 Certification process to expand diversity and equity in Big Law.
- We awarded Thomas F. Eagleton Scholarships to two diverse and very deserving law students.
- We received high-level Firm recognition from the Diversity & Flexibility Alliance, Law360, WILEF, and Bloomberg Law's Diversity, Equity, & Inclusion (DEI) Framework.
- We recognized the international trips made by three of our partners to help the people of Ukraine.
- We continued to hold bias awareness workshops and training sessions for all new attorneys, paralegals, and staff in our offices across the United States.

Here in our 2022 Diversity & Inclusion Report, we invite you to learn more about these and many more Thompson Coburn initiatives, and individual and Firm recognitions we received over the past year.

Thank you for your trust and confidence in us as we continue our commitment to create a diverse and inclusive workplace that strengthens the services we provide to our clients.

A handwritten signature in black ink that reads "Roman P. Wuller". The signature is written in a cursive, flowing style.

Tony Anderson, longtime co-chair of Thompson Coburn Diversity Committee, hands reins to Amanda Hettinger

After six years of groundbreaking leadership on Thompson Coburn's Diversity Committee, **Tony Anderson** stepped down as co-chair of the committee on March 15, 2022. St. Louis litigation partner **Amanda Hettinger** now serves as co-chair with Judge Booker T. Shaw.



TONY
ANDERSON



AMANDA
HETTINGER

Tony served on the Firm's Diversity Committee since its inception. Over the past two decades, the committee has helped the Firm launch sweeping diversity and inclusion initiatives that have received national recognition from Bloomberg Law, the Diversity & Flexibility Alliance and the Minority Corporate Counsel Association. Tony led the Firm's early efforts to adopt supportive policies for LGBTQ+ employees. He was also instrumental in the hiring of Norma Jackson, the Firm's first director-level diversity professional, and in Norma's promotion to the Firm's C-Suite in February 2021 as Chief Diversity & Inclusion Officer.

"Perhaps the best word to describe Tony is 'pioneer,'" said Chair Roman Wuller. "As a gay African American man starting his legal career in the early 1980s, Tony was and is a pioneer in our profession. Within our Firm, he has been a singular voice in pushing us to hire, develop and support diverse attorneys and other legal professionals."

"Tony knew from the start that diversity is an engine that drives innovation and leads to better results for our clients. Because of his commitment and thoughtful leadership, diversity became a core value of Thompson Coburn and today is an essential pillar of our Firm that we continually invest in, just like technology or marketing. We need it and we're better for it, and that mindset is in large part due to Tony."

Added Roman, "I'm also proud to announce that we are launching an internal award for attorneys who participate in our new Personal Diversity Initiatives. Select attorneys who demonstrate an exceptional personal commitment to diversity, equity and inclusion efforts throughout the year will be recognized as Anderson Diversity Champions, in honor of Tony."

Thompson Coburn's Diversity Committee is a 27-member group made up of senior staff and attorneys from all offices. The committee oversees the Firm's diversity initiatives with the goal of ensuring a positive and supportive environment for every individual. Members of the Committee also help guide firmwide recruitment, retention and development activities.

"Tony has been a leader, a champion and a kind and reliable sounding board for me in our diversity and inclusion efforts," said Norma Jackson. "He helped us set a high standard for ourselves and I'm excited to continue to meet and exceed that standard as we move forward with Judge Shaw and Amanda Hettinger. Amanda has served on the Diversity Committee for many years and has a keen sense of what we want to accomplish in the months and years ahead."



Tony Anderson receives 2022 Musgrave Award

For his “transformational leadership” of Thompson Coburn’s Diversity Committee and his courage and commitment in advancing diversity, inclusion and LGBTQ+ rights, Washington D.C. partner **Tony Anderson** received the 2022 Musgrave Award, the highest honor bestowed by the Firm.



In his remarks, Chair Roman Wuller detailed Tony’s 30-year career in public transit law and his pioneering work in the hiring, retention and promotion of lawyers and law students from underrepresented groups.

After receiving a warm standing ovation, Tony recalled his 2001 arrival at Thompson Coburn and the Firm’s immediate focus on diversity.

“In so many ways, we are not the same Firm we were in 2001,” Tony said. “Much of our progress to becoming a more inclusive Firm has been the result of the tireless efforts of attorneys who were already in the Firm. Mary Bonacorsi, Tom Minogue and Jack Musgrave himself stand out as a few examples. And it shouldn’t be lost on any of us that Roman, our current Chair, was the first Chair of the Diversity Committee when it was created in 2005.”

Tony stressed that the responsibility for diversity and inclusion rests with everyone at the Firm. One way all of us can tangibly advance diversity and inclusion is by mentoring, he said. “I have one ask of everyone in this room. If you are serving as a mentor, formal or otherwise, keep it up. If you aren’t, start. You will be surprised how enriching the experience can be for both the mentee and the mentor.”

Tony gave special thanks to his husband, Kevin, and D.C. partner Kent Woodman, whom he described as “a longtime friend and a model of humanitarian effort.” “Kent, I owe much to you in my development as an attorney and as a person,” Tony said.

Congratulations, Tony!

Norma Jackson named a Hero in Diversity by St. Louis Small Business Monthly

Norma Jackson, Chief Diversity & Attorney Development Officer, was named as one of the Heroes in Diversity by St. Louis Small Business Monthly. The publication highlighted the names and faces behind St. Louis’ greatest champions of diversity and inclusion.

Norma was recognized for her commitment to promoting and advancing workplace diversity and inclusion within the Firm while inspiring others to do the same. Norma said, “We believe that talent is everywhere but opportunity is not and that we need to be actively looking beyond our existing channels to find diverse, untapped talent.”



Thompson Coburn achieves Mansfield Rule 5.0 'Certified Plus' status

Thompson Coburn is one of just 165 law firms in the country that have been certified under the **Mansfield Rule 5.0**, a national initiative to increase the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for roles and opportunities.

The certified firms completed a rigorous 12-month collaboration with Diversity Lab with built-in measurement, transparency, and accountability. Thompson Coburn is especially proud to have achieved Mansfield Certification "Plus" status, indicating that, in addition to meeting or exceeding the baseline requirements, we successfully reached at least 30% diverse lawyer representation in a notable number of current leadership roles.

The Firm has already committed to participate in Mansfield 6.0 in 2023. **Norma Jackson**, Chief Diversity & Attorney Development Officer, is an advisory board member for Diversity Lab, which will determine the next set of national standards for promoting diversity in law firm hiring, promotions and governance.



ROMAN
WULLER



NORMA
JACKSON



Thompson Coburn is proud to be
Mansfield Rule 5.0
"Certified Plus"

"Under the national banner of the Mansfield Rule, law firms across the country have made historic strides in expanding diversity, inclusion and equity efforts," said Norma. "I'm proud of the results achieved so far, and thrilled to see what our legal community will achieve as part of Mansfield Rule Certification."

"We quickly signed up for Mansfield, because we immediately recognized the program's benchmarks matched our firmwide commitment to developing more diverse pools of candidates for hiring and promotion. We've renewed our commitment each year since joining because, simply put, Mansfield spurs meaningful results," said Chair **Roman Wuller**. "It has provided a strong pathway for us to strengthen the diversity of our job candidates and up and coming leaders. Our clients also recognize the power of the Mansfield program and have responded positively to our renewed commitment to the Mansfield standards."

Thompson Coburn is proud to participate in Mansfield Rule 6.0 certification

We are proud to announce that Thompson Coburn has renewed its participation in the year-long Mansfield Rule certification process facilitated by Diversity Lab. The goal of Mansfield is to increase diversity in law firm leadership through a science-driven method that embeds accountability, transparency, and knowledge sharing into our talent practices.

To achieve certification, firms are required to adopt and adhere to specific requirements, including considering a slate of at least 30% underrepresented talent when appointing or electing leaders, promoting into the equity partnership, hiring senior-level laterals, and more.



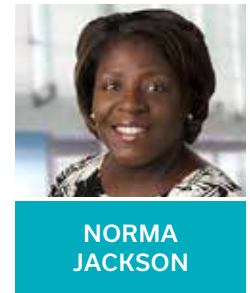
Thompson Coburn is
proud to participate in
Mansfield 6.0 certification

Thompson Coburn again named to Bloomberg Law's DEI Framework for law firms committed to diversity, equity and inclusion

Thompson Coburn is one of 43 U.S.-based law firms that have been named to **Bloomberg Law's 2022 Diversity, Equity, & Inclusion (DEI) Framework**. The Firm was recognized for its level of disclosure of diversity-related metrics and distinguished performance against six core pillars: demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing, and diversity & inclusion in the community. According to Bloomberg Law, Thompson Coburn exceeded the average score of DEI Framework members in nearly every pillar of the framework.



"We're proud to again achieve membership in Bloomberg Law's comprehensive DEI Framework," said **Norma Jackson**, Thompson Coburn's Chief Diversity and Attorney Development Officer. "From our pipeline efforts, to our strong involvement in D&I efforts in our communities, to our focus on developing diverse practice and Firm leaders, we work tirelessly to enhance the diversity, equity, and inclusion of our workplace and profession. It's wonderful to see those efforts recognized by organizations like **Bloomberg Law**."



Bloomberg Law's DEI Framework was developed in 2021 in collaboration with Bloomberg's Gender-Equality Index team, as well as diversity leads at corporations and U.S.-based law firms. Performance was assessed across more than 85 metrics, each associated with one of the framework's six core pillars.

Among the key findings of the **2022 report**:

- 83% of firms say they have a chief diversity officer, and nearly all (91%) have a public statement regarding their commitment to diversity and inclusion.
- Women make up half (50.8%) of all law firm associates, and just under one-third (29.4%) of partners. Six percent of firm associates and 2.7% of partners are Black, 11.3% of associates and 4.2% of partners are Asian American.
- This year, 70% of firms require diversity in the pool of candidates for management and leadership positions, up from 58% last year.
- There are meaningful differences between firms who made the list of 2022 DEI Framework member firms and those who did not. Among firms who made the list, 54% said practice group leaders have clear diversity and inclusion goals included as part of their annual performance review, while only 10% of non-member firms said their practice group leaders have these goals.
- Additionally, nearly all (97.7%) member firms provide opportunities for attorneys to voluntarily disclose disability, veteran status, sexual orientation, gender identity and gender expression through firm collection procedures, compared to 40% of non-member firms

Thompson Coburn is committed to creating and fostering a diverse and inclusive workplace culture that recognizes the contributions individuals with different backgrounds and experiences bring to our clients and our Firm.

Thompson Coburn earns perfect score on LGBTQ equality for 14 consecutive years

For the 14th consecutive year, Thompson Coburn earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey. The survey, conducted by the Human Rights Campaign Foundation, this year evaluated 1,271 businesses across the country on their treatment of lesbian, gay, bisexual and transgender employees, clients and investors.



The Firm was one of 842 major businesses nationwide to achieve a perfect score in 2022.

The 2022 CEI evaluates LGBTQ-related policies and practices, including nondiscrimination policies across business entities, equitable benefits for LGBTQ workers and their families, supporting an inclusive culture, and corporate social responsibility. Thompson Coburn's efforts in satisfying all of the CEI's criteria results in a 100 percent ranking and the designation as a Best Place to Work for LGBTQ Equality.

In 2022, CEI's top score of 100, up from only 13 in its inaugural year, demonstrates the incredible impact the CEI has had on the business world over its 20-year life. Throughout the CEI's history, new criteria have been periodically introduced to ensure more robust, inclusive policies for LGBTQ+ workers. HRC Foundation's newly created CEI criteria will focus on expanding gender-affirming healthcare and workplace policies, ensuring equality in LGBTQ+ family formation benefit offerings, centering LGBTQ+ intersectionality through training and data collection best practices, and more—setting a new standard for LGBTQ+ equality in the workplace.

For more information on the 2022 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/campaigns/corporate-equality-index.

Diversity & Flexibility Alliance names Thompson Coburn a 2022 "Tipping the Scales Firm"

Thompson Coburn was proud to be named a 2022 "Tipping the Scales Firm" by the Diversity & Flexibility Alliance. The Alliance named 57 firms that have 50% or more women in their 2022 U.S.-based new partner class. Firms were identified through the Diversity & Flexibility Alliance's New Partner Report, a compilation of public data released each year for the past 10 years. The report gathered data from 206 of the nation's largest and top-grossing law firms examining the gender breakdown of attorneys promoted to partnership in their U.S. offices.



By promoting equal numbers of men and women to partnership, firms signal their commitment to gender parity and understanding of the value that women in leadership bring to firms and their clients.

"While the overall dip in women new partners may seem inconsequential, any step backwards in a trend towards gender parity is concerning. Additionally, when looking at the representative sample of larger AmLaw 100 firms, the decline of 2.1% in women partners was more significant," said Manar Morales, President & CEO of the Diversity & Flexibility Alliance. "The legal industry must be mindful of these trends and renew its commitment to increasing the share of women partners by focusing on the recruitment, retention, and advancement of women," she added.

The Diversity and Flexibility Alliance is a think tank that collaborates with organizations to develop non-stigmatized flexible work policies that promote inclusive work cultures and help to advance more women into leadership positions.

Thompson Coburn named a Law360 'Ceiling Smasher' in 2022 for women in equity partnership

In [Law360's 2022 Glass Ceiling Report](#), Thompson Coburn was among the top 10 law firms of 250-600 attorneys with the highest percentage of women equity partners. With women making up 27% of our equity partners, the Firm was listed at No. 10 on the publication's "Ceiling Smashers" list of midsize law firms, which also included Kutak Rock, Shook Hardy, and Holland & Hart.



Law360 collected data from nearly 300 law firms on the demographics of their lawyer workforce.

While acknowledging the persistent gender and diversity gaps in law firm partnership, Law360 praised law firms that in 2022 prove that "meaningful moves towards gender parity are possible, and are taking steps to turn longstanding promises to improve opportunities for women into workplace realities."

Thompson Coburn wins first-place Corporate Philanthropy Award

Thompson Coburn was selected as the first-place honoree for midsize companies in the St. Louis Business Journal's 2022 Corporate Philanthropy Awards. We were recognized for contributing more than \$3.7 million in cash and in-kind giving in the St. Louis region.

As detailed in a profile in the St. Louis Business Journal, many of the Firm's charitable efforts and donations are directed to organizations where we have had relationships for decades, such as our support of local organizations like the United Way of Greater St. Louis, Legal Services of Eastern Missouri and Ranken Jordan Pediatric Bridge Hospital.

St. Louis partner **Tom Polcyn** accepted the award on the Firm's behalf at a ceremony on May 12 held at the Hilton St. Louis Frontenac.



Team Thompson Coburn participates in Centene Walk For Wishes 2022

Our first year associates started a team to participate in the Make-A-Wish Missouri & Kansas Walk for Wishes on April 9 in Forest Park.

Walk For Wishes is a nationwide Make-A-Wish fundraiser that supports granting life-changing wishes for children with critical illnesses. It's a family-friendly event powered by wish families, volunteers, companies, donors and friends. Make-A-Wish grants over 15,000 wishes nationwide every year, but that is only 50% of the eligible kids. By donating or walking in events like Walk for Wishes, we can help ensure that no child waits even one

unnecessary day to experience the hope and joy that a wish brings.

Make-A-Wish is an organization near and dear to Business Litigation associate Layla Husen's heart. Layla's younger brother is a cancer survivor and was a wish child 10 years ago—Make-A-Wish Missouri supported him in many ways, including gifting him a Wii, coordinating a game of catch with former St. Louis Cardinals player Matt Carpenter and sending the family on a trip to Hawaii. Like with so many children, Make-A-Wish nurtured his spirit and took care to ensure his childhood wasn't completely stolen from him.

Freedom Suits Memorial unveiled in downtown St. Louis with help from Thompson Coburn donation

On June 20, 2022, hundreds of people gathered for the Freedom Suits Memorial unveiling ceremony in downtown St. Louis. Thompson Coburn donated \$50,000 toward the major public art project that honors the hundreds of slaves who filed lawsuits in Missouri courts to demand their freedom.

The sculpture is an 8-foot-by-14-foot cast bronze work by nationally recognized sculptor Preston Jackson, a professor emeritus at the School of the Art Institute of Chicago.

Each angle of the work depicts scenes from the six-decade legal effort by slaves and their attorneys to gain freedom. As detailed in Mr. Jackson's designs, outside a courthouse, a white family walks freely along a busy street while a white man and a dog escort a runaway slave. Inside the courthouse, an African American woman testifies for her freedom before judge and lawyer. The back of the sculpture shows a slave owner's house and a handler along the riverfront, and one side shows Native Americans canoeing on the river.

The most famous of the approximately 400 plaintiffs who filed Freedom Suits were Dred and Harriet Scott, who were freed by a St. Louis jury only to have the U.S. Supreme Court overturn the verdict in a landmark 1857 decision that denied citizenship to all people of African ancestry, regardless of whether they were enslaved or free. Public outcry over the decision is widely regarded as one of the catalysts for the Civil War.



Lynn Jackson, a descendant of Dred and Harriet Scott, joined Judge David Mason, Mayor Tishaura Jones and prominent local leaders on the newly renamed Freedom Plaza at the Civil Courts Building for the ceremony.

Mayor Jones pointed out that the dedication fell on the newly enacted federal holiday Juneteenth, which marks the date in 1865 when enslaved people in Galveston, Texas, learned they were free – more than two years after the Emancipation Proclamation was issued.

"This is a chapter of American history – and Missouri history – that deeply deserves closer examination and illumination," said Steering Committee Chair Paul Venker. "Our committee thanks Thompson Coburn for the firm's incredibly generous donation and its commitment to a project that connects the courageous acts of these litigants to the continuing struggle of African Americans to overcome barriers to justice."

"We're proud to be among the very first law firms to support this powerful work of art," said Thompson Coburn Chair **Roman Wuller**, "As a law firm community committed to diversity and inclusion, we believe the Freedom Suits Memorial will help future generations recognize the impact of these legal pioneers and be inspired to call out racial bias and defend the rights and dignity of all underrepresented groups in our country."

DC office raises funds for World Central Kitchen to honor Kent Woodman's volunteer trip to the Ukraine border



Our D.C. office held a fundraiser for the World Central Kitchen to honor a three-week trip that D.C. Senior Counsel **Kent Woodman** made to Poland to volunteer with the global nonprofit, which has received worldwide attention for delivering millions of meals to people affected by the conflict in Ukraine.

Kent spent 16 days working 9-hour shifts in the World Central Kitchen's facilities in Przemysl, Poland, on the Ukrainian border. Standing shoulder-to-shoulder with volunteers from across the U.S. and Europe, Kent helped prepare and box about 5,000 sandwiches a day on long metal prep tables while nearby, volunteer chefs stirred massive vats of soups and stews with oar-size metal paddles.

On other days, Kent and other volunteers peeled pounds of carrots and potatoes destined for the fresh, flavorful dishes that meet WCK founder Chef José Andrés' mission of providing "a plate of hope" to displaced, hungry people around the world facing violence, war, or natural disasters.

Kent was moved to fly to Poland to volunteer with WCK after watching weeks of news coverage of Russia's violent attacks on Ukrainian cities and towns. "I just couldn't watch anymore," he said. "There wasn't much internal debate. I can't speak Ukrainian or provide medical care, but if I could play a very minor role to help people, I thought, 'I just need to go.'"

Kent used WCK's easy online **volunteer** portal to find a volunteer position in Przemysl. On March 28, Kent flew into Warsaw, rented a car, and drove the four hours to his hotel in Rzeszów, Poland, a charming medieval city along the Wisłok River. But Kent had no time to sightsee around the green lowlands of Poland's Sandomierz Basin. Each morning he would grab breakfast at his hotel, then hit the freeway by 6:30 a.m. for the one-hour drive to Przemysl.

In the large warehouse housing WCK's facilities, Kent's fellow volunteers included an Episcopalian priest from New York, a Sonoma winery owner, a Congressman's father, a former undercover cop from Denver, a

Chicago businessman whose relatives perished at Auschwitz, volunteers from the U.K. and France, and several young chefs from across the U.S. He marveled at WCK's tightly run logistics, which ferried food supplies to the warehouse overnight, maintained strict standards for the assembly and presentation of food, and distributed meals to thousands of refugees.

"The only time we stopped working was for lunch, and because of all the chefs, the lunches were incredibly delicious," said Kent.

In addition to meal prep and assembly, on some evenings Kent accompanied delivery drivers as they transported meals to different points on the Poland-Ukraine border. Their trucks joined other aid organizations providing medical supplies, clothes, diapers and transportation to Ukrainian refugees. Kent saw firsthand the line of refugees on foot awaiting crossing into Medyka, Poland, a line that often stretched for 10 or 15 miles. The majority of refugees are women, children and the elderly.

"Most people had one or two suitcases, and the kids had backpacks and maybe a stuffed animal," said Kent. "That's all they've got. They've reluctantly left their homes, and left their husbands and fathers behind to fight. Occasionally folks had people in Poland to pick them up, but most did not have a plan or know where they would go."

"They have huge questions that you can't really answer," he said. "The most I can offer is a smile and some food."

Kent urged others to **donate** to WCK or the other **charities** supporting Ukrainians during the conflict. "People need to pay attention, because it's a true battle between good and evil," he said. "It's not just a local dispute that doesn't affect us. The Ukrainian people are incredibly brave. They just want to be free and live their lives. 'Slava Ukraini' — Glory to Ukraine."

John and Suzanne Galvin's journey to Ukraine: 'If we train 30 people, they can help 3,000'

Margaret's pastor father is fighting on the front lines in Ukraine, leaving her to care for their entire family now in Poland. Slavic's youngest child was born on the first day of the Russian invasion; his wife delivered the baby in their building's basement and then the young family immediately evacuated to the border. Yulia had been so busy assisting refugees with her mastery of Ukrainian, Polish and English that she hadn't had time to stop and process her own trauma. When asked to draw a picture of his home in Ukraine, a five-year old child gripped a crayon and drew a tank outside the window.

These are some of the people Thompson Coburn partners **John and Suzanne Galvin** connected with on their 11-day trip to Ukraine and Poland to work directly with refugees and provide training on crisis counseling to instructors and pastors with the **Ukrainian Baptist Theological Seminary (UBTS)**.

"Hurricanes, floods, tornadoes, shootings, terrorist events, war — when those events happen, people attend appropriately to humanitarian needs for food, water, shelter and safety," said John. "But there are emotional and spiritual things that people are going through during a time of crisis that sometimes get ignored. What we focus on is filling that gap and training others how to fill that gap."

The Galvins, both longtime litigators who represent clients in complex litigation across the country, have 15 years of experience providing crisis counseling to people affected by natural and manmade disasters. They have traveled to devastated regions of the U.S., Haiti, Kenya, Iraq, Lebanon, and other locations to sit with survivors, listen, and provide validation and comfort in the wake of sudden trauma.

In Ukraine and Poland, Suzanne and John partnered with the Chesterfield, Missouri-based Ukrainian Partnership Foundation to answer the call of UBTS, which had seen its campuses in Lviv cleared of its usual 1,300 seminary students and professors and filled instead with thousands of Ukrainian refugees headed for the Polish border. Classrooms that instructed would-be pastors in theology are now filled with mattresses, blankets and traumatized, displaced families. Since the start of the war, UBTS has housed 13,500 refugees in Lviv, provided 235 tons of humanitarian aid and supplied 420,000 meal equivalents to displaced Ukrainians.



In late April 2022, Suzanne and John began their trip in Zory, Poland, where host families and churches connected to UBTS had welcomed in thousands of Ukrainian families.

"The Polish people have set the bar high for the rest of the world for how to deal with refugees," said Suzanne. "There are no refugee camps at the border, despite millions of people being on the move. And with the men left behind to fight, it's mostly women and children traveling, an especially vulnerable population. The Polish people have welcomed refugees from a different country, culture and language into their homes — with no end date to the situation in sight. They are remarkable."

After seven days in Poland, the Galvins traveled by van to Lviv, the largest city in western Ukraine and a target of Russian hostilities. Leaders at UBTS say they are the last seminary standing in all of Ukraine, including centuries-old monasteries that have been destroyed by Russian missiles.

In Lviv, John and Suzanne held two all-day workshops for UBTS staff, instructors and pastors to provide training on how to minister to people in crisis. In emailed updates to friends and family back home, the Galvins reported that the teaching had been well-attended and well-received.

"These folks have been going 100 mph for 68 days now, and dealing with significant trauma of their own," Suzanne wrote. "It's nice to know that if we train 30 people they will likely assist 3,000."

One focus of their instruction is how to respond to the painful "why" questions that traumatized people ask of their religious leaders in the wake of a crisis.

"People are looking to them for answers, and they're used to their pastors and professors having answers,"

said John. "Theologically, I can tell you why bad things happen to good people. But when you're in the midst of a crisis, you don't want to hear an intellectual answer. Sometimes the best you can do is to say, 'We don't know why this is happening.' But you can also share that Jesus told us in this life you will have trials. We don't have to be afraid when that happens because he will comfort us in all things."

On the final night of their trip, John and Suzanne gathered with their colleagues and hosts for a dinner on the suburban outskirts of Lviv. Halfway through the meal, the Ukrainians in their party started looking at their phones and exchanging worried comments. Several Russian missiles had penetrated Ukraine's air defense systems and bombed a train station near the restaurant where the group had

originally planned to gather that night. As they left dinner and stepped into the cool evening, John and Suzanne could see smoke rising from the horizon.

"After a short period of time, even major world conflicts fall off the front page of news sites, and we sort of forget about it," said John. "But this is still happening for the Ukrainian people, and they're going to continue to struggle. It will be a long time before they can return home. And whenever that is, home isn't going to be normal. There is no normal anymore."

"The people of Ukraine really captured my heart," said Suzanne. "It's hard to imagine that they're continuing to live like that day after day without a break. It makes you thankful for the relative safety and security we have here."

Thompson Coburn sponsors Brand Action for Ukraine Benefit Event

Thompson Coburn was proud to sponsor a Brand Action for Ukraine Benefit Event. Brand Action for Ukraine is a collection of like-minded people working across the trademark industry raising funds to directly help the people of Ukraine.

The fundraising event took place in the form of a cocktail reception during the INTA Annual Meeting on May 3, 2022, in Washington, D.C. The event brought industry professionals together including some of the few delegates from the Ukrainian intellectual property community who were able to make it to the meeting. It was an outlet to show meaningful and tangible support for all Ukrainians. Thompson Coburn attorneys **Tom Polcyn**, **Shoko Naruo**, and **Hadi Al-Shathir** attended the event held at Baby Wale.

The worldwide legal trademark community shares an international perspective, depends on partners in other nations to drive business, and enjoys far-reaching friendships that span the globe. This event was part of a call for individuals and businesses across the global legal trademark community to rally together to support the Ukrainian people under siege, and provide a channel to help them in their darkest hour.



Dallas office wins two awards in first year of law firm competition for North Texas Food Bank

Congrats to our Dallas office for raising enough funds for the North Texas Food Bank to provide 39,030 meals to hungry North Texans.

Our office also picked up the campaign's Per Capita award and Most Creative Fundraiser award. As a result, Thompson Coburn's Dallas office will be featured in an edition of D Magazine.

"From selling t-shirts to hosting an NTFB Lunch-n-Learn to a wine tasting party to a family bowling night, the creativity at Thompson Coburn was overflowing!" the campaign's organizers wrote in an email to all participants.



NICOLE WILLIAMS

"They also created coloring sheet and recipes that were made available for others to download and share with their children to learn more about NTFB's mission."

Thanks to our Dallas Managing Partner **Nicole Williams** for her leadership and everyone who donated during the month of March.



Thompson Coburn's D.C. office kicks off the annual Food From the Bar campaign

Our annual Food From the Bar (FFTB) campaign was a huge success. We joined a friendly competition with 40+ other D.C. law firm teams to raise much-needed funds and awareness for Capital Area Food Bank. In 2021, we shattered our goal of \$21,000 and raised over \$25,000. In 2022, we raised more than \$29,000.

Jeff Newman serves on the Executive Board of FFTB, which since its inception has made over five million meals possible. The risk of hunger runs rampant in the Washington metro area; 250,000 children and young adults do not have enough to eat. The current delay and disruption to the supply chain have caused food shortages, impacting those in the most vulnerable areas. High inflation leaves food banks struggling to meet needs and provide much-needed services and support for their local communities.



D.C. office celebrates over a decade of support for annual Lawyers Have Heart Race

Not even the rain could stop the TCDC Team from participating in the 2022 Lawyers Have Heart Race that took place at The Washington Harbor in Georgetown on June, 11, 2022. The event brought lawyers from the D.C. area together to raise funds and celebrate survivors.

For over a decade, our Washington D.C. office has joined lawyers from many other law firms and companies in D.C. to raise funds and show our support for saving lives and fighting heart disease.



Alfred Blue and Dawn Wright attend Ford's 2022 Outside Counsel Diversity Summit

Dallas partner **Dawn Wright** and associate **Alfred Blue** attended the 2022 Ford Outside Counsel Diversity Summit at the Ford Experience Center in Dearborn, Michigan.

Dawn has served as national counsel for Ford Motor Company for almost two decades and Alfred assists on the company's products liability cases in Texas and nationwide.

The event provided Ford's Office of General Counsel an opportunity to better connect with outside legal talent. The 2022 Summit featured discussions and presentations on legal industry trends that impact both in-house legal departments and outside firms. Ford also presented on the legal industry's historical diversity efforts and ideas to broaden diversity in the legal field moving forward. Lastly, Ford provided an overview of current and future company initiatives along with networking and team-building activities for all attendees.

Alfred said attending the Summit was an invaluable opportunity to learn what legal departments are looking for from outside counsel and how law firms can assist companies like Ford in accomplishing their current and future objectives and navigate unknown frontiers, such as artificial intelligence and the Metaverse. Additionally, it was a great opportunity to interact with Ford's leadership and in-house counsel and those who serve as outside counsel around the country.



Alfred Blue and Dawn Wright

New Diversity and Inclusion resource: Tool Kit for Confronting Antisemitism

In recent years, the United States and the world have seen an increase in antisemitism. The deadly attacks on synagogues in Pittsburgh, PA, and Poway, CA, have made American Jews feel more vulnerable, as have the ideological and political attacks against Jewish students on many of our nation's campuses. To help us better understand and stand up against antisemitism, we shared a tool kit provided by the [Dallas Holocaust and Human Rights Museum](#).

Thompson Coburn co-sponsors DePaul College of Law Virtual Symposium fighting antisemitism

Thompson Coburn served as a key sponsor for the DePaul College of Law's event, Defining Antisemitism and Why It Matters: An In-Depth Exploration Virtual Symposium.

With hate crimes against Jews rising over the past few years, it's more important than ever to reach an understanding of what antisemitism truly means. This virtual event defined antisemitism and identified ways to combat it.

The agenda for the 3.5 hour symposium included exercises and breakout sessions moderated by members of the DePaul College of Law Center for Jewish Law & Judaic Studies Advisory Board. It ended with a closing keynote address, "The Importance of Defining Antisemitism," by **Bret L. Stephens** of The New York Times.

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.

New York office hosts another successful summer Legal Outreach program

In 2022, our New York office hosted students through the Legal Outreach educational program. This program serves low-income, mostly minority, and/or first generation urban youth from underserved neighborhoods in New York City. Since 1983, Legal Outreach has focused on providing students with the necessary tools to achieve at a high academic level and gain the confidence and social skills to pursue their professional goals.

New York counsel **Jeff Zawadzki** said, "Our students had a wonderful week with us! As always, New York Managing Partner Mark Indelicato and I very much appreciate the time you commit to the program each year to make that happen, and our students share that sentiment."

The New York office hosted students July 25 through July 28. Attorneys took the students out to lunch, provided them with instructional blocks that introduced them to the skill sets necessary to complete their case study, role-played clients and witnesses, assisted



them in preparing for oral arguments, and held a mock hearing on a contested cash collateral motion.

Legal Outreach is an intense preparatory program that begins in middle school. "Having been involved in the program for many years, I can tell you that these students look up to us and appreciate the time that we commit to spending with them from our very busy schedules," said Jeff.

Thompson Coburn's relationship with Brooklyn Law School blossoms as Firm sponsors programs for diverse law students

In 2022, a partnership blossomed between Thompson Coburn and Brooklyn Law School. In November, we worked with the school to sponsor an inaugural 1L luncheon and a networking program for 1Ls of color and students from under-represented populations.

Chief Diversity and Attorney Development Officer **Norma Jackson** initiated a conversation between the Firm and Brooklyn Law School. New York partner **Janine Figueiredo** took over from there with help from partner **Stephen Grable**.

On November 3, Thompson Coburn sponsored an inaugural luncheon for diverse 1Ls with nearly 100 attendees. It was a tremendous success that reached RSVP capacity, which rarely happens. 1L attendees said they enjoyed meeting a cross-section of upper-class students as well as learning about various diversity fellowships in an informal and safe space. The upper-class students enjoyed sharing their experiences and insights with the 1Ls. The group agreed that the lunch was a better platform to share such experiences with 1Ls and appreciated being recognized for their achievements.

On November 7, Janine and Stephen hosted a diversity workshop, "What Do (Big Firm) Lawyers Do and How Do They Network at Professional Events." Over 40 people attended the program which was open to all but geared towards diverse 1Ls. The event served as an excellent opportunity to provide students exposure to Thompson Coburn before on-campus interviews and other firm receptions and information sessions. Since it was an in-person program featuring an alum who is also the hiring partner, it provided a more personal and less intimidating experience.

"The program was excellent because the information was presented in a relatable, down-to-earth, easy-to-understand manner with practical and pragmatic tips and realistic expectations. Janine and Stephen shared their personal experiences (good and bad) which made the program seem more intimate and relatable for students," said Tamara Stephen, Associate Director of Career and Professional Development at Brooklyn Law School.



JANINE
FIGUEIREDO



STEPHEN
GRABLE



NORMA
JACKSON

Thompson Coburn sponsors 2022 UNT Dallas intramural Moot Court competition

As part of our five-year commitment to the intramural moot court competition at the University of North Texas Dallas College of Law, the Firm again sponsored the annual competition.

For 2022, the winning team was UNT law students Timothy Hettinger and Mimi Hoshut, a 1L summer associate with Thompson Coburn. Four sitting Dallas judges decided the final round.



A number of Thompson Coburn attorneys assisted with the competition. **Sadie Hillier, Allyn Lowell, Ryan Gehbauer** and **Nicole Williams** served as judges. And the following attorneys assisted in brief grading: **Maia Bartee, Matt Braunel, Katie Clark, Ashton Dietrich, Danny Garcia, Sadie Hillier, John Kingston, Judge Douglas Lang, Allyn Lowell, Michael Parks, Ali Siller, Luke Sosnicki, and Mackenzie Wallace.**

Chicago attorneys help prepare minority law students with mock interviews

On June 9, 2022, the Chicago office participated in a mock interview exercise for minority law students put on by the Chicago Chapter of the Association of Corporate Counsel. The ACC Chicago Chapter runs an annual program to provide minority students with internships at in-house legal departments during the summer between their first and second years of law school.

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

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



FRED
RICHARDS



ERIC
BOYD



CLINT
HANSEN

Led by Real Estate Tax Assessment partner **Fred Richards**, Chicago attorneys **Eric Boyd, Clint Hansen, Drew Moore, Diona Rogers** and **Eric Tower** participated in the event.



DREW
MOORE



DIONA
ROGERS



ERIC
TOWER

2022-2023 Eagleton Scholarships awarded to Beth Althouse and Haleigh Hoskins

Thompson Coburn proudly announced that our **2022-2023 Eagleton Scholarships** were awarded to **Beth Althouse** and **Haleigh Hoskins**, both first-year law students at Washington University School of Law in St. Louis.

The Thomas F. Eagleton Scholarship, named in honor of Thompson Coburn's late partner and former U.S. Senator, is awarded annually to a 1L law student belonging to a demographic group underrepresented in the legal profession. The recipients also receive a full year of mentoring provided by Thompson Coburn partners and paid internships for the following summer. Prospective Eagleton Scholars must be enrolled at Washington University, Saint Louis University, University of Missouri in Columbia or the University of Illinois at Urbana-Champaign law schools to be eligible for this award.



Beth Althouse earned a B.A. in Psychological and Brain Sciences from Washington University in St. Louis. As an undergrad, Beth served as an Aspirational Peer Mentor for the Deneb STARS Program for 1st generation, low-income students, a Resident Advisor for first-year students and worked at the WashU Recreation Center. She was on the Dean's List and also a member of the WuFuego Latin Dance Club.

"I'm delighted to join Thompson Coburn's talented cohort of Eagleton Scholars," said Beth. "As a Hispanic law student from the LGBTQ+ community, I'm proud to represent my background and strengthen the diversity of the legal profession."

Haleigh Hoskins earned a B.A. in International Studies from Spelman College in Atlanta, Georgia. During her undergraduate studies, Haleigh was a member of the Spelman Chapter of the National Council of Negro Women, the NAACP Atlanta Chapter, Phi Alpha Delta Law Fraternity and Women of Excellence in Leadership. She was the Training Coordinator of the Spelman College Student Ambassadors and received a UNCF Coca-Cola Scholarship, Benjamin A. Gilman Study Abroad Scholarship and ETS Presidential Scholarship.

"Greater representation of African American women in the legal profession is critical," said Haleigh. "I'm honored and delighted to join Thompson Coburn's Eagleton Scholarship program and appreciate the Firm's support of diverse law students and attorneys."

2022 Eagleton Scholarship Sub-Committee

Each year, members of the Thompson Coburn Diversity Committee volunteer to serve as Eagleton Scholarship Sub-Committee members and undertake the task of interviewing potential candidates.



David Dick
Partner, Real Estate and
Construction Litigation



Janine Figueiredo,
Partner, Financial
Restructuring & Bankruptcy



Amanda Hettinger
Partner, Business Litigation
Diversity Committee Co-Chair



Norma Jackson
Chief Diversity and Attorney
Development Officer



Fred Richards III
Partner, Real Estate Tax
Assessment



Nelson Williams
Partner, Labor & Employment



Jasmine Wynton
Partner, Business Litigation



2022 Summer Associates

Thompson Coburn hosted the following summer associates in our Chicago, Dallas, St. Louis, New York and Washington D.C. offices in 2022.



Nicholas Armstrong
St. Louis
2L - Washington University



Yue Bai
Washington, DC
2L - Georgetown University



Katherine Dempsey
Chicago
2L - Northwestern University



Ash Dodwani
St. Louis
1L - Washington University



Dominic Ferrante
St. Louis
2L - Washington University



Kevin Foley
St. Louis
2L - Notre Dame



Derek Froman
St. Louis
1L - Washington University



Elise Gonzalez
Dallas
2L - Southern Methodist University



Michelle Hayek
New York
2L - Brooklyn Law School



Nabutsingso "Mimi" Hoshut
Dallas
1L - University of Northern Texas



John Huddleston
St. Louis
2L - Washington University



Jack Hueseaman
St. Louis
2L - Washington University



Finn Mayock
New York
2L - Brooklyn Law School



Katherine McCue
Chicago
1L - DePaul University



Julia Nichols
St. Louis
1L - University of Notre Dame



Hope Robinson
St. Louis
1L - Saint Louis University



Jenna Seiler
Chicago
1L - Northwestern University



Henry Thomas
New York
2L - Benjamin N. Cardozo



Lizzie Walter
Chicago
2L - Notre Dame



Riley Wilson
Dallas
2L - Southern Methodist University



Yasmin Younis
Washington, DC
2L - Saint Louis University

2022 Fall Associates

Thompson Coburn welcomed 16 new fall associates to our team in 2022! They will be working in our Chicago, Dallas, New York and St. Louis offices.



Nabil Al-Khaled
St. Louis
Washington
University School
of Law



Hayden Baird
Dallas
SMU Dedman
School of Law



Taylor Griffin
New York
Brooklyn Law
School



Steven Heinrich
St. Louis
Vanderbilt
University Law
School



Paul Hess
St. Louis
Saint Louis
University School
of Law



Eric Hogrefe
St. Louis
Northwestern
Pritzker School of
Law



Courtney Koenig
St. Louis
University of Illinois
College of Law



Emily Lapp
St. Louis
Saint Louis
University School
of Law



Jeremy Miller
Chicago
Washington
University School
of Law



Rachael Moore
St. Louis
University of
Missouri School
of Law



Janki Patel
Chicago
University of Illinois
College of Law



James Pizzo
New York
St. John's University



William Vega
St. Louis
Washington
University School
of Law



Clayton Voss
St. Louis
University of
Missouri School
of Law



Andrew White
St. Louis
Saint Louis
University School
of Law



Sylvia Wilson
St. Louis
Washington
University School
of Law

2022 NEWLY PROMOTED PARTNERS

Thompson Coburn was proud to announce that the firm elected ten attorneys to partnership, effective January 1, 2022.



Talar Berberian (Chicago) advocates for clients in land use, zoning and licensing matters throughout Chicago and its surrounding suburbs. She works with a diverse client base in a broad range of real estate matters, including the development, financing, acquisition and sale of commercial real estate. Talar earned her J.D. and M.S. from the University of Michigan, and a B.A. from University of California, San Diego.



Justine Block (New York) represents commercial banks, investment banks, and hedge funds in connection with the purchase and sale of domestic and international bank loans, securities and claims against companies in bankruptcy or undergoing financial restructuring. She also represents clients in the trading and settlement of private securities issued by companies that have recently emerged from Chapter 11. Justine earned her J.D. from Brooklyn Law School, and a B.A. from Cornell University.



Shaun Broeker (St. Louis) represents clients in complex business and commercial litigation matters in state and federal courts across Missouri and Illinois. He defends large corporations and financial service entities facing fraud, breach of contract, and shareholder dispute claims at both the trial and appellate court levels. Before attending law school, Shaun served in the U.S. Army Reserves and deployed to Balad, Iraq, as an Intelligence Analyst. He earned his J.D. from Washington University School of Law, and a B.A. from Washington University.



Katie Colvin (St. Louis) represents clients in a broad spectrum of intellectual property matters, including counterfeiting, patent and other trademark litigation for a wide range of clients in diverse business sectors. Katie is a registered patent attorney who earned her J.D. from the University of Illinois in Champaign-Urbana, and a B.A. from DePauw University.



Nathan Fonda (St. Louis) is a patent attorney and intellectual property litigator with experience representing plaintiffs and defendants in federal litigation and before arbitration and administrative bodies. He has experience in disputes involving patents, copyrights, trademarks, and trade secrets, representing large and small companies across a variety of industries and technologies, including telecommunications, biotechnology, consumer electronics, and sporting goods. Nathan earned his J.D. from Duke University School of Law, and a B.S. from the Missouri University of Science and Technology.



Ben Harner (St. Louis) primarily represents clients in complex product liability and tort matters. He has defended product manufacturers, designers, and distributors in product liability actions involving, among other products, automobiles, automotive components, motorcycles, ATVs, industrial machinery, power tools, and consumer products. Ben also represents clients in commercial and business litigation and environmental matters. Ben earned his J.D. from the University of Missouri School of Law, and a B.A. from the University of Evansville.



Sarah Larson (St. Louis) advises corporate clients on mergers and acquisitions, securities law compliance, corporate governance and general business counseling. In addition, she represents institutional investors in connection with their investments in private funds, including hedge funds, private equity funds and hybrid funds. Sarah also counsels public company clients with respect to SEC reporting matters, governance trends and exchange listing requirements. She earned her J.D. from Saint Louis University School of Law, and a B.S. from Missouri State University.



Joseph Orbach (New York) represents a variety of clients in diverse aspects of bankruptcy and insolvency law including the representation of debtors, creditors' committees, secured and unsecured creditors, and trustees in corporate reorganizations, restructurings and liquidations. Joe is an American Bankruptcy Institute certified bankruptcy mediator, and a member of the Mediation Panel of the U.S. Bankruptcy Courts of the Eastern and Southern Districts of New York and the District of Delaware. He earned his J.D. from Fordham University School of Law, and a B.A. from Queens College, City University of New York.



Jennifer Pike (Washington, D.C.) represents clients in the health care and life sciences industries, including institutional providers, medical practices, health systems, pharmacies, suppliers, health plans, and health care technology vendors, as well as pharmaceutical and medical device manufacturers. She has extensive experience in health information privacy and security compliance, regularly advising clients on all aspects of compliance with HIPAA and similar state laws, including responding to breaches and security incidents, policy drafting and implementation, and negotiating business associate agreements. Jennifer earned her J.D. from the University of Maryland School of Law, and a B.S. from the University of Maryland.



Kacey Riccomini (Los Angeles) represents clients of varying size, from members of the Fortune 500 and other large privately held companies to smaller businesses in a variety of industries, including health care, cannabis, privacy and data security, private equity, corporate finance and securities and real estate. A seasoned writer, Kacey has been professionally published a number of times on various legal topics including labor and employment issues, professional negligence under MICRA, reasonable reliance on CPAs' audit reports and more. She earned her J.D. from Loyola Law School, Los Angeles, and a B.A. from Loyola Marymount University.

2022 Lateral Partners, Counsel and Associates

CHICAGO



Glori Bond
Associate, Business Litigation



Dylan Miller
Associate, Banking and
Commercial Finance



Jason Schabinger
Associate, Business Litigation



Jeffrey Shelley
Partner, Private Client



Amanda Tagliarino
Associate, Private Client



Daniel Tardiff
Partner, Health Care

DALLAS



Sara Brown
Partner, Business Litigation



Sarah Hillier
Associate, Business Litigation



Allyn Lowell
Counsel, Labor and
Employment



Jerica Steward
Associate, Corporate and
Securities

LOS ANGELES



Aya Elalami
Associate, Business Litigation



Viviana Hedrick
Counsel, Business Litigation



Tyler Leigh
Associate, Banking and
Commercial Finance



Joshua Mogin
Partner, Real Estate

NEW YORK



Sean Han
Associate, Banking and
Commercial Finance



Magda Laski
OnRamp Fellow, Banking and
Commercial Finance



Matthew Nevola
Associate, Business Litigation

SOUTHERN ILLINOIS



Kenneth Giacobbe
Associate, Railroad Litigation



Sonthonax SaintGermain
Associate, Railroad Litigation

ST. LOUIS



Mariquita Barbieri
Partner, Tax



Stephanie Cohan
Associate, Labor and
Employment



Bryan Looney
Partner, Health Care



James Matchefts
Senior Counsel, Public
Finance and Public Law



Brittney Mollman
Associate, Business Litigation



Lisa Montano
Associate, Private Client

WASHINGTON, D.C.



Kathleen Kraft
Partner, Public Transit

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 & HISPANIC LATINX

Nelson Williams | Chair



NELSON WILLIAMS

Black History Month

February is Black History Month – a celebration of African Americans in the United States. In 1926, the second week of February was known as Black History Week, to commemorate the birthdays of two important individuals in the fight to end slavery: Frederick Douglass and Abraham Lincoln. In 1976, the United States expanded it to the entire month of February to recognize the significant achievements of the entire African-American community.



TC CELEBRATES
**BLACK HISTORY
MONTH**

Hispanic Heritage Month

Each year, Americans observe National Hispanic Heritage Month from September 15th to October 15th, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. We joined in paying tribute to the generations of Hispanic Americans who have positively influenced and enriched our nation and society.



Hispanic Heritage Month
September 15th to October 15th

Sonette Magnus featured in St. Louis Business Journal for serving as Canada's 'eyes and ears on the ground'

Thompson Coburn partner **Sonette Magnus** was featured in an article, "[St. Louis Character: Meet the lawyer who serves as Canada's 'eyes and ears on the ground'](#)" in St. Louis," which was published by the St. Louis Business Journal on December 29, 2021. Sonette, who joined Thompson Coburn's St. Louis office in October 2021, shared stories about her life being the daughter of Jamaican immigrants to Canada and the work that landed her in St. Louis.

Sonette is a Toronto native who earned a B.A. in Criminology and Political Science from the University of Toronto and a J.D. from Emory University School of Law. Sonette moved to St. Louis in 2009 and began her legal career by serving as the law clerk to the Chief Judge of the U.S. Bankruptcy Court for the Eastern District of Missouri. She spent five years at Lewis Rice before joining Thompson Coburn where she now practices business litigation, financial restructuring and bankruptcy.

In addition, Sonette serves as Canada's honorary consul for the St. Louis area, working with businesses, economic development groups and government officials

to identify opportunities for collaboration and trade between Canada and Missouri.

Currently, many Canadian companies are expanding into the Midwest. Sonette's position includes representing companies equally that are seeking to expand into Canada or an American citizen that is having difficulty navigating something concerning Canada. She says, "My position is bipartisan and it's also to promote trade, not just Canada...I work equally for the State Department as I do for the Canadian equivalent."

The St. Louis Business Journal article also highlights Sonette's dedication to being a global citizen and her duty to contribute her best to society. When asked about what she likes about her role, Sonette responded, "What I like is that this is the highest and best opportunity for me to use a skillset and my God-given talent and apply it in a way that mutually influences and benefits both countries to which I owe a debt of gratitude."



Sonette Magnus named a 2022 Women's Justice Award winner

Thompson Coburn business litigation partner **Sonette Magnus** has been named a [Women's Justice Award](#) winner by Missouri Lawyers Media. Sonette, who was honored in the Litigation Practitioners category, was recognized for her achievements along with other WJA nominees at a May 12 banquet at the Four Season Hotel in downtown St. Louis.

Sonette joined Thompson Coburn's St. Louis office in October 2021. Sonette is an experienced litigator and business advisor who counsels corporate clients in a wide variety of industries in commercial litigation in state and federal courts throughout the United States. In addition, Sonette represents clients in complex commercial disputes, providing the solution-oriented and pragmatic advice needed to navigate their day-to-

day business needs. She works closely with business units and in-house legal teams to devise successful road maps to mitigate the risk of litigation, and zealously represents clients in all phases of litigation.

A native of Toronto, Sonette serves as Canada's honorary consul for the St. Louis area, working with businesses, economic development groups and government officials to identify opportunities for collaboration and trade between Canada and Missouri.

Sonette serves on the Board of Directors for the Urban League of Metropolitan St. Louis and as a Trustee of the Federal Practice Memorial Trust for the Eastern District of Missouri.

St. Louis Hispanic Chamber of Commerce elects Martha Mendez-Fischer to its Board of Directors

The Hispanic Chamber of Commerce of Metro St. Louis announced the election of Thompson Coburn associate **Martha Mendez-Fischer** to its Board of Directors. The HCC is a private non-profit corporation founded to improve business opportunities for Hispanic firms and in the St. Louis region. The organization strives to strengthen Hispanic enterprise and small and minority business integration to promote sustainable socio-economic development and a better quality of life in the St. Louis region.



Last year, Martha was selected as a member of the Chamber's Hispanic Leadership Institute Class XI.

Martha practices exclusively in the areas of immigration and nationality law, focusing in employment-based and family-based immigration cases. She has extensive experience representing and advising large multinational corporations, emerging growth companies, institutions of higher education, and individuals in immigration law matters and global mobility issues.



Diona Rogers elected chair of SFNet Women's Committee

Diona Rogers, a Chicago associate in the Banking and Commercial Finance group, was elected chair of the Secured Finance Network (SFNet) Midwest Women's Committee.

SFNet is a trade group for commercial finance companies, factors, banks and other financing agencies engaged in the asset-based financial services industry. The Midwest regional chapter of the SFNet brings together professionals at every stage of their careers across the Midwest area. Members benefit from a variety of education programs, networking opportunities, and social events throughout the year.



Several Thompson Coburn clients are also actively involved with SFNet. Diona joined the organization in 2016 and said "SFNet provides a great environment for building professional networks as well as getting to know our clients outside of day-to-day closings and deals."

The SFNet Women's Committee is a very active group within the organization. SFNet recognizes the importance of ensuring that women in the financial services industry have ample opportunity to connect with peers and build professional networks. The Women's Committee is committed to fostering these connections and has set a goal this year to increase the number of women involved with SFNet overall.

In addition to her work with SFNet, Diona is 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.

Stacey Wells Salters quoted in American Bankruptcy Institute Journal on Biden's student loan debt relief program

Financial Restructuring & Bankruptcy associate **Stacey Wells Salters** was quoted in an American Bankruptcy Institute (ABI) article in the ABI Journal's October issue. The article, "Biden's Student Loan Debt Relief Plan - Will the Gears Stay in Motion Toward Implementation, or Grind to a Halt by Litigation?" discusses President Biden's plan for a student loan debt relief program.

Following more than two years of deliberations and intense debate since advocating for student loan debt forgiveness on the campaign trail, the Biden administration announced a three-pronged plan to provide student loan debt relief. The release of the plan was years in the making, with intense lobbying from both sides of the political spectrum. Now, some conservative lawmakers and political groups are considering challenging the plan.

ABI turned to Stacey to address some of the possible mechanics and potential legal challenges of an executive action to cancel student loan debt. Following the announcement, questions were raised about the timing of the student loan cancellation and

potential legal challenges. People are unsure if student loan cancellation will occur before the expiration of the student loan repayment pause. Also, what will happen if legal challenges are pending when the student loan repayment pause expires? Will student loan cancellation occur prior to the resolution of legal challenges?

"This is where policy considerations should protect consumers from inequities that may result over legal challenges to these potentially polarizing political decisions," Stacey said. "Ultimately, bankruptcy courts are courts of equity that often look to protect parties who have been detrimentally affected, which would be a strong argument in the case of an executive order with this level of national attention. Courts would surely consider this reliance before deciding to apply decisions retroactively."



Bob Wallace elected Chair of the Productive Living Board

Bob Wallace was elected Chair of the Productive Living Board after serving as Vice Chair in 2021. Bob's term runs thru June 2023. He has been a member of PLB since 2019, having been appointed by St. Louis County Executive Dr. Sam Page and confirmed by the County Council.

The Productive Living Board is a public taxing entity, commonly known as a "Senate Bill 40 Board" that provides funding to agencies serving individuals with developmental disabilities in St. Louis County. PLB's mission is to ensure funding for a spectrum of high-quality services that create opportunities for St. Louis County residents with developmental disabilities to thrive in the home, community and employment settings of their choosing. PLB provided \$20,012,059 to a spectrum of agencies in 2021 and opportunities for 3,978 individuals.

Bob is committed to the differently abled community as he serves on the board of the Governor's Council on Disabilities and is President of Giant Steps of St. Louis, a school for children and young adults with autism. Bob has a 28-year-old son, Eric, on the autism spectrum.



Booker Shaw named to Power List for Appellate Law 2022

Thompson Coburn partner and retired Judge **Booker Shaw** was named to Missouri Lawyers Media's **Power List for Appellate Law**. The list, a regular feature, identified leading practitioners who have defended or opposed notable jury verdicts and helped to set important precedents that shape the law.



In this latest edition of The Power List, Missouri Lawyer Media's editorial team "reviewed published appellate opinions, interviewed attorneys and other leaders around the state and examined the archives of Missouri Lawyers Weekly to compose a list of what we believe are the 30 most powerful appellate attorneys in Missouri."

A retired Judge, Booker is a skilled litigator and appellate advocate who brings valuable insight and perspective gained from his more than 25 years on the bench. His knowledge of current judicial thinking at the trial and appellate levels on a wide range of issues enhances his ability to argue a client's case more persuasively and to craft the most effective strategy.

Booker is active both in the wider legal community and within the Firm, serving as co-chair of Thompson Coburn's diversity committee. He also co-chaired a Missouri Supreme Court task force that helped reform the state's municipal courts in 2016, and chaired a group of retired judges named to review the death penalty imposed on inmate Marcellus Williams. He presently serves on the Missouri Supreme Court MAI Civil Instructions Committee and the Supreme Court Commission for Racial and Ethnic Fairness. MLM highlighted his frequent appearances before the Missouri Court of Appeals and Supreme Court, and his work to help reform the judicial system.

Booker Shaw joins St. Louis Public Radio roundtable to discuss legal actions involving Missouri candidates

In May, partner **Booker T. Shaw** joined St. Louis Public Radio's Legal Roundtable as the panel discussed legal actions involving Missouri political candidates, the Second Amendment Preservation Act, and other local legal issues. <https://news.stlpublicradio.org/show/st-louis-on-the-air/2022-04-27/roberts-legal-settlements-over-sex-assault-claims-become-issue-in-congress-bid>

As State Senator Steve Roberts Jr. led a Democratic primary challenge to U.S. Rep. Cori Bush, he faced accusations of sexual assault. The first public accuser, former state Rep. Cora Faith Walker, died in March 2022. A second accuser, Amy Harms, released Roberts' once-confidential settlement with her — showing Roberts' insurance company had paid Harms \$100,000 after she accused him of groping her at a bar.

Roberts claimed his insurance company had settled Harms' claim against his will. On STLPR's Legal Roundtable, Booker said there may well be truth to the idea that the insurer settled the claim without Roberts' consent.

"They are the ones on the hook," he observed. "If the insurance company is obligated to pay any judgment

that may have happened here, it can happen [that they force a settlement]."

The panel also discussed another Missouri congressional candidate's legal dispute: the child custody case involving former Gov. Eric Greitens.

Sheena Chestnut Greitens filed an affidavit accusing her ex-husband of child abuse in an attempt to move the case from Missouri to Texas. But her ex, who is running for the Senate seat being vacated by U.S. Sen. Roy Blunt, fired back that she was working with Republican operatives to discredit him. He's now seeking phone records from political operative Karl Rove and others in an attempt to prove a conspiracy.

Shaw said he was surprised Greitens only sought to block the release of matters related to the case after his ex-wife's affidavit became public.

"The judge has a lot of options there. And, you know, there is a possibility of appointing a special master or the judge herself could simply take a look at the [phone] records" he said. "But I think probably, the judge may be inclined to just seal everything and stop all of this circus from going on."

Nelson Williams selected for 2022-2023 Class of Leadership St. Louis

FOCUS St. Louis announced that Thompson Coburn partner **Nelson Williams** was selected for the 47th Leadership St. Louis program (LSL), a nine-month program for leaders who are committed to improving the St. Louis region.



LSL is one of six leadership programs offered by FOCUS St. Louis to achieve its mission of educating and connecting leaders to work cooperatively for a thriving St. Louis region. The LSL curriculum explores such issues as economic development, racial equity, education, poverty and social services, arts and culture, and the criminal justice system.

Nelson, a partner in the Firm's labor and employment practice, joined 62 other leaders from higher education, finance, nonprofit, health and architecture for the program.

Nelson, who has been with the Firm since 2011, represents employers in various aspects of employment law and litigation. His work for clients covers several industries, including telecommunications, software development, banking and agriculture. Additionally, Nelson has helped employers defeat union wrongful discharge grievances in arbitration.

As a member of Thompson Coburn's Diversity Committee and other diversity initiatives, he actively promotes diversity in the legal and business community, and frequently mentors diverse law students.

Leadership St. Louis is designed to challenge participants' thinking, expose them to new ideas and perspectives, and promote discussion, reflection and action. Thompson Coburn has a rich history with Leadership St. Louis; many of our attorneys have completed the LSL program, including Sara Melly, Don Dorwart, Ali Rafferty, Ryan Russell Kemper, Bill Bay, Lori Jones, Jarrod Sharp, Ed Cohen, David Dick, Laura Jordan, Cherie Stephens Bock, Larry Friedman, Gayle Mercier and Norma Jackson.

Jasmine Wynton appointed to the Northern District of Texas' Court Advisory Committee

Dallas litigation partner **Jasmine Wynton** was appointed for a three-year term to the Court Advisory Committee for the U.S. District Court for the Northern District of Texas. The 24-person committee consists of attorneys, prosecutors and judges from across Northern Texas. Committee members are appointed by Federal District Judges of the Northern District.



The Court Advisory Committee is tasked with:

- Identifying and proposing actions to reduce expense and delay in the administration of justice;
- Assisting the court and the district clerk's office in the implementation of practices and procedures they identify and undertake to reduce expense and delay in the administration of justice;
- Providing a resource that the judges and the district clerk can call upon to assist court business, whether to serve on search committees, develop new projects, or handle other routine matters, so the judges may devote themselves to judging; and
- Serving as a resource for attorneys who practice in the Northern District of Texas and for the public.

Jasmine is an experienced litigator who focuses her practice on high-stakes business litigation, employment law, and white collar criminal defense. She helps clients in a range of industries respond to and manage civil disputes involving allegations of breach of contract, fraud, negligence, breach of fiduciary duty, and tortious interference with contracts and prospective business relations. Jasmine is frequently asked to present on federal and state court procedure and local practices.

ASIAN, SOUTH ASIAN, MIDDLE EASTERN (ASAME)

Emily Murphy | Co-Chair
Shoko Naruo | Co-Chair



EMILY MURPHY



SHOKO NARUO

Asian American and Pacific Islander (AAPI) Heritage Month

Note: May is Asian/Pacific American Heritage Month – a celebration of Asians and Pacific Islanders in the United States. During the month of May, we will feature information and resources we can all use to celebrate the contributions Asian/Pacific Americans make to our society and our Firm.

Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

Like many commemorative months, Asian/Pacific American Heritage Month originated with Congressional action. In 1992, Congress passed Public Law 102-450, which annually designated May as Asian/Pacific American Heritage Month. The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843. It also marks the anniversary of the completion of the transcontinental railroad on May 10, 1869, an accomplishment by a workforce of mostly Chinese immigrants.



Thompson Coburn ASAME affinity group hosts panel for diverse law students

Members of the Firm’s Asian South Asian Middle Eastern (ASAME) Affinity Group partnered with the St. John’s University School of Law South Asian Law Student Association (SALSA) and Asian Pacific Asian Law Student Association (APALSA) student groups to host a panel for diverse law students. New York associates **Mona Patel** and **Jessica Wang** took the lead in coordinating this effort on behalf of the affinity group.



MONA PATEL



JESSICA WANG

Students had the opportunity to ask questions regarding diversity in the legal field and the practice of law generally to D.C. partner and ASAME chair **Emily Wang Murphy**, NY partner **Shoko Naruo**, St. Louis associate **Layla Husen**, Mona and Jessica. Questions ranged from how the attorneys chose their practice areas to how their careers have been impacted by being diverse lawyers.



EMILY MURPHY



SHOKO NARUO



LAYLA HUSEN

As diversity and inclusion are core values at Thompson Coburn, the Firm recognizes the importance of supporting and recruiting diverse law students. The Q&A session with St. John’s University School of Law was part of the Firm’s broader diversity & inclusion efforts and Thompson Coburn will continue to partner with diverse student organizations at law schools across the country.

Thompson Coburn sponsors joint SABA-MAABA Mentorship Kick-Off Event at Pin-Up Bowl

In October, Thompson Coburn sponsored the second annual joint mentorship program with the South Asian Bar Association of Metropolitan St. Louis (SABA-STL) and Missouri Asian American Bar Association (MAABA) at Pin-Up Bowl.

The MAABA and SABA Mentorship Program has 26 law students from Washington University and Saint Louis University in the program in 2022 and everyone was paired with a practicing MAABA or SABA member attorney. Both affinity bar associations are dedicated to supporting the professional development and career advancement of local area law students and attorneys through the joint mentorship program, which aims to match law students with practicing lawyers based on their practice area interests.

The event provided wonderful opportunities for mentors and proteges to network and get to know each other better while playing a game or two at Pin-Up Bowl. Thompson Coburn's diversity budget generously provided sponsorship for the event. TC partner **Fatima Khan**, who leads the Firm's immigration practice, is the president of SABA-STL, and organized this year's kick-off event.



DEI, Asian Americans and standing up against hate crimes

The Firm hosted a special Asian Pacific American Heritage Month seminar to give us the opportunity to reflect on the history of hate and the struggle for racial justice. The seminar, led by **Glenn D. Magpantay**, provided an honest conversation on the challenges with diversity, equity and inclusion in the Asian American context and how we can stand up as an ally against hate crimes.

For over 30 years, Glenn has been a champion for Asian American, South Asian, and LGBTQ communities. Glenn worked on hate crimes at the Asian American Legal Defense and Education Fund (AALDEF). He lobbied for successful passage of the federal Hate Crimes Act, which was signed into law in 2009. He co-founded and most recently served as the Executive Director of the National Queer Asian Pacific Islander Alliance (NQAPIA).



Glenn D. Magpantay

LGBTQ+

Jesse Doggendorf | Co-Chair
Drew Moore | Co-Chair



JESSE
DOGGENDORF



DREW
MOORE

Drew Moore, Chicago Innovation ring the closing bell at Nasdaq

There was big Chicago energy in the Big Apple on June 15 as our own **Drew Moore** joined **Chicago Innovation** to ring the closing bell at the NASDAQ. Drew, accompanied by his mom, **Olivette M. Taylor**, stood alongside the winners of the 2021 Chicago Innovation Awards to celebrate outstanding Chicago entrepreneurs. [You can watch the event here. \[https://www.facebook.com/watch/live/?ref=watch_permalink&v=362150115994140\]\(https://www.facebook.com/watch/live/?ref=watch_permalink&v=362150115994140\)](https://www.facebook.com/watch/live/?ref=watch_permalink&v=362150115994140)



Said Drew: "As a native New Yorker raised by a single mother in Manhattan, coming to Times Square for this experience was like a homecoming. This time, I was not just representing myself, but Thompson Coburn and Chicago's business community! It was phenomenal to personally meet the entrepreneurs who won awards at last year's Chicago Innovations Gala – an organization that Thompson Coburn Chicago has supported for years. It was certainly a full-circle moment to attend this event with the woman who is responsible for so many of my achievements while bringing the energy from my new home in Chicago back to my childhood 'hometown' of Manhattan."

After the NASDAQ bell ringing, Drew treated his mom to a nice dinner, where Olivette shared stories about what Times Square was like during her disco days. Drew also learned that Olivette had the opportunity to ring the bell on the New York Stock Exchange during her prior career as a legal assistant.

Brandeis University features alumna Jennifer Post in lead Pride Month story



Jennifer Post, Managing Partner of Thompson Coburn's Los Angeles Office, was featured in a Brandeis University publication kicking off their Pride Month coverage. As part of the Brandeis University Alumni Stories section, the article, **"Out and Outspoken': A Rigorous Role Model Uplifts the LGBTQ+ Community,"** focuses on Jennifer's time on the Brandeis campus, her commitment to leading colleagues and community by example, and her personal approach to Pride.

As a longtime mentor to the LGBTQ+ community, Jennifer helps LGBTQ+ professionals in start-ups, technology and real estate investment as an advisor to aspiring entrepreneurs, and hosts a monthly networking group for Los Angeles-based LGBTQ+ professionals and allies. She has received numerous accolades as an attorney and volunteer, most recently the Women of Influence award and the Los Angeles Top 100 Lawyers award from the Los Angeles Business Journal in 2022.

In the article, Jennifer, who graduated from Brandeis in 1986, revealed one of the reasons she chose the university was its open approach to political discourse, activism, critical thinking and different points of view. "It empowered students and student bodies, whether LGBTQ+, feminist, social justice or other types of political activism," Jennifer said. "The gift from Brandeis was the permission to think critically about what brings harmony and meaning and purpose, and learning that I could find that in a profession. I'm living a purposeful life, I'm not hiding, I'm helping my community and those are strengths and capabilities I got at Brandeis."

Jennifer is involved in several non-profits, including StartOut, which provides LGBTQ+ entrepreneurs with education, resources and access to capital, and Rainbow Capital, which provides resources to underrepresented sponsors of commercial real estate products.

The Brandeis Alumni Association talked to Jennifer about her work as mentor with the LGBTQ+ business community, which has been an initiative of hers for a long time. She said, "We now need to enhance the wealth generation of the LGBTQ+ community, to influence business from the inside, to develop wealth and use it in ways that can realize other community goals. We also need to get more LGBTQ+ investors involved in projects through professionalized funds, angel funds and seed funds."

Thompson Coburn Pride Month collaboration: Developing and sharing family-friendly LGBTQ+ children's book list

Happy Pride! Since 1999, starting with President Bill Clinton, June has been officially recognized by most administrations as Pride Month in the United States. President Clinton's Proclamation 7203 encouraged "all Americans to observe this month with appropriate programs, ceremonies, and activities that celebrate our diversity, and to remember throughout the year the gay and lesbian Americans whose many and varied contributions have enriched our national life." The Proclamation is also aspirational, recognizing that "[o]ur greatest hope for a just society is to teach our children to respect one another, to appreciate our differences, and to recognize the fundamental values that we hold in common."

One of the many challenges parents face is finding stories enabling them to teach their children about the LGBTQ+ experience. This is especially challenging when none of the child's caregivers have personal experience with the LGBTQ+ community.

In the spirit of Pride Month and Thompson Coburn's ongoing commitment to diversity, we crowdsourced book recommendations for a variety of age ranges to provide Thompson Coburn team members with family-

friendly stories that spread awareness in an attractive, non-threatening manner. The list is based on personal experiences, suggestions from Thompson Coburn team members (and our family and friends), and internet research. We hope this list helps you initiate or continue conversations about the LGBTQ+ community.

- "And Tango Makes Three" by Peter Parnell and Justin Richardson
- "Introducing Teddy" by Jessica Walton and Dougal McPherson
- "Neither" by Airlie Anderson
- "Julián is a Mermaid" by Jessica Love
- "Heather Has Two Mommies" by Leslea Newman
- "Jerome by Heart" by Thomas Scotto
- "What Are Your Words? A Book About Pronouns" by Katherine Locke



Elizabeth Myers and Jennifer Ecklund discuss anti-LGBTQ+ legislation, other legal threats at Citywide Pride event

In June, Thompson Coburn partners **Elizabeth Myers** and **Jennifer Ecklund** led a webinar on regressive policies appearing across the United States, including challenges to workplace protections for LGBTQ+ employees, attacks on marriage equality, uneven approaches to transgender and nonbinary rights, and other civil rights issues as part of a Citywide Pride program offering. Attendees of "An Un/Equal United States: A discussion of the state of LGBTQ+ Equality in the USA" learned what these challenges consist of and how they, and their organizations, can help.

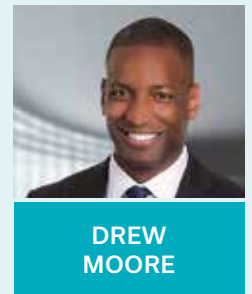
Elizabeth and Jennifer, both based in Thompson Coburn's Dallas office, are married to each other and have spent more than 15 years advocating for human rights through litigation. The pair shared insight about the unprecedented amount of anti-LGBTQ+ legislation passed this year and how it relates to other legal challenges to human rights via a virtual panel co-hosted with Citywide Pride, a collective of LGBTQ leaders from companies and law firms across Chicago. Thompson Coburn Business Litigation Associate and LGBTQ+ Affinity Group Co-Chair **Drew Moore** helped organize the event.

"The same groups taking on critical race theory are taking on reproductive rights and the public-school system," Jennifer said. "These are all the same people employing the same strategies, so these issues are intertwined. As a group of people who want to protect the gay community, we have to coalesce around other marginalized groups and stand together."

Although the majority of U.S. residents support LGBTQ+ people, Elizabeth said 283 anti-LGBTQ+ laws were filed in the first quarter of 2022. Some of these laws prevent school personnel from speaking about LGBTQ+ people, restrict trans children from playing sports and criminalize gender-affirming care, among other things. She explained that Texas tends to serve as a "testing ground" for these kinds of restrictive laws where politicians try out different forms of messaging to see what's effective.

For example, when Republicans realized targeting trans children themselves wasn't effective in gaining support for bathroom bans, they changed their rhetoric to address adults with different laws targeting teachers, librarians, parents and doctors, Elizabeth said.

In light of the U.S. Supreme Court's decision to overturn *Roe v. Wade*, Jennifer said she expected red states to start trying to enforce laws that go against other human rights protected by the same constitutional reasoning used in *Roe v. Wade*. "Your voices are incredibly important to these fights no matter where they're occurring," she said.



WORKING PARENT AFFINITY GROUP

MISSION: Provide a forum to share information and resources to support Thompson Coburn working parents and serve as advocates for working parents.

- We foster a supportive culture to assist in the recruitment and retention of Thompson Coburn attorneys who are working parents.
- We encourage supportive relationships among Firm parents by providing a forum for attorneys to share information and resources.
- We work to introduce initiatives that will specifically benefit our working parents.
- We maintain a site on the Firm's intranet with useful news, initiatives, policies, benefits, contacts, and other relevant information.
- We provide feedback and advocate for working parents on issues and policies identified by and relevant to Thompson Coburn working parents.

2022 Working Parent Advisory Committee



Dawn Wright
Partner, Dallas
Chair



Nicole Allen
Partner, Washington, D.C.



Ryan Gehbauer
Partner, Dallas



Norma Jackson
Chief Diversity and Attorney
Development Officer



Luke Sosnicki
Partner, Los Angeles



Rose Tanner
Associate, St. Louis

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, Dallas, Los Angeles and Washington, D.C.

Women's Initiative Focus:

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

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

2022 Women's Initiative Steering Committee



Katriina McGuire
Partner, Chicago
Chair



Arielle Strauss Clinton
Partner, New York



Georgia Demeros
Partner, Chicago



J. David Duffy
Partner, Chicago



Sarah Gilbert
Partner, New York



Vicky Gilbert
Partner, Los Angeles



Jesse Halpern
Partner, Washington, D.C.



Ruthanne Hammett
Partner, Chicago



Amanda Hettinger
Partner, St. Louis



Chris Hohn
Partner, St. Louis



Norma Jackson
Chief Diversity and Attorney
Development Officer



Laura Jordan
Partner, St. Louis



Michele Kloeppel
Partner, St. Louis



Meg McNaul
Partner, Washington, D.C.



Gayle Mercier
Partner, St. Louis



Emily Wang Murphy
Partner, Washington, D.C.



Jennifer Post
Partner, Los Angeles



Jeanne Siegel
Partner, New York



Dawn Wright
Partner, Dallas

2022 Women's Business Development Committee



Susan Lorenc
Partner, Chicago
Co-Chair



Mackenzie Wallace
Partner, Dallas
Co-Chair



Georgia Demeros
Partner, Chicago



Sarah Gilbert
Partner, New York



Milada Goturi
Partner, Washington, D.C.



Ruthanne Hammett
Partner, Chicago



Sonette Magnus
Partner, St. Louis



Audrey Mense
Partner, Chicago



Gayle Mercier
Partner, St. Louis



Kacey Riccomini
Partner, Los Angeles



Maria Zschoche
Partner, St. Louis

2022 Associate Mentoring Joint Sub-Committee



Emily Peel
Partner, Chicago
Chair



Jeff Brown
Partner, Los Angeles



Sarah Gilbert
Partner, New York



Clint Hansen
Partner, Chicago



Amanda Hettinger
Partner, St. Louis



Norma Jackson
Chief Diversity and Attorney
Development Officer



Laura Jordan
Partner, St. Louis



Emily Wang Murphy
Partner, Washington, D.C.



Fred Richards, III
Partner, Chicago



Rebecca Shelton
Partner, Washington, D.C.



Nicole Williams
Partner, Dallas



Katriina McGuire named managing partner of Thompson Coburn's Chicago office

Thompson Coburn is pleased to announce that partner **Katriina McGuire** was named the managing partner of our Chicago office, effective February 16, 2022. Katriina, the chair of Thompson Coburn's Real Estate Land Use practice, took over from Rick Reibman, who led the office since 2020.

"Katriina is an outstanding leader with deep roots in the Chicago business, political and legal communities," said Thompson Coburn Chair Roman Wuller. "Her passion for the law and for developing talented new leaders in our profession, particularly women and attorneys from other underrepresented groups, aligns perfectly with our Firm values and our plans for growth in the Chicago market."

Added Roman, "We sincerely thank Rick Reibman for his wonderful leadership of our Chicago office during a period of unprecedented workplace changes. Rick has been committed to fostering the collegiality and strong character that are hallmarks of our Chicago office, and his efforts kept the office connected and in strong spirits even in a remote environment."

Katriina leads a full-service office of 68 attorneys that have represented almost half of Chicago's 100 largest public companies and nearly 30% of its 100 largest privately held companies in an assortment of corporate transactional, real estate and litigation matters. The office's attorneys are alumni of the SEC, the U.S. Department of Justice, the Illinois State Senate, Cook County State's Attorney's Office and other regulatory bodies.

Katriina joined a leadership team of Thompson Coburn office managing partners that are now a majority of women, including Nicole Williams (Dallas), Jennifer Post (Los Angeles), and Eileen Brown (Washington, D.C.).

Thompson Coburn Women's Initiative Spotlight Series – Spotlight on New York

In 2022, the Women's Initiative Business Development Committee, a subcommittee of the Women's Initiative, hosted a Spotlight on our New York women partners. The group provided a brief overview of their practice, current clients and expertise they can bring to clients.

The Thompson Coburn Women's Initiative Spotlight Series is a quarterly program that focuses on our female attorneys' professional careers, their practices and their client bases. Moderated by partner **Ruthanne Hammett**, this session featured partners **Justine Block, Ninette Bordoff, Janine Figueiredo, Sarah Gilbert, Jeanne Siegel** and **Ariele Strauss Clinton**.



NY attorneys enjoy Women's Initiative event at Brooklyn Winery



On Wednesday, October 26, 2022, the Firm's Women's Initiative hosted the first New York office women's event at Brooklyn Winery in Williamsburg - one of the borough's most vibrant and creative neighborhoods. The evening included wine tastings, delicious food and great conversations.

Partners **Sarah Gilbert** and **Jeanne Siegel** led the fantastic event. Thanks to Aleksandra Abramova, Danielle Bauer, Justine Block, Sevil Clifford, Janine Figueiredo, Sarah Gilbert, Taylor Griffin, Magda Laski, Shoko Naruo, Mona Patel, Anna Piszczatowski, Brigitte Rose, Jeanne Siegel, Danielle Ullo and Jessica Wang for attending.

D.C. women attorneys get in the holiday spirit with Afternoon Tea at historic Willard InterContinental Hotel

On Friday, November 18, 2022, the Washington D.C. office women attorneys enjoyed the famous Afternoon Tea at the historic Willard InterContinental Hotel. The cheerful event was the perfect opportunity for the women to highlight the best stories from the outgoing year and share plans for the upcoming holiday season. Seated among the grandeur of Peacock Alley, the group enjoyed a broad selection of the finest blended loose-leaf teas, savory finger sandwiches, decadent pastries, and Willard's famous freshly baked scones.



Thompson Coburn women celebrate Chicago's vibrant arts community

The June weather was ideal for an evening filled with art, music, delicious food and drinks in the beautiful courtyard and the ballroom of Chicago's Ivy Room, where we hosted our 2022 Chicago Women's Event. Nearly 80 ladies attended the event.

Audrey Mense and Diona Rogers planned the fabulous event that was delayed for two years because of COVID. The event itself showcased the Luminarts Cultural Foundation, which cultivates Chicago's vibrant arts community. A few of the amazingly talented fellows joined for the evening, including Melissa Leandro,

whose art graced the invitation, nametags, program book and wine labels; Anastasiya Squires, an awarding winning international flautist; and Alyssa Allgood, who was named "Best Jazz Entertainer" in the 2019 Chicago Music Awards, headlined the all-women Jazz Trio that entertained.

The Chicago office is an annual sponsor of the Luminarts Gala and used this opportunity to announce that once again the firm would be a sponsor of the 10th Anniversary Gala being chaired by Daniel North and his wife Emily.

Women's History Month: Celebrating our women partners!

In recognition of Women's History Month, we celebrated all the outstanding women of Thompson Coburn.



Thompson Coburn celebrates 2022 Women's History Month

In 2022, we celebrated the historic nomination and confirmation of Judge Ketanji Brown Jackson as the first Black woman to serve on the U.S. Supreme Court.

Of the 3,843 people to serve as federal judges in the United States, only 70 have been Black women. Jackson, 51, previously served as a judge on D.C.'s federal appellate court. Judge Brown Jackson was born in Washington, D.C., and grew up in the Miami-Dade area. She earned both her undergraduate and law degrees at Harvard.



In order to recognize Women's History Month, we proudly celebrated this recent moment in history.

Katie Kraft rejoins Thompson Coburn to co-chair national Public Transit practice



Thompson Coburn is pleased to announce that **Katie Kraft** has rejoined the Firm as a partner in our Washington, D.C., office, where she co-chairs our national Public Transit practice. Katie returned to Thompson Coburn from the Washington Metropolitan Area Transit Authority (WMATA), where since 2019 she served as Vice President and Deputy General Counsel for the third largest heavy rail transit and sixth largest bus system in the United States.

"We're absolutely delighted to welcome Katie back to Thompson Coburn where she started her legal career and developed extensive experience in the complex regulations and law governing transit systems," said Jane Sutter Starke, co-chair of the Firm's Public Transit practice. "Her broad legal skills, combined with her strong client-first philosophy, make her a fantastic advocate for public transit agencies. Katie has seen first-hand the issues and challenges transit agencies face, and that adds tremendous value for our clients across the country."

Katie advises public transit agencies on a variety of regulatory and compliance issues, including public sector procurement, project delivery, Buy America compliance, safety oversight, and Section 13(c) labor protection.

Katie also practices before federal courts, private arbitrators, and administrative bodies. She represented the State of California in its successful challenge to the U.S. Department of Labor's denial of Section 13(c) certification to California transit agencies based on the State's enactment of pension reform legislation. She also represented a cruise line association in testing local municipal passenger fees against the limits on such fees set by the Tonnage Clause of the U.S. Constitution. On six occasions, Katie co-authored U.S. Supreme Court briefs on constitutional issues affecting transportation clients.

Katie Kraft re-elected WTS-DC Chapter President

Co-chair of Thompson Coburn's national Public Transit practice **Katie Kraft** was re-elected President of the Washington, DC chapter of WTS (WTS-DC), an international non-profit association dedicated to supporting the advancement of women in transportation and providing opportunities for female transportation professionals to connect with one another and grow in their careers.

On December 6, WTS-DC hosted a holiday party at the Kimpton Hotel Monaco Paris Ballroom, attended by WTS-DC members and guests. The WTS-DC membership includes planners, engineers, landscape architects, policymakers, government leaders, communications and outreach professionals, and students committed to promoting the WTS mission of attracting, sustaining, connecting, and advancing women's careers to strengthen the transportation industry. The event included the chapter's annual scholarship and recognition awards ceremonies and remarks from guest speakers Jannet Walker-Ford, Board Chair of WTS International, Jennifer Mitchell, Deputy Administrator of the Federal Railroad Administration, Kate Mattice, Executive Director for the Northern Virginia Transportation Commission, and Randy Clarke, GM/CEO of the Washington Metropolitan Area Transit Authority.

Thompson Coburn is a Gold Level corporate sponsor of the organization. WTS-DC plays a critical role in Washington D.C., advancing both the transportation industry and the professional women who lead it.

Janette Lohman featured as one of Ingram's "50 Missourians You Should Know"



Janette Lohman, a partner in Thompson Coburn's Tax practice, was featured in Ingram's August 2022 issue. As part of the magazine's "50 Missourians You Should Know" special section, the article highlighted educators, elected officials, artists, lawyers, humanitarians and more of the Show-Me State's finest residents.

In the article, Janette shares her story about why she chose to become a lawyer and what has guided her along the way. She said after watching Perry Mason eviscerate ne'er-do-wells on the witness stand as a child, she earned a degree at William Jewell College and went to law school. After realizing she wasn't trial attorney material, Janette said she "fell in love with a federal income-tax class, and decided to make tax law my career." It was clearly a great decision as Janette reaches nearly four decades of tax experience. She has also earned herself a spot on Law360's list of "14 Women Influential in Tax Law."

Before joining Thompson Coburn, Janette represented all Missourians as the Director of Revenue back when lawmakers opted to reduce the sales tax on food rather than eliminate the corporate income tax. The latter, she says, "likely might have encouraged more large businesses to move to Missouri, bringing with them more high-paying jobs and ensuring a better living environment for everyone. Over the years, I've watched Missouri's extremely large companies either move away from or merge out of Missouri and have always wondered if that single decision could have mitigated this trend."

Read the full article here. <https://ingrams.com/article/ingrams-august-2022-destination-missouri-digital-edition/50-missourians-you-should-know-5/>

Susan Lorenc gives 'Employment Law Master Class' on business consultant Dave Lorenzo's podcast

Chicago Labor and Employment partner **Susan Lorenc** appeared on Dave Lorenzo's "Inside BS" podcast to talk about all things employment law. The episode, "**Employment Law Master Class: How to Avoid Trouble with Your Employees,**" featured a lively conversation and is available on all major podcast platforms.



This episode offers helpful information for professionals who manage employees. As Dave noted, "Susan is a fantastic source of information and she generously shares what managers should and shouldn't do."

Susan is an experienced and trusted employment law advisor who counsels employers at every stage of a personnel-related issue. She drafts policies, assists with hiring and firing, conducts workplace investigations, and provides seamless representation in state and federal courts on employment matters.



Gayle Mercier moderates panel at Real Estate Journal's 5th Annual St. Louis Commercial Real Estate Summit

On October 20, **Gayle Mercier** moderated a panel at the Real Estate Journal's 5th Annual St. Louis Commercial Real Estate Summit at the Hilton-Frontenac.

The panel, titled "Transformation & Development of Downtown and Suburban Markets - Game Changer Projects" featured panelists Kevin Bryant, President of Kingsway Development, LLC, Mike LaMartina, COO of Ballpark Village, Neal Richardson, President of St. Louis Development Corporation, and Philip Hulse, Founder & CEO of Green Street Real Estate Ventures.

Topics Gayle explored during the panel focused on the biggest potential for growth in urban and suburban St. Louis, recent developments, upcoming developments and construction and fundamentals contributing to site selection.



Los Angeles Partner Jennifer Post joins Rainbow Capital Advisory Board

Rainbow Capital Partners announced that **Jennifer Post** joined its advisory board.

Rainbow is focused on providing capital to underrepresented developers and operators in commercial real estate including people of color, LGBTQ and women-led firms.

Rainbow also maintains an investor platform providing access to commercial real estate transactions intended to reach the LGBTQ community.

Jennifer Post presented on panel focused on "Helping Clients Create, Build or Revise Their Board of Directors"

On May 25, **Jennifer Post** participated in a panel discussion hosted by CalCPA and the Los Angeles Chapter Management of Accounting Practices called "Helping Clients Create, Build or Revise Their Board of Directors."

Joined by professionals in the accounting, banking, and investment banking industries, Jennifer represented the legal perspective on the panel. Discussion topics included key board responsibilities, the ideal makeup of boards, succession, mergers and acquisitions, basic legal framework, what it's like to serve on a board, how CPAs can help, and war stories.

Ariele Strauss Clinton named 2022 Secured Finance Network 40 Under 40 Award winner

Thompson Coburn is pleased to announce that New York partner **Ariele Strauss Clinton** was named a winner of the Secured Finance Network's 2022 40 Under 40 Awards in the Legal Services category.



The SFNet 40 Under 40 Awards launched in 2016 to celebrate the achievements of young professionals in the secured finance industry. Recipients of the honor are recognized as the "future leaders who exemplify true excellence in their careers and demonstrate commitment to their communities as well as to the industry."

Ariele has provided training to lawyers and clients with respect to legal issues that impact the commercial finance space, including being a presenter for the SFNet Legal On Demand education program. In receiving this award, Ariele joined Thompson Coburn attorney Sarah Gilbert who was a 40 Under 40 honoree in 2016.

Shoko Naruo and Robyn Ast-Gmoser attend Women Leaders in IP Law Conference

Partners **Shoko Naruo** and **Robyn Ast-Gmoser** attended the Women Leaders in IP Law Conference sponsored by the American Conference Institute (ACI).



SHOKO
NARUO



ROBYN
AST-GMOSER

During the two-day, IP-focused conference, women in Intellectual Property roles came together to explore industry trends and other important factors impacting today's women leaders and practitioners in IP. 2022's event highlighted the role of women leaders in Intellectual Property with a special focus on technology and innovation.

Shoko and Robyn had the opportunity to engage with women leaders in intellectual property law who covered all facets of IP—patents, copyrights, trademarks, and more, as well as benefit both professionally and personally from the advice and storytelling of other women in the industry.

Many of the CLEs involved inspirational presentations by senior women IP practitioners. Interestingly, ACI included a couple of presentations involving NFTs, blockchain, crypto, and metaverse as it appears many IP practitioners are keen to hear about recent developments and the future of metaverse.

Thompson Coburn provides sponsorship support for *That's What She Said*

Thompson Coburn's Banking and Commercial Finance and Private Client practices sponsored the March 4 *That's What She Said* show at The Sheldon. The event has a simple mission: to bring women together to exchange stories and develop extraordinary results.



Incredible female speakers shared their unheard, remarkable personal stories in a live one-night only intimate theatrical performance. The featured women, who represent diverse ages and backgrounds, braved the microphone to encourage other women to live fearlessly and embrace who they are.

Nicole Williams, Jasmine Wynton earn 2022 Texas Legal Awards

Two attorneys from the Dallas office of Thompson Coburn were honored with **Texas Legal Awards** by the publishers of Texas Lawyer newspaper in recognition of their meaningful work and achievements in the legal profession.

Dallas Managing Partner **Nicole Williams** is one of 12 Texas attorneys receiving the Best Mentors Award. Fellow firm Partner **Jasmine Wynton** is among a select group of the state's top young lawyers to earn the On the Rise Award.



NICOLE
WILLIAMS



JASMINE
WYNTON

Nicole and Jasmine were honored September 14 at an awards event at Dallas' Arts District Mansion. The Texas Lawyer Awards honor attorneys and judges from across the state "who have made a remarkable difference in the legal profession in Texas – whether in shaping the law, achieving outsized results for their clients, being an outstanding jurist or assisting those in need of legal services."



Mackenzie Wallace discusses the latest trends and challenges facing today's health care market on AHLA podcast

Thompson Coburn partner **Mackenzie Wallace** was the featured guest on a **recent episode of AHLA's Speaking of Health Law Podcast**, where she sat down with Bob Paskowski, Consulting Principal, PYA, to discuss the latest trends and challenges facing the provider and payer in today's health care market. Mackenzie and Bob discussed some of the practical recommendations they give clients who are trying to navigate the current landscape, OIG's April 2022 report addressing Medicare Advantage denials of prior authorization requests, the impact of the No Surprises Act's (NSA) independent dispute resolution process and much more.

The episode lays out the significant challenges in the health care market on both the provider side and the payer side. On the provider side, the pair points out that the health systems and physician groups are facing significant headwinds and challenges specifically on their expense side of the business. Challenges include labor shortages both on the clinical and the administrative side, and increased supply costs. On the payer side, they say issues include trying to keep costs down and not succumbing to a request for a rate increase.

FIRMWIDE D&I EDUCATIONAL OFFERINGS

JANUARY

Together we rise: 10 actions for inclusion in the hybrid legal workplace

Two years ago, we would never have imagined we would be here; caught between in-person and remote in a world permanently changed by COVID-19. The pandemic has given us new realities of how we work on a daily basis here at this law firm. What lessons can we learn from the past two years, and how can we adjust to the new shift in our work lives? **Michelle Silverthorn**, Founder & CEO of Inclusion Nation, returned to the Firm for a step-by-step guide to building an inclusive hybrid law firm that works for everyone.



Michelle Silverthorn

MAY

From good intentional to real actions: Ten new rules for allyship in the workplace

Every lawyer believes they're well-meaning. But good intentions don't change behaviors or systems the way real actions taken for change do. That is the work of allyship.

While many of us might think we are good allies, allyship can be performative. The real test is whether those with whom we are allying believe the same. Do they see your good intentions translating into active support at work? Do they think you can become a better ally? If so, how? That is where this program came in.

In *From Intention to Action*, **Michelle Silverthorn**, attorney, speaker, and Founder & CEO of Inclusion Nation, asked attorneys to commit to becoming allies for change. She shared what it means to be an ally in today's legal workplace, and what inequities face marginalized legal professionals. Using storytelling, data, and exercises, Michelle helped participants become aware of both the privileges of our identities and the platforms available to you. Participants learned the three levels of allyship - self, colleagues, and the law firm - and the ten rules needed to become a better ally in the legal workplace. Participants addressed some real-life scenarios of allyship that arise again and again for attorneys, and learned the language, actions, and tools to employ to promote real, lasting change at work.

MARCH

LGBTQ+ cultural competency: What everyone needs to know to be a supportive ally

The latest NALP Report on Diversity reveals that law firms are still struggling to attract and retain LGBTQ+ talent, particularly LGBTQ+ lawyers of color and all transgender and nonbinary lawyers. The LGBTQ+ Bar Association is working alongside law firms to help close those gaps with its DEI Consulting Practice. This session addressed the benefits of diverse teams, the range of challenges law firms are experiencing in recruitment and retention of LGBTQ+ talent, and the steps law firms can take to make a difference. Using real-life examples shared by LGBTQ+ attorneys at leading law firms, the discussion explored LGBTQ+ inclusion through both an interpersonal and structural lens and call allies into practical action.



Dru Levasseur
National LGBTQ+ Bar

OCTOBER

Celebrating National Coming Out Day: A conversation on Trans and Nonbinary inclusion

October 11 is National Coming Out Day - a day first established 34 years ago to celebrate the most basic form of LGBTQ+ activism: coming out to family, friends, and colleagues as an openly gay, lesbian, bisexual, transgender, or queer person. As part of our collective commitment to inclusion and in celebration of National Coming Out Day, we hosted a conversation specifically highlighting transgender and nonbinary inclusion in the legal profession with **Dru Levasseur**, the Director of Diversity, Equity, and Inclusion for the National LGBTQ+ Bar Association.

FIRMWIDE MENTAL HEALTH & WELL-BEING

FEBRUARY

The practice of cognitive

kindness for improved performance in the New Year

Not lost on lawyers, wielding a keen understanding of others is critical to any engagement between opposing parties.

Research has shown that our ability to think critically, not just about our perceptions, intentions, and motivations, but about those of others, is a powerful tool and an immensely valuable resource. We now know that it increases productivity, reduces conflict, and improves well-being when used strategically through a practice of Cognitive Kindness.



Chelsy Castro

Participants in this program learned:

- How lawyers are a vulnerable population.
- What Cognitive Kindness is and how it plays an important role in lawyer mental health and performance.
- How to identify anxiety in lawyers (with symptoms and behavioral examples).
- How to identify depression in lawyers (with symptoms and behavioral examples).
- The ethical implications of unmanaged anxiety and depression in lawyers.
- Tools and techniques to cultivate Cognitive Kindness to help oneself and others.

MAY

The anatomy of calm

The most basic goal of stress management is to function in a state of calm, yet most of our approaches focus solely on decreasing stress and overlook the role of calm. This workshop equipped participants to identify the symptoms of anxiety and proactively apply techniques to train the brain and the body to better access a state of calm.

Participants in this program learned:

- How to identify anxiety in lawyers (with symptoms and behavioral examples)
- The ethical implications of unmanaged anxiety in lawyers (with symptoms and behavioral examples)
- The neuroscience behind stress, calm, and the lawyer brain
- Proactive science-based techniques for cultivating calm

SEPTEMBER

September: Change your brain, change your world: Harnessing the potential of emotional intelligence in the workplace and beyond

You have the power to change your brain. Science has revealed that intelligence is not finite, and that Emotional Intelligence plays a significant role in an individual's success and satisfaction. In this session, participants learned how to increase their Emotional Intelligence (EQ) as well as to cultivate skills that will improve communication, strengthen conflict resolution, enhance relationships, increase overall sense of well-being and satisfaction, and create more effective and compassionate leaders.

Participants in this program learned:

- What Emotional Intelligence is and why it matters;
- The role of Emotional Intelligence in the context of the legal profession;
- How to identify opportunities for practicing skills that increase Emotional Intelligence; and
- Tools and techniques to increase your Emotional Intelligence.



December: Improving performance through (im)perfectionism

The perfectionism that many attorneys tout as a contributor to their success can also be a significant source of stress, often resulting in mental health issues and compromised performance if left unabated. Understanding and changing our relationship with our perfectionism is a powerful way to combat the thought patterns and resulting habits that both harm our mental health and impede our productivity and performance.

Contrary to popular belief, perfectionism in the practice of law leads to an increased likelihood of unreturned calls and emails, procrastination, missed deadlines, avoidable mistakes, and strained relationships with both colleagues and clients. It can also lead to unhealthy coping mechanisms, which arise to ease the anxiety that accompanies and is exacerbated by perfectionism. The demands of perfectionism also create opportunity costs that are often to the detriment of the attorney's career and well-being. Through the skills learned in this program, participants were equipped to identify, combat, and (eventually) prevent harmful perfectionistic thinking in the practice of law.

Participants in this program learned:

- The role of perfectionism in lawyer mental health.
- How perfectionism develops and is maintained in the practice of law.
- How perfectionism usually manifests for attorneys and the most common problems that arise from it.
- Skills grounded in cognitive behavioral science to mitigate the harmful aspects of perfectionism.

Monthly Wellness Newsletters

Wellness through the year: As part of our firmwide wellness program, Healthy by Design, Thompson Coburn continually provides monthly wellness newsletters to all employees that include wellness tips, healthy recipes, stress management techniques, ideas for physical activity and movement, and much more.



Thompson Coburn celebrates Well-Being Week In Law

To align with Mental Health Awareness Month in May, Well-Being Week in Law (WWIL) occurs annually the first full week of May.

The aim of WWIL is to raise awareness about mental health and encourage action and innovation across the profession to improve well-being. In 2021, the event's name was changed from "Lawyer Well-Being Week" to "Well-Being Week in Law" to be more explicitly inclusive of all of the important contributors to the legal profession who are not lawyers.



When professional and organizational cultures support employee well-being, employees are more capable to make good choices that allow them to thrive and be the best for their clients, colleagues, organizations, families and communities. It is up to all of us to cultivate new professional norms and cultures that enable and encourage well-being. Do your part and help Thompson Coburn spread the word.

U.S. Bank partners with Thompson Coburn on attorney well-being pilot initiative

Thompson Coburn's participation in a U.S. Bank legal department effort to encourage attorney well-being was featured in a Corporate Counsel article, "How U.S. Bank's Legal Department Created Wellness Guidelines for Outside Lawyers."

Corporate Counsel magazine interviewed U.S. Bank Deputy General Counsel Ben Carpenter about the bank's efforts to include outside lawyers in their initiative to foster wellness among attorneys. Ben leads the bank's pilot initiative with seven law firms (including Thompson Coburn) to craft guidelines for outside lawyers that center on communication practices, respecting work-life balance, managing projects effectively and sharing well-being opportunities.

Banking and Commercial Finance partner **Cherie Bock** and Chief Diversity & Attorney Development Officer **Norma Jackson** have led Thompson Coburn's efforts in the U.S. Bank pilot program, which launched in early 2021.



CHERIE
BOCK



NORMA
JACKSON

Ben also asked Norma to join him on a virtual panel at the ABA Well-Being Pledge Spring Workshop on April 28 with representatives from two other firms involved in the U.S. Bank pilot program: Shannon Callahan, Senior Attorney Development & Retention Manager at Nixon Peabody, and Mike Kraut, a partner at Morgan Lewis.

OUR VETERANS

Connecting veteran and Thompson Coburn partner Shaun Broeker with VetJobs: A mentoring success story

Shaun Broeker was elected to join the board of directors for VetJobs and Military Spouse Jobs.

During his final year as an associate, Shaun was paired with former Thompson Coburn Chair **Tom Minogue** as part of the Firm's partner/associate mentor program. To celebrate Shaun's elevation to partner, this past February the two grabbed lunch at Hotel St. Louis, where they discussed Shaun's future goals.

Throughout his conversation with Tom, Shaun, a U.S. Army veteran, mentioned that he was interested in getting involved with a veteran support organization, particularly one that helped veterans find employment after their military service ended. As luck would have it, Tom knew just the person Shaun needed to talk with, Admiral Dan Kloeppe, founder and CEO of VetJobs.

Tom first met Admiral Kloeppe when he invited Tom to do an aircraft carrier visit in the Pacific, which Tom (whose father served on an aircraft carrier in World War II) quickly accepted. Since that time, Tom joined the board of directors of the Navy League of St. Louis and he and Admiral Kloeppe have stayed close, with Thompson Coburn regularly providing legal assistance to VetJobs. After Tom arranged the initial Zoom call, Shaun and Admiral Kloeppe hit it off and the rest is history.

Thompson Coburn's mentoring program has always been important to Tom. Tom mentored an associate every year from the inception of the program until his retirement, and is fond of saying that he always learned more from his mentees than they ever could have learned from him.

Before attending law school, Shaun served in the U.S. Army. From 2009-2010, he was stationed in Balad, Iraq as part of Operation Iraqi Freedom. "Veterans have always had a special place in my heart. I know what it's like to come home from war. I understand the issues this causes and the unique challenges veterans face. VetJobs seemed like a natural fit."

VetJobs is a non-profit employment support organization that helps connect veterans and employers. Over the past decade, VetJobs has helped over 80,000 veterans find employment.



SHAUN
BROEKER



TOM
MINOGUE

Veteran's Day 2022: Thompson Coburn honors those who served

Thompson Coburn celebrated and honored veterans and their service, and all those who made incredible sacrifices to protect our country.

The Firm encouraged everyone to reach out to those who served and to share a kind word, whether they be a colleague, a family member or a friend.

The Firm has veterans who have served in nearly all branches of the military – Army, Navy, Air Force and the National Guard.



Michael O'Keefe – Air Force

Jim Slear – Air Force

Shaun Broeker – Army

Edward Cohen – Army

Darin Fentress – Army

Erik Goltzer – Army

Peter Matt – Army

Mark Mattingly – Army

Jack Musgrave – Army

Howard Ruda – Army

Matthew Rudolphi – Army

Timothy Senaldi – Army

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John Cullerton – National Guard

Thomas Schlafly – National Guard

Gordon Ankney – Navy

Matthew Himich – Navy

Anastacia Thomas – Navy

Kenneth Turner – Navy

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