



THOMPSON
COBURN LLP

A vibrant, abstract background of colorful paint splatters in shades of orange, yellow, green, blue, and purple, scattered across the page.

2021

**DIVERSITY
& INCLUSION**
REPORT

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2021-2022 Diversity Committee



Tony Anderson
Partner, Washington, D.C.
Co-Chair



Booker Shaw
Partner, St. Louis
Co-Chair



Roman Wuller
Firm Chair



Roger Flower, Jr.
Chief Operating Officer



Norma Jackson
Chief Diversity and Attorney
Development Officer



Jennifer Barton
Chief Human Resources
Officer



Simran Bindra
Partner, Los Angeles



Sarah Chang
Partner, Chicago



David Dick
Partner, St. Louis



Jenny Ecklund
Partner, Dallas



Sarah Gilbert
Partner, New York



Evan Goldfarb
Partner, St. Louis



Ruthanne Hammett
Partner, St. Louis



Amanda Hettinger
Partner, St. Louis



Wil Holtz
Partner, St. Louis



Laura Jordan
Partner, St. Louis



Pam Meanes
Partner, St. Louis



Tom Minogue
Partner, St. Louis



Emily Wang Murphy
Partner, Washington, D.C.



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

At its core, diversity is about recognizing, respecting, accepting, and valuing differences based on ethnicity, gender, color, age, race, religion, ability, national origin, sexual orientation, and veteran status. Our individual characteristics and differences allow us all to react and think differently, approach challenges and solve problems differently, provide input and make decisions differently, and see different opportunities for our Firm and our clients. At Thompson Coburn, we value and believe these differences strengthen our Firm, both as a service provider to our clients and as a place of employment.



ROMAN
WULLER
Firm Chair

In 2021, our Firm continued our commitment to cultivate our D&I efforts and recognition through new and ongoing initiatives:

- We elected six women to our partnership and promoted two women to new [C-suite leadership positions](#) overseeing diversity and inclusion efforts and legal talent recruiting.
- We achieved [Mansfield Rule 4.0](#) “Certified Plus” status and signed on to participate in the [Mansfield 5.0 Certification](#) process to expand diversity and equity in Big Law.
- We awarded [Thomas F. Eagleton Scholarships](#) to support two 1L students for the first time in the diversity scholarship’s 14-year history.
- We received high-level Firm recognition from the [Diversity & Flexibility Alliance](#), the Human Rights [Campaign Foundation](#), [Law360](#), [WILEF](#), and [Bloomberg Law’s inaugural Diversity, Equity, & Inclusion \(DEI\) Framework](#).
- We created and distributed a free educational [coloring book](#) celebrating Gloria Bradford, the first African American woman to graduate from the University of Texas School of Law.
- 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 2021 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.

THOMPSON COBURN COMBINES WITH HAHN & HESSEN, EXPANDS TO NEW YORK

Thompson Coburn LLP announced its combination with New York-based Hahn & Hessen LLP, a 44-attorney firm with nearly a century of experience representing financial institutions and other financial market participants in commercial finance, bankruptcy, workouts, and complex litigation.

The combination, effective July 1, 2021, created a combined firm with more than 400 attorneys across seven offices: Chicago, Dallas, Los Angeles, New York, St. Louis, Washington, D.C., and Southern Illinois.



ROMAN
WULLER



MARK
INDELICATO

"Thompson Coburn is all about providing exceptional legal services and value to our clients. We've strengthened those offerings with the addition of these dedicated attorneys in New York, the financial capital of the world," said Thompson Coburn Chair **Roman Wuller**. "Our combination in 2021 with one of the premier boutique law firms in their space will provide innumerable benefits to our existing client base, as well as prepare us to serve new financial market participants and business entities across the country."

"This combination has been a tremendous opportunity for us to unite our deep bankruptcy and financial experience in the New York market with Thompson Coburn's national presence and resources," said Partner **Mark Indelicato** (former Managing Partner at Hahn & Hessen). "When you add in our shared values around professional development, civic and charitable efforts, and a diverse and inclusive culture, it's a perfect fit."



THOMPSON COBURN ACHIEVES MANSFIELD RULE 4.0 'CERTIFIED PLUS' STATUS

Earlier in 2021, Thompson Coburn became one of only 118 law firms in the country to be certified under the Mansfield Rule 4.0, 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 along with 90 other firms, indicating that, in addition to meeting or exceeding the baseline requirements, we successfully reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles.

"We are thrilled to celebrate these firms that have worked so tirelessly to implement the Mansfield Rule principles and create inclusive workplaces where every lawyer has the ability to thrive and the opportunity to lead," said Natalia Marulanda, Mansfield Rule Director at Diversity Lab.

Thompson Coburn is proud to have a deep commitment to Diversity & Inclusion, creating and fostering a diverse and inclusive workplace culture. We aim to create an environment that recognizes the contributions individuals with different backgrounds and experiences bring to our clients and our Firm.



Thompson Coburn is proud to be
Mansfield Rule 4.0 Certified PLUS

Early results from Mansfield Rule participation show firms have grown the racial and ethnic diversity of their top leadership, including diversifying their Management Committees by more than 30 times the rate of non-Mansfield firms. Thompson Coburn is pleased to work with an organization committed to creating innovative ideas and solutions that boost diversity and inclusion in law.

A special thank you goes to **Tony Anderson** and **Norma Jackson**, who lead the Firm's Mansfield efforts.



TONY
ANDERSON



NORMA
JACKSON

THOMPSON COBURN SIGNS ON FOR MANSFIELD 5.0 TO EXPAND DIVERSITY AND EQUITY IN BIG LAW

Thompson Coburn was one of 160 Firms in the United States and Canada that signed on to participate in the Mansfield Rule 5.0 Certification process that launched July 15, 2021. Mansfield Rule participation grew by 85% with more than 45 new firms and an expansion into the UK.



The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. The Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at 30% women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings. For example, at Thompson Coburn, 30% of our practice group leaders are diverse and 40% of our office managing partners and Management Committee members are diverse.



NORMA JACKSON

Norma Jackson, Chief Diversity and Attorney Development Officer, is an advisory board member for Diversity Lab, which determined Mansfield 5.0 standards for promoting diversity in law firm hiring, promotions and governance.

"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. "We are seeing new faces and hearing new voices in law firm leadership. I'm proud of the results achieved so far and thrilled to see what our legal community will achieve as part of Mansfield 5.0."

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. It traces its origin to the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School.

THOMPSON COBURN NAMED A LAW360 'CEILING SMASHER' FOR WOMEN IN EQUITY PARTNERSHIP

In Law360's 2021 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 29.3% of our equity partners, Thompson Coburn was listed at No. 8 on the publication's "Ceiling Smashers" list of midsize law firms, which also included Kutak Rock, Davis Wright Tremaine and Shook Hardy.

Law360 collected data from more than 270 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 2021 "repledged themselves to the work of closing the gender gap" by joining gender equity campaigns like The Mansfield Rule, "launching new initiatives designed to support the careers of female attorneys, coming up with new work models and finding ways to provide additional workplace support in the face of unprecedented challenges."



THOMPSON COBURN NAMED TO BLOOMBERG LAW'S NEW NATIONAL FRAMEWORK FOR LAW FIRM DIVERSITY, EQUITY AND INCLUSION

Thompson Coburn was one of just 28 U.S.-based law firms that were named to Bloomberg Law's inaugural Diversity, Equity, & Inclusion (DEI) Framework, released in October 2021. Law firms ranging in size from less than 10 attorneys to more than 2,000 were recognized based on their 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 and inclusion in the community.



The DEI Framework is a comprehensive survey and scoring methodology developed by Bloomberg Law and Bloomberg L.P., with input from respected DEI leaders at firms and companies across the country. The framework is a methodology that Bloomberg says is among the legal industry's first ways to measure law firm performance in this field.

"We're delighted to appear on the inaugural list of Bloomberg Law's DEI Framework and proud to work alongside others in the legal industry to increase the transparency of diversity and inclusion metrics among U.S. law firms," said Norma Jackson, Thompson Coburn's Chief Diversity and Attorney Development Officer. "One of the best ways for us to meaningfully add more women and attorneys of color to our legal teams is to face head-on the strengths and weaknesses of our pipeline and development processes and continue to adopt strategies that improve representation at all levels of law firm attorney ranks and leadership teams. Participating in the DEI Framework and analyzing the results helps us make progress on all of these goals."

Bloomberg Law's DEI Framework was developed 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. Going forward, the methodology and membership criteria will be reviewed and updated annually to ensure alignment with industry trends, methodologies, and best practices.

Joe Breda, President of Bloomberg Law said, "Clients are looking to law firms that reflect their values and have demonstrated a commitment to diversity, equity, and inclusion. The 28 firms that we've recognized as part of the inaugural Bloomberg Law DEI Framework clearly fit the bill."

Following are some of the DEI Framework metrics of the 2021 member firms:

- 83% of companies have a Chief Diversity Officer (or equivalent)
- 88% of firms have a public statement regarding their commitment to diversity & inclusion
- 58% of firms require diversity within a pool of candidates for management and leadership
- 48% of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance reviews
- 53% of firms tie a component of partner compensation to diversity efforts

DIVERSITY & FLEXIBILITY ALLIANCE NAMES THOMPSON COBURN A 2021 "TIPPING THE SCALES FIRM"

Thompson Coburn was named a 2021 "Tipping the Scales Firm" by the Diversity & Flexibility Alliance. The Alliance held its annual conference on November 3, where it named 67 firms that have 50% or more women in their 2021 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. In 2021, the report gathered data from 187 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.

"In a year when record numbers of women have been forced to leave the workforce, gender parity at leadership levels has never been more important," said Manar Morales, President and CEO of the Diversity & Flexibility Alliance. "We are optimistic about this small increase in women in partnership classes in large U.S. law firms and we encourage all organizations to recommit their efforts to recruiting, retaining and advancing women."



THOMPSON COBURN EARNS PERFECT SCORE ON LGBTQ EQUALITY FOR 13 YEARS



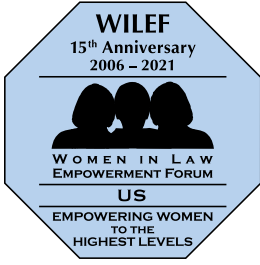
For the 13th consecutive year, Thompson Coburn earned a perfect score of 100 points in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey. The survey, conducted by the Human Rights Campaign Foundation, this year evaluated 1,142 businesses across the country on their treatment of lesbian, gay, bisexual and transgender employees, clients and investors.

Thompson Coburn was one of 767 major businesses nationwide to achieve a perfect score in 2021. In Missouri, just 30 companies achieved official 100 percent rankings.

"Our participating companies know that building an LGBTQ-inclusive workplace is not just the right thing to do — it is also the best business decision — allowing companies to attract, retain and engage top talent. And their commitment to building inclusion has only strengthened over the past year, with a record-breaking number of corporations achieving top marks," said HRC President Alphonso David. "From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was truly a year like none other. Business leaders across the country were called upon to face these challenges head on. By 2021, companies that have long invested in diversity & inclusion efforts were forced to take stock of their progress; and, like most institutions, many found opportunity to deepen their commitment to advance equity for all."

The 2021 CEI evaluated 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 resulted in a 100 percent ranking and the designation as a Best Place to Work for LGBTQ Equality.

THOMPSON COBURN CELEBRATES MEETING WILEF "GOLD STANDARD" FOR WOMEN LEADERS FOR THE EIGHTH STRAIGHT YEAR



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

WILEF grants "Gold Standard" status to firms that meet criteria concerning the number of women among equity partners, in firm leadership positions, and in the ranks of their most highly compensated partners. This is the 11th year of the U.S. Gold Standard and the 15th anniversary of the Women in Law Empowerment Forum.

Despite the challenges of the pandemic, WILEF raised the standards necessary to achieve "Gold Standard Certification" in 2021. "Obviously, this year was a difficult one for U.S. law firms to attain the Gold Standard...upping the criteria was necessary as we move the needle forward," said Elizabeth "Betiayn" Tursi, WILEF's Global Chair.

Law firms are eligible for the 2021 WILEF "Gold Standard Certification" if they successfully demonstrate 25% of equity partners or 40% of the attorneys becoming equity partners during the past 12 months are women and 10% of women equity partners are women of color or 4% of women equity partners are LGBT. They must also meet at least two of the following four criteria:

- 20% of the firm and U.S. branch office heads are women
- 25% of the firm's primary governance committee are women
- 25% of the firm's compensation committee or its equivalent are women
- 20% of the top half of the firm's equity partners in terms of compensation are women

Thompson Coburn successfully achieved all six criteria and we are proud that WILEF has recognized the Firm's demonstrated commitment to the leadership potential of our women attorneys.

UNITED WAY NAMES TODD SCHNUCK AND ROMAN WULLER CO-CHAIRS OF 2021 CAMPAIGN IN ST. LOUIS

Todd Schnuck, Chairman and CEO of Schnuck Markets, Inc., and Roman Wuller, Chair of Thompson Coburn, served as co-chairs of the United Way of Greater St. Louis' 2021 annual community campaign.



United Way's annual campaign ran from September through mid-November and raised \$67 million, which will support more than 160 Safety Net agencies that help 1 million people in 16 counties throughout Missouri and Illinois.

"Many of our neighbors are still facing the challenges brought on by the COVID-19 crisis, and we know that recovery will be a long process. The work and impact of United Way are critical in the recovery process as well as in creating and maintaining strong and healthy communities." Schnuck said. "It's an honor for me to help lead fundraising efforts this year because, just as we at Schnucks exist to Nourish People's Lives, we share United Way's commitment to helping those who need it most right here in our hometown of St. Louis."

"United Way has far-reaching impact, supporting the nonprofit safety net that means so much to the health and growth of our region, now and for generations to come," Wuller said. "United Way works to create a safe and healthy home for everyone in our community."

"Todd and Roman both have a strong commitment to the St. Louis region, and we are grateful for their leadership in serving as this year's campaign chairs," said Michelle Tucker, President and CEO of United Way of Greater St. Louis. "Their experience and guidance, along with strong leadership in place from all of our Society chairs and cabinet members, provided helpful insight in expanding our engagement with local corporate and civic communities in order to increase our impact as we continue to help people live their best possible lives."

FIRM TO RECOGNIZE JUNETEENTH HOLIDAY

In June 2021, President Biden signed the bill to recognize Juneteenth, the day when President Lincoln's Emancipation Proclamation was read aloud by Union troops in Galveston, Texas, proclaiming and enforcing freedom of enslaved people in Texas, as a federal holiday.

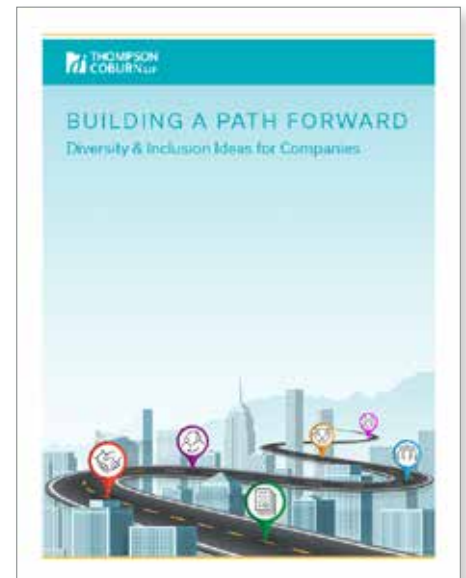


In celebration and recognition of the Juneteenth holiday, team members were given a half day off on the afternoon of July 2nd. The Firm will continue to recognize this annual holiday and major milestone in 2022 and beyond.

BUILDING A PATH FORWARD: DIVERSITY & INCLUSION IDEAS FOR COMPANIES

More and more companies are recognizing the significant benefits of having a robust diversity and inclusion program: improved engagement with employees, more openness and transparency among team members, and stronger connections with increasingly diversity-focused clients and community leaders. But depending on the size, structure or history of your organization, it can be overwhelming to know where to start, or figure out how and when to grow an existing program.

That was the inspiration for this document. Drawing on Thompson Coburn's historic commitment to D&I, our Firm has created a D&I program that in recent years has been singled out for recognition. This document includes some of the initiatives and activities that have worked for us, and that you can use for inspiration in the creation or expansion of your own D&I programs, no matter where you are in that effort: Beginner/Limited Budget; Established/Moderate Budget; or Advanced/Full Budget. This brochure, of course, does not constitute legal advice regarding your compliance with any legal obligation.



DIVERSITY BANNERS FOR SOCIAL MEDIA

Thompson Coburn regularly recognizes cultural and religious holidays and significant days related to diversity and inclusion through colorful and engaging banners. In 2021 we made these banners available to anyone in the Firm who wanted to celebrate and share them on social media.



THOMPSON COBURN STANDS IN SUPPORT OF VOTING RIGHTS

2021 saw a number of legislative efforts across the country seeking to modify voting laws. As a law firm and an employer of dedicated professionals across the country, Thompson Coburn stands in opposition to any voting restriction measures that would unnecessarily restrict voters' access to the polls, especially those that may disproportionately impact diverse groups that have already experienced decades of impediments in their efforts to cast lawful votes.



The right to vote is a core American value that unites us all, regardless of political affiliation. For that reason, we support fair and peaceful elections that allow everyone eligible to vote to do so easily and without unnecessary restrictions.

We join the growing coalition of corporations, law firms and nonprofits that support the fundamental American right to vote.

STATEMENT ON RECENT INCIDENTS OF HATE SPEECH AND VIOLENCE

The U.S. is seeing a significant rise in anti-Semitic rhetoric and violence. The Anti-Defamation League has received nearly 200 recent reports of possible anti-Semitic violence across the country, and tens of thousands of social media posts spouting anti-Jewish sentiments. Muslims in the U.S. have also faced hate incidents over the last several weeks.



As an employer and a member of the U.S. legal community, Thompson Coburn condemns anti-Semitic rhetoric and violence, which are in direct opposition to our commitment to diversity and respect for all people. We stand with our team members, colleagues, and members of our communities in opposing incidents of hate speech, now and always.



2021 New Partners

CONGRATULATIONS TO THE NEW THOMPSON COBURN PARTNERS FOR 2021

Thompson Coburn was proud to announce that the firm elected five attorneys to partnership, effective January 1, 2021.



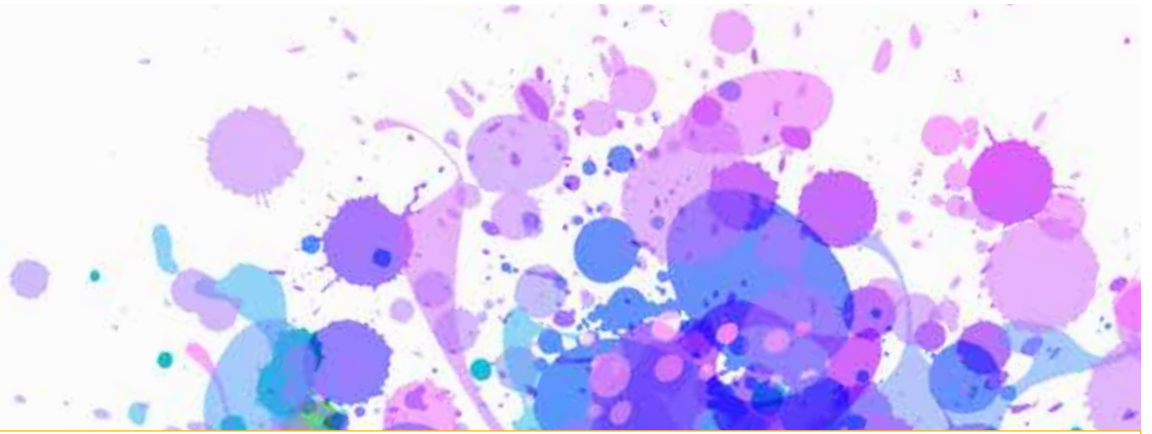
SARAH CHANG (Chicago) helps individuals and families preserve their wealth by developing strategies to safeguard their assets in the most tax-efficient way. She represents a diverse group of clients with varying levels of wealth, up to and including, ultra-high-net-worth individuals in estate planning, trust and estate administration and probate matters. Sarah counsels clients in developing comprehensive estate plans through the use of wills, trusts, powers of attorney and charitable giving strategies. She is also experienced in tax shelter entity structuring and transferring ownership of real property. Sarah earned her J.D. from Loyola University Chicago School of Law, and a B.A. from the University of Chicago.



JULIE HELLMICH (St. Louis) represents clients in mergers and acquisitions and sophisticated securities offerings, and offers advice on a wide range of corporate matters. With experience in all aspects of M&A transactions, including the acquisition and disposition of stock and assets, Julie leads M&A due diligence and drafts and negotiates definitive purchase and ancillary agreements. She also represents issuers and institutional investors in private offerings of debt and equity securities, and leads initial and late-stage equity financing rounds. Julie also acts as legal advisor to pension plans and institutional investors with over \$75 billion in assets. Julie earned her J.D. from Saint Louis University School of Law, and a B.B.A. in Marketing and Management from Drury University.



SARTOUK MOUSSAVI (Chicago) counsels clients on how to advance their business goals through strategic and creative approaches to the protection and enforcement of their intellectual property. Sartouk represents clients, big and small, in a number of industry sectors, and his practice covers the spectrum of IP law. After receiving his degree in electrical engineering, Sartouk worked for a tech startup company, which gave him valuable insight into the needs and challenges of growing businesses. He uses this knowledge to help clients make strategic decisions about how intellectual property can impact their businesses. Sartouk earned his J.D. from the University of Wisconsin, and a B.A. in Electrical Engineering from the University of Wisconsin-Madison.



ALLIE ISAAK RUDROFF (St. Louis) represents investors, lenders and community development entities in transactions involving various forms of debt, equity and public financing, including federal and state new markets tax credits and low-income housing tax credits. Allie helps clients navigate transactions related to tax credit and incentive programs, commercial finance and real estate finance. Her clients include investors, community development entities, developers and lenders. Allie earned her J.D. from the University of Missouri-Columbia School of Law, and a B.A. in English from Saint Louis University.



NATHAN VIEHL (Chicago) advises both buyers and sellers in a range of sophisticated M&A transactions, including private equity and strategic acquisitions, divestitures and leveraged buyouts. His practice encompasses a variety of transactional work for mid-market, growing and emerging technology, health care and energy companies, principally including mergers and acquisitions, private equity, venture capital financings and outside general counsel matters. He has assisted numerous startups and high growth companies throughout their life cycle including their structuring, venture capital financings and ultimate exit transactions. Nathan earned his J.D. from the University of Chicago Law School, and a B.A. from Marquette University.



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.

2021 NEW PARTNERS, COUNSEL & ASSOCIATES

CHICAGO



Raquel Boton
Associate, Health Care



Catherine Feorene
Associate, Health Care



James Gambulos
Associate, Banking &
Commercial Finance



Soyoon Kim
Associate, Banking &
Commercial Finance



Suzanne Krause
Associate, Corporate &
Securities



Meghan Murphy
Associate, Real Estate



Matthew Rudolphi
Partner, Energy



Dan Shin
Associate, Corporate &
Securities



Kayla Siam
Associate, Corporate &
Securities



Zoe Spector
Associate, Labor &
Employment



Thomas Thanasouras
Associate, Real Estate



Elisabeth Volk
Associate, Health Care

DALLAS



Maia Bartee
Associate, Business Litigation



Alfred Blue
Associate, Business Litigation



Susan Fisher
Partner, Corporate & Securities



Elizabeth Rocha
Associate, Business Litigation



Stacey Salters
Associate, Financial
Restructuring



Alejandra Siller
Associate, Banking &
Commercial Finance



Mackenzie Wallace
Partner, Business Litigation



Kristi Weisner
Associate, Business Litigation



Rebecca Wolfe
Associate, Corporate &
Securities

LOS ANGELES



Alexander Carnevale
Associate, Business Litigation



Viviana Hedrick
Associate, Business Litigation



Monica Roth
Associate, Corporate &
Securities

NEW YORK

Partners



John Amato
Business Litigation



Gilbert Backenroth
Financial Restructuring



Daniel Batterman
Banking & Commercial
Finance



Ninette Bordoff
Private Client



Joshua Divack
Financial Restructuring



Janine Figueiredo
Financial Restructuring



Daniel Ford
Banking & Commercial
Finance



Sarah Gilbert
Banking & Commercial
Finance



Stephen Grable
Business Litigation



Mark Graham
Real Estate



Don Grubman
Corporate & Securities



Mark Indelicato
Financial Restructuring



James Kardon
Corporate & Securities



Daniel Krauss
Banking & Commercial
Finance



Steven Mandelsberg
Business Litigation



Zachary Newman
Business Litigation



Leonard Podair
Banking & Commercial
Finance



Mark Power
Financial Restructuring



Jeffrey Schwartz
Financial Restructuring



Steven Seif
Banking & Commercial
Finance



Jeanne Siegel
Banking & Commercial
Finance



Ariele Strauss
Banking & Commercial
Finance

NEW YORK

Counsel & Associates



Aleksandra Abramova
Financial Restructuring



Steven Aquino
Business Litigation



Danielle Bauer
Business Litigation



Justine Block
Financial Restructuring



Sevil Clifford
Banking & Commercial
Finance



Jose Fernandez
Business Litigation



Shelley Fredericks
Business Litigation



William Hennessey
Business Litigation



Christine Joh
Financial Restructuring



Samuel Martin
Business Litigation



Joseph Orbach
Financial Restructuring



Mona Patel
Banking & Commercial
Finance



Anna Piszczatowski
Banking & Commercial
Finance



Daniel Quinn
Banking & Commercial
Finance



Howard Ruda
Banking & Commercial
Finance



Brigitte Rose
Business Litigation



Cary Samowitz
Business Litigation



Jonathan Samper
Business Litigation



Jacob Schwartz
Financial Restructuring



Jorge Torruella
Banking & Commercial
Finance



Danielle Ullo
Banking & Commercial
Finance



Jessica Wang
Banking & Commercial
Finance



Jeffrey Zawadzki
Financial Restructuring

SOUTHERN ILLINOIS



Lindsay Gilmore
Associate, Railroad Litigation



Jonah Toennies
Associate, Railroad Litigation

ST. LOUIS



Brenden Bement
Associate, Intellectual Property



Samuel Brand
Associate, Banking and Commercial Finance



Chad Burchard
Associate, Real Estate



Alma Carver
Associate, Healthcare



Christopher Collum
Associate, Business Litigation



Allyson Coyne
Associate, Corporate & Securities



Ashton Dietrich
Associate, Business Litigation



Matthew Dollan
Associate, Business Litigation



Thomas Groeller
Associate, Business Litigation



Layla Husen
Associate, Business Litigation



Haley Kavanaugh
Associate, Corporate & Securities



Fatima Khan
Partner, Labor & Employment



Kevin Kifer
Associate, Health Care



Hayley Landman
Associate, Business Litigation



Doug Lang
Senior Counsel, Business Litigation



Sonette Magnus
Partner, Business Litigation



Parker McCarty
Associate, Real Estate



Adrian Mehdirad
Associate, Business Litigation



Stephanie Milner
Associate, Labor & Employment



Scott Morgan
Partner, Business Litigation



Katherine Murchison
Associate, Business Litigation



Christine Schlegl
Associate, Business Litigation

WASHINGTON, D.C.



Joshua Adrian
Partner, Energy



Evelyn Clark
Associate, International Trade
Transportation & Regulation



Hope Watson
Law Clerk, Corporate &
Securities

2021 SUMMER ASSOCIATES

Thompson Coburn hosted (22) summer associates in our Chicago, Dallas, St. Louis, and Washington, D.C. offices in 2021:

Nabil Al-Khaled
St. Louis
2L - Washington University

Nicholas Armstrong
St. Louis
1L - Washington University

Hayden Baird
Dallas
2L - Southern Methodist University

Kevin Foley
St. Louis
1L - Notre Dame

Elise Gonzalez
Dallas
1L - Southern Methodist University

Benjamin Goodman
Washington, D.C.
2L - UIC John Marshall

Steven Heinrich
St. Louis
2L - Vanderbilt University

Paul Hess
St. Louis
2L - Saint Louis University

Eric Hogrefe
St. Louis
2L - Northwestern University

Jack Hueseman
St. Louis
1L - Washington University

Courtney Koenig
St. Louis
2L - University of Illinois

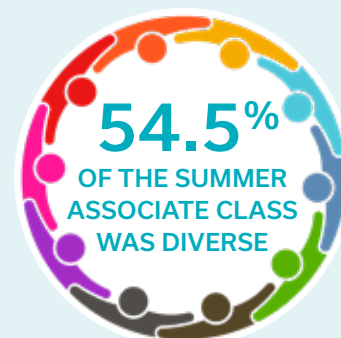
Emily Lapp
St. Louis
2L - Saint Louis University

Clare Martin Carter
St. Louis
2L - Washington University

Jeremy Miller
Chicago
2L - Washington University

Rachael Moore
St. Louis
2L - University of Missouri-Columbia

Janki Patel
Chicago
2L - University of Illinois



Hope Swantko
Chicago
1L - Notre Dame

Bill Vega
St. Louis
2L - Washington University

Clayton Voss
St. Louis
2L - University of Missouri-Columbia

Andrew White
St. Louis
2L - Saint Louis University

Sylvia Wilson
St. Louis
2L - Washington University

Yasmin Younis
St. Louis
1L - Saint Louis University

THOMPSON COBURN PARTNERS WITH DIVERSITY LAB TO WELCOME WOMEN ATTORNEYS BACK TO THE WORKFORCE

When family demands prompt attorneys to take a career break, it can be difficult to return to the legal workforce. Women, who are disproportionately affected by caregiving responsibilities for children and aging parents, face even great hurdles. A 2019 study by the ACC found that one in four women in-house attorneys has taken leave to provide dependent care, compared with one in 20 men.



Thompson Coburn joined an industrywide effort to address this “leaky pipeline” issue in law firms, legal departments, and banks by replenishing the number of mid- to senior-level women in the leadership ranks. Diversity Lab has launched a new version of its OnRamp Fellowship that aims to bring 200 women lawyers back into the legal profession by 2025 in a bid to reverse the number of women who have left the workforce in the last few years. Thompson Coburn is one of 35 law firms and legal departments engaged with the OnRamp 200 fellowship, which will connect those businesses with experienced women lawyers who have had a career hiatus and want to return to the profession but are finding it challenging due to gaps in their work history.

Women attorneys applied for the fellowship, which offers one-year paid positions with firms beginning in February 2022. Due to its overwhelming success, the Fellowship has expanded into legal departments and financial services firms. This unique experiential learning program gives returning women an opportunity to demonstrate their value in the marketplace while also broadening their experience, skills, and contacts. In turn, the organizations benefit by engaging with a previously untapped pool of high-performers and by increasing gender diversity in the profession.

Caren Ulrich Stacy, founder of OnRamp Fellowship and Diversity Lab, said: “We hear from so many talented women lawyers who want to return and are not able to find a path back into law. Especially now, law firms and legal departments cannot afford to overlook this talented pool of candidates. We are introducing this bold goal to bring back 200 women lawyers in the next several years to create a measurable, transparent, and collaborative framework that will keep us all accountable and make real progress on diversifying the legal profession’s leadership ranks.”

Thank you to Thompson Coburn partners **Sara Melly, Emily Murphy, Christina Randolph, and Maria Zschoche** for introducing the Firm to this effort during their prior participation in the Firm’s Women’s Leadership Academy.

THOMPSON COBURN OFFERS ADVICE TO FIRST GENERATION LAW STUDENTS

On March 2, 2021, Thompson Coburn representatives joined a panel discussion hosted by Washington University School of Law’s First Generation Law Society on the challenges of being a first generation lawyer. The program, “What to Expect as a First Generation Lawyer,” included associate **Jesse Doggendorf** and Chief Diversity and Attorney Development Officer **Norma Jackson**.

During the discussion, the panelists offered general advice to first generation law students and ended the program with a Q&A discussion.

The First Generation Law Society is a new student organization at Washington University Law School and the Firm was proud to serve as a sponsor for their inaugural event.



JESSE
DOGGENDORF

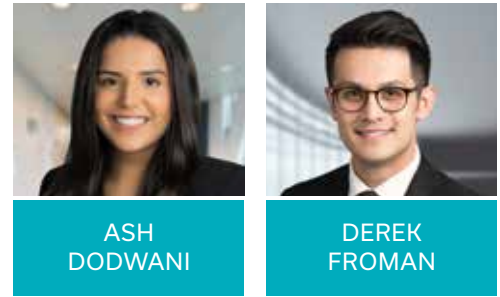


NORMA
JACKSON

2021-2022 EAGLETON SCHOLARSHIPS AWARDED TO ASH DODWANI AND DEREK FROMAN

Thompson Coburn proudly announced that our 2021-2022 Eagleton Scholarship were awarded to **Ashvanika "Ash" Dodwani** and **Derek Froman**, both first-year law students at Washington University School of Law in St. Louis. It is the first time in the diversity scholarship's 14-year history that two law students have been selected for the annual honor.

"This was an instance where we had two outstanding candidates, so we happily decided to bring both Ash and Derek into our Eagleton Scholarship family," said Tony Anderson, Co-chair of Thompson Coburn's Diversity Committee.



Added Judge Booker T. Shaw, also a co-chair of the Diversity Committee, "Each year our scholarship committee looks for diverse law students with great achievements and great potential. This year's two recipients have both qualities in spades, and we're delighted that we have the opportunity to support their legal education and early careers."

"We extend our congratulations to Ash and Derek," said Roman Wuller, Chair of Thompson Coburn. "Through their exemplary academic performances, community and civic involvement, and strong connection to their diverse racial and socio-economic backgrounds, Ash and Derek embody the values of our late colleague Senator Thomas F. Eagleton, who himself was committed to creating pathways for diverse young people in our profession."

The Thomas F. Eagleton Scholarship is awarded annually to 1L law students belonging to a demographic group underrepresented in the legal profession. Recipients receive a full year of mentoring provided by a Thompson Coburn partner and a paid internship 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 the award.

2021 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.



Tony Anderson
Partner, Diversity Committee
Co-Chair



Booker Shaw
Partner, Diversity Committee
Co-Chair



David Dick
Partner, Employment
Committee Chair



Amanda Hettinger
Partner, Associate Mentoring
Joint Sub-committee Chair



Norma Jackson
Chief Diversity and Attorney
Development Officer



Fred Richards III
Partner, Real Estate Tax
Assessment



Jarrod Sharp
Partner, Tax Credits



Nelson Williams
Partner, Labor & Employment



Jasmine Wynton
Partner, Business Litigation

Sponsorships

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

- Asian Pacific American Bar Association (APABA) – D.C.
- APABA – D.C. Annual Awards and Installation Gala
- Arch City Defenders
- Association of Corporate Counsel (ACC) St. Louis and Chicago Diversity Programs
- Association of Corporate Counsel (ACC) St. Louis Street Law
- Association of Law Firm Diversity Professionals (ALFDP)
- Bar Association of Metropolitan St. Louis (BAMSL)
- Black Tie Dinner
- Boys & Girls Club of Greater St. Louis (SLIP Program)
- Casa de Salud
- Chicago Lawyers' Committee for Civil Rights
- Corporate Counsel Women of Color
- Cultural Leadership
- Diversity & Flexibility Alliance
- Diversity Awareness Partnership
- Diversity Lab – Mansfield 5.0 Renewal
- Diversity Lab – OnRamp Fellowship
- Equality Texas Foundation
- Equal Justice Works
- Firmwide Diversity & Inclusion Education
- Forward Through Ferguson
- Hispanic Chamber of Commerce
- Human Rights Campaign
- Jazz St. Louis
- J.L. Turner Association Foundation
- Law Firm Anti-racism Alliance (LFAA)
- Midwest BLSA Regional Conference
- Minority Corporate Counsel Association (MCCA)
- Minority Corporate Counsel Association (MCCA) Diversity Conference
- Minority Legal Education Resources, Inc. (MLER)
- Mound City Bar Association (MCBA)
- National Bar Association
- National Black Law Students Association
- National LGBTQ Bar Association – DEI Consulting
- National LGBTQ Bar Association – Lavender Law
- Northside Community Center
- PROMO Urbanaire
- SMU Dedman School of Law
- St. Louis American Diversity & Inclusion Ad
- St. Louis University School of Law
- TC African American Affinity Group
- TC Asian/ South Asian/ Middle Eastern (ASAME) Affinity Group
- TC Hispanic/Latinx Affinity Group
- TC LGBTQ+ Affinity Group
- TC Total Commitment Women's Initiative
- TC Working Parent Affinity Group
- Thomas F. Eagleton Scholarship
- University of Michigan Law School
- University of Missouri School of Law
- University of North Texas at Dallas
- Urban League of Metropolitan St. Louis
- Washington University School of Law

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

DR. ELIZABETH CLAYBORNE DISCUSSES HEALTH CARE EQUITY FOR BLACK HISTORY MONTH PROGRAM

In February 2021, Thompson Coburn's African American Affinity Group sponsored a presentation by **Dr. Elizabeth Clayborne** in celebration of Black History Month 2021.

The one-hour program, "A Conversation with Dr. Elizabeth Clayborne: COVID-19 & Equity in Medical Care," focused on how COVID-19 has disproportionately impacted minority communities around the U.S. St. Louis partner and African American Affinity Group Chair Nelson Williams moderated the discussion.



Dr. Elizabeth Clayborne

During the program, Dr. Clayborne outlined how the COVID-19 pandemic has highlighted disparities in health care for underserved communities. Some points included:

- How access, or the lack thereof, to health care and health-supporting resources drastically impacts community wellness indicators.
- How longstanding health disparities and medical mistreatment towards African American communities has manifested in COVID-19 response plans.
- Factors influencing why African Americans currently make up a disproportionately small amount of COVID-19 vaccinated individuals.
- What the future may look like following COVID-19 pandemic.

Dr. Clayborne is currently an Adjunct Assistant Professor at the University of Maryland School of Medicine Department of Emergency Medicine with an academic focus on ethics, health policy, end of life care and innovation/entrepreneurship. She is the former Chair of the MedChi Committee on Ethics and Judicial Affairs, serves on the Ethics Committee of the American College of Emergency Physicians and is an active member of the Society of Academic Emergency Medicine, the American Medical Association and the National Medical Association.

BLACK HISTORY MONTH: THOMPSON COBURN CREATES COLORING BOOK CELEBRATING THE LIFE OF TEXAS LEGAL PIONEER GLORIA BRADFORD

Thompson Coburn released a coloring book celebrating the life and legacy of Gloria Bradford, the first African American woman to graduate from the University of Texas School of Law.



JASMINE WYNTON

The idea for the coloring book came from an article written by Dallas Partner **Jasmine Wynton** for the journal of the Texas Supreme Court Historical Society, "**A Profile in Courage: Gloria Katrina Bradford**." (Jasmine serves on the board and

executive committee of the Historical Society.) Since being published in the Fall 2020 issue of the journal, the article has been well-received in the Texas legal community; many attorneys were not aware of Gloria Bradford or her role as a legal pioneer.

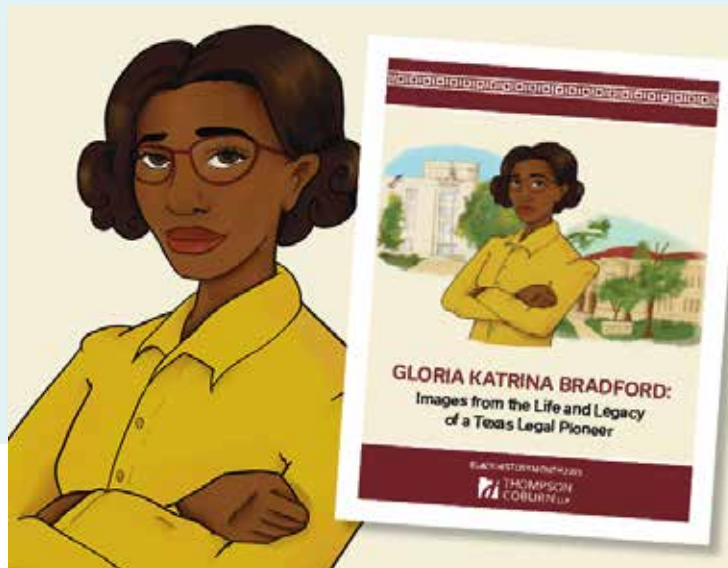
Born in 1930 in Houston, Gloria was one of the first African American students to attend law school at the University of Texas in Austin. She enrolled in the law school in 1951, just a year after the U.S. Supreme Court's decision in *Sweatt v. Painter*, which ordered UT law school to admit qualified African American applicants. It would be another three years before the

Supreme Court would decide the landmark *Brown v. Board of Education* case, which declared racial segregation in public schools unconstitutional.

The coloring book tells the story of Gloria's experiences as a student on the newly integrated UT law school campus and the early years of her career, following her graduation in 1954. It also details several of the first cases Gloria took on as an attorney, including a discrimination case against her alma mater for refusing to admit African Americans from its undergraduate program following the *Sweatt* and *Brown* decisions. Gloria also handled an appeal for the NAACP, in which she collaborated with future Supreme Court Justice Thurgood Marshall.

"As a past history major and an African American woman, I find Ms. Bradford's story fascinating and her courage remarkable," said Jasmine. "When you take a closer look at her life and contributions, you see the perseverance and sacrifice it took to break down both racial and gender barriers and clear the way for someone like me to practice law in Texas. My article and

this coloring book are ways to share Gloria's experiences and help more people know the power of her story."





BOOKER SHAW

BOOKER SHAW RECEIVES DIVERSITY & INCLUSION AWARD FROM MISSOURI LAWYERS MEDIA

Thompson Coburn partner and retired Judge **Booker Shaw** has been selected to receive a 2021 Diversity & Inclusion Award from Missouri Lawyers Media.

In 2021, the [awards recognized](#) 21 attorneys, firms and organizations “who are significantly advancing diversity, inclusion and the dignity of all people in Missouri’s legal profession.”

Judge Shaw is a litigator, appellate advocate, mediator and mentor. He also serves as the co-chair of Thompson Coburn’s Diversity Committee. In 2019, Judge Shaw received The Distinguished Lawyer Award from the Bar Association of Metropolitan St. Louis (BAMSL). This award is the highest honor given by BAMSL. It is given annually to a lawyer who has “made a great and lasting contribution to the St. Louis region in the area of law and community service, has motivated other lawyers to work in the public interest, and who exemplifies lawyers as good citizens contributing significantly to the community,” according to BAMSL.

“We are incredibly proud of Judge Shaw for his many years of work to better diversity and inclusion efforts here at Thompson Coburn and in our community,” said Norma Jackson, Thompson Coburn’s Chief Diversity and Attorney Development Officer. “His guidance and leadership have helped ensure our Firm continues to be a shining example of a welcoming and inclusive workplace. This recognition is well deserved.”

Thompson Coburn has implemented several new diversity programs and upgraded many existing diversity practices. Additionally, Thompson Coburn is one of just 100 firms in the country that have been certified under the Mansfield Rule 3.0, 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. Thompson Coburn is currently participating in Mansfield 4.0 and has also joined the National Law Firm Antiracism Alliance.

“I am honored to be selected as one of this year’s Diversity & Inclusion Award recipients,” said Judge Shaw. “But more than this, I am proud of the progress that Norma Jackson, Tony Anderson and I have seen for diverse attorneys, as well as the opportunities we have had to make this possible. It has been a privilege to help young attorneys find their paths, and I look forward to helping enhance Thompson Coburn’s diversity and inclusion efforts.”

Judge Shaw served on the Missouri Court of Appeals, Eastern District, for seven years, including one year as chief judge. As a former trial judge in the 22nd Judicial Circuit, from 1983 until 2002, Judge Shaw presided over more than 500 trials. He has participated in several significant trials and appeals since joining the Firm in 2009.

BOB WALLACE NAMED VICE CHAIR OF PRODUCTIVE LIVING BOARD IN ST. LOUIS



BOB
WALLACE

St. Louis Partner **Bob Wallace** was named vice chair of the Productive Living Board for St. Louis County Citizens with Developmental Disabilities. Productive Living Board is a public taxing entity that invests \$24 million each year in agencies that provide community and employment services for adults and children with developmental disabilities. Board appointment to the PLB is made by the St. Louis County Executive and confirmed by the County Council.

The Productive Living Board was established in 1979 when St. Louis County voters approved to tax themselves for the purpose of developing services and supports for residents with developmental disabilities. Last year PLB's funding helped nearly 5,000 individuals to live and work in their community.

Inspired by his 27-year-old son Eric, who has autism, Bob has for more than a decade served on the Missouri Governor's Council on Disabilities. He has also served on the board and been the board president of Giant Steps, a St. Louis nonprofit organization that offers a therapeutic school and specialized summer camp for children and teens with autism spectrum disorder.

ST. LOUIS HISPANIC CHAMBER OF COMMERCE SELECTS MARTHA MENDEZ-FISCHER FOR HISPANIC LEADERSHIP INSTITUTE

The Hispanic Chamber of Commerce of Metro St. Louis selected Thompson Coburn associate **Martha E. Mendez-Fischer** as a member of the Hispanic Leadership Institute Class XI. The HCC has established the HLI, sponsored by the Centene Corporation, as a select program for 15-20 individuals consisting of nine day-long seminars or experiences held monthly. Running from October to June, the HLI will train professionals on for-profit and non-profit leadership and network development skills.



MARTHA
MENDEZ-FISCHER

HCC said Martha was selected for her remarkable accomplishments, intellectual energy, imagination and talent. 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.

The HCC is a private non-profit corporation founded to improve business opportunities for Hispanic firms and in the St. Louis region. The organization attempts to strengthen Hispanic enterprise and small and minority business integration to promote sustainable socioeconomic development and a better quality of life in the St. Louis region.

ASIAN, SOUTH ASIAN, MIDDLE EASTERN (ASAME)

Emily Murphy, Chair



EMILY
MURPHY

LUNAR NEW YEAR RECIPES TO CELEBRATE AT HOME

The 2021 Lunar New Year was celebrated around the world. The annual celebration, which usually falls between late January and late February, marks the first new moon of lunisolar calendars. Lunar New Year celebrations, while often commonly associated with the Chinese New Year, also take place in the Koreas, Vietnam, Japan, Mongolia and more. All celebrations feature three overarching themes for the new year: fortune, happiness and health.



WIL
HOLTZ

As the world continues to fight the COVID-19 pandemic, Lunar New Year celebrations looks different compared to more traditional celebrations. However, to help anyone celebrating at home, St. Louis partner **Wil Holtz** provided several recipes his family typically prepares each year.

JAYNA RUST SELECTED FOR NAPABA LEADERSHIP ADVANCEMENT PROGRAM

Government contracts Counsel **Jayna Rust** was selected for the 2021-22 Leadership Advancement Program (LAP) of National Asian Pacific American Bar Association (NAPABA), the nation's largest Asian Pacific American membership organization representing the interest of 50,000 attorneys, judges, law professors, and law students.

Jayna was among 24 attorneys across the country selected for LAP, a year-long experiential program where fellows cultivate and transform their leadership styles, develop a vision for their careers, and foster relationships with peers within the profession, especially with in-house counsel. Jayna advises companies, transportation authorities and other entities regarding their rights and obligations when doing business with the Federal Government. She helps clients recover money owed under Federal contracts, protest problematic contract awards and challenge adverse



agency actions. In doing so, she represents them before agencies, the Government Accountability Office (GAO), Boards of Contract Appeals, the U.S. Court of Federal Claims and the U.S. Court of Appeals for the Federal Circuit, as necessary.

In 2018, Jayna was named a "D.C. Rising Star" by the Asian Pacific American Bar Association of D.C.

LGBTQ+

Drew Moore and Jesse Doggendorf, Co-chairs



DREW
MOORE



JESSE
DOGGENDORF

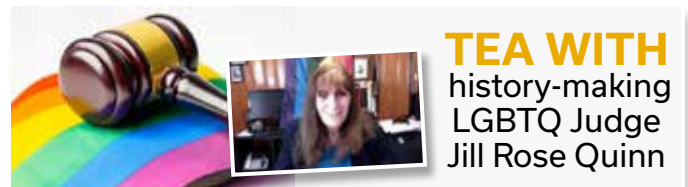
THOMPSON COBURN HOSTS VIRTUAL TEA WITH HISTORY-MAKING LGBTQ JUDGE JILL ROSE QUINN OF ILLINOIS

In May, just ahead of Pride Month 2021, Thompson Coburn partnered with Citywide Pride, a collective of LGBTQ leaders from companies and law firms across Chicago, to host a virtual evening tea with Judge Jill Rose Quinn, the first transgender elected official in Illinois history. Thompson Coburn Business Litigation Associate and LGBTQ+ Affinity Group Co-Chair Drew Moore moderated the discussion with Judge Quinn.

Drew serves on the Illinois State Bar Association's Judicial Evaluation Committee which investigates, interviews and issues recommendations regarding candidates for judicial office, and was familiar with Judge Quinn through the committee's screening process for the 2020 General Election.

Judge Quinn made history last November when she became Illinois' first transgender elected official. She previously worked as a community organizer and neighborhood lawyer, and started her own practice in 1997. Judge Quinn is also involved with the LGBT Chamber of Commerce of Illinois, the Lesbian and Gay Bar Association of Chicago and the Alliance of Illinois Judges, an association of LGBTQ individuals and their allies.

When asked what inspired her to become a lawyer, Judge Quinn said she was born in 1954 and came of age during the Civil Rights movement and that informed her worldview. She added that, while speaking to her father years ago, she told him that she wanted to become a lawyer to change society for the better and help marginalized — not rich — people. Judge Quinn's father said she would be broke but that did not deter her from pursuing a law degree. When asked about her role models, Judge Quinn identified Sen. Robert F. Kennedy and the Rev. Dr. Martin Luther King Jr. because of their principles, oratory skills and passion to do good works.



Judge Quinn said that as a practicing attorney she always looked up to judges and their ability to make life-changing determinations. Judge Quinn added that when she first ran for judge she had been living openly as a transgender woman "for about 10 years and never thought [she] would be accepted by the electorate or the bench." She added, "There's not a single transgender judge on the bench. So, people who are transgender look to the bench and they don't see it as a legitimate institution because they're not included, they're not represented."

Judge Quinn chose to be open about her trans identity in a professional setting and set her off on the path toward becoming a judge. When asked about her transition, Quinn said she "realized that I had to tell those clients that I was transitioning. I was going to practice as a woman, I was going to be their lawyer still and my name was going to be Jill and I was going to fight for them just like I always had."

What can non-trans allies do to support transgender colleagues, friends and family members? "Just appreciate the difficult internal conflicts happening for transgender individuals before and during a transition," said Judge Quinn. "It's basically like you have to decide every day who you're going to be."

Judge Quinn also encouraged everyone to call out discriminatory statements and actions involving transgender individuals, from outright harassment to minor aggressions like refusing to use a person's preferred pronouns. "When you see a fire, put it out. And when you see something that needs to be lit, light it."

JUNE 2021 PRIDE MONTH SPOTLIGHT: COLIN PAJDA



COLIN PAJDA

Colin Pajda is an associate in the Labor & Employment practice group in our St. Louis office.

What does Pride mean to you?

Pride is freedom. It lets us celebrate who we are and reminds us of the struggles we've endured

to get where we are, both as a community and as individuals. When so many people in our community feel isolated and powerless, Pride reminds us that we are part of something much bigger than ourselves and that together we can overcome so many obstacles and challenges. Pride is also a time of refueling when we can celebrate our successes, share stories of our struggles, and prepare ourselves for all the work we still have ahead of us.

What has your experience been as an LGBTQ+ professional?

As a bi professional, I have had to be proactive in sharing my identity so that I can be my authentic self at work and so that I can be a role model for other bi professionals. Growing up, I never really had bi role models—our community has often struggled with visibility, as people tend to make assumptions on our identities based on who our partners are. Luckily, I have found a firm that celebrates my identity and that gives me a space to be myself. After worrying for so many years that my identity would close doors for me, I find myself surrounded by colleagues and friends who value me and who give me a platform to be the role model I never had.

How are you celebrating Pride this year? This Pride I am taking time to reflect on my journey and to prepare for the work our community has ahead of us. I am also checking in with my LGBTQ+ friends and family members—2021 has thrown a lot of challenges at us as



our identities and rights continue to be attacked in legislatures throughout the country. We have a lot of work to do and we're going to need each other to do it.

JUNE 2021 PRIDE MONTH SPOTLIGHT: EVELYN CLARK



EVELYN CLARK

Evelyn Clark is an associate in the Federal Regulatory group in our Washington, D.C. office. After spending 2019 as a summer associate with Thompson Coburn, Evelyn graduated from Washington and Lee University School of Law and completed an externship with U.S. District Judge Joel Hoppe in the Western District of Virginia. She joined Thompson Coburn as an associate in January 2021.

What does Pride mean to you? Pride is a celebration of our community and our accomplishments, as well as a time to reflect on the work that still needs to be done. Pride is a reminder to carry forward our advocacy for the queer community, and to continue the important work of including all marginalized groups in our efforts.

On the fun side, Pride provides opportunities for the LGBTQ+ community to get together and have a good time! Events in June welcome those who may not be out in their lives to feel safe and valued, and know that they are not alone.

What has your experience been as a LGBTQ+ professional?

I was fortunate early in my career to meet out gay professionals who, whether they fully know their impact, served as important role models for me. As I struggled with acknowledging my identity and coming out, I felt that being openly gay would devastate my future career. I am grateful that I met queer women with successful professional and personal lives who helped me to see that I could excel in my work and be out at the same time. I am glad now to be at a firm that supports and celebrates all of its employees, and to have wonderful fellow LGBTQ+ colleagues to connect with.

How are you celebrating Pride this year? I plan to celebrate with my queer friends in June, both near and far. One thing that the year 2020 has taught me is to take



advantage of technology and not lose touch with my favorite people. I am looking forward to D.C.'s Capital Pride events in October and can't wait to attend with my girlfriend, Hannah, and our puppy, Jane!

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 that 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.

2021-2022 WORKING PARENT ADVISORY COMMITTEE



Dawn Wright
Partner, Dallas
Chair



Nicole Allen
Partner, Washington, D.C.



David Deterding
Partner, St. Louis



Ryan Gehbauer
Associate, Dallas



Norma Jackson
Chief Diversity and Attorney
Development Officer



Luke Sosnicki
Partner, Los Angeles

MARCH 2021: PANEL WITH THOMPSON COBURN WORKING PARENTS



**MICHELE
KLOEPPEL**



**CHRIS
HOHN**

Thompson Coburn Partners **Michele Kloeppel** and **Chris Hohn** provided their insight and experience of being a working parent at the Firm. They provided tips, suggestions, what has worked well for them pre and post-COVID in their households, and also answered questions that were posed to them.

OCTOBER 2021: PARENTING THROUGH A PANDEMIC

The Working Parent Affinity Group sponsored an October presentation by **Cristina Morelli, LFMT**, on guiding school-age children through various issues they may be experiencing because of the ongoing pandemic. Cristina talked about techniques to support children with emotion regulation, how to increase connection and attachment with children, and provided tips on improving stress management while helping and guiding children.

Cristina is a licensed family and marriage therapist who holds a Master's Degree in clinical psychology. She works for the Ventura County, California Health Care Agency and specializes in youth and family counseling.

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

2021-2022 WOMEN'S INITIATIVE STEERING COMMITTEE



Laura Jordan
Partner, St. Louis
Co-Chair



Katriina McGuire
Partner, Chicago
Co-Chair



Georgia Demeros
Partner, Chicago



J. David Duffy
Partner, Chicago



Vicky Gilbert
Partner, Los Angeles



Sarah Gilbert
Partner, New York



Jesse Halpern
Partner, Washington, D.C.



Ruthanne Hammett
Partner, St. Louis



Chris Hohn
Partner, St. Louis



Norma Jackson
Chief Diversity and Attorney
Development Officer



Michele Kloepfel
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



Anne Schuster
Chief Marketing Officer



Jeanne Siegel
Partner, New York



Arielle Strauss
Partner, New York



Dawn Wright
Partner, Dallas

2021-2022 WOMEN'S BUSINESS DEVELOPMENT COMMITTEE



Georgia Demeros
Partner, Chicago
Chair



Hope Abramov
Partner, St. Louis



Milada Goturi
Partner, Washington, D.C.



Ruthanne Hammett
Partner, St. Louis



Susan Lorenc
Partner, Chicago



Audrey Mense
Partner, Chicago



Christina Randolph
Partner, St. Louis



Anne Schuster
Chief Marketing Officer



Mackenzie Wallace
Partner, Dallas



Nicole Williams
Partner, Dallas



Angie York
Senior Manager of Events
and Special Projects

2021-2022 ASSOCIATE MENTORING JOINT SUB-COMMITTEE



Amanda Hettinger
Partner, St. Louis
Chair



Tony Anderson
Partner, Washington, D.C.



Jeff Brown
Partner, Los Angeles



Sarah Gilbert
Partner, New York



Clint Hansen
Partner, Chicago



Norma Jackson
Chief Diversity and
Attorney Development
Officer



Laura Jordan
Partner, St. Louis



Emily Wang Murphy
Partner, Washington, D.C.



Emily Peel
Partner, Chicago



Fred Richards, III
Partner, Chicago



Rebecca Shelton
Partner, Washington, D.C.



Nicole Williams
Partner, Dallas

THOMPSON COBURN WOMEN'S INITIATIVE SPOTLIGHT SERIES - WOMEN IN ESG

Thompson Coburn hosted a Women's Initiative Spotlight in October 2021 featuring members of our Environmental, Social & Governance (ESG) group. The speakers provided an overview of the services they provide within the sector, current clients and the growth of the industry within the Firm.

The Thompson Coburn Women's Initiative Spotlight Series is a quarterly program that focuses on female attorneys' professional careers, their practices and their client bases. Each session includes information relevant to attorneys at all experience levels. Leading this webinar were Thompson Coburn partners **Sara Chamberlain, Pam Meanes, Michele Kloeppel, Julie Hellmich** and **Mackenzie Wallace**.



WOMEN'S INITIATIVE ANNOUNCES 2021 WOMEN'S LEADERSHIP ACADEMY COHORT

Thompson Coburn's Women's Initiative launched the fourth co-hort of the Women's Leadership Academy (WLA) in 2021. WLA was developed to assist women partners in honing their leadership skills through intensive training by an expert coach, growing their practice and influencing the Firm and community through professional leadership opportunities.

The virtual program was facilitated by Hillary Sale, who is a nationally recognized leadership coach. Hillary currently serves as Associate Dean and Professor at Georgetown Law and an Affiliate Faculty Member at the McDonough School of Business at Georgetown.

2021 Women's Leadership Academy Co-hort



Suzanne Galvin
St. Louis

Julie Hellmich
St. Louis

Audrey Mense
Chicago

Shoko Naruo
St. Louis

Alexandra Rafferty
St. Louis

Sharon Rosenberg
St. Louis



Allie Isaak Rudroff
St. Louis

Lacey Searfoss
St. Louis

Rebecca Shelton
Washington D.C.

Jennifer Visintine
St. Louis

Mackenzie Wallace
Dallas

Jasmine Wynton
Dallas

Launched in 2015, WLA provides participants with significant internal visibility and the opportunity to connect with colleagues from other offices and practice areas within the Firm. In addition to the training sessions, the participants worked directly on firm-wide strategic initiatives. Several of these initiatives developed by previous WLA cohorts were incorporated into the Firm's strategic plan.

WOMEN'S HISTORY MONTH: A VISUAL, VIRTUAL CELEBRATION OF WOMEN

In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8, 1980 as National Women's History Week. Subsequent Presidents continued to proclaim a National Women's History Week in March until 1987 when Congress passed Public Law 100-9, designating March as "Women's History Month."

In 2021, many Women's History Month events and celebrations were pushed into virtual spaces. To help ensure everyone can still access resources documenting women's accomplishments throughout history, Google Arts and Culture had partnered with more than 40 institutions to provide virtual slideshows – accessible at home with no cost. Collections included profiles on women who decidedly impacted the cultural landscape, famous firsts in science and technology, stories from the fight for women's suffrage and trailblazers in the fight for equality across the globe.



Firmwide D&I Educational Offerings



Norma Jackson

2021

Courageous Conversations Around Race, Racism, Social Justice, and Allyship

This program was a safe forum for Thompson Coburn employees to directly address racism and racial bias, express viewpoints, share reactions, actively listen, and learn from fellow Thompson Coburn employees. These conversations are both difficult and uncomfortable; however, digging into discomfort and speaking openly is one of the best ways to build bridges between groups of people who may feel deeply divided.

JANUARY

What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias

In this interactive session, attendees engaged in a competitive game and visualization exercises, as well as created their own personal action plans to interrupt unconscious bias.



Kathleen Nalty

JULY

What Inclusive Colleagues Can Do to Combat Micro-Inequities and Aggressions

Inclusion is about creating an optimal workplace environment and culture where everyone can do their best work. Micro-inequities and aggressions damage relationships, trust, a sense of belonging, and employee engagement. This workshop helped people learn to deal effectively with these situations. Participants also discussed how to proactively contribute to a more inclusive workplace environment by committing micro-affirmations – positive, affirming behaviors and language to lift up others.

APRIL

Don't Be Blindsided by Unconscious Bias: How to Recognize and Interrupt It

Unconscious bias depends on everyone working to uncover it within themselves and making behavioral changes to interrupt it. Law firms are also implementing changes to structures and processes to embed bias interrupters to fight implicit bias on an organizational level. In this session, Thompson Coburn team members learned practical, research-based tactics for interrupting unconscious bias.

OCTOBER

The Impact of Gender Stereotypes: Tools for a "Gender Smart" Law Firm

The research is clear – gender diversity is linked to greater profits, better decision-making, and is critical to recruiting and retaining the best talent. A "Gender Smart" organization is an inclusive one where gender stereotypes get called out because they negatively impact both men and women. This forum explored research findings specific to gender bias and discussed solutions to build a stronger, more competitive firm.

SEPTEMBER

Best Practices for Working with LGBTQ+ Clients

The legal profession continues to maintain significant gaps in LGBTQ+ inclusion, according to the latest NALP Report on Diversity. The LGBT Bar Association is working to close those gaps with their diversity, equity, and inclusion consulting practice, Lavender Law 365™. This session addressed best practices for working effectively with LGBTQ+ clients. Presented by an openly transgender attorney with a background in transgender rights litigation, the program provided an intersectional approach to increasing fluency in matters related to sexual orientation, gender identity, and gender expression, and inspired allies into practical action that directly benefits clients and beyond.

Participants were encouraged to take the Harvard Implicit Bias Test prior to the session.



Dru Levasseur

OCTOBER

Diversity Speakers Series: Understanding the Agricultural Roots of Structural Inequities in the United States



Kim Bousquet

This inaugural program in the Thompson Coburn Diversity Speakers Series explored ways in which segregation in early colonial American agriculture influenced the development of

structural inequities that persist today. The Diversity Speakers Series endeavored to share knowledge and bring awareness to a range of topics focusing on diversity, equity, inclusion, and cultural competence that have an impact on our communities. Education is an essential element for enhancing diversity, equity, and inclusion. The program was led by Thompson Coburn litigation partner **Kim Bousquet**.



Firmwide Mental Health & Well-Being

FEBRUARY

Positive Psychology: Proactive Tools and

Techniques for Improving Lawyer Well-Being in the New Year

The aspiration to “feel better” is admirable, but shortsighted, especially for lawyers. We face formidable societal and organizational obstacles to achieving a sense of well-being. The factors that make lawyers a vulnerable population, in combination with mainstream messaging about positivity, create a counterproductive and harmful approach to lawyer well-being. This workshop introduced participants to the core concepts of Positive Psychology, busting myths about what it actually means to “think positive” and provided science-based proactive and productive techniques through which to shift towards more helpful thinking and behavior.



Chelsy Castro

Participants in this program learned:

- How lawyers are a particularly vulnerable population and how stress impacts the lawyer brain.
- How our stress-management (or lack thereof) can either put us at risk for or help protect us against potential ethical violations.
- What Positive Psychology is and is not.
- How to apply science-based Positive Psychology tools and techniques as healthy well-being habits for the new year.

MAY

The Lawyer Brain in Traumatic Times: Trauma is Not Just What

You Think

Trauma is a far subtler state of being than what our culture would lead us to believe. New research is challenging this well-worn concept, and studies motivated by the most recent global pandemic now point to the possibility that nearly 50% of the general population in the U.S. could be experiencing Trauma. This does not exclude those of us in the legal profession, and, due to the inherent risk factors for well-being in the legal profession, actually makes lawyers even more likely to be suffering from this condition.

This training challenged participants to question their preconceived notions about Trauma and equipped them to better identify it in themselves and in their fellow lawyers.

Participants in this program learned:

- How lawyers are a vulnerable population.
- What Trauma is and how to identify it in lawyers (with symptoms and behavioral examples).
- The ethical implications of unmanaged Trauma in the legal profession.
- How to communicate with someone who may be suffering from Trauma and how to manage your own response to their suffering.

Resilience in the Legal Profession: The Myth, the Mirage, and the Science

This workshop was held to train participants resilience in the legal profession. It provided a science-based understanding of the connection between resilience skills and lawyer well-being, including anxiety and depression. Additionally, it invited participants to challenge both their own and common misconceptions about resilience in the legal profession, providing observable behavioral examples.

Participants in this program learned:

- How lawyers are a vulnerable population.
- What resilience is and misconceptions about it in the legal profession.
- The connection between resilience skills and anxiety and depression in lawyers.
- 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 a lack of resilience skills for lawyers.
- Tools and techniques to build resilience and improve lawyer well-being.

THOMPSON COBURN BECOMES AN ABA LAWYER WELL-BEING SIGNATORY

In 2021, Thompson Coburn joined the more than 200 legal employers who have pledged to focus on mental health and well-being for their employees, particularly attorneys, who are vulnerable to higher rates of substance abuse and mental health disorders.

The pledge calls for legal employers (including law firms, corporate entities, government agencies and legal aid organizations) to (a) recognize that substance use and mental health problems represent a significant challenge for the legal profession and acknowledge that more can and should be done to improve the health and well-being of lawyers; and, (b) pledge to support the Campaign and work to adopt and prioritize its seven-point framework for building a better future.

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.



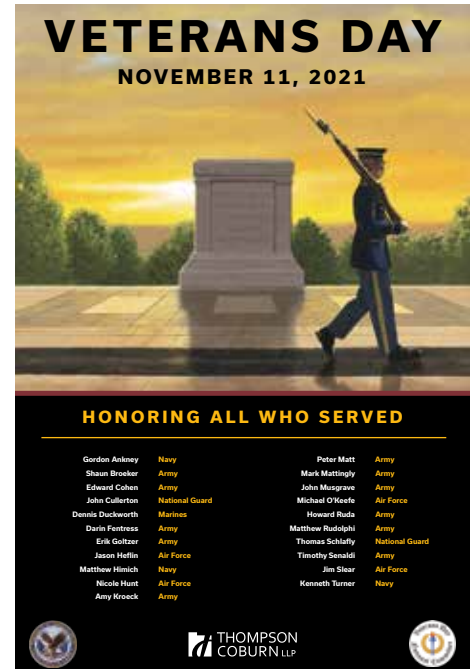
Our Veterans

VETERAN'S DAY 2021: 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 encourages all to consider reaching 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 – Air Force, Army, Marines, National Guard and the Navy.



Gordon Ankney – Navy

Shaun Broeker – Army

Ed Cohen – Army

John Cullerton – National Guard

Dennis Duckworth – Marines

Darin Fentress – Army

Eric Goltzer – Army

Jason Heflin – Air Force

Matthew Himich – Navy

Nicole Hunt – Air Force

Amy Kroeck – Army

Peter Matt – Army

Mark Mattingly – Army

John Musgrave – Army

Michael O'Keefe – Air Force

Howard Ruda – Army

Matthew Rudolphi – Army

Thomas Schlafly – National Guard

Timothy Senaldi – Army

Jim Slear – Air Force

Kenneth Turner – Navy

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