



Diversity & Inclusion Report

*A focused commitment to
diversity and inclusion is
critical to our success*

[Click here for print version](#)

Contents



1
A Message from
Our Managing Partner



2
Goals of Our Diversity
& Inclusion Initiative



3
A Message from
the Chair of
Our Diversity &
Inclusion Initiative



4
Office Leadership of
Our Initiative



6
Initiative
Subcommittees and
Chairs



7
Client and Community
Engagement



12
Retention and
Advancement of
a Diverse Workforce



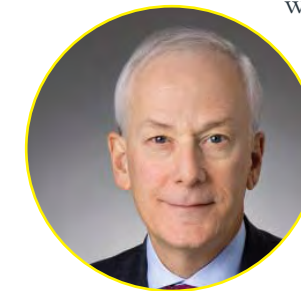
14
Enhancing the Pipeline



17
Looking Ahead

Our Commitment

The leadership of Thompson Hine believes that a focused commitment to diversity and inclusion is critical to our success. We know that our consistent ranking as one of the top business law firms in the country is due to the talent of our people. To continually deliver superior client service, we know that we must recruit and retain the best lawyers in the profession. We also recognize that this top talent is diverse in background, race, ethnicity, religion, sexual orientation, gender and physical capability. By embracing this diversity, we enhance the capabilities of our firm.



Diversity and inclusion are as important to our clients as they are to us – within their own organizations and in the firms with which they do business. During a recent presentation, one of our clients remarked, “When we don’t see the same diversity in law firms that we see in our own businesses, we conclude that they aren’t doing all they can to attract the best lawyers.” We absolutely agree.

Thompson Hine has a long history of commitment to diversity and inclusion, and our commitment remains strong and focused. More than a decade ago, we established a firmwide diversity program as a way to formalize our efforts and ensure sustained and meaningful results. Today, our Diversity & Inclusion Initiative continues to lead the way in directing our energies toward the promotion and advancement of diversity within our firm and our profession.

We are proud that our efforts are being recognized. In 2010 and 2011, we were named by *MultiCultural Law* magazine as a Top 100 Law Firm for Diversity and a Top 100 Law Firm for Women in the country. This acknowledgement is a testament to the stellar work of the firm’s Diversity & Inclusion Initiative and our Spotlight on Women® program. We applaud the leadership and members of these pacesetting initiatives for their enthusiasm, hard work and many accomplishments.

Thank you for this opportunity to share with you our commitment and achievements.

David Hooker, Managing Partner

Our Diversity & Inclusion Initiative Focuses on Three Goals

- 1. Promoting the value of diversity through client and community engagement.** We will promote the value of diversity and advance effective strategies to promote diversity through engagement with our clients and within the business community.
- 2. Supporting the retention and advancement of a diverse workforce through an inclusive culture, mentoring and professional development.** We will encourage diversity in the workplace by fostering an inclusive culture where everyone feels comfortable, valued and respected and by providing meaningful opportunities for mentoring and professional development.
- 3. Enhancing diversity within the firm and legal profession by being a champion for pipeline initiatives.** We will advocate pipeline initiatives to bolster the level of diversity of lawyers in our firm and throughout the legal profession.



Our Focus on Action

At Thompson Hine, a commitment to diversity and inclusion is a core value of our firm. This commitment begins with firm leadership, and it influences everything we do – from our hiring practices and internal policies to our relationships with our clients and our communities. It is truly who we are.

As one of the largest business law firms in the country, we believe we have a clear responsibility and a unique opportunity to promote the value of diversity and inclusion, not just within our own firm, but within the legal profession and the larger community as well. We embrace this responsibility and opportunity to be a champion for diversity.

Our Diversity & Inclusion Initiative plays a major role in putting this commitment into practice through meaningful action toward clearly defined objectives. Our goals of promoting diversity through client and community engagement, maintaining a diverse and inclusive workplace and ensuring a diverse pipeline of future legal professionals are supported by our actions – because we know that our actions speak loudest.

Our efforts are accomplished by strong local office and subcommittee leadership and by the large and growing number of lawyers and staff members across the firm who participate in our programs and activities. We draw support from our collaborations with firm clients and business partners and the engagement of community groups and legal and professional organizations. We owe a debt of gratitude to each and every individual who contributes to this action to promote diversity and inclusion in our firm, our profession and our communities.

Throughout this report, we feature a few of our most creative and powerful recent programs and partnerships, and we introduce some of our firm's tireless champions for diversity. It is our hope that this glimpse into the programs and people of our Diversity & Inclusion Initiative will provide a real insight into who we are and what we do, and into the depth of our commitment and focus.

In the coming months and years, as we continue to enhance, improve and expand our efforts, we hope our work will serve as an inspiration to others. We invite you to join us as we make progress toward a more diverse and inclusive future in our workplace and beyond.

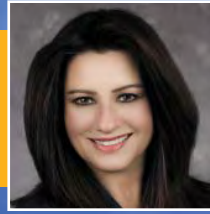
Robyn Minter Smyers, Firmwide Chair Diversity & Inclusion Initiative

Robyn is a partner in the firm's Real Estate and Corporate Transactions & Securities practice groups. She focuses her practice on commercial real estate acquisitions and sales, development, financing, leasing and corporate transactions, with a special focus on shopping center deals and complex construction projects. Prior to joining the firm, she clerked for Justice Albie Sachs on the Constitutional Court of South Africa and was a Benjamin Trustman Traveling Fellow in South Africa, where she worked for Archbishop Desmond Tutu. She received her J.D. from Yale University, where she was an Earl Warren/NAACP Legal Defense Fund Scholar. Robyn serves on the board of directors of The Diversity Center of Northeast Ohio.



Office Chairs Focus on Local Efforts

The office chairs of our Diversity & Inclusion Initiative lead the development and coordination of events, programs and office engagement to meet the unique needs of their local workplace and geographic region. They also collaborate on the creation of firmwide directives and their implementation at the local level.



Atlanta

Regardless of the diversity involved – race, ethnicity, gender, sexual orientation, religion or physical capability – our internal and external goals are the same: understanding, appreciation and inclusion.

– Ileana Martinez, Co-Chair

Ileana is a partner in the Product Liability Litigation, Life Sciences and Business Litigation practice groups. She focuses her practice on complex litigation including the defense of product liability matters that affect pharmaceutical, medical device and other scientific and engineering product manufacturers. She is a member of the Hispanic Bar Association. Ileana's community engagement includes her involvement in the Latin American Association, UNICEF and the Girl Scouts of Greater Atlanta.



Atlanta

Thompson Hine is a place where it doesn't matter that I use a walker or am openly gay. Inclusion is the "real world" here.

– Beth Davis, Co-Chair

Beth is a partner in the Environmental and Product Liability Litigation practice groups. Her environmental practice is focused on regulatory compliance, permitting, enforcement defense and litigation. Her product liability practice is focused on consumer product safety requirements. Beth is active in professional and community organizations such as the U.S. Green Building Council, International Association of Defense Counsel and Stonewall Bar Association. She chairs the Diversity & Inclusion Initiative's LGBT Taskforce.



Cincinnati

Diversity and inclusion are key parts of our firm's culture. We are committed to being a leader in the legal profession for efforts to instill these values. The goals we have set for our firm are very high.

– Patricia Mann Smitson, Chair

Trish is a partner in the Commercial & Public Finance practice group. She focuses her practice on corporate financing transactions. She is a former member of the firmwide Executive Committee and former partner-in-charge of the Cincinnati office. Trish has served on the boards of Downtown Cincinnati, The Greater Cincinnati Foundation, United Way of Greater Cincinnati and YWCA of Greater Cincinnati.



Cleveland

We are excited about our accomplishments, and we are even more excited about the future of the Diversity & Inclusion Initiative.

– Tony Brown, Vice Chair

Tony is the firmwide chief human resource officer, responsible for directing all human resources activities, including diversity and inclusion. He is active in the Diversity Professionals Group of the Greater Cleveland Partnership and serves on the Member Products Committee of its Commission on Economic Inclusion. A Business Volunteers Unlimited Minority Pipeline Initiative alumnus, he serves as vice chair of the board of directors and chair of the Program Committee for Big Brothers/Big Sisters of Greater Cleveland.



Columbus

At Thompson Hine, we have always known that diversity and inclusion make a law firm stronger and better able to respond to client needs.

– Scott Campbell, Chair

Scott is a partner in the firm's Business Litigation and Product Liability Litigation practice groups. He focuses his practice on civil and commercial litigation. Scott co-chairs the firm's Pro Bono Committee and serves on the Hiring Committee.



Dayton

Thanks to our diversity and inclusion efforts, our clients are even more satisfied with our performance. The communities in which we do business also benefit in many ways, seen and unseen.

– Wray Blattner, Chair

Wray is a partner in the firm's Environmental practice group. His practice includes defense of federal, state and local government enforcement actions and private party environmental litigation, environmental permitting, site remediation, regulatory compliance counseling and environmental management systems, environmental audits, commenting on rulemakings and counsel in connection with business and real estate acquisitions and sales. Wray serves on the board of directors of Culture Works, Dayton's arts fund and service agency organization.



New York

Our firm is committed to raising the bar for diversity and inclusion across the legal profession. Thompson Hine clearly benefits from a more inclusive and enjoyable workplace and we hope our initiative will serve as a model for other firms as well.

– Mildred Quinones-Holmes, Chair

Mildred is a partner in the firm's Commercial & Public Finance practice group. She focuses her practice on corporate trusts, structured finance, project finance and financial regulatory markets around the world, as well as general fiduciary matters, strategic partnerships and acquisitions. Prior to joining the firm, she was managing counsel for the global agency and trust business of The Bank of New York.



Washington

When it comes to inclusion and diversity, many law firms make a big to-do about talking the talk, but Thompson Hine really does walk the walk. In fact, we always have.

– Fern O'Brian, Chair

Fern is a partner in the Product Liability Litigation, Business Litigation and Life Sciences practice groups. Her practice is focused on health effects litigation and regulatory matters involving product liability and toxic torts, including litigation involving medical, pharmaceutical and consumer products and environmental exposures. Fern is active in the Tahirih Justice Center, which seeks to protect immigrant women and girls in the United States who are fleeing gender-based violence.

Subcommittees Focus on Challenges and Opportunities

Communications Subcommittee. The Communications Subcommittee coordinates all internal and external firm communications on diversity and inclusion.

There is a true sense of enthusiasm about the Diversity & Inclusion Initiative reverberating throughout the firm, and we continue to gain momentum.

– **Cindy Torres Essell, Chair**

Cindy is the firmwide associate director of professional development and diversity, responsible for the talent management and professional development of nonpartner lawyers. She also provides strategic support to the leadership of the Diversity & Inclusion and Spotlight on Women initiatives.



Recruiting Subcommittee. This subcommittee is tasked with assisting the firm's diverse lawyer recruiting efforts.

No two ways about it – diversity and inclusion are absolutely central to our recruiting process.

– **Wray Blattner, Chair**

Wray is a partner in the Environmental practice group and chair of the Diversity & Inclusion Initiative for the Dayton office.



Retention Subcommittee. This subcommittee focuses on the retention of Thompson Hine's diverse lawyer population through support and development of internal programs.

Retention of diverse employees is essential to the success of Thompson Hine.

– **Eric Clark, Chair**

Eric is a partner in Thompson Hine's Labor & Employment group in the Cincinnati office. Recognized by United Way as an Emerging Leader, he actively participates in community and charitable organizations, including Cincinnati C-Change, Mayor of Cincinnati's Young Professionals Kitchen Cabinet, Parents for Public Schools, Clifton Town Meeting and Cincinnati Uptown Consortium's Green Committee.



Outreach Subcommittee. This subcommittee is focused on empowering our lawyers to promote diversity and inclusion in our legal and general communities, as well as in our offices.

Our lawyers really appreciate opportunities to advance diversity and inclusion both inside and outside the firm.

– **Russell Rogers, Co-Chair**

Russ serves as partner-in-charge for the Atlanta office. He is vice chair of the Business Litigation group and a partner in the Product Liability Litigation practice. Russ serves on the board of directors of Embracing Differences.

What I admire most about this firm's approach to diversity is its longstanding, steadfast and very determined commitment to making it a reality, not just a goal that's nice to talk about.

– **Rebecca Brazzano, Co-Chair**

Rebecca is counsel in the firm's Business Litigation and Labor & Employment practice groups. She serves on the Pro Bono Committee in the New York office.



LGBT Taskforce. This subcommittee focuses efforts on recruiting and retaining lesbian, gay, bisexual and transgender lawyers and staff and promoting firm support for the LGBT community.

This is a firm where you can be yourself, period. If you are an outstanding professional who embodies client service excellence, you will fit right in.

– **Beth Davis, Chair**

Beth is a partner in the firm's Environmental practice group and co-chair of the Diversity & Inclusion Initiative for the Atlanta office.



Our Focus on Promoting Diversity Through Client and Community Engagement

We partner with clients and businesses, bar associations and legal organizations, professional groups and community organizations to focus on outreach to promote the value of diversity and advance effective diversity strategies beyond our firm. We are pleased to share some recent highlights in this area.

Promoting Executive Engagement Through Client and Civic Partnerships: The Executive Leadership Forum

Our partnership with client Forest City Enterprises and the Greater Cleveland Partnership Commission on Economic Inclusion resulted in a unique series of programs geared to provide C-level executives with the necessary tools to create diversity initiatives in their organizations. After more than a year of planning and collaboration, the Senior Executive Forum: Diversity and Inclusion Forum for C-Level Executives series became a reality. With our next events already on the calendar and more in development, this groundbreaking executive training program is sure to have an impact throughout business and nonprofit organizations in Northeast Ohio.

Thompson Hine also is engaged with the Greater Cleveland Partnership and its Commission on Economic Inclusion in hosting and sponsoring Diversity Professionals Group meetings and serving as an active member in the Minority Business Accelerator initiative.



The Executive Leadership Forum provides participants with the knowledge and tools they need to create diversity initiatives in their organizations.

Client and Community Engagement



Enjoying the Stonewall Bar Association of Georgia Annual Awards Dinner were (l-r) Vince Tortorici, Leslie Suson, Beth Davis and Deadra Moore.

Embracing Diversity in the Legal Profession: The Stonewall Bar Association of Georgia

Thompson Hine is a Platinum Level sponsor of the Stonewall Bar Association of Georgia (SBA), founded in 1995 to develop a coalition of legal advocates for LGBT people, provide networking and educational opportunities for members and the community, form coalitions with similar organizations throughout the state, and foster positive relationships with judges. The SBA publishes a Web directory of lawyers responsive to the needs of LGBT clients. SBA's membership includes not only lesbian, gay, bisexual and transgender persons, but straight allies as well. At its 16th Annual Awards Dinner, held at Greystone in Atlanta's Piedmont Park, Thompson Hine was well represented by Atlanta office lawyers and staff.

Sponsoring Community Outreach Through Partnerships With Legal Associations: NJCCA Events

For years Thompson Hine has been a primary sponsor of the New Jersey Corporate Counsel Association's (NJCCA) community outreach efforts. Led by Outreach Subcommittee co-chair Rebecca Brazzano, we played an important role in its annual Holiday Book Wrapping Party, an event that engaged a group of volunteers in the New York and New Jersey business communities to wrap 360 children's books for donation to children living in domestic violence shelters throughout New Jersey. Rebecca is a winner of NJCCA's Community Service Award.



The Thompson Hine crew at NJCCA's Build-A-Backpack event in New Jersey. Pictured (l-r) are Rebecca Brazzano, former partner JC Miller and Jaelyn Edwards.

Celebrating Diversity in the Community Through Events: Walk, Rock & Run

Since 2002, The Diversity Center of Northeast Ohio has collaborated with The Rock and Roll Hall of Fame and Museum to sponsor the annual Walk, Rock & Run – a community walk-a-thon and 5K race in celebration of Northeast Ohio's diversity. Thompson Hine has been active in these celebrations since the beginning. In the weeks leading up to the event, we collect individual contributions and host a series of "lunch and learn" sessions to share information about the purpose of the event and the mission of The Diversity Center. On the day of the event, 100 Thompson Hine employees, family members and friends joined 5,000 other Northeast Ohio residents to celebrate and promote diversity.



Team Thompson Hine had a good time celebrating the diversity of Northeast Ohio in the Diversity Center's Annual Walk, Rock & Run.

The Diversity Center of Northeast Ohio was founded in 1927 with the goal of eliminating bias, bigotry and racism. It is committed to building communities where all people are respected, connected and valued. Thompson Hine is proud to sponsor and support many Diversity Center programs and events, including its Humanitarian of the Year awards dinner and the LeadDIVERSITY Program. David Hooker is a life board member, and Robyn Minter Smyers serves on the board of directors.

Facilitating Dialogue Through Creative Programming: A Discussion About Othello and Diversity



In Cleveland, we were thrilled to participate in a unique dialogue about diversity at an inspired event held in conjunction with the Great Lakes Theater Festival's production of Shakespeare's *Othello*. Producing artistic director Charles Fee and the lead actors joined us for a discussion about the play's themes of prejudice, power and passion and their relevance in today's world. The event included preview performances of scenes from *Othello*. Firm clients and leaders from KeyBank, PNC, Forest City, the Illuminating Company and The Diversity Center of Northeast Ohio joined Thompson Hine partners for this extraordinary event, which was developed by firm partner Bill Jacobs, immediate past president of the board of the Great Lakes Theater Festival.

Participating in Community Education: Nonprofit Group Welcomes Civil Rights Leader

Robyn Minter Smyers, former partner April Miller Boise and summer law clerk Hannah Hollifield participated in a “Community Conversation” with legendary civil rights leader Rep. John Lewis (D-Ga.) at John Hay High School in Cleveland. The event was hosted by Facing History and Ourselves, a nonprofit organization that promotes education as the key to combating bigotry and nurturing democracy.

Expanding the Diversity of Our Suppliers and Vendors: Firmwide Program Is a Win-Win

As part of our focus on client and community engagement, we support diversity in the external suppliers of goods and services to our firm. To this end, in 2008 we created a task force to work with firm client and minority-owned business Accel Advisors, Inc. to create a formal Diversity Supplier Program for our firm. Through evaluation of expenditures, outreach to diverse suppliers and incorporation of diversity criteria into all requests for proposals, we seek to support qualified minority-owned companies. All indicators show a significant increase in our number of diverse suppliers, as well as cost-saving benefits for the firm.



Robyn Minter Smyers (left) and former partner April Miller Boise with Rep. John Lewis at John Hay High School in Cleveland for a community conversation about civil rights and civic responsibility.

Revitalizing Affinity Bar Associations: Cleveland Associates Create Opportunities



Barbara Lum

The firm's support has been invaluable from the beginning. Thompson Hine knows that Cleveland's Asian community is important.

When Barbara moved to Cleveland in 2010 to join the firm's Product Liability Litigation practice group, she discovered that the Asian American Bar Association of Ohio had been inactive for nearly a decade. Barbara set about changing that, and the firm supported her efforts, hosting the revival meeting of the group. One year later – with Barbara's hard work and the firm's continued support – the Association is going strong and growing. Barbara is on the board of trustees, providing leadership in mentoring programs and judicial and political qualifications activities. She is also a member of the National Asian Pacific American Bar Association and an organizer of Cleveland's Annual Asian Festival. Barbara is a lawyer in the Product Liability Litigation practice group.



Jacinto Núñez

Thompson Hine values diversity and inclusion, and I appreciate that we are making efforts to become an industry leader in this area.

Jacinto was elected vice president of the Ohio Hispanic Bar Association (OHBA) in early 2011. Just a year earlier, this leadership role didn't even exist, because OHBA, founded in 1982, had become dormant. Jacinto was among a small group of Northeast Ohio lawyers who spearheaded the reorganization of the group. As Jacinto works to gain solid footing for the group, he counts on Thompson Hine to provide administrative support and host receptions and meetings. Jacinto is a lawyer in the Real Estate practice group.

Sharing Our Experience Through Media Partnership and Support

Kaleidoscope Magazine is a Northeast Ohio publication with a focus on diversity. Our partnership activities include contribution of a bimonthly column, advertising and participation in events, such as the publication's 40-40 Club reception honoring emerging African-American leaders under 40 years of age.

Other Recent Client and Community Engagements

- Supporting events of diverse bar associations and legal associations, such as the Greater Cincinnati Minority Counsel Program, Korean American Lawyers Association of Greater New York, Norman S. Minor Bar Association (for Cleveland's African-American lawyers) and New York City Bar Association's Annual Diversity Champion award.
- Presenting at client-sponsored and professional programs including KeyBank and Eaton's Legal Services Diversity Summit, Invacare's Diversity Council and Fifth Third Bank's Diversity Board on topics such as “How Law Firms and Corporate Law Departments Can Work Together to Improve Diversity” and “Embarking on a Diversity and Inclusion Initiative.”
- Collaborating with clients, businesses and community organizations to support community outreach events, including The African American Speaker Series in Cincinnati; the Latin American Association's 22nd Annual Ball in Atlanta; a reception for Interstages in Washington, which supports community after-school programs; the Hispanic Alliance's launch reception in Cleveland; and a reception event for Cool Girls in Atlanta, an organization that helps teen girls break the cycle of poverty, teen pregnancy, racism and sexism.
- Supporting the development of the Business Volunteers Unlimited Minority Pipeline Program in Cleveland to strengthen minority leadership engagement in nonprofit organizations.
- Playing a lead role in Cleveland State University's Third Annual Diversity Management Conference, focused on diversity management in the practice of law and education. Robyn Minter Smyers was a panelist in the session titled “What Partners Can Do to Keep Minorities and Women in Their Law Firms,” and Frank DeSantis presented on the topic of legal ethics. Tony Brown worked closely with Cleveland State's Diversity Management program to help organize the event.



Don Messinger (left) and Tony Brown are active in Business Volunteers Unlimited outreach.

Our Focus on the Retention and Advancement of a Diverse Workforce

Our goal to support the retention and advancement of a diverse workforce begins, as it should, within our own firm. Because we believe that a diverse workforce is a key driver of our firm's success, we support our diverse lawyers and staff by creating an inclusive culture where everyone feels valued and respected. We provide mentoring opportunities to all who are interested, and we create professional development opportunities to enable our diverse workforce to advance and thrive.

Our focus on this goal includes providing:

A formal firmwide Minority Associate Adviser Program, available to all junior minority lawyers who wish to be paired with more senior lawyers who provide career coaching and mentoring

Alternative work schedules through our formal Flexible Schedule program

A 360° Mentoring Program in the Cleveland office, which provides a structure for the firm's diverse lawyers to support each other and build professional networks within the firm

Promotion of leadership development and learning opportunities for our nonpartner lawyers through client, professional and civic collaborations and partnerships

Health care benefits for same-sex domestic partners

Ongoing informal outreach to lawyers and staff through firmwide communications about diversity topics

Mentoring, networking and professional development opportunities for our women lawyers through our firmwide Spotlight on Women program

Support for our lawyers and staff who seek leadership roles with affinity bar associations and other external organizations where they can hone their skills and increase their professional and community networks

Supporting Professional and Leadership Development Through LeadDIVERSITY

Thompson Hine joined The Diversity Center of Northeast Ohio in celebrating the 10th anniversary of its LeadDIVERSITY program. Each year, 30 diverse professionals representing every business sector across Greater Cleveland are selected to participate in a yearlong diversity-training curriculum that prepares graduates to lead their organizations toward a more diverse and inclusive culture. Cleveland partner Kip Bollin was the firm's first LeadDIVERSITY graduate, a member of the Class of 2003. Our most recent graduate is Angela Simmons, Class of 2010. Through participation in this renowned program, our young lawyers gain valuable leadership skills, and the firm gains a cadre of educated and informed diversity leaders with skills and vision to lead our focus on diversity and inclusion into the future.



Thompson Hine encourages us to take advantage of professional development and leadership opportunities, supports us when we get involved, and acknowledges and celebrates our achievements.

– Angela Simmons

Angela is a lawyer in the Labor & Employment and Product Liability Litigation practice groups. In 2010, she was inducted into the *Kaleidoscope Magazine* 40-40 Club, which annually recognizes 40 emerging African-American leaders ages 40 and under who are making significant contributions in the Greater Cleveland area and within their organizations. Angela was also recently selected to serve in a leadership role as a member of Cuyahoga County's Human Resource Commission.

Tony White, a Powerful Mentor in Columbus

Tony is a member of the firm's Executive Committee and partner-in-charge of the Columbus office. As a highly successful and respected member of the Columbus business and legal communities, Tony is a great role model, source of inspiration and mentor to young lawyers.

He is an active supporter of diversity initiatives, within both the firm and Greater Columbus community. He is a member of the Columbus Bar Association's Managing Partners Diversity Initiative, which focuses on increasing the hiring and retention of minority lawyers at law firms in Central Ohio.

A partner in the Business Litigation practice group, Tony's practice focuses on complex business litigation with an emphasis on employment and transportation/trucking litigation.

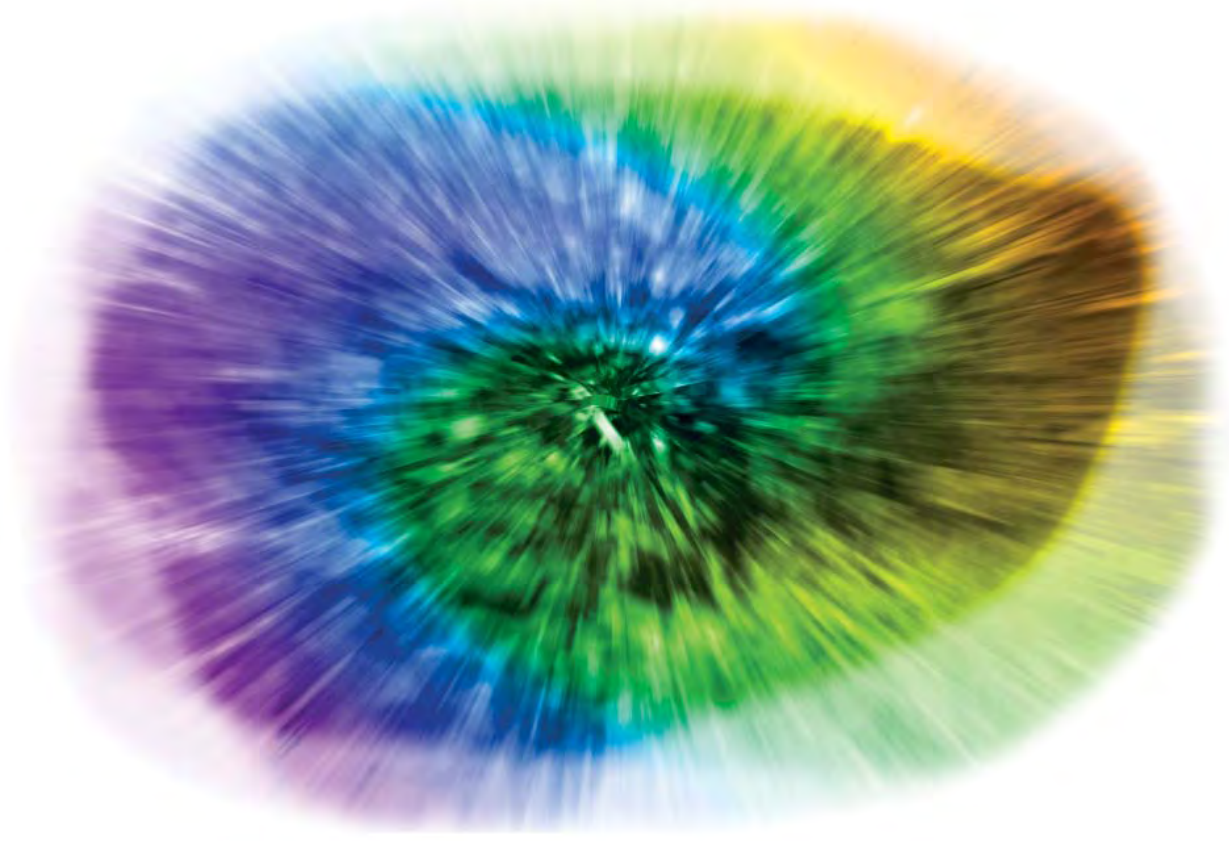
Tony is so approachable. His door is always open to discuss a case, talk about professional development, or even sports. And he knows how to work with associates, offering explicit directions and valuable feedback. These things make him a really special kind of mentor.

– Terrance Mebane, Columbus associate



Firm management does more than simply support the goals of our diversity initiative. We believe in them.

– Tony White



Our Focus on the Future: Enhancing Diversity in the Legal Profession

We know that the success of our efforts to attract the best and most diverse lawyers to Thompson Hine is inexorably linked to the diversity of the legal profession at large. Because of this, we embrace our responsibility to create and champion initiatives that fuel the pipeline of diverse talent into the legal profession. Some of our recent and ongoing engagements in this area include:

- Hosting and presenting at numerous receptions, conferences and events for minority law student groups, including the Latin American Law Students Association at Emory University in Atlanta and the Black Law Students Association in Columbus.
- Serving as a founding sponsor and presenting at the Asian Pacific American Law Students Association's First Annual Midwest Conference held at the Case Western Reserve University School of Law.
- Participating in the Ohio Supreme Court's Law and Leadership Institute, which provides minority high school students with yearlong instruction followed by internships in our Cincinnati, Cleveland and Dayton offices.
- Supporting activities that introduce minority high school students to the legal profession, such as the Gate City Bar Association's Justice Robert Benham Law Camp in Atlanta, Saint Martin de Porres High School Corporate Work Study Program in Cleveland and Summer Work Experience in Law program in Cincinnati.
- Sponsoring minority clerkship programs of the bar associations in Cleveland and Columbus, including offering clerkships and hiring full-time associates through the program.

Supporting Pipeline Programs



Jeanette Rodriguez-Morick (front row center) and other legal professionals (front row) shared their experiences as former law clerks at a JMBJIP orientation workshop for student judicial interns in New York.

Jeanette Rodriguez-Morick is a founder and co-chair of the Joint Minority Bar Judicial Internship Program (JMBJIP) in New York. She began working with the JMBJIP when she served as a law clerk for the Honorable Dora L. Irizarry of the U.S. District Court for the Eastern District of New York in 2004. When she joined Thompson Hine, she brought her enthusiasm to the firm. We support the program through monetary sponsorships and provide hands-on assistance, such as support with mailings and tracking incoming applications.

The JMBJIP annually provides second-year law students from a number of law schools internships with state and federal judges in the New York state area. Initially a venture of the Puerto Rican Bar Association, the JMBJIP now includes the participation of the Asian American Bar Association of New York, Metropolitan Black Bar Association, Nigerian Lawyers Association and others. Yesenia Batista, a lawyer in the Commercial & Public Finance practice group, is the Student Outreach Committee chair of the program.

The Joint Minority Bar Judicial Internship Program affords opportunities and avenues to these students that are not normally available to them. I'm so happy that our support helps make it happen.

– Jeanette Rodriguez-Morick



Jeanette Rodriguez-Morick is a lawyer in the Antitrust, Competition & Distribution and Business Litigation practice groups. In addition to her work with the Joint Minority Bar Judicial Internship Program, Jeanette also serves on the Event Committee for the Latina Trailblazers Breakfast and on the board of directors of New York's Eastern District Civil Litigation Fund, where she has played a key role in obtaining translation services in pro bono cases.

Hands-On in Columbus:

Terrance Mebane Supports Minority Pipeline Efforts



Terrance Mebane is one of 15 area lawyers who volunteered their time to interview candidates for the Columbus Bar Association's Minority Clerkship Program.

Terrance Mebane joined Thompson Hine as a lawyer in the firm's Business Litigation practice in 2010. His tireless efforts to encourage and support diverse law students in and around Columbus have earned him the reputation of "pipeline ambassador" with the members of the Diversity & Inclusion Initiative and around the firm. Terrance serves as mentoring chair and board secretary of the John Mercer Langston Bar Association, which is comprised primarily of African-American lawyers throughout Central Ohio. In this role, he is engaged in outreach to area law students. He is also a member of the Minorities in the Law Committee of the Columbus Bar Association, which supports minority clerkships in area firms and public companies. He presents on topics including writing, exams and landing summer internships to members of black law students associations and other law student groups. In his spare time, Terrance offers informal mentoring and encouragement to students at various area law schools.

Terrance focuses his practice on general civil and commercial litigation matters. Prior to joining Thompson Hine, he served as a judicial extern for Judge Terence P. Kemp of the United States District Court for the Southern District of Ohio.



We don't just have a committee. We have a mindset.
– Jaelyn Edwards

Washington associate Jaelyn Edwards serves on the Outreach Subcommittee. As a Georgetown University law student, Jaelyn was a summer law clerk in our Washington office and a winner of the firm's \$10,000 diversity scholarship.



Our Focus Moving Forward

Thank you for your interest in Thompson Hine's Diversity & Inclusion Initiative. We are proud of the unwavering commitment of our leadership, lawyers and staff to promote diversity and inclusion through the programs and activities of the Initiative – both inside and outside the firm.

We are excited about our success and optimistic about the future. As this report goes to press, we continue to gain momentum through development of new internal programs and the revitalization of existing ones, expansion of external alliances and creation of new partnerships. As a glimpse into some of these activities, be on the lookout for:

- Development of a firmwide staff taskforce to give nonlawyer staff opportunities for dialogue with each other and firm leadership regarding their unique diversity issues.
- Improvements to our Minority Mentoring Program, which pairs senior lawyers with junior minority lawyers who wish to receive mentoring and career coaching.
- New sponsorship of community events such as the Cleveland Asian Festival, which drew more than 10,000 visitors in its first year for a weekend celebration of Asia's diverse cultures.
- Expanded sponsorship engagement in minority pipeline events such as JMBJIP's farewell reception for interns at the end of the summer and professional affinity group events such as LatinoJustice's Latina Trailblazers Breakfast in New York.
- Development of inspired new events such as a panel discussion in Atlanta featuring local judges speaking about diversity and inclusion issues from the perspective of the bench.
- Opportunities to participate in upcoming professional events such as the highly successful Executive Leadership Forum in Cleveland.

Our Diversity & Inclusion Initiative is a work in progress. While our programs and methods to attain our goals will vary over time, our focus on diversity and inclusion will not. We hope other firms will follow our lead in establishing meaningful diversity and inclusion programs, and we welcome opportunities to help organizations formalize their own efforts.

Once again, thank you for sharing our focus on diversity and inclusion.



Tony Brown, Chief Human Resource Officer

Cindy Torres Essell, Associate Director of Professional Development and Diversity



Cindy and Tony are alumni of the Business Volunteers Unlimited Minority Pipeline Initiative. Cindy serves on the board of directors of the Rainey Institute, and Tony serves as vice chair of the board of directors and chairs the Program Committee for Big Brothers/Big Sisters of Greater Cleveland.



Established in 1911, Thompson Hine is a business law firm dedicated to providing superior client service. The firm has been named one of the top two law firms in the country for client service and the only firm ranked in the top tier for “Provides Value for the Dollar,” according to the 2011 *BTI Client Service A-Team: Survey of Law Firm Client Service Performance*. The firm has offices in Atlanta, Cincinnati, Columbus, Cleveland, Dayton, New York and Washington, D.C. With approximately 400 lawyers, Thompson Hine serves premier businesses worldwide, including:

- | | | |
|-------------------------------|---------------------------------|------------------------------|
| AKZONOBEL INC. | ENERGIZER/EVEREADY | NATIONWIDE MUTUAL |
| AMERICAN CHEMISTRY | EXXON MOBIL CORPORATION | INSURANCE COMPANY |
| COUNCIL, INC. | FIFTH THIRD BANK | NETJETS INC. |
| AMERICAN STEAMSHIP COMPANY | FORD MOTOR COMPANY | NEWELL RUBBERMAID INC. |
| AVERY DENNISON CORPORATION | FORMICA CORPORATION | NORDSON CORPORATION |
| BUCKEYE POWER, INC. | GODIVA CHOCOLATIER, INC. | OFFICE DEPOT, INC. |
| CENTRAL GULF LINES, INC. | GOODRICH CORPORATION | PARKER HANNIFIN CORPORATION |
| CENTRAL HUDSON GAS & | THE GOODYEAR TIRE & | POLYONE CORPORATION |
| ELECTRIC CORPORATION | RUBBER COMPANY | PPG INDUSTRIES |
| CH ENERGY GROUP, INC. | THE HARTFORD | THE PROCTER & GAMBLE COMPANY |
| CHIQUITA BRANDS | JO-ANN STORES, INC. | R+L CARRIERS, INC. |
| INTERNATIONAL, INC. | KEYCORP/KEYBANK | S.C. JOHNSON & SON, INC. |
| COLUMBUS ZOO AND | LEXISNEXIS | SHELL OIL COMPANY |
| AQUARIUM/ZOOMBEZI BAY | LIMITED BRANDS | SOLVAY S.A. |
| CROWN EQUIPMENT CORPORATION | THE LUBRIZOL CORPORATION | STERIS CORPORATION |
| THE DAVEY TREE EXPERT COMPANY | MEADWESTVACO CORPORATION | THE TORO COMPANY |
| DEVELOPERS DIVERSIFIED | MILACRON INC. | VERIZON |
| REALTY CORPORATION | MISSION ESSENTIAL PERSONNEL LLC | WELLPOINT, INC. |
| EATON CORPORATION | MORGAN STANLEY | WHIRLPOOL CORPORATION |

For more information, send an email to AskUs@ThompsonHine.com

OUR CLIENT SERVICE PLEDGE

What Our Clients Can Expect From Us . . .

1. **We will know your business.** We make it our business to understand your business. We will invest our time and resources to develop and maintain knowledge of the dynamics that impact both your industry and your organization. Understanding your business will help us provide better counsel to you.
2. **We will plan our engagements with you.** We know that clients differ in their goals, risk tolerance and a variety of other factors that must be taken into consideration before work can begin on any matter. At the beginning of every significant matter, we will work with you to develop a plan to meet your strategic goals. By agreeing on a plan at the beginning – and adjusting it as needed – we will stay focused on what is most important to you.
3. **We will manage your work as if we were the client.** We will work with you to manage your costs. We will staff every matter with the right resources, and we will manage the work as if we were the client – delivering the highest quality of service on time and in the most cost-effective manner.

What Our Clients Can Do To Help . . .

4. **We will be available when you need us.** We recognize that you often need to make swift decisions and act quickly. We will be ready to act for you when you need us, and we will make ourselves available wherever and whenever necessary.
 5. **We will communicate often.** Our goal is that you will never be surprised about developments in anything we are handling. We will provide regular updates on the progress of your matters, including all significant developments and changes to scope, timeline or budget.
 6. **We will provide the highest-quality counsel.** Above all else, we stand for the highest quality. Our lawyers, paralegals and staff take pride in the work they do. From the boardroom to the courtroom, you can count on Thompson Hine for the highest-quality service.
1. **We ask you to share your goals.** The more we know about your goals, the better we can manage our services to help you attain them. If your goals change as a matter progresses, we ask that you tell us, so we can adjust our approach to meet your expectations.
 2. **We want to know your preferences for working with us.** We ask you to tell us your preferred methods of communication, invoice and billing procedures, and anything else that is important to you, so that we can deliver our service the way you want it.
 3. **We need your feedback.** We want your feedback on our performance so that we can continue to meet and exceed your expectations.