

THOMPSON  
HINE

## **Making Waves**

*The ripple effect of inclusion*



# Contents

Words from Roy E. Hadley, Jr., Firmwide Chair, Diversity & Inclusion Initiative.....2

A Note from Deborah Z. Read, Managing Partner .....3

Our Wave Makers .....4

Ripples in the Water .....6

Riding the Crest of a Wave .....8

Turning the Tide.....10

Creating a Cascade of Change .....12



At Thompson Hine, we strongly believe that gender equality and diversity go hand in hand with the culture of an organization. We see the importance of uniting our efforts as a collaborative business strategy. The bottom line is to make Thompson Hine a better place for everyone – a goal shared by both Spotlight on Women® and the firm’s Diversity & Inclusion Initiative.

# THOMPSON HINE

## Making Waves

*The ripple effect of inclusion*

“When you drop any new idea in the pond of the world, you get a ripple effect. You have to be aware that you will be creating a cascade of change.”

- Joel A. Barker



## Words from Roy E. Hadley, Jr., Firmwide Chair, Diversity & Inclusion Initiative

After much thought and consideration, we decided upon “Reflections” as the theme for last year’s report of the Diversity & Inclusion Initiative. “Reflections” was much more than a title; it was a yearlong journey that opened our eyes to where we have been.

After serving as chair of the Diversity & Inclusion Initiative for more than five years, Robyn Minter Smyers assumed the role as partner-in-charge of Thompson Hine’s Cleveland office and welcomed me as the new firmwide Diversity & Inclusion Chair. During Robyn’s tenure, the firm implemented exciting internal programs such as the Diversity Champion Award. Additionally, the firm sought to collaborate with clients, business partners and other external organizations to help facilitate diversity and inclusion in our communities.

It is my hope that in 2015 and beyond we can meet and exceed the standard that Robyn set in making Thompson Hine one of nation’s leading law firms in diversity and inclusion.

This year, after looking back on our firm’s journey toward a more diverse and inclusive culture, we settled on “Making Waves: The Ripple Effect of Inclusion” as the theme for this year’s Diversity & Inclusion Initiative report.

The idea of “the ripple effect” takes us back to the youthful excitement of tossing stones in a pond and watching the resulting ripples. Part of the amazement is how just one stone has such a widespread

effect on the water. Yet the real fascination of throwing pebbles into a pond comes when you realize the stone itself has no power – YOU must take action to create ripples. And take action is just what we set out to do this year. It is our hope that the small stones we cast both within the firm and within the community will create ripples out into the greater world, ensuring that diversity and inclusion are seen and felt by all.

In reflecting upon the past year, many things stand out. We went “all out” for Gay Games 9, hosted in Cleveland. We sponsored the games and supported the LGBTQ Cultural Competency Training program created and facilitated by The Diversity Center of Northeast Ohio.

Our Atlanta office hosted a reception for clients and friends at the new National Center for Civil and Human Rights. This breathtaking facility highlights the efforts that have been made and will continue to be made in the areas of civil and human rights, both in America and around the world. Prior to the reception, we had a fireside chat with former United Nations Ambassador Andrew Young, whose perspective on civil and human rights both amazed and inspired our lawyers, our friends and our families.

Earning a perfect score of 100 for a third year in a row on the Human Rights Campaign (HRC) Corporate Equality Index and receiving recognition as a “Best Place to Work for LGBT Equality” demonstrates our commitment to embracing a more inclusive culture.

These are just a few of the many events and achievements over the past year that illustrate our sincere desire to promote diversity and inclusion, not only within our firm, but also in our broader communities. While our efforts were well received, we realize that we have a lot of work yet to do as diversity and inclusion continue to face many challenges.

As a committee, we find ourselves humbled by not only what we have accomplished over the past year, but also by the inroads we have made in building an inclusive and supportive culture. On behalf of the Diversity & Inclusion Initiative, I thank you for your continued support of our efforts to promote equality and fairness for all.



## A Note from Deborah Z. Read, Managing Partner

“Making Waves” is about the ripple of ideas we push out gently into our community. We have indeed come a long way, but as we have all learned and know by now, we still have much work to do. With our past successes underpinning our efforts, we remain very optimistic and encouraged with respect to diversity and inclusion and look forward to continued successes. We are very proud of our efforts and our partnering with the greater community to promote diversity and inclusion.

In last year’s Diversity & Inclusion Report, I mentioned that community engagement is one of the things we do well as a firm. We demonstrated this strength through our success in garnering support for Gay Games 9.

The Gay Games are widely recognized as “one of the most inclusive sports and cultural events in the world.” The games were a monumental movement for the city of Cleveland, and I am proud of the outpouring of participation we saw across all firm offices. It is one thing for an organization to say it embraces diversity and inclusion, but it takes a considerable amount of time and energy to back that statement with actions.

What we have garnered from the actions of the past year is that we are on the right track. Our years of brainstorming, growing, and ups and downs have put us on the right course to where we now have the opportunity to watch with amazement at the ripple effect of our actions.

I join Roy in thanking you for your continued support of our efforts, as well as extending gratitude to Robyn for her service as Diversity & Inclusion Chair. While nearly all companies recognize the importance of diversity, many have not yet combined their diversity management practices with the inclusive culture needed to truly drive value. This is where we are headed and we welcome you to ride the tide with us as we continue our journey beyond diversity to inclusion.

A white handwritten signature that reads "Deborah Z. Read".



# Our Wave Makers

## Firmwide Leadership & Office Chairs

As a firm, we believe the art of being a great leader is knowing when and how to toss stones to get the pond to ripple – that is, when to be effectively disruptive. Our Diversity & Inclusion Initiative is backed by individuals who are committed to making waves in support of the firm's focus on fostering an inclusive culture and a diverse workplace.



**1. Firmwide Chair**  
**Roy E. Hadley, Jr.**

*Partner, Corporate Transactions & Securities; International; Privacy & Information Security*

**2. Atlanta Co-Chair**  
**Elizabeth B. (Beth) Davis**

*Partner, Environmental; Product Liability Litigation; Water Technology, Finance & Regulation*

**3. Atlanta Co-Chair**  
**Z. Ileana Martinez**

*Partner, Business Litigation; Life Sciences; Product Liability Litigation*

**4. Cincinnati Co-Chair**  
**Stephen Richey**

*Partner, Labor & Employment; Business Litigation; ERISA Litigation; Privacy & Information Security*

**5. Cincinnati Co-Chair**  
**Carrie A. Shufflebarger**

*Partner, Intellectual Property; Business Litigation; Privacy & Information Security*

**6. Cleveland Chair**  
**Eduardo Kim**

*Partner, Commercial & Public Finance; Energy; International*

**7. Columbus Chair**  
**Scott A. Campbell**

*Partner, Business Litigation; Product Liability Litigation*

**8. Columbus Vice Chair**  
**Philip B. Sineneng**

*Associate, Business Litigation*

**9. Dayton Chair**  
**Susan C. Cornett**

*Partner, Real Estate*

**10. New York Chair**  
**Michael W. Jahnke**

*Partner, Antitrust, Competition & Trade Regulation; Business Litigation; Corporate Transactions & Securities; Intellectual Property*

**11. Washington, D.C. Chair**  
**Samir D. Varma**

*Associate, International Trade & Customs; White Collar Criminal Practice, Internal Investigations & Government Enforcement*

## Champions & Trailblazers – Our 2014 Diversity Award Recipient



Each year, the Thompson Hine Diversity Champion Award is awarded to the individual(s) who best exemplifies the firm's commitment to diversity and inclusion in their

professional and personal lives. The recipient(s) shall have demonstrated exceptional commitment and effort, both within the firm and in the community at large, to encourage, promote, value and include persons of diverse gender, ethnicity,

religion, sexual orientation, gender expression, age, socio-economic status, and physical and intellectual abilities.

To celebrate those accomplishments by key individuals both in and outside of our organization, on October 27, 2014 we held our 4th Annual Diversity Champion Lunch in our New York office with live video broadcast firmwide. Our Diversity Champion Lunch is a time for us to shine light on those not just within the walls of Thompson Hine, but in the community at large who are making strides in the areas of diversity and inclusion.

The 2014 Thompson Hine Diversity Champion Award was presented to **Barbara A. Lum**, an associate in the firm's Cleveland office. Among her many accomplishments since joining the firm in 2010, Barbara was instrumental in

restarting the Asian American Bar Association of Ohio and is a founding board member and current president of the organization. She is active in the National Asian Pacific American Bar Association, the top national legal organization for Asian-American attorneys. In addition, as vice chair of the diversity subcommittee of DRI's Young Lawyers Committee, Barbara is responsible for national programming on diversity and inclusion. She also is active in community organizations that celebrate Asian culture and support Asian-American professionals in the Cleveland area.

We also awarded our first Diversity Achievement Award, intended to recognize individuals outside Thompson Hine who have made a significant impact in the areas of diversity and inclusion, to acclaimed writer and lecturer Andrew Solomon, an activist and philanthropist in the areas of LGBT rights, mental health, education and the arts. Also the keynote speaker at our luncheon, Solomon's TEDx talk based on his latest work, *Far From the Tree: Parents, Children, and the Search for Identity*, has been viewed millions of times on YouTube and formed the foundation for his remarks at our event.



# Ripples in the Water

At Thompson Hine we understand the value of sustained effort and know that ripples in the water are made only by action. The act of taking affirmative steps with respect to diversity and inclusion, like the act of throwing a stone, makes ripples in the fabric of our lives. We believe in taking those steps. There are three strategic goals that focus the efforts of our Diversity & Inclusion Initiative and serve as our compass as we work toward a more inclusive culture:

- **To promote the value of diversity and inclusion through client and community engagement.** We will continue to champion diversity and advance inclusion strategies through client and community interactions.
- **To retain and advance a diverse workforce and encourage inclusion through mentoring and professional development programs.** We will continue to work toward creating a culture where all firm employees feel comfortable, valued and respected.
- **To enhance diversity and inclusion within the firm and legal profession by championing pipeline initiatives.** We will continue to develop and execute initiatives to fuel the pipeline of diverse legal talent.

## Client & Community Engagement

Just as holding a stone in your hand will not cause a ripple effect until you toss it in the water, having a Diversity & Inclusion Initiative is meaningless if it is not backed by action. Talking about diversity is not enough for us. We must actively participate in and host discussions, seminars, charitable events and more as we promote inclusion. By fostering an inclusive culture within our firm along with defined pipeline initiatives to effect change externally, we are ensuring that the ripples of change are felt beyond our walls.

## Inclusive Culture

We maintain an environment for all firm employees to feel comfortable, valued and respected by offering:

- A firmwide affinity program that provides a structure for the firm's diverse lawyers to support each other and build professional networks within the firm.
- Support and encouragement for lawyers and non-lawyers to participate in diversity programs including those offered by bar associations and nonprofit organizations as well as a range of community events.
- Benefits for same-sex domestic partners and spouses.
- Mentoring, networking and professional development opportunities geared toward helping women achieve their goals.
- Ongoing firmwide communications about diversity topics and events through our internal newsletter.
- Ongoing formal and informal internal events and programs that provide opportunities for professional and personal development and networking.

## Unconscious Bias Training

Scientists estimate that as much as 80 percent of our thoughts are unconscious and automatic. Unconscious attitudes and beliefs are shaped by all kinds of influences – some of which we would not agree with or accept on a conscious level, yet these unconscious thoughts influence our decision-making and can have a profound impact in the workplace and the practice of law. In 2014 we launched a firmwide cultural competency training program on unconscious bias for all lawyers and staff members. The sessions were facilitated by Kathleen Nalty, a lawyer, founder of the Center for Legal Inclusiveness and nationally recognized expert on strategies for creating inclusive cultures to retain and advance talent, especially in legal organizations. In each of our offices, Ms. Nalty shared her findings and methods for legal organizations to remove hidden barriers to retention and create an inclusive workplace.

## Pipeline Initiatives

Attracting diverse talent is important not only to Thompson Hine, but to the legal profession as a whole. We embrace our responsibility to create and promote initiatives to fuel the pipeline of diverse lawyers. Some of our recent and ongoing efforts include:

- Participating in the Louis Stokes Scholars Program sponsored by the Cleveland Metropolitan Bar Association. This program offers internships to high school seniors and college students who have expressed an interest in pursuing a legal career.
- Offering internships to high school seniors and college students participating in the Summer Work Experience in Law program sponsored by the Black Lawyers Association of Cincinnati.
- Offering clerkships to law students and hiring full-time associates through the minority clerkship initiatives of the local bar associations in Atlanta, Cincinnati, Cleveland and Columbus.
- Participating in the Ohio State Bar Foundation's Law and Leadership Institute in our Cleveland and Columbus offices. This four-year program exposes high school students to the legal field and prepares them for post-secondary success.



## Diversity Extern Program

Run by our Washington, D.C. Diversity Chair, **Samir Varma**, Thompson Hine's Diversity Externship Program is based in our Washington office and provides law students with rewarding educational opportunities and practical work experience, paving the way for diverse lawyers as they enter the profession.

During the semester-long program, participants learn and practice essential skills that will greatly benefit them as they begin their legal careers. They also have the valuable opportunity to observe our junior and experienced lawyers in their day-to-day practices, as well as to collaborate and network with other legal professionals outside the firm. Each student is assigned at least one attorney mentor from our Washington office who is responsible for ensuring the student receives substantive law-related work and the opportunity to become involved in rewarding pro bono matters.

In 2014 we welcomed American University Washington College of Law students Dunia Capdevila (spring), Karyna Valdes (summer) and Abimbola "Abi" Ojo-Uyi (fall), as the latest Diversity Extern class.

Underscoring for these future lawyers the importance of pro bono services, the program is designed to give them a "real life" education that complements what they learn in the classroom as they pursue opportunities in community service or public interest work.

While the work and experiences will vary from externship to externship depending on the pro bono legal cases the firm is handling at that time, our 2014 class assisted with drafting petitions to the Inter-American Commission on Human Rights and in the past, participants have assisted in advocating on behalf of the homeless and provided support in the representation of asylum applicants from various countries.



# Riding the Crest of a Wave

As a firm, we have garnered many national and local accolades for working to maintain a diverse and inclusive culture. While we are sincerely gratified by these recognitions, we believe that more importantly, they are ripples from the many stones we are casting into the water. We will not only continue with our past efforts, but look forward to creating new opportunities and making many new waves with our clients, friends and families. It is through these combined efforts that we will truly have an impact upon our communities.

Some of the awards and honors we received in the past year include:

## Firm Accolades

### Ranked among the 25 Best Law Firms for Diversity

On Vault.com's 2015 list of the country's 25 Best Law Firms for Diversity, Thompson Hine was ranked no. 20 overall and no. 17 among firms in the Midwest. We also received national recognition in the categories of Diversity for Women (ranked no. 13), Diversity for Individuals with Disabilities (no. 19), LGBT Diversity (no. 20) and Diversity for Minorities (no. 24).

### Received the Tri-State Regional Workplace Inclusion Award

Presented by the *Cincinnati Business Courier* and BRIDGES for a Just Community, the award distinguishes Thompson Hine as a firm that fosters an inclusive work environment and serves as a model in the community for diversity and inclusion efforts.

### Earned a perfect score of 100 on the HRC Corporate Equality Index

For a third year in a row, Thompson Hine earned the top rating of 100 percent on the HRC Corporate Equality Index and received recognition as a "Best Place to Work for LGBT Equality." This index, released each fall, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to LGBT employees.

### Won the Diversity Law Firm Challenge Award for the 12th Annual Walk, Rock & Run

Thompson Hine prevailed by having the most participants registered for The Diversity Center of Northeast Ohio's 2014 event. News anchor Russ Mitchell from Cleveland NBC affiliate WKYC Channel 3 presented the first-place trophy to **Deborah Read**, the firm's managing partner, and **Robyn Minter Smyers**, former firmwide chair of the Diversity & Inclusion Initiative.



## Distinctions



**Anthony R. Andricks** helped found and now co-chairs the LGBT & Allies Committee of the Cleveland Metropolitan Bar Association. He also wrote an article, "Personality: The Lost Quality of Diversity," for the July-August 2014 issue of the *CMBA Journal*. Anthony is a Cleveland staff attorney in the firm's Real Estate group.



**Robert M. (Bob) Curry** received the Distinguished Service Award at the 2014 Access to Justice Awards Gala, an annual event presented by Advocates for Basic Legal Equality, Legal Aid of Western Ohio and the Greater Dayton Volunteer Lawyers Project. He was recognized for his outstanding advocacy, pro bono legal assistance to low-income individuals and families, and exceptional strides in securing donations to fund the free legal assistance provided to individuals and families in need. Bob is a Dayton partner in the firm's Real Estate group.



**Eric S. Daniel** participated in the 2013-2014 class of LeadDIVERSITY, a program sponsored by The Diversity Center of Northeast Ohio, in which a select group of professionals are chosen to engage with regional leaders and the greater community to raise their awareness of diversity issues, build their leadership skills and enhance their networks. Participants explore the concept of diversity leadership and analyze its personal, workplace and community impacts. Emphasis is placed squarely on why diversity issues are critical to progress and what participants can do to facilitate positive change – both as individuals and as part of groups. Eric is a Cleveland associate in the firm's Admiralty & Maritime group.



**Myles R. Pettus** was profiled in *Kaleidoscope* magazine as one of 40 African-American leaders under 40 to watch. Myles serves as the firm's human resources coordinator.



**Philip Sineneng** received the Multicultural Leadership Award from the National Diversity Council at an award luncheon during the Ohio Diversity Conference in Columbus. The award is given to individuals who have made a difference through their achievements and exemplify the ability to excel in their field, demonstrating the determination to make a difference in promoting minorities to leadership positions. Philip is a Columbus associate in the firm's Business Litigation group.



**Robyn Minter Smyers** was selected for *Crain's Cleveland Business's* "Who to Watch in Law" 2014. She was also chosen to speak at the Ohio Diversity Council's Cleveland Women in Leadership Symposium. Robyn is a Cleveland partner in the firm's Real Estate, Construction and Corporate Transactions & Securities groups.



**Bryan A. Wilbert** was honored by *Kaleidoscope* magazine as one of 40 Hispanic leaders under 40 to watch. Bryan is a Cleveland associate in the firm's Real Estate group.

"For our LeadDIVERSITY legacy project, the group visited a Cleveland neighborhood and planted a tree and added mulch, a park bench and paver stones engraved with diversity phrases. The LeadDIVERSITY experience has been incredibly eye-opening and educational. I have met some wonderful people, learned a lot about diversity and leadership issues, and had a great time." - **Eric Daniel**



# Turning the Tide

## Thompson Hine Goes "All Out" for Gay Games 9

At Thompson Hine, we believe nothing matters more than community, diversity and unity.

Community by embracing everyone's unique talents to promote inclusion and synergy. Diversity through celebrating our differences and treating everyone fairly. Unity by way of encouraging respect and understanding within our community.

This belief is why when asked to sponsor and participate in Gay Games 9, we responded with a resounding "yes." From the beginning, we embraced the games and saw them as an opportunity to open hearts and change minds. As a firm, we set out to educate and transform perceptions. In the end, we accomplished so much more.

### Changing the Tide

Our interest in the Gay Games started with a phone call partner **James B. (Jim) Aronoff** received from a high school classmate in February 2011. Members of the Federation of Gay Games shared details about their legal issues with Jim and Thompson Hine partner **Thomas F. (Tom) Zych**. Since that time, we have provided pro bono legal services and developed a close relationship with the Federation of Gay Games. While we cannot fully disclose the details of our representation, we are proud to say that Thompson Hine's business acumen and legal skills enabled us to play a significant role in bringing the Gay Games to Cleveland.

### A Fabulous Flash Mob

While the Gay Games athletic events, shows and parties were held from August 9-16, we collaborated with Wells Fargo Advisors LLC to kick off our support with a welcome reception in May. Much to the delight of the crowd, the event started with a flash mob performance by the North Coast Men's Chorus. The welcome reception exuded a high degree of enthusiasm and excitement and received rave reviews from those who attended. This event truly set the tone for the inclusive spirit that flowed through our offices and the many events hosted in the months leading up to the games.



The Gay Games are a weeklong series of events intended to promote equality and fairness among all. Held every four years in different cities around the globe, the games are widely known as "one of the most inclusive sports and cultural events in the world." All athletes are welcome to participate regardless of orientation, gender, race, nationality, religious or political affiliation, athletic ability or disability. Gay Games 9 is the largest single sporting event ever hosted in Ohio.



# Community. Diversity. Unity.



### Breaking the Barrier

The Diversity Center of Northeast Ohio provided cultural competency training for vendors, sponsors and public service workers in each of the cities throughout Northeast Ohio where Gay Games events were held. In Cleveland, we brought in The Diversity Center to provide education on cultural differences and raise awareness of the LGBT community. Twenty-five Cleveland office lawyers and non-lawyers participated in the training and several individuals from other Thompson Hine offices attended as well. We received very positive feedback from participants. Because our goal is always sustainable change, we are working with an outside vendor to provide additional training on cultural competency and awareness.

### Running for Equality

A number of lawyers and non-lawyers participated in the Gay Games Rainbow Memorial Run held on August 9. The event featured a one-mile course that began and ended at the Rock and Roll Hall of Fame and Museum after looping around First Energy Stadium. Each Gay Games is associated with an International Rainbow Memorial Run that recognizes the memory of artist Keith Haring, lesbian activist Rikki Streicher, Gay Games founder Dr. Tom Waddell and all games participants who have lost loved ones, in particular to AIDS and breast cancer.

### Supporting the Games from New York to Ohio

While Gay Games 9 was held in Cleveland, we celebrated this memorable event far beyond Northeast Ohio. Hosting receptions, sporting events for lawyers and non-lawyers, and rallies throughout our offices, the Gay Games was truly a firmwide affair.

Our New York office co-hosted a reception with Wells Fargo that featured inspirational speeches from Thompson Hine lawyer **Michael Jahnke** and Hudson Taylor, an All-American wrestler and coach at Columbia University who has founded several public awareness campaigns to eliminate homophobia from all levels of sports.

While the list of those who supported our efforts is too long to include, the games stood as a manifestation of our unwavering commitment to diversity and inclusion.



## Creating a Cascade of Change

Building upon the overwhelming success of Gay Games 9, our commitment to diversity and inclusion further showed across our offices. Throughout the year, our Diversity & Inclusion Initiative hosted and participated in various business events and community outreach programs. Understanding the businesses and communities we serve positions us to provide superior service and distinguishes Thompson Hine as a leading driver of change.

### Extending a Warm Welcome

Our Cleveland office served as the venue for a welcome reception and a full day of continuing legal education (CLE) sessions for the 2014 National Asian Pacific American Bar Association Central Region Conference, hosted by the Asian American Bar Association of Ohio, of which Thompson Hine lawyer **Barbara Lum** is president. Barbara also served as co-chair of the conference. More than 60 people attended the welcome reception and 85 people participated in the daylong CLE program. The conference ended with a gala dinner that featured a keynote panel of Asian Pacific American general counsel and in-house attorneys from all over the country. More than 150 guests attended the gala. This was the first Central Region Conference hosted in Cleveland in the history of the affiliate chapter.

### Having a Heart to Heart Talk

Our Cincinnati office sponsored the YWCA's Annual Heart to Heart Racial Justice Breakfast. Established in 2001, this event promotes the YWCA's mission to "eliminate racism" and create a safe space where participants can confront racism. Attendees participated in a meaningful discussion with keynote speaker Michelle Alexander about how racism affects individuals and entire communities. Michelle is an associate professor of law at The Ohio State University, a civil rights advocate and a writer.

### Sharing to Succeed

The Diversity & Inclusion Initiative hosted a retreat for the firm's diverse lawyers in our Cleveland office. With "Sharing to Succeed" as its theme, the retreat explored a variety of topics designed to encourage participants to discuss and reflect on their personal and professional identities and strategies for growth.

### Winning for Diversity & Inclusion

Our Cleveland office was honored to once again participate in the annual Walk, Rock & Run event sponsored by The Diversity Center of Northeast Ohio and to earn recognition for having the largest team of all participating law firms. This highly anticipated three-mile walk and 5K run raises money and awareness for The Diversity Center's programs, aimed at training more than 15,000 youths across Northeast Ohio to work on eliminating bias, bigotry and racism. Thompson Hine has supported the event since its inception in 2002 and proudly participates in many of The Diversity Center's other annual programs and events, including the Humanitarian of the Year awards dinner and the LeadDIVERSITY program.

### Disability Awareness: Celebrating Differences

In November our Dayton office held an interactive seminar on disability awareness. The panelists included Adriane H. Miller, MSW, LSW, Director of Education Services, and Mary E. Tyler, Executive Director, both from The National Conference for Community and Justice of Greater Dayton. Participants gained a better understanding of how to interact naturally and confidently with people who have disabilities, including knowing the difference between invisible and visible disabilities and compassion and "overcompassion."



**Awarded Gold Standard Certification  
from the Women in Law  
Empowerment Forum (WILEF)**



Our firm is one of only 45 U.S. law firms to qualify for the WILEF Gold Standard Certification. This designation distinguishes firms that demonstrate they value women as leaders in the workplace by promoting them to top leadership positions and acknowledging their contributions through compensation. Thompson Hine earned this distinction four years in a row.

### Shining a Light on Leaders

Dayton partner and Diversity & Inclusion Chair **Susan Cornett** and **Lawrence T. (Larry) Burick** (retired) served as co-chairs of The National Conference for Community and Justice of Greater Dayton's 37th Annual Friendship Dinner. Thompson Hine was a sponsor for the event, which recognizes the amazing efforts of individuals and businesses that work to create a more inclusive and diverse region in Greater Dayton.



### Wrapping Books for a Great Cause

For the seventh year, our New York office served as primary sponsor of the New Jersey Corporate Counsel Association's annual Pro Bono and Outreach Holiday Book Wrapping initiative for children in need. Members of our office were among the more than 80 participants from the New York and New Jersey business communities who wrapped over 200 books that were donated to children spending the holidays in six different domestic violence shelters.



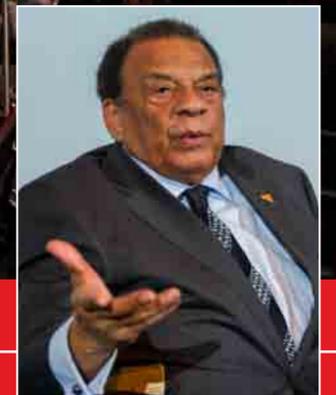
### Encouraging Equality

Thompson Hine received its second Corporate Equality Award at the 5th Annual Greater Cincinnati HRC Gala. Each year, the Greater Cincinnati HRC recognizes organizations for their outstanding efforts in promoting equality for LGBT people in the workplace.

The firm also sponsored the annual HRC Cleveland Gala & Auction for the third consecutive year. This event brings together some of the nation's largest organizations to promote equality for the LGBT community. The HRC is the nation's largest LGBT civil rights organization, with a force of more than 1.5 million members and supporters nationwide.



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### Chronicling Lessons from the Past, Hope for the Future

Our Atlanta office hosted an exclusive evening of education and inspiration for clients and friends of our firm at the city's Centennial Park. The evening began with a reception at the World of Coca-Cola, where we welcomed our distinguished speaker for the evening, Ambassador Andrew J. Young, chairman of the Andrew Young Foundation.

From humble beginnings as a pastor, Ambassador Young went on to become one of the world's leading voices for civil and human rights and the first African-American since the Reconstruction to be elected to represent Georgia in Congress. He also was named U.S. ambassador to the United Nations and served two terms as mayor of Atlanta.

Following the reception, our guests enjoyed a private tour of the new National Center for Civil and Human Rights, which opened in June 2014. At the conclusion of the event, many guests shared their gratitude to the firm for hosting such an inspirational event and for the ambassador's candor in chronicling how the African-American struggle for equality ignited global movements and activism toward social change.



## Celebrating Differences

In Atlanta, we also collaborated with the South Central Regional chapter of Lambda Legal for a holiday bash at The Ritz-Carlton, Buckhead. Lambda Legal is a national organization committed to achieving full recognition of the civil rights of the LGBT community and those with HIV through impact litigation, education and public policy work. Guests enjoyed networking, cocktails, hors d'oeuvres and words of inspiration from Lambda Legal leadership.



## Panel Examines Wall Street & Finance Industry Gender Diversity

In New York, **Katherine D. Brandt** led a fantastic and thought-provoking discussion on engaging men in achieving gender-balanced leadership at the top before an audience of more than 100 executives from Wall Street companies, including Barclays, BlackRock, Goldman Sachs, IBM, JPMorgan, Morgan Stanley, Nasdaq and Unilever.

Thompson Hine was a sponsor of “Conversations With Men™ on Wall Street and Finance – Engaging Men in Moving More Women Up in Leadership Positions.” Kathie served as moderator for a panel that included John Bonhomme, Executive Director, Global Strategic Markets, JP Morgan; Michael Drexler, Senior Director, Head of Investors Industries, World Economic Forum; and Johnny Wu, Managing Director & Head, Equities and Funds, Barclays. **Tammy P. Bieber** also moderated a roundtable discussion following the main panel event.



In 2013, **Rachel G. Talay** and **Samir Varma** received the Diversity Champion Award for their unwavering commitment to fairness and equality in the workplace, community and business sectors. More generally, they worked tirelessly over several years to take our diversity program to the next level, contributing creative ideas and working to strengthen our leadership and profile on diversity issues in the law student and legal communities.





Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in 7 offices, is ranked among the top 4 U.S. firms for Value for the Dollar and Commitment to Help and named a Top 5 firm for Client Service Excellence in independent surveys of more than 300 in-house counsel. For 3 straight years, Thompson Hine has distinguished itself in all areas of Service Delivery Innovation and is one of only 5 firms noted in the *BTI Brand Elite* for “making changes to improve the client experience.” The firm’s commitment

to innovation is embodied in Thompson Hine SmartPaTH<sup>SM</sup> a smarter way to work – predictable, efficient and aligned with client goals. Key components of SmartPaTH include Legal Project Management, Value-Based Pricing, Flexible Staffing and Process Efficiency. For more information, please visit [ThompsonHine.com](http://ThompsonHine.com) and [ThompsonHine.com/about/SmartPaTH](http://ThompsonHine.com/about/SmartPaTH).



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