



Reflections on

D·I·V·E·R·S·I·T·Y

A glance back and a look ahead

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Reflections on Diversity

A diversity lens acts as a filter affecting the way people view the world and interact with others. It is through this lens we see beyond our own perspectives to embrace different ideas and diverse voices.



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*from Robyn Minter Smyers, Firmwide Chair,
Diversity & Inclusion Initiative*

“Walking the Walk” was much more than the theme for last year’s report of the Diversity & Inclusion Initiative; it was a movement sparked by our unwavering commitment to actively promote and embrace a stronger and more inclusive culture at our firm and the community at large. I am honored to report as a firm, we have made significant progress in driving and encouraging diversity.

In November, Thompson Hine earned a perfect score of 100 on the Human Rights Campaign (HRC) Corporate Equality Index. This index, released each fall, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to lesbian, gay, bisexual and transgendered (LGBT) employees. A perfect score places the firm among some of the country’s largest and most widely recognized employers including Ford Motor Company, Wells Fargo, and JPMorgan Chase & Co.

For the third time, Thompson Hine made the Greater Cleveland Partnership Commission 50, a list of Northeast Ohio organizations doing outstanding work to develop, sustain and drive diversity and inclusion strategies. In addition, the firm earned a number of accolades acknowledging its commitment to the professional development of women. We are humbled by all the distinctions, both local and national, we have received and are inspired by clients and friends of the firm who are similarly harnessing a diverse workplace that drives innovation.

At Thompson Hine, we understand diversity is more than statistical data. It is, in fact, crucial to our ability to conduct business in today’s increasingly interconnected world. Embracing an inclusive environment is simply the smart thing to do.

The success of our Diversity & Inclusion Initiative springs from the support of our firm leaders, clients and civic partners. We thank you for your hard work, passion and dedication.



Robyn Minter Smyers
Firmwide Chair, Diversity & Inclusion Initiative



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Reflecting Diversity in Leadership

Firmwide Leadership and Office Chairs

Developing an environment where employees feel comfortable expressing different opinions comes down to one thing – great leadership. Our Diversity & Inclusion Initiative is backed by individuals who support the firm’s vision of diversity and welcome the opportunity to stand as catalysts for change.

None of the initiative’s programs and achievements would be possible without the commitment of our dynamic and enthusiastic leaders.



Firmwide Chair
Robyn Minter Smyers
Partner, Real Estate and
Corporate Transactions &
Securities



Atlanta Co-Chair
Elizabeth (Beth) Davis
Partner, Environmental and
Product Liability Litigation



Atlanta Co-Chair
Z. Ileana Martinez
Partner, Business Litigation, Life
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Cincinnati Co-Chair
George Schein
Associate, Employee Benefits &
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Cincinnati Co-Chair
Carrie Shufflebarger
Partner, Intellectual
Property and
Business Litigation



Cleveland Chair
Eduardo Kim
Partner, Commercial & Public
Finance and International



Columbus Chair
Scott Campbell
Partner, Business Litigation and
Product Liability Litigation



Columbus Vice-Chair
Philip Sineneng
Senior Associate,
Business Litigation



Dayton Chair
Susan Cornett
Partner, Real Estate



New York Chair
Mildred Quinones-Holmes
Partner, Commercial &
Public Finance and Corporate
Transactions & Securities



Washington, D.C. Chair
Fern O'Brian
Partner, Product Liability
Litigation, Business Litigation,
International and Life Sciences

Beth Davis Distinguished as the Thompson Hine Diversity Champion

Beth Davis received the firm's 2012 Diversity Champion Award for her unwavering commitment to fairness and equality in the workplace, community and business sectors. She participates in various diversity programs throughout the year including the coordination of Thompson Hine's annual sponsorship of Lambda Legal and the Stonewall Bar Association of Georgia, Inc., both professional organizations that advocate for equal rights for members of the LGBT community.

Prior to joining Thompson Hine as a partner in 2010, Beth admits to having some horrific experiences related to workplace fairness and equality. She commends the firm for its "Midwestern sensibility" and positive attitude toward diversity. From her initial interactions during the interviewing process with Thompson Hine, she says she felt accepted and appreciated for her legal talents, despite her mobility impairment and sexual orientation.

Beth chairs the firm's LGBT Task Force and played a critical role in advocating for benefits for LGBT lawyers and other professionals within the firm. This work, combined with firmwide support of the LGBT community, helped Thompson Hine earn a perfect score on the HRC Corporate Equality Index, the national benchmarking tool for LGBT corporate policies and practices.

"I'm just doing what I'm supposed to do," Beth said. "The people at Thompson Hine have proven to me time and again that they are sharp lawyers and good folks."

"While I was making the business case for same-sex domestic partnership and spousal benefits and the importance of achieving a perfect score on the Corporate Equality Index, the firm's Executive Committee was supporting me, saying, "That's great, but it's also the smart thing to do and we have other initiatives we are working through because it's what we need to do to protect our LGBT lawyers and professionals."



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Supporting the Vision

Strategic Approach

The efforts of our Diversity & Inclusion Initiative are guided by three core goals. It is through these principles that we drive toward a more diverse and inclusive workplace mirroring the clients we serve.

1 Our Core Goals

- To promote the value of diversity through client and community engagement. We will continue to champion diversity and advance inclusion strategies through client and community interactions.

2

- To retain and advance a diverse workforce through mentoring and professional development programs. We will continue to work toward creating a culture in which all firm employees feel comfortable, valued and respected.

3

- To enhance diversity 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 and Community Engagement

Having a Diversity & Inclusion Initiative and dynamic leadership team is meaningless without action. Talking about diversity is not enough for us. We actively participate in and host discussions, seminars, charitable events and more to demonstrate our commitment to diversity.

Inclusive Culture

As a firm, we are committed to polishing the looking glass to identify new ways to promote the power of diversity. 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; these include bar associations, nonprofit organizations and 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 firm newsletter.
- Ongoing formal and informal internal events and programs that provide opportunities for professional development as well as personal development and networking.

Pipeline Initiatives

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

- Offering an externship in our Washington, D.C. office to local law students to provide substantive pro bono support while earning academic credit and "real life" legal education and experience.
- 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 (SWEL) program sponsored by the Black Lawyers Association of Cincinnati (BLAC).
- 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.
- Participating in Esperanza Inc.'s internship program by offering summer internships in our Cleveland office to Hispanic college students who have expressed an interest in the legal field.

Focusing on Top Talent

Over the past year, Thompson Hine has successfully recruited diverse young law students and experienced lateral lawyers, including partners Roy Hadley, Jr. and Michael Coleman.



Roy Hadley, Jr.

Atlanta Office

Partner, Corporate Transactions & Securities, International and Privacy & Information Security

Of his decision to join the firm, Roy said, "The firm's robust practice capabilities mesh well with my existing practice, and I look forward to bringing new perspectives and additional value to Thompson Hine's clients."

Roy counsels clients in complex corporate and outsourcing transactions, with a primary focus on transactions involving cloud computing, intellectual property, technology and information security. He advises C-level executives and boards on information security risk management, provides information security and technology accessibility assessments/audits and compliance training, and counsels on data breach remediation, electronic records management and e-discovery.

His international practice includes facilitating cross-border transactions involving technology transfers, establishing distribution channels and advising on business processes and services, information security and privacy, and immigration issues in a broad range of global jurisdictions.

Michael Coleman

Atlanta Office

Partner, Corporate Transactions & Securities

"I was attracted by the breadth and depth of Thompson Hine's practices, particularly its robust corporate practice," Michael said. "I also was very much impressed by the direction of the firm, which is on an upswing, and by its leadership, both in Atlanta and firmwide. I also like the fact the firm has a group of very nice and cordial people, which is very important to me."

Michael's practice focuses on general corporate issues, mergers and acquisitions, corporate finance, corporate internal investigations, public/private transactions and business litigation.

In addition to serving as outside general counsel for a number of Atlanta-based companies, he has worked on numerous high-profile projects including representing Turner Broadcasting and the Atlanta Hawks in connection with the development and financing of Philips Arena. His work also includes advising the city of Atlanta on the development and financing of Atlantic Station and counseling Central Atlanta Progress on the creation of the Atlanta Downtown Improvement District, the city's first downtown improvement project. Michael also has significant "major case" litigation experience, having represented a broad range of clients in litigation across the country.

Glancing Back

More than a decade after launching our Diversity & Inclusion Initiative, we can look back and see we have raised the bar more each year. We have garnered many national and local accolades for working to maintain a diverse and inclusive culture.

Firm Accolades

Earned a perfect score of 100 on the HRC Corporate Equality Index. A perfect score indicates an HRC ranking for Thompson Hine as being one of the “Top Law Firms for 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.

Named as one of the Greater Cleveland Partnership’s (GCP) Commission 50. For a third time, the firm has made the Commission 50 list, which recognizes organizations for their progress in developing, sustaining, and driving diversity and inclusion strategies.

Winner of the Diversity Law Firm Challenge Award for The Diversity Center of Northeast Ohio’s 11th Annual Walk, Rock & Run. Thompson Hine won the challenge by having the most participants registered for the event. News anchor Russ Mitchell presented the first-place trophy to the firm’s managing partner, **Deborah Read**, and several members of the team in a news story that aired on WKYC Channel 3 News, the NBC affiliate in Cleveland.

Recipient of the Award of Excellence presented by Profiles in Diversity Journal magazine as part of its International Innovation in Diversity Awards. Thompson Hine garnered recognition from the magazine for yielding measurable outcomes in the area of workforce diversity and inclusion. The firm was highlighted in the magazine’s July/August 2012 issue for receiving the 2012 Award of Excellence and the November/December 2012 issue for earning the 2013 Diversity Leader Award.



Professional Distinctions



Anthony Andricks served as marketing chair for the 2013 HRC Annual Cleveland Gala and Auction. He is a Cleveland staff attorney in the firm’s Real Estate practice.



Devin Andrew Barry participated in the 2012-2013 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. Devin is a Cleveland associate in the firm’s Environmental practice.



Tony Brown was appointed to the GCP Commission on Economic Inclusion Board of Advisors and co-chair of the Commission’s Member Products and Services Committee. He serves as the firmwide Chief Human Resources Officer.



George Schein serves as chair of the HRC Cincinnati Workplace Equality Committee and regularly speaks out on issues affecting the LGBT community including the Supreme Court’s recent ruling on same-sex marriage.



Mae Smith earned recognition at the 22nd Annual Urafiki Program sponsored by the Office of Multicultural Affairs at Ursuline College, where Mae completed her bachelor’s degree in legal studies. The program is based on Urafiki, a Swahili word that means “friendship,” and is the guiding principle of an African proverb: “I am because you are, and because you are, therefore, I am.” Mae provides administrative support for the firm’s Cleveland intellectual property lawyers.



Robyn Minter Smyers received the Ohio Diversity Council’s 2013 Leadership Excellence Award. She is widely recognized in the community for her personal commitment to diversity and is called upon to help clients establish or strengthen their own diversity and inclusion programs.



Anthony (Tony) White received the Ohio Diversity Council’s 2012 Multicultural Leadership Award. Tony was the only lawyer of those honored representing a law firm. This award celebrates best practices that initiate and fuel diverse leadership in Ohio’s business world. Tony is a member of Thompson Hine’s Executive Committee. He also serves as partner-in-charge of the Columbus office, the firmwide hiring partner, and is a partner in the firm’s Business Litigation practice group.



Tiffany Williams was appointed as a board member of the Greater Cincinnati Minority Counsel Program, a coalition of Greater Cincinnati corporations and law firms working together to promote a fair and just legal community. She is a Cincinnati associate in the firm’s Commercial & Public Finance and Corporate Transactions & Securities practices.

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Mirroring Those We Serve

Throughout the year, our Diversity & Inclusion Initiative hosts and participates in various business events and community outreach programs. Understanding and reflecting the businesses and communities we serve positions us to provide superior service and distinguish Thompson Hine as a leading driver of innovation.

Winning for Diversity

The Cleveland office was honored to once again participate in the annual Walk, Rock & Run event sponsored by The Diversity Center of Northeast Ohio. Our team included 345 firm employees, friends and family; the team earned Thompson Hine recognition for having the largest team of all participating firms. Russ Mitchell from WKYC Channel 3 News presented the firm with the Diversity Law Firm Challenge Award in a televised ceremony June 27, 2013.

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.

Supporting Lavender Law

Beth Davis and **George Schein** represented Thompson Hine at the 2012 Lavender Law® Conference and Career Fair in Washington, D.C. This multi-day annual conference, sponsored by the national LGBT Bar Association, brings together legal professionals from some of the world's largest and most successful companies to demonstrate support of LGBT diversity in the legal sector. The event featured panel discussions on fairness in the workplace, existing challenges and emerging issues lawyers face in the profession.



Cultivating an Inclusive Culture

The Dayton office sponsored the "Creating a Culture of Inclusion" workshop hosted by the Ohio Diversity Council. The program challenged participants to reflect on their roles in promoting an inclusive environment; it also outlined best practices in developing and maintaining effective diversity policies within their organizations. Established in 2011, the Ohio Diversity Council is dedicated to helping organizations cultivate and leverage their knowledge of diversity.



Embracing Innovation

The Cleveland office sponsored the "DiversityInc 2012 Innovation Fest" Midwest Region, a full-day conference held at Corporate College East in Cleveland. The event earned widespread buzz for its unique format, which featured 10 rapid-fire presentations from Northeast Ohio corporate leaders demonstrating how diversity fuels creative business solutions.



Encouraging Equal Rights

The firm once again sponsored the Stonewall Bar Association of Georgia, Inc. and supported its annual awards dinner in Atlanta. The organization's membership includes lawyers, judges, law students and other legal professionals – LGBT and straight allies – who advocate for equality through an array of educational and networking events.



STONEWALL BAR
ASSOCIATION
OF GEORGIA, INC.

Promoting Fairness

Thompson Hine received the Corporate Equality Award at the Greater Cincinnati HRC 4th annual gala dinner. Each year, the HRC of Greater Cincinnati recognizes organizations for their outstanding efforts in promoting equality for LGBT people in the workplace.

The firm also sponsored the HRC annual Cleveland Gala and Auction for the second 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.



Preparing Students for Life After Law School

Thompson Hine hosted 18 Georgetown Law students in the Washington, D.C. office to meet with lawyers in one-on-one mock interviews and résumé review sessions designed to provide constructive feedback on landing a position in the legal field. The interviews were followed by a panel discussion led by **David Wilson, Fern O'Brian, Tanya Goins** and **Samir Varma** on interviewing strategies and best practices. A brief reception followed the program.

Rallying for Racial Justice

In Cincinnati, the firm sponsored or participated in several events and organizations to demonstrate our support of racial equality in the workplace and community. The firm sponsored the Forward Together Celebration Dinner hosted by the Black Lawyers Association of Cincinnati (BLAC) and the Cincinnati Bar Association (CBA), the YWCA Heart to Heart Racial Justice Breakfast and BRIDGES for a Just Community, an organization that has promoted equality and inclusion for more than 60 years. Thompson Hine also continues to participate in the BLAC-CBA Minority Clerkship Program.

Providing Rewarding Opportunities

Thompson Hine's Diversity Externship Program was established to provide rewarding educational opportunities and real-life work experience to law students in Washington, D.C. The program also encourages future lawyers to understand the importance of pro bono services. **Philip Sholts**, a student at American University Washington College of Law, is the latest future lawyer selected to serve as an extern. His work has included advocating on behalf of the homeless and assisting with the representation of an asylum applicant from Honduras.



Advancing Inclusion

In April 2013, Thompson Hine in Cincinnati and Dayton hosted Diversity Leadership Roundtables, programs presented by the Ohio Diversity Council. These half-day events focused on professional growth and were facilitated by Dr. Linda Burris, an inclusion specialist from Second Generation Diversity Training of Miamisburg, Ohio.

In Dayton, **Susan Cornett** led a discussion on "Sponsorship: Positioning Yourself for Advancement" and Jannienne Jones Verse, marketing manager for Premier Health Partners, led a session titled "Creating a Brand Called YOU." Representatives from CareSource, CompuNet Clinical Laboratories, Dayton Rehabilitation Institute, YMCA, Montgomery County, Premier Health Partners, Allied Supply Co., Judo Steel Co. and Wright-Patterson Air Force Base attended the program.

Representatives from Alzheimer's Association of Greater Cincinnati, Cincinnati Children's Hospital Medical Center, Cincinnati State Technical and Community College, Cincy Second Chance Reentry, Girl Scouts of Western Ohio, Great Oaks Institute of Technology and Career Development, Macy's Inc., MediTech Global, Sovereign Media and Publications Inc., TriHealth, the University of Cincinnati, Workforce Solutions and Xavier University participated in the Cincinnati roundtable event.



Helping Children in Need

Thompson Hine participated in the New Jersey Corporate Counsel Association's (NJCCA) annual Build-A-Backpack Campaign for the fifth year. Firm lawyers and other professionals gathered with clients, friends and family to fill more than 200 backpacks with school supplies for area preschool, kindergarten and elementary school students. NJCCA is a chapter of the Association of Corporate Counsel serving north and central New Jersey.

Honoring Future Lawyers

The Columbus office signed on as a visionary sponsor of the 34th Annual Black Law Students Association (BLSA) Banquet, hosted by the BLSAs of Capital University Law School and The Ohio State University Moritz College of Law. The event honored 19 graduating law students. **Stephanie Chmiel, Emily Little, Terrance Mebane, Jennifer Mingus Mountcastle** and **Philip Sineneng** represented the firm at this event. Also seated at the Thompson Hine table was Omar Qureshi, a 2013 summer law clerk working in the firm's Columbus office through the CBA Minority Clerkship Program from OSU Moritz College of Law.



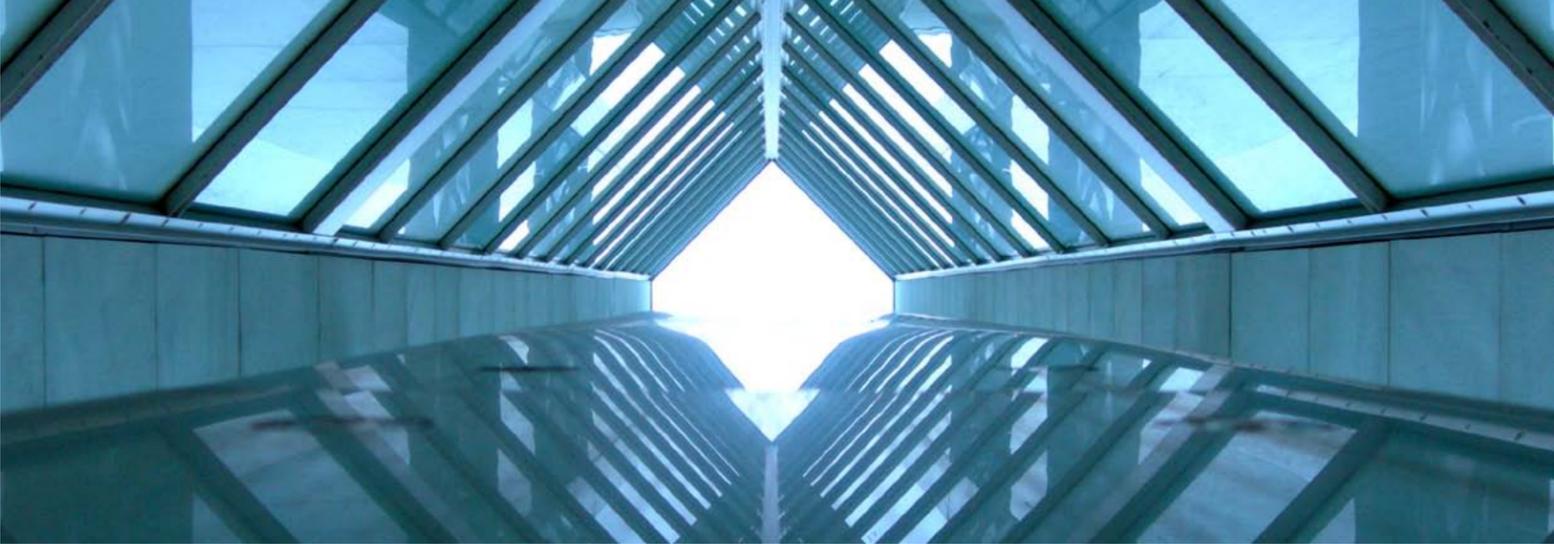
Fueling Pipeline Programs

Thompson Hine is a longtime supporter of the Law and Leadership Institute (LLI), a statewide initiative created in collaboration with the legal community to prepare Ohio high school students from underserved communities for future careers in the legal profession. The firm hosted five LLI student interns – three in Cleveland and two in Columbus.

The students spent their four days working on various mock legal problems including contracts, eminent domain, business associations, the Ohio Revised Code, constitutional law and statutory interpretation. They also met with lawyers in our Cleveland and Columbus offices to learn more about the legal profession.



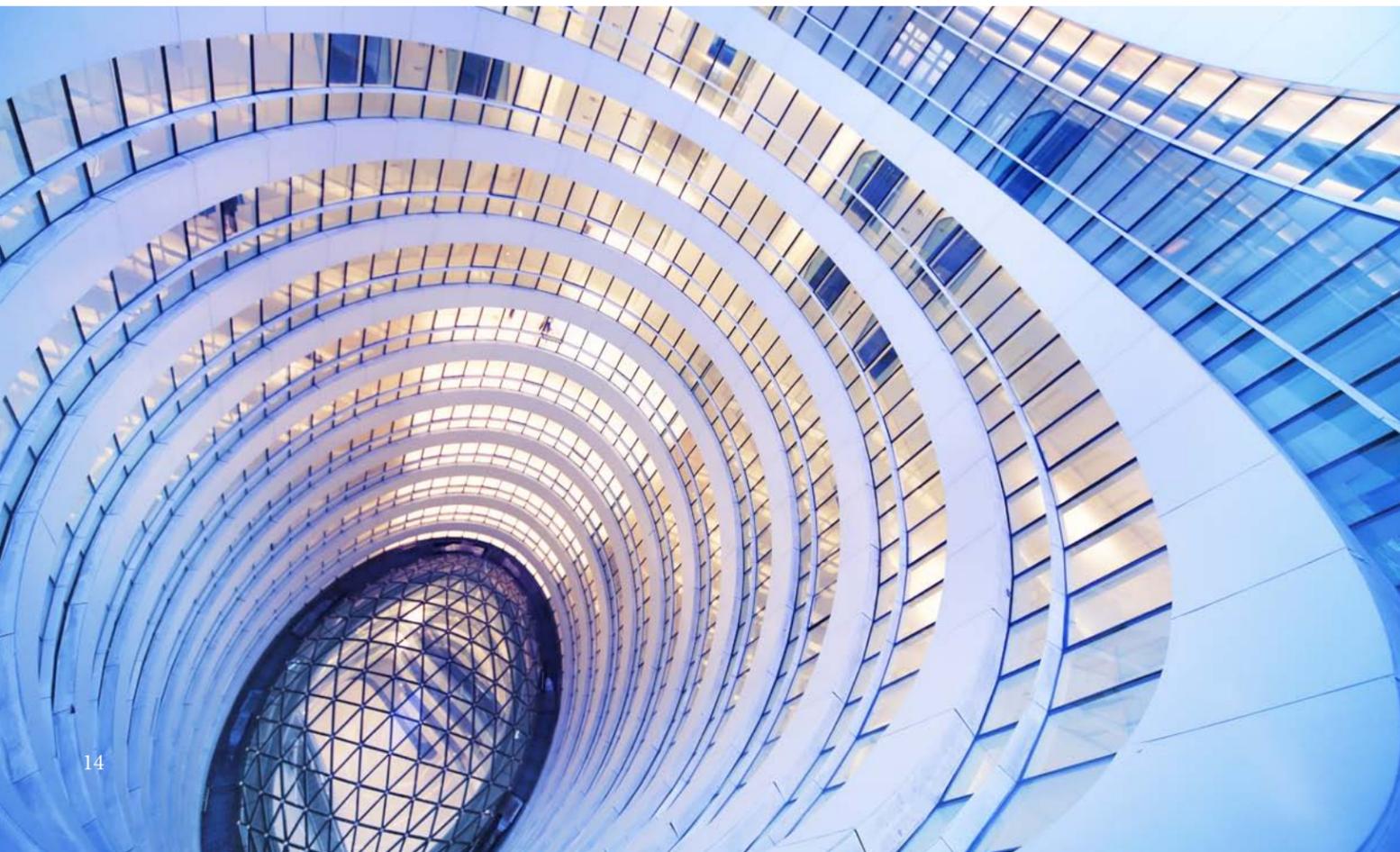
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Shining a Light on Different Perspectives

The term “diversity” often brings about discussions on race and gender, but it means so much more. While these characteristics are critical topics in diversity conversations, we cannot stop there. To truly reflect on and embrace diverse perspectives, we must discuss all things that make us unique, such as age, religion, sexual orientation, abilities and disabilities, skill sets and more.

As a firm, we cultivate an environment in which everyone is valued for their individuality. Our success in building and maintaining a more inclusive culture stems from our appreciation and celebration of diverse ideas and innovative approaches to doing business. While we have not overcome every challenge, we are committed to embracing and bringing together the many different perspectives that help us tackle existing obstacles and emerging issues.



When **Anthony Andricks** saw the Thompson Hine 2012 Diversity & Inclusion Report in the Cleveland office lobby before his interview, he felt at home. Anthony, a staff attorney in the firm’s Real Estate group, continues to be impressed by the firm’s commitment to championing diversity. He is proud to participate in the firm’s Diversity & Inclusion Initiative and serve on the firm’s LGBT subcommittee.

“One of the most important factors in my decision to join Thompson Hine was the firm’s commitment to diversity,” said Anthony. “The firm has embraced me as an individual, as a member of the LGBT community and as an advocate for equality, and has provided me with opportunities to further contribute to the firm’s diversity efforts.”

After successfully completing a four-year joint program to earn a juris doctor and master’s degree in business administration from the University of Cincinnati in just three years, **Susan Cornett** expected an uphill battle as a woman lawyer. However, Susan, a partner in the firm’s Real Estate group and Dayton chair of the Diversity & Inclusion Initiative, says she has not experienced any gender-based issues since joining Thompson Hine as an associate in 2006.

“In the legal industry, [women] start off pretty even-heeled with men graduating from law school, but the number [of women] significantly shifts downward as you move into the partner level,” said Susan. “While I know challenges exist, I haven’t been faced with these issues at Thompson Hine. The firm does a good job promoting women and minority lawyers to ensure we have an even playing field.”

Susan encourages all women and minority professionals to take charge of their careers and work hard to succeed. “Diversity and inclusion programs open doors, but the work yields long-lasting success,” she said. “I challenge professionals to ask for help, rally for change and take advantage of opportunities to have their voices heard.”



After joining the firm as a summer associate while attending Cornell University Law School, **Eduardo Kim** was impressed by Thompson Hine's commitment to creating a more diverse and inclusive environment. Eduardo, a partner in the firm's Commercial & Public Finance and International groups, and Cleveland chair of the Diversity & Inclusion Initiative, has always held a strong belief in the importance of diversity.

Born to Korean parents and raised in Argentina, he believes engaging in different cultures allows people to accept and embrace perspectives other than their own. "Diversity encourages a broad range of opinions, and through that, more solutions," said Eduardo.

Before starting with Thompson Hine in 2002 as an associate in the firm's Columbus office, **Tanya Goins** admits she questioned whether she would find a diverse law firm in Ohio. She was pleasantly surprised to find the firm was and is committed to providing a hospitable environment and promoting the advancement of minority attorneys. Tanya briefly left Thompson Hine because of having to relocate, but returned in August 2012 to work in the Washington, D.C. office as counsel in the firm's Corporate Transactions & Securities practice group.

"Having come from Boston and Washington, D.C. for school immediately prior [to joining Thompson Hine] and having previously lived in Ohio, I was a little concerned the firm was not going to be very diverse," she said. "But when I started with Thompson Hine, I found it was dedicated to diversity, even in an environment like Ohio, where it can be difficult to find diverse candidates when compared to larger cities such as New York or Washington, D.C."

As a member of the Diversity & Inclusion Initiative, Tanya participates in a range of events and programs throughout the year. She is particularly impressed by the firm's Diversity Externship Program and support of the Georgetown Law Mock Interview Program.

"I think it's pretty impressive that the firm reaches out to help local diverse law students obtain 'real-life' experience and develop strong interviewing skills," Tanya said.

Michael Dillard Jr. has long recognized the importance of diversity and is proud to mentor Thompson Hine's LLI interns. He believes the internship program demonstrates the firm's commitment to promoting inclusion, not only in the workplace, but also in the community. Michael, a Columbus associate in the firm's Business Litigation and Construction practices, believes diversity increases our sense of empathy and gives us greater appreciation for our clients' needs.

"Thompson Hine's 100 percent rating on the 2013 Human Rights Campaign Corporate Equality Index highlights our commitment to not only making the firm a better place to work, but to also making us a better team to serve our clients," he said.

Diversity affects Michael's life both professionally and personally. "Personally, I want my daughter to live in a world that values her perspective and celebrates her culture," he said. "Professionally, embracing diversity bolsters understanding and enhances communication in the workplace."

When **Barbara Lum** first arrived at Thompson Hine, she was impressed with the number of women lawyers in leadership positions at the firm. Barbara, a Cleveland associate in the firm's Product Liability Litigation group, recognizes promoting diversity and inclusion is a challenge and she commends the firm for truly taking concrete steps to create an environment where everyone can enjoy what they do and the people with whom they work.

"I was not surprised at all when Deborah Read was named managing partner of the firm," said Barbara. "I saw this as a testament not only to her unquestioned qualifications, but also to Thompson Hine's history of promoting and supporting female lawyers."

Barbara appreciates the firm's continuous support of her community work, which includes participating in the annual Cleveland Asian Festival and various activities hosted by the Asian American Bar Association of Ohio and other organizations, and finds it encouraging that the firm makes it a priority to promote these efforts.

"One of the most inspiring things about Thompson Hine's Diversity & Inclusion Initiative is the dedication the firm has to figuring out ways to promote women and diverse lawyers," she said.





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from Deborah Read, Managing Partner

George Schein commends the firm's progress in demonstrating its commitment to workplace fairness and inclusion. George, a Cincinnati associate in the firm's Employee Benefits & Executive Compensation practice group, is impressed by Thompson Hine's continued support of events and educational programs sponsored by the HRC, as well as the firm's dedication to building and sustaining workplace equality.

"When I started with the firm in 2010, there weren't any 'out' lawyers and no one knew about the HRC," said George. "Once I came out, they were very supportive and went from paying little attention to the foundation's Corporate Equality Index to earning a perfect score of 100 in just two years."

Philip Sholts first learned about Thompson Hine's diversity initiatives at his law school's summer externship fair. While Philip, an extern in the firm's Washington, D.C. office, has seen many law firms promote diversity, he was impressed to see one that works so hard to achieve a diverse and inclusive culture.

"What I truly appreciate is the fact that Thompson Hine's Diversity & Inclusion Initiative goes beyond simply working to hire diverse candidates," said Philip. "The effectiveness of the Diversity & Inclusion Initiative goes beyond the diverse backgrounds of people at the firm – it is evident in how every Thompson Hine member truly cares about and strives to achieve diversity and inclusion. This is an important quality about Thompson Hine, and one that I hope to find in my employer when I finish law school."



Deborah Read, Thompson Hine's Managing Partner, has seen significant progress in the firm's ability to move the needle on all types of diversity by engaging clients and the business community. Thompson Hine is viewed as a convener of important conversations relating to diversity and inclusion. The firm continues to receive local and national recognition for its demonstrated support of equal rights in the workplace.

"One of the things we do well is to engage the community," said Deborah. "We have really moved the needle in all of our markets to encourage others to join us in embracing and promoting diversity."

She is humbled by the firm's many local and national awards and rankings and believes it is very important for the firm to remain focused on why diversity is crucial.

"The 'why' behind the effort and programs is sometimes lost in diversity initiatives," Deborah said. "Lawyers are in the business of solving problems. I think we solve problems better when we bring more perspective around the table to help us reach the best solution for the client. So not only do I think it's the right thing to do, but I think it's the smart thing to do."

While Thompson Hine has had success in engaging other businesses to promote a more diverse and inclusive environment, she says the firm still has some work to do.

"At the same time that we have moved the needle in terms of community engagement, there are things we could do better," Deborah said. "We have had great success in recruiting more diverse lawyers and partners, and we are working to put some new and creative programs in place to enhance our ability to retain the talent we attract to the firm."



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Looking Ahead

While Thompson Hine has made great progress, we realize this is no time to rest on our laurels. In the coming year, our Diversity & Inclusion Initiative will seek out innovative ways to promote fairness and inclusion and to overcome diversity challenges.

When peering through the lens of diversity, people see beyond their own perspectives to embrace different ideas and diverse voices. As we reflect on past achievements, we will sharpen our focus to identify new ways to leverage the power of diversity.

We are confident that with your support, Thompson Hine will continue to break down barriers and cultivate a culture that values and celebrates the unique perspectives and experiences that make us individuals.



THOMPSON
HINE

Established in 1911, Thompson Hine is a business law firm dedicated to providing superior client service. The firm has been recognized for more than ten consecutive years as one of the top law firms in the country for client service excellence in *The BTI Client Service A-Team: Survey of Law Firm Client Service Performance*, and for six years has ranked as one of the top 30 law firms in the United States for client service. Thompson Hine serves premier businesses worldwide, including:

AkzoNobel
American Chemistry Council, Inc.
AmTrust Financial Services, Inc.
Avery Dennison Corporation
Buckeye Power, Inc.
CH Energy Group, Inc.
Chiquita Brands International, Inc.
Columbus Zoo and Aquarium/Zoombezi Bay
Crown Equipment Corporation
The Davey Tree Expert Company
DDR Corp.
Dieffenbacher GMBH
Duke Energy
Eaton Corporation
Energizer/Eveready
Fifth Third Bank
Ford Motor Company
Forest City Enterprises, Inc.
Formica Corporation
Goodrich Corporation, a UTC Aerospace Systems Company
The Goodyear Tire & Rubber Company
ITW Food Equipment Group LLC
Jo-Ann Stores, Inc.
KeyCorp/KeyBank
The Lubrizol Corporation
MeadWestvaco Corporation
Milacron LLC
Mission Essential Personnel LLC
Morgan Stanley
Nationwide Mutual Insurance Company
NetJets Inc.
Nordson Corporation
Parker Hannifin Corporation
PolyOne Corporation
PPG Industries
Pro Mach, Inc.
R+L Carriers, Inc.
STERIS Corporation
The Toro Company
Verizon Wireless
Whirlpool Corporation

Client Service Pledge

What Our Clients Can Expect From Us . . .

- 1 We will know your business.
- 2 We will plan our engagements with you.
- 3 We will manage your work as if we were the client.
- 4 We will be available when you need us.
- 5 We will communicate often.
- 6 We will provide the highest-quality counsel.

What Our Clients Can Do To Help . . .

- 1 We ask you to share your goals.
- 2 We want to know your preferences for working with us.
- 3 We need your feedback.

Atlanta: 404.541.2900

Cleveland: 216.566.5500

Dayton: 937.443.6600

Washington, D.C.:

Cincinnati: 513.352.6700

Columbus: 614.469.3200

New York: 212.344.5680

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