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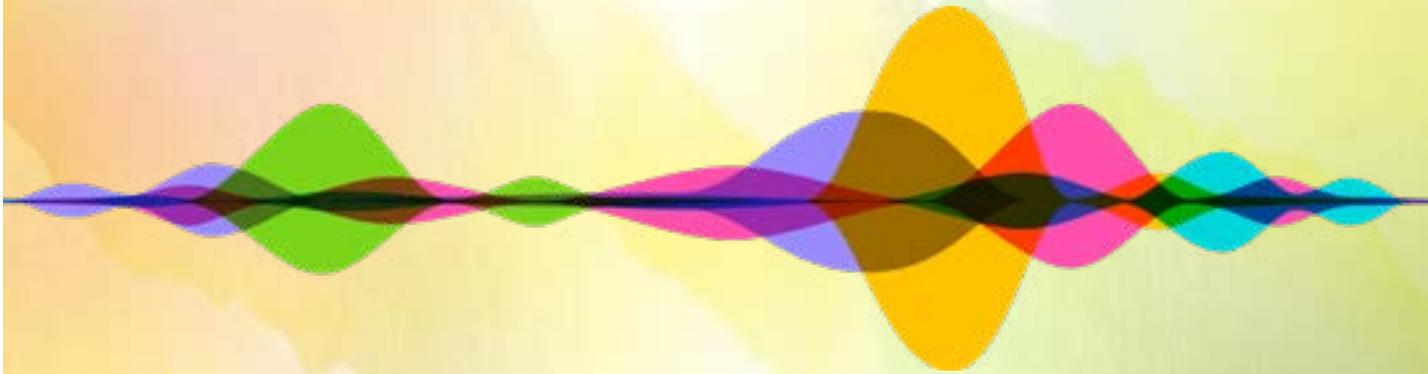
spotlight on

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AMPLIFYING

Our Voices





Leading the Conversation

Welcome to Spotlight on Women's latest report. This year's theme is "Amplifying Our Voices." In these pages, you'll read how Thompson Hine's women lawyers are making their voices heard in their practices, the firm, the legal profession and our communities. In addition to saluting our women, we highlight our efforts over the past year to provide professional development opportunities and career support for women outside of the firm. We're proud of the work Thompson Hine has done, and we invite you to celebrate with us as we reflect on our successes and anticipate the accomplishments to come.

Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in 8 offices, was ranked number 1 in the category "Most innovative North American law firms: New working models" by *The Financial Times* and was 1 of 7 firms shortlisted for *The American Lawyer's* inaugural Legal Services Innovation Award. Thompson Hine has distinguished itself in all areas of Service Delivery Innovation in the *BTI Brand Elite*, where it has been recognized as one of the top 4 firms for "Value for the Dollar" and "Commitment to Help" and among the top 5 firms "making changes to improve the client experience." The firm's commitment to innovation is embodied in Thompson Hine SmartPaTH® – a smarter way to work – predictable, efficient and aligned with client goals. For more information, please visit ThompsonHine.com and ThompsonHine.com/SmartPaTH.

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Progress Through Collaboration

A Message from Sarah Flannery, Firmwide Chair of Spotlight on Women

To amplify the impact of our programming, we have collaborated with other organizations.

As I look back at the past year, two such programs stand out: the Mansfield Rule certification process and the OnRamp Culture Study and associated Bright Spot interviews.

In the summer of 2019, Thompson Hine committed to obtaining certification under the Mansfield Rule. This program, supported by Stanford Law School and Bloomberg Law, boosts the representation of diverse lawyers in law firm leadership roles by broadening the pool of candidates for these opportunities. We are now gathering data on our hiring and promotion practices to support our application.

We also participate in the OnRamp Fellowship, a program that makes it easier for women attorneys who have temporarily left practice, often to raise families, to return to the profession through one-year paid positions. As part of our participation, the organization behind OnRamp has assessed our firm culture and interviewed some of our leaders to determine how we can most successfully implement OnRamp.

I'm proud of our participation in these programs and our continuing commitment to progress. You can read more about them and others in this year's Spotlight on Women report. We thank you for supporting our endeavors and encourage you to keep making your voices heard.



Amplifying Our Voices

A Message from Managing Partner Deborah Read

Deborah Read became Thompson Hine's firmwide managing partner in 2012. She also leads the firm's Executive Committee. In addition to her role as managing partner, Debbie continues to practice in the tax exempt, nonprofit corporate and health care areas.

A chorus is a beautiful thing to hear. When multiple voices blend together, they create a unique depth of sound.

That is the image that came to mind when I learned the theme of this year's Spotlight on Women report, "Amplifying Our Voices." Each member of a chorus plays an equally important role in creating harmony and maintaining balance. As we finalize this report, the theme – amplifying our voices and coming together – is even more relevant as we work alongside our clients, colleagues and communities to navigate the challenges presented by the COVID-19 pandemic.

A chorus is an apt metaphor for our firm. Thompson Hine encompasses hundreds of voices, and each needs to be heard for our firm to reach its highest potential. Spotlight on Women strives to ensure that all members of the chorus, internally and in the broader business and other communities we serve, are not only able to take their places on stage, but are welcomed on stage.

Our firm has made significant progress. But we continue to evaluate our advancement, refine our initiatives and set accountability for improvement. Among those initiatives and programs, we are pleased to note that Thompson Hine has signed on this year to pursue Mansfield Rule Certification from Diversity Lab, about which you will read later in this report. We are excited to participate in this well-respected program, and we welcome the accountability it carries.

It's when every voice is heard that Thompson Hine is at its most powerful, its most agile and innovative, and does its best work for clients. We thank you for your support in our endeavors and invite you to join us in our ongoing efforts to bring forward the unheard voices in our workplaces and communities.



A Unified Message

Thompson Hine collaborates with clients and business partners on initiatives to benefit the women in our firm and in the business communities we serve. By working with other organizations that share a commitment to diversity, equity and inclusion, we're more likely to achieve our goals.

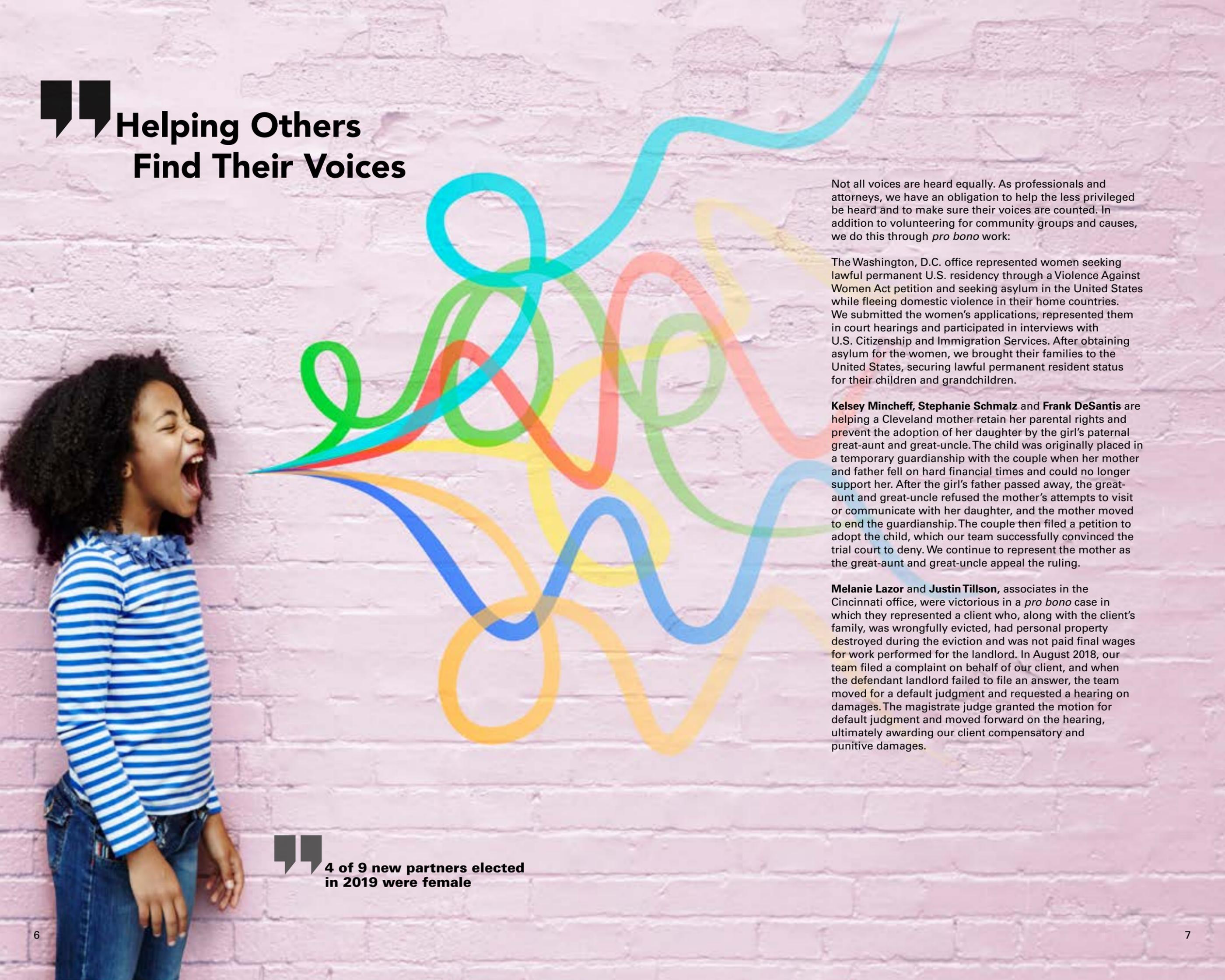
The Cincinnati office teamed with Oswald Companies, an insurance brokerage and risk management firm, and VonLehman, an accounting and business advisory firm, to present "Navigating Your Career Through a Male-Dominated Industry." It featured a panel discussion with the CEO, CFO and director of legal services at AI. Neyer, a commercial real estate development firm in Cincinnati. Attendees also donated to Cincinnati Union Bethel, a social services agency providing affordable housing, supportive services and education programs to assist urban women, children, families and communities.

The Columbus office has built a strategic partnership with WELD (Women for Economic and Leadership Development), whose mission is to develop and advance women's leadership to strengthen the economic prosperity of the communities it serves. Several of our attorneys have leadership positions with WELD: **JoAnn Strasser** served on WELD's national board from



2015 through 2019, **Stephanie Chmiel** co-chaired the Columbus chapter's Emerging Professionals Series last year and currently serves as its Programming Chair, and **Tashia Love** is on the national advisory board. Our Columbus office partnered with WELD on two key programs: WELD Best Practices for Affinity Resource Groups, at which **Stephanie Chmiel** presented on Thompson Hine's successes with its Spotlight on Women programming, and the first-ever WELD Government Boards & Commissions Skills Certification Program, an effort to encourage and promote women serving on government boards and commissions.

The Cleveland office joined with United Way of Summit County's Women United and FedEx Custom Critical to present "Women on the Rise: A Fireside Chat with Gina Drosos." Gina, who is CEO of Signet Jewelers (which operates Kay Jewelers, Jared The Galleria Of Jewelry and Zales), shared insights from her 30+ years of executive leadership experience in the retail, consumer goods, beauty and health care industries and spoke about her passion for building world-class teams and championing diversity and inclusion. The program was moderated by Virginia Addicott, former President and CEO of FedEx Custom Critical.



Helping Others Find Their Voices

Not all voices are heard equally. As professionals and attorneys, we have an obligation to help the less privileged be heard and to make sure their voices are counted. In addition to volunteering for community groups and causes, we do this through *pro bono* work:

The Washington, D.C. office represented women seeking lawful permanent U.S. residency through a Violence Against Women Act petition and seeking asylum in the United States while fleeing domestic violence in their home countries. We submitted the women's applications, represented them in court hearings and participated in interviews with U.S. Citizenship and Immigration Services. After obtaining asylum for the women, we brought their families to the United States, securing lawful permanent resident status for their children and grandchildren.

Kelsey Mincheff, Stephanie Schmalz and Frank DeSantis are helping a Cleveland mother retain her parental rights and prevent the adoption of her daughter by the girl's paternal great-aunt and great-uncle. The child was originally placed in a temporary guardianship with the couple when her mother and father fell on hard financial times and could no longer support her. After the girl's father passed away, the great-aunt and great-uncle refused the mother's attempts to visit or communicate with her daughter, and the mother moved to end the guardianship. The couple then filed a petition to adopt the child, which our team successfully convinced the trial court to deny. We continue to represent the mother as the great-aunt and great-uncle appeal the ruling.

Melanie Lazor and Justin Tillson, associates in the Cincinnati office, were victorious in a *pro bono* case in which they represented a client who, along with the client's family, was wrongfully evicted, had personal property destroyed during the eviction and was not paid final wages for work performed for the landlord. In August 2018, our team filed a complaint on behalf of our client, and when the defendant landlord failed to file an answer, the team moved for a default judgment and requested a hearing on damages. The magistrate judge granted the motion for default judgment and moved forward on the hearing, ultimately awarding our client compensatory and punitive damages.

4 of 9 new partners elected in 2019 were female

” Inspired Conversations

Thompson Hine hosts internal and external programs throughout the year to help its women attorneys and others in the community network, develop professionally and hone the skills that make it easier to balance life and work obligations.



Implicit Bias

Spotlight on Women and the firm's Diversity, Equity & Inclusion Initiative in the Cincinnati office jointly hosted a speaker from Gild Collective who examined the topic of implicit bias. Gild Collective is a consulting firm that fosters better professional relationships and work environments for women.

Heart & Heels Wellness Program

Recognizing that legal professionals work in stressful and largely sedentary work environments, the Dayton office hosted a program sponsored by the American Heart Association Go Red for Women Campaign aimed at helping women stay healthy on the job. Cardiologist Harvey Hahn provided background on the health issues facing legal professionals, with a focus on heart health and understanding one's "numbers," the warning signs of heart attacks in women and strategies for improving heart health. Alice Daniels, a personal trainer in Kettering, Ohio, taught a fitness routine that women can do in their heels and at their desks. Attendees left with a free exercise band, a fitness routine that can be customized to the time available and a better understanding of the heart health issues facing legal professionals.

Perspectives on Business Development

Non-partners received insights from firm leaders on business development and building client relationships at a Cleveland discussion moderated by **Cathryn Greenwald** and featuring **Heidi Friedman, Alan Ritchie** and **Jonathon Vinocur**, who shared the lessons they've learned and their best practices.

Telling Stories

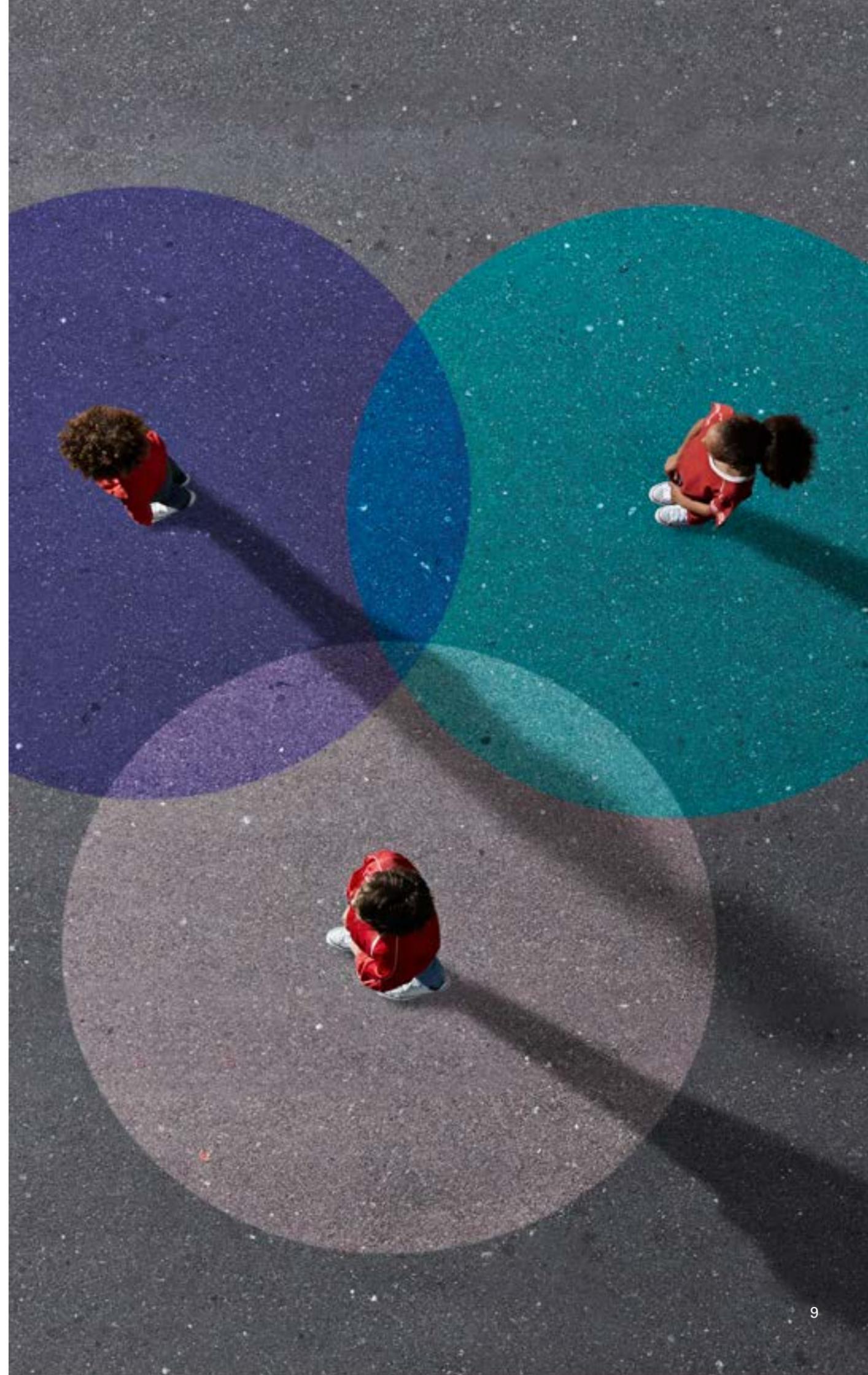
The Cincinnati office hosted "Use Your Words: How Storytelling Can Make You a Better Communicator," an interactive public speaking and leadership workshop led by Cincinnati Shakespeare Company's Sara Clark. She explored the art of storytelling and how it can help speakers become more confident and effective.

Leadership Training

The Columbus office sponsored the November session of the Ohio Women's Bar Foundation Leadership Institute and hosted the 25 members of this year's class for the "Effective Communication Techniques" program. Leadership Institute members are female attorneys from throughout Ohio with at least five years of practice. Participants attended interactive sessions focused on strengthening key communication skills using techniques such as improvisation and benefited from a panel discussion on how to effectively have difficult conversations.

Fostering Change Through Dialogue

Our Cleveland office presented "Crisis Management: How Starbucks Moved Forward with Courageous Conversations on Race," a program led by Zabrina Jenkins, Vice President and Assistant General Counsel of Global Litigation and Employment for Starbucks. Kori Carew, an advocate, speaker and inclusion strategist, interviewed Zabrina, covering issues including bias, behavior change and transformation. Zabrina candidly shared Starbucks' management of the publicized racial bias incident at one of their stores. As part of the discussion, Zabrina and Kori provided guidance on strategies to confront and address bias, which was highlighted in an employee training video Starbucks commissioned following the incident.



Emerging Voices

To ensure it continues to successfully recruit, retain and advance women lawyers, Thompson Hine has implemented programs to support its women lawyers' professional activities, personal goals and business development efforts.

OnRamp Fellowship

Thompson Hine engages with the OnRamp Fellowship program, which matches experienced women lawyers returning to the profession with one-year paid fellowships, as a recruiting source. This unique experiential learning program gives returning lawyers – many of whom temporarily stepped away from the workforce to raise children – an opportunity to demonstrate their value in the marketplace while also increasing their experience, skills and contacts.

Spotlight on Leaders

This 18-month professional development program provides our non-partner women lawyers with opportunities to enhance their leadership and business development skills. Participants receive insight on a variety of leadership and developmental topics from influential leaders throughout the firm and thought leaders external to the firm and develop a robust internal network spanning offices and practice groups.

Development and Training

The firm offers internally developed training focusing on networking, team building and leadership development. It also supports participation in local leadership programs, such as Leadership Cleveland, Quest and Momentum (Cleveland); YWCA Academy of Women Achievers (Atlanta); and C-Change (Cincinnati).

Leadership

The firm has a Chief Talent Officer, a dedicated Diversity, Equity & Inclusion Manager, firmwide DE&I chairs and chairs in each office who work closely with Spotlight on Women on initiatives to support the recruitment, development and retention of women and other diverse lawyers.

OnRamp Cultural Survey and Bright Spot Study

As part of our participation in the OnRamp Fellowship program, Thompson Hine worked with Diversity Lab to complete an organizational culture assessment, which evaluates the skills, values and mindsets that a firm's current high performers embody through a Bright Spot Study of senior high performers and an online 15-minute survey that assesses the values of all the firm's lawyers. This culture assessment, along with the corresponding recommendations submitted by Diversity Lab, provided insight into how Thompson Hine can continue to support the recruitment, advancement and retention of women.



75% of 2019 summer associates were female

Mansfield Rule

The firm is pursuing Mansfield 3.0 certification to enhance its efforts to increase the number of women and diverse lawyers in leadership positions. To be certified, Thompson Hine must have affirmatively considered at least 30% women and diverse attorneys for significant leadership roles, formal pitches, and lateral partner and mid/senior level associate searches. As we collected and analyzed information, we implemented and improved data tracking processes that will enable us to monitor our progress going forward. We expect to achieve certification by summer 2020.

Support Beyond the Firm

Thompson Hine partners with third-party organizations to provide support that helps relieve the pressure of returning to work from parental leave. The firm covers the costs of Milk Stork®, a service that enables nursing mothers traveling for work to ship breast milk home at no cost. The firm also provides women lawyers returning from leave the support of Strongsuit, a concierge service for busy professionals that focuses on managing life outside the office. The company offers a variety of services designed to give back time and mindshare to focus on what matters most.



50% of 2019 first-year associates were female

Leadership Amplified

Our women attorneys are leaders and achievers in legal and professional organizations, locally and nationally. The firm takes pride in their accomplishments and the recognition they've earned.

Marla Butler was named an at-large board member for the National LGBT Bar Association.

Faith Charles joined the Women in Bio national board. She also was selected by *Crain's New York Business* as one of its 2020 Notable Women in Law.

Stephanie Chmiel was a member of the steering committee for the Columbus chapter of WELD and served as committee co-chair of the group's Emerging Professionals Series. She also was 2018-2019 chair of the Ohio Women's Bar Foundation Leadership Institute.

Georgene Davison, Emily Farinacci and Carolyn Cole were named YWCA Women of Professional Excellence.

Sarah Flannery is the firm's representative for the women's committee of the United States Law Firm Group.

Heidi Friedman was named a YWCA Woman of Achievement, an honor presented each year to a select group of Northeast Ohio women to recognize their extraordinary accomplishments in the areas of career success, community service, leadership, mentoring and dedication to the YWCA's mission of eliminating racism and empowering women.

Heidi Friedman, Robyn Minter Smyers and Linda Striefsky were selected to the 2020 Top 25 Women Cleveland Super Lawyers list.

Cathryn Greenwald is the chair of mission advancement for the Cleveland chapter of Urban Land Institute.

Christine Haaker was named to the Dayton Area Chamber of Commerce's EMPOWER 2020 cohort of women business leaders.

Sarah Hall was admitted to the Edward Bennett Williams American Inn of Court, an invitation-only professional organization devoted to white collar criminal practice.

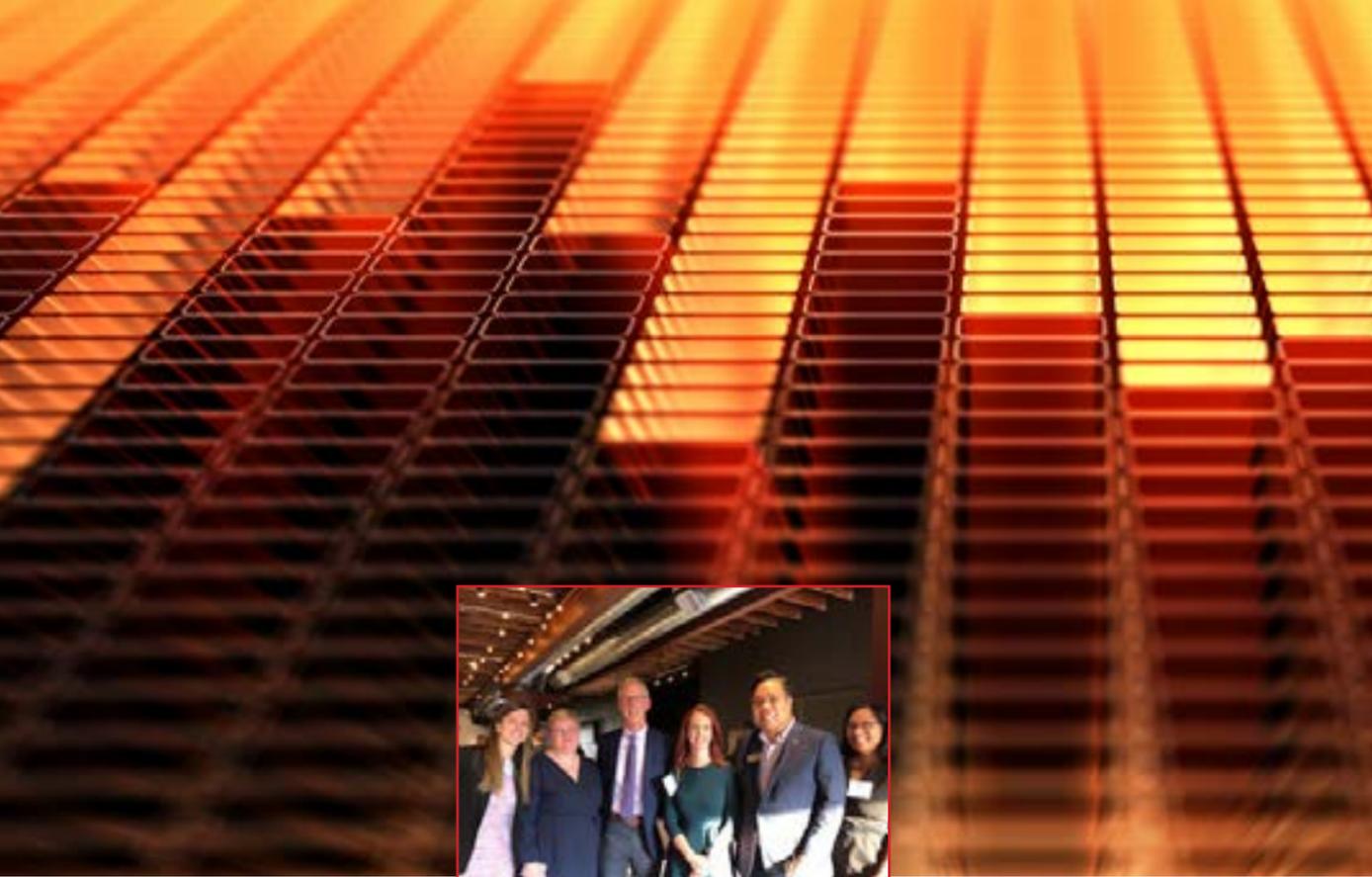
Sara Hamilton has been a founding board member, vice president and former secretary of the Korean American Bar Association of Georgia since 2012. She has also been a board member, Public Service Committee co-chair and former Programming Committee co-chair of the Georgia Asian Pacific American Bar Association since 2015.

Cori Haper was 2019 co-chair of the Dayton Bar Association's Bench Bar Conference.

Tashia Love was named to the national advisory board of WELD.

Erin Luke was a member of the Cleveland Leadership Center's Cleveland Bridge Builders Class of 2019 and was named to the *Crain's Cleveland Business* 40 Under 40 Class of 2019.





Tracey Nichols received Team NEO's 2019 Regional Economic Development Champion Award, Business Leader. She also was asked to serve another term on the International Economic Development Council's national board. In addition, Tracey was a guest lecturer at the Taubman Center for State and Local Government at the Harvard Kennedy School, where she presented "Economic Development Policy and Incentives."

Karen Rubin was inducted into the Cleveland-Marshall College of Law Hall of Fame. She served on the Ohio Supreme Court's Task Force on the Disciplinary System and is chair of the Cleveland Metropolitan Bar Association's Ethics and Professionalism Committee. She also is on the executive committee of the Judicial Candidate Rating Coalition.

Jessica Salisbury-Copper was appointed to the governing committee of the Conference on Consumer Finance Law.

JoAnn Strasser served as secretary of WELD's national board of directors from 2015 through 2019. She also was chair of the Governance Committee from 2015 through 2018 and chair of the Nominating/Governance Committee in 2019.



New Voices: Meet Joan Meyer

Joan Meyer joined Thompson Hine as a partner in the Washington, D.C. office in October 2019. Her primary concentrations are white collar crime, compliance, and internal investigations and government enforcement. She also is a member of the Government Contracts and International Trade practice groups. Joan is a former senior counsel to the Deputy Attorney General at the Department of Justice and has been recognized multiple times by the National Association of Corporate Directors as one of the most influential professionals in corporate governance. She worked at the international law firm Baker & McKenzie for a decade and was Practice Chair of its Compliance & Investigations Practice Group and the D.C. Office Litigation Chair.

What is your background?

I developed my expertise during years working as a prosecutor and investigator at the state and federal levels. I have worked at the Office of the Cook County State's Attorney in Chicago, the Michigan State Prosecutor's Office, the Division of Enforcement at the U.S. Commodity Futures Trading Commission, the U.S. Attorney's Office in the Western District of Michigan and the U.S. Department of Justice. I was Criminal Chief and Chief Assistant at the U.S. Attorney's Office and ran the Corporate Fraud Task Force for the Deputy Attorney General in Washington, D.C., where I was responsible for the development of DOJ's corporate charging and monitorship policies.

How has that experience informed your practice today?

I bring my prior experience to bear in defending corporations and executives who face U.S. regulatory and law enforcement issues. I have conducted internal investigations for companies in different industries and regions worldwide, and I have negotiated significant resolutions with U.S. government authorities, especially in connection with the government's global anti-corruption initiative. I also help clients avoid regulatory issues by developing compliance programs, remediating weak internal controls, and advising on compliance issues in the context of mergers and acquisitions. I have spent many years litigating cases, and I am very comfortable trying a case or arguing an appeal.

Who are your typical clients?

Most of my clients are publicly traded companies or their executives, although I have worked for private companies as well. Much of my work over the past decade has been international, including cases in Central and South America, the Middle East, Europe and Russia. I conduct domestic and multijurisdictional internal investigations and compliance audits and develop compliance programs. I have handled matters in the manufacturing, life sciences, financial institution, mining/extractive, freight forwarding, aerospace, chemical and global consulting sectors.

What are your passions outside the office?

I enjoy hiking, reading and traveling.



New Voices: A Few Words with Marla Butler

Marla Butler joined Thompson Hine as a partner in the Atlanta office in April 2019. She focuses on commercial litigation and intellectual property law. She is a Fellow of the Litigation Counsel of America, an invitation-only trial lawyer honorary society. She earned her undergraduate degree from Cleveland State University and her J.D. from Florida State University College of Law.

What attracted you to Thompson Hine?

My interest stemmed from the appeal of joining the Atlanta office of a Midwest-based law firm. As the interviewing process continued, I realized Thompson Hine is strong in so many substantive practice areas and the firm's focus on budgeting and efficiency fits well with my client relationships.

How will the firm's focus on innovation support your clients?

SmartPaTH® is great for strengthening and expanding client relationships. The ability to turn around accurate budgets quickly and have real conversations with clients about the factors that go into those budgets makes us stand out.

What led you to choose litigation?

I never considered another area of law. When I made the decision to go to law school, I didn't even realize there was anything to do other than litigation! It is what I was made to do.

How do you feel you've made a mark in your practice area?

I owe much of my success to having developed a deep understanding of technology and skill in building and leading diverse teams of lawyers, scientists and economists, which enhances my ability to devise and implement effective litigation and trial strategies and to simplify complex technology concepts for judges, juries and arbitrators.

In addition, I am quite often the only woman lawyer and the only lawyer of color in a deposition or a courtroom. I hope seeing the success I've achieved helps other diverse lawyers coming up in the profession – especially those with an interest in litigation or intellectual property law – recognize that they too can realize their career ambitions.

What is your definition of success?

Happiness.

Lending Our Voices

Thompson Hine's women attorneys embrace the opportunity to help those in need and to assist in the communities in which they live and work.

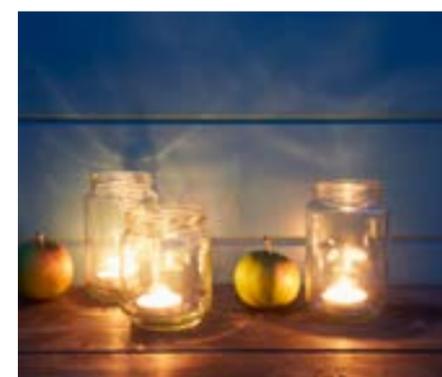
The New York office participated in a Secret Santa gift wrapping party to benefit Win, the largest provider of family shelter and supportive housing in New York City. This was the fifth consecutive year that the Thompson Hine team, organized and led by **Karen Kozlowski**, participated in the annual event, which delivers gifts to homeless families in the New York area.

Spotlight on Women hosted "Donuts for Dad" in the Washington, D.C. office to celebrate Father's Day. Members of the office donated supplies and over \$200 to purchase much-needed items for homeless men served by Catholic Charities Archdiocese of Washington, which provides a wide range of services to assist individuals and families in need, including housing 900 men every night in its three men's shelters.

The Dayton office held its eighth annual 'Tis the Season for Bubbly event, which benefited Secret Smiles of Dayton, a nonprofit organization that provides beds and cribs to children in need. Money raised at the event supported Secret Smiles' mission to provide beds and bedding to those displaced by the Memorial Day tornadoes.

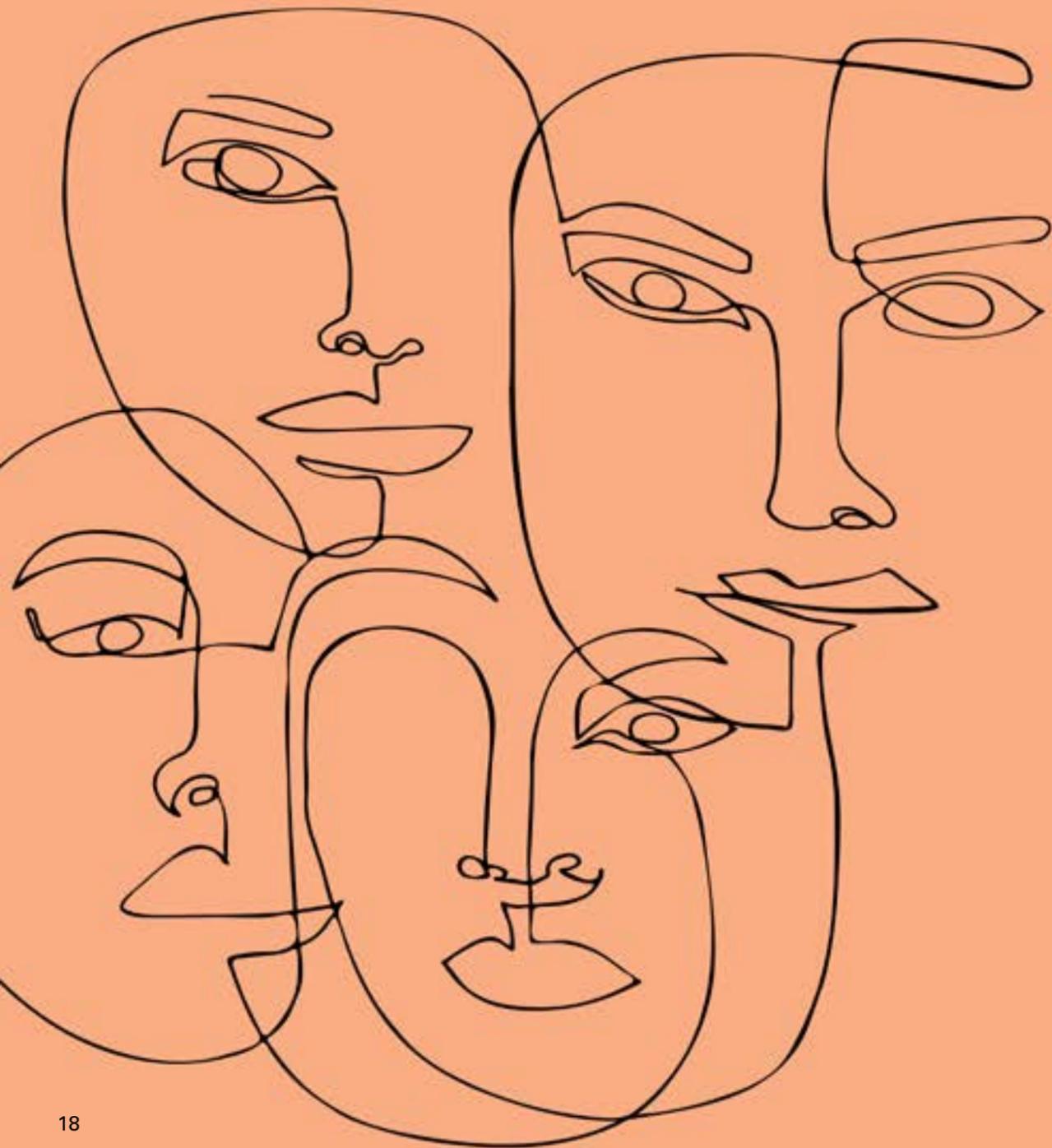
Spotlight on Women in the Columbus office partnered with accounting firm Clark Schaefer Hackett and investment firm Hamilton Capital for an evening of networking to support Eleventh Candle Co., a nonprofit candle-making company that hires women who have survived human trafficking, abuse, exploitation and addiction. The proceeds from candles created and purchased during the event support Eleventh Candle's mission and programs.

A team of Thompson Hine attorneys participated in an Outside Counsel Diversity Summit in Dearborn, Michigan, hosted by firm clients Meritor, Ford, Cooper Standard and Kelly Services. As part of this special event, Meritor arranged a community service project supporting early childhood education programs offered by Focus: HOPE, a nondenominational, nonprofit organization whose aim is to overcome racism and poverty by providing education and training for underrepresented minorities and others, primarily in the city of Detroit. Focus: HOPE's early childhood learning programs educate over 200 children each day and provide over 250 women each year with peer-to-peer support for pregnancy, birth, lactation consultation and early parenting. The Cleveland office donated educational and craft/artwork supplies, diaper wipes and bleach wipes, early reader books, small nonperishable snack items, winter hats and gloves for children, and Target and Walmart gift cards to purchase supplies.



Voices of Leadership

Delivering on the Spotlight on Women mission throughout our offices and in the greater community largely falls to the chairs in each location. Each office contributes as we continue to celebrate the growing presence of women decision-makers in law and business and to create and facilitate networking opportunities for professional women in our communities. At the same time, we foster a supportive environment to promote the skills and experience of our own women lawyers and to showcase our exceptional women leaders.



Atlanta Chair
Alexandra Chanin Nelson
 Partner, Business Litigation, Securities & Shareholder Litigation



Cincinnati Chair
Staci Jenkins
 Partner, Labor & Employment, Immigration



Firmwide & Cleveland Chair
Sarah Flannery
 Partner, Labor & Employment, Immigration



Cleveland Vice-Chair
Cathryn Greenwald
 Partner, Real Estate



Columbus Chair
Stephanie Chmiel
 Partner, Business Litigation, Labor & Employment, Class Action Defense



Dayton Chair
Susan Cornett
 Partner, Real Estate



New York Chair
Emily Mathieu
 Partner, Business Litigation, International Arbitration, White Collar Criminal Practice, Internal Investigations & Government Enforcement



New York Vice-Chair
Elizabeth Frayer
 Partner, Commercial & Public Finance



Washington, D.C. Chair
Sarah Hall
 Senior Counsel, White Collar Criminal Practice, Internal Investigations & Government Enforcement, Business Litigation, Health Care, Government Contracts



Women Inc. magazine named Thompson Hine one of the Top 100 Law Firms for Women, citing its female representation and leadership



“ Continuing the Conversation ”

Our mission is to ensure that Thompson Hine continues to serve as a pacesetter in the advancement and promotion of women within our firm, the legal profession and the broader business community.

To accomplish this mission, we are committed to:

- celebrating the growing presence of women decision-makers in law and business
- attracting, retaining and advancing talented women at our firm by offering a supportive culture that fosters professional growth and leadership
- creating and facilitating development and networking opportunities for women, both within and outside of our firm
- showcasing the skills, experience and accomplishments of our women lawyers and leaders
- establishing and sharing best practices for the advancement, promotion and retention of women in the workplace
- partnering with local, regional and national organizations with similar missions

“ **Thompson Hine was shortlisted in six categories for the Euromoney Legal Media Group Americas Women in Business Law Awards, including best national firm for women in business law, diversity, mentoring and work-life balance** ”



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