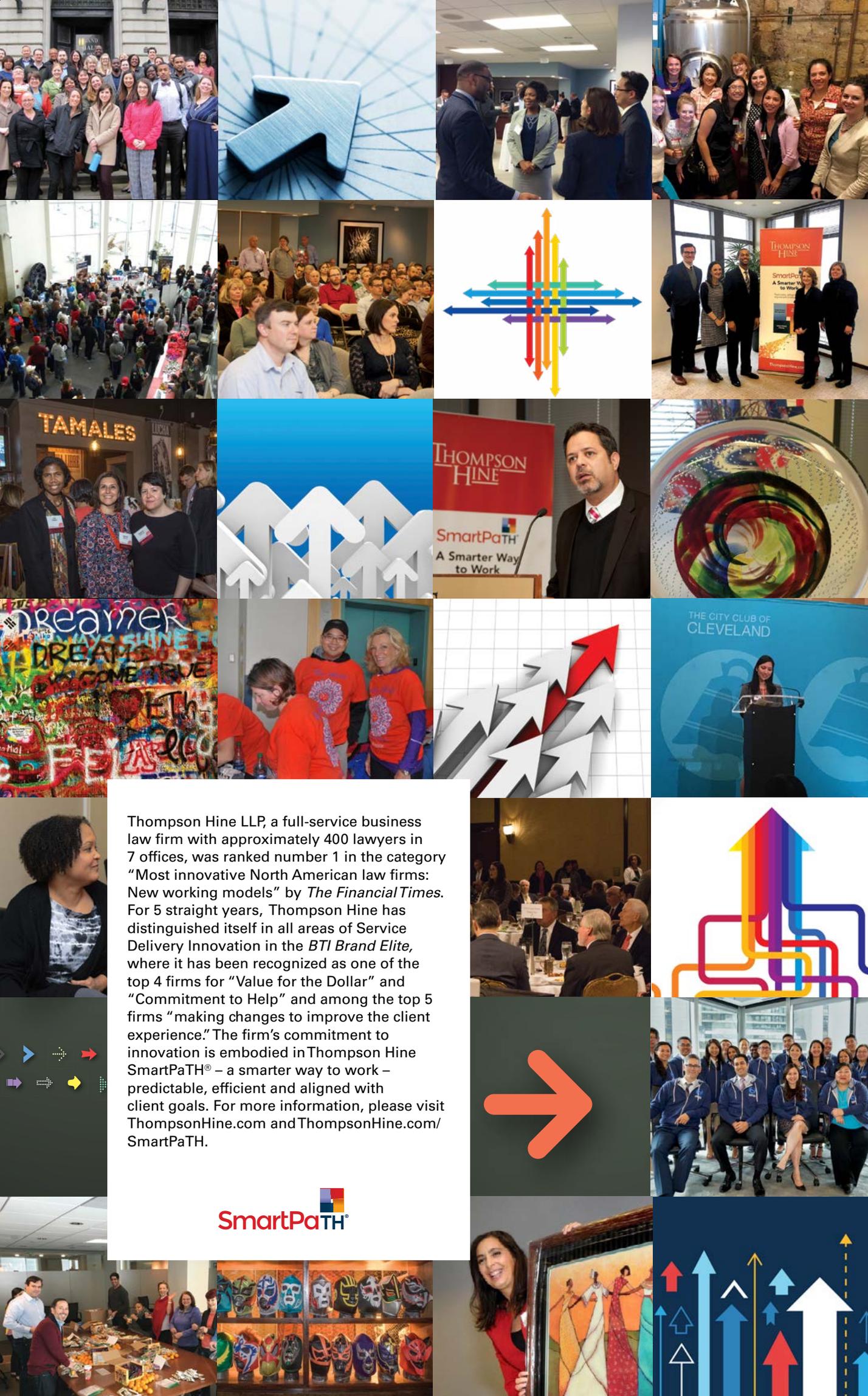


Building
the Road
Forward,
TOGETHER

Diversity & Inclusion at Thompson Hine

THOMPSON
HINE



Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in 7 offices, was ranked number 1 in the category "Most innovative North American law firms: New working models" by *The Financial Times*. For 5 straight years, 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.

SmartPaTH[®]



Building the Road Forward, Together

**“I can do things you cannot, you can do things I cannot; together we can do great things.”
– Mother Teresa**

At Thompson Hine, we strongly believe that diversity and inclusion 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.

Embracing Our Collective Commitment to Diversity	2
A Common Vision Through Diversity	3
Setting an Example.....	4
Achievements – The Results of All Efforts	5
Inclusively Together	7
The Right People Making an Impact.....	9
Local Efforts to Support a Common Goal	11
Laying the Foundation/ Groundwork	15
Everyone’s Focus.....	17

A Common Vision Through Diversity

A Note from Deborah Z. Read, Managing Partner

The broadest boulevards began as footpaths, trails blazed by pioneers who struck out on their own to find a better way to a desired destination. Each traveler worked to make the path easier for those who followed, marking the route, clearing obstacles and pushing ever onward. These collective efforts helped smooth and widen those footpaths for the growing numbers who came after, making their journeys easier.

This analogy illustrates why “Building the Road Forward, Together” is a fitting theme for this year’s Diversity & Inclusion Report. Our society has benefited greatly from the sacrifice of trailblazers who have led us forward, creating a better and more inclusive world. But we recognize that there is no time to rest, no stopping and deciding we’ve come far enough or done enough. Obstacles remain, and there is still a long road ahead. That’s why all travelers have a continuing obligation to make the journey smoother and safer for those who follow.

At Thompson Hine, we are committed to building those roads, together, for our firm and for the communities in which we live and work by collaborating with clients, educational institutions, civic and community organizations, and others.

In this report you will read about our lawyers and staff who have devoted their time and energy to making Thompson Hine a place where everyone is welcomed and appreciated. You’ll learn how they have worked to make the legal profession more diverse and inclusive, from guiding students entering the profession to serving as leaders in regional and national bar associations. You’ll read about their efforts to champion better access to justice for all and fight prejudice in all its forms.

Recognizing that many of our clients, large and small, share these values and incorporate them into their daily practices, for the first time this past year, we honored a client – The Home Depot – for its commitment to diversity and inclusion.

We also highlight members of the firm who labor tirelessly in our communities, advocating, teaching, helping and mentoring. Their efforts beyond our office walls are crucial; they broaden our perspectives, inform the work we do every day and allow us to return to our communities some of the many treasures entrusted to us. Our obligation to advance diversity and inclusion extends beyond the legal community to the broader communities we call home.

While this report recognizes a relative handful of Thompson Hine lawyers and staff, we are grateful to all members of our firm and our partners in the community. The push for diversity and inclusion is part of every person’s job and every citizen’s responsibility.

Road building is hard, and often the paths are not smooth, but when we work together, it becomes easier. Thank you for all you do to advance diversity and inclusion. Our firm, our communities and society are better because of our collective efforts.



Setting an Example

Firmwide Leadership & Office Chairs

These individuals contribute daily to seeing that the firm's vision in the areas of diversity and inclusion becomes a reality. They set the tone for the firm's culture by demonstrating a personal commitment to inclusion.



Firmwide Chair

Roy E. Hadley, Jr., Partner
Corporate Transactions &
Securities, International,
Privacy & Cybersecurity and
Life Sciences

Atlanta Chair

Z. Ileana Martinez, Partner
Product Liability Litigation,
Business Litigation and
Life Sciences

Cincinnati Co-Chairs

Stephen Richey, Partner
Labor & Employment, Business
Litigation, ERISA Litigation and
Privacy & Cybersecurity

Carrie A. Shufflebarger, Partner
Intellectual Property, Business
Litigation and Privacy &
Cybersecurity

Cleveland Co-Chairs

Eduardo Kim, Partner
Commercial & Public Finance,
Energy and International

Barbara A. Lum, Associate
Product Liability Litigation,
Business Litigation and White
Collar Criminal Practice,
Internal Investigations &
Government Enforcement

Columbus Chair

Philip B. Sineneng, Associate
Corporate Transactions &
Securities, Investment Management
and Business Litigation

Dayton Co-Chairs

Susan C. Cornett, Partner
Real Estate

Cori R. Haper, Partner
Corporate Transactions &
Securities, Health Care and Privacy
& Cybersecurity

New York Chair

Michael W. Jahnke, Partner
Antitrust, Competition & Trade
Regulation, Business Litigation,
Corporate Transactions &
Securities and Intellectual Property

Washington, D.C. Chair

Samir D. Varma, Partner
International Trade, White Collar
Criminal Practice, Internal
Investigations & Government
Enforcement and Corporate
Transactions & Securities



Achievements – The Results of All Efforts

A diverse and inclusive corporate culture, community and society can be realized only when committed individuals work together. We honor those within and outside our firm who promote the value of diversity and advocate for inclusion in all settings.

Champions for Diversity

The Thompson Hine Diversity Champion Award is presented annually to those best exemplifying Thompson Hine's commitment to diversity and inclusion in their professional and personal lives. In November 2016, we held our sixth annual Diversity Champion Lunch in our Atlanta office with live video broadcast to our other offices.

Anthony Andricks, a Cleveland Real Estate staff attorney and member of the firm's Diversity & Inclusion Initiative and its LGBT Task Force, received the firm's 2016 Diversity Champion Award. Anthony is the founder and co-chair of the Cleveland Metropolitan Bar Association's LGBT and Allies Committee. He also is a member of the Cleveland-Marshall College of Law Dean's Diversity Council.

In 2016 we presented **The Home Depot** with our Diversity Achievement Award, which recognizes a client who demonstrates exceptional leadership in advancing diversity and inclusion in its industry and the community. Vice President & Deputy General Counsel Peter Muñiz accepted the award. The company recruits, hires and advances diverse employees; offers career development programs and benefits packages that meet the needs of a diverse workforce; and partners with small and diverse suppliers and community organizations.



You've received many awards throughout your career for both professional achievements and community involvement. Can you tell us what these honors mean to you?

While being recognized for my legal work is rewarding and important, the most meaningful recognition I receive is for my community work. This is not because I need personal acclaim, but because it is a reminder that I am making a difference in people's lives. Helping others brings me joy because I want to pay forward the help that my family received when we immigrated to this country with nothing but the clothes on our backs. It is in coming together to help others that we become our best selves as individuals, as communities and as a nation.

- Z. Ileana Martinez



Firm Accolades

Since 2013, Thompson Hine has earned the top rating of 100 percent and recognition as a “Best Place to Work for LGBT Equality” on the **Human Rights Campaign Foundation’s Corporate Equality Index**.

Thompson Hine received **DRI’s 2016 Law Firm Diversity Award** for demonstrating a significant commitment to diversity.

Ranked #22 on **Vault.com’s** 2016 list of the country’s 25 Best Law Firms for Women.

In 2017, Thompson Hine won the **Carl and Louis Stokes Corporate Challenge** by having the most participants and employee donations for the 15th annual Walk, Rock & Run, a fundraiser for The Diversity Center of Northeast Ohio.

Individual Distinctions

Alice Armstrong, Cleveland Regional Growth Manager; **Erin Luke**, a Cleveland Construction associate; and **Barbara A. Lum** received 2016 YWCA Greater Cleveland Women of Professional Excellence Awards.

Heidi B. Friedman, a Cleveland Environmental and Product Liability Litigation partner, received the National Diversity Council’s 2016 Ohio Leadership Excellence Award.

Roy E. Hadley, Jr. was selected by Atlanta’s Fortitude Educational and Cultural Development Center as a recipient of its 2017 Pinnacle Leadership Award.

Eduardo Kim received the Ohio Diversity Council’s 2016 Multicultural Leadership Award.

Z. Ileana Martinez was inducted into the YWCA of Greater Atlanta Academy of Women Achievers. Ileana also was named the 2016 Woman of the Year by Women Looking Ahead’s Law & Justice Awards.

Laura Watson Schultz, a Cleveland Business Litigation associate, received the 2017 YWCA Greater Cleveland Women of Professional Excellence Award.

Robyn Minter Smyers, Cleveland Partner-in-Charge and a member of the Real Estate, Construction and Corporate Transactions & Securities groups, received a 2016 YWCA Greater Cleveland Women of Achievement Award. Robyn also received the 2016 Woman of the Year – Galaxy Award from the Women of Color Foundation.

Amie L. Vanover, a Columbus partner in the Personal & Succession Planning and Tax groups, was recognized as one of the Ohio Diversity Council’s 2016 Most Powerful & Influential Women.



Inclusively Together

As a proud supporter of the lesbian, gay, bisexual and transgender (LGBT) community, Thompson Hine formed an LGBT Task Force within our Diversity & Inclusion Initiative to address the unique needs of LGBT employees. We also sponsor and participate in LGBT-focused events and organizations, such as the National LGBT Bar Association.

A Diversity Champion

Anthony Andricks, a member of the LGBT Task Force, is a passionate advocate for LGBT inclusion in the firm, the legal profession and the community. He founded and co-chairs the Cleveland Metropolitan Bar Association's LGBT and Allies Committee, which provides educational and networking opportunities for LGBT and ally attorneys and law students, while also offering a network of lawyers with experience in the complex and unique legal issues facing Greater Cleveland's LGBT population. Anthony is a past recipient of the National LGBT Bar Association's Best LGBT Lawyers Under 40 award, which recognizes outstanding legal professionals under the age of 40 who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality.

Well-Deserved Recognition

2017 was the fifth year in a row Thompson Hine earned the top rating of 100 percent and recognition as a "Best Place to Work for LGBT Equality" on the Human Rights Campaign Foundation's Corporate Equality Index, an annual survey that measures an employer's commitment to policies, practices and protections pertinent to LGBT employees.



Making Visible the Invisible

In June, the LGBT Task Force and the New York office's Diversity & Inclusion Committee hosted a cocktail party in honor of LGBT Pride Month. Officials from the NYC LGBT Historic Sites Project showcased their work to document sites important to the "invisible history" of the city's LGBT community.

Connecting With the Larger Community

In August, Thompson Hine was a Benefactor sponsor of the National LGBT Bar Association's annual Lavender Law Conference & Career Fair. Multiple Thompson Hine lawyers participated in the conference in San Francisco and hosted a recruiting opportunity table at the career fair, taking advantage of the opportunity to speak with top-level law students and lateral candidates from around the country.



Spotlight on LGBT Recruiting with Michael W. Jahnke, Chair, LGBT Task Force

Despite numerous studies showing that more diverse organizations financially outperform those that are less diverse, progress in increasing diversity has been slow throughout the business world, including in law firms. To focus on one underrepresented group, the LGBT community, Michael shares his thoughts on the organizational advantages of recruiting LGBT talent.



The benefits of recruiting LGBT talent are broadly akin to those of recruiting diverse talent overall, which my colleagues at Thompson Hine understand very well. And of course, highlighting the advantages offered by LGBT professionals should not be taken as a slight to the benefits of recruiting people who are “diverse” in other senses.

That said, I believe a few factors deserve emphasis in considering the benefits of recruiting LGBT talent. First, this is a sizable population that is traditionally underserved by recruiting efforts, which contributes significantly to its underrepresentation within law firms.

While a longstanding estimate, which some consider conservative, indicates that LGBT people (self-identified or not) represent approximately 10 percent of the overall population, a January 2017

Gallup report shows that just 4.1 percent of Americans openly identify as LGBT. This number has steadily increased in recent years, but still represents less than half of the estimated LGBT population. More disappointingly, the percentage of lawyers openly identifying as LGBT is only 2.48 percent (NALP 2016 *Report on Diversity in U.S. Law Firms*).

The fact that such a small percentage of the LGBT population self-identifies – and that an even smaller percentage of attorneys self-identify as LGBT – is troubling. We need to work harder to make our colleagues less fearful of being their authentic selves in the law firm environment. This is a complex subject that warrants more fulsome discussion than we can have here, but clearly this population is an underutilized resource. To try to access that potential, we pursue targeted recruitment efforts, such as participating in the Lavender Law Conference & Career Fair. We want LGBT candidates to know that within our firm, they’ll find a workplace where they can be comfortable.

Another benefit of recruiting LGBT talent is that, like many members of other minority groups, LGBT people are “tried and tested” in dealing with stressful situations. Law firms can be high-pressure environments, and professionals who have faced the added challenges of managing implicit and explicit bias in their personal, academic and prior work lives are likely to be better prepared to handle stress.

LGBT lawyers can also add value to a firm’s business development and recruitment efforts. Sharing something in common with another person may help you make a stronger connection. Similarly, as with any diverse population, LGBT lawyers may be better able to engage LGBT client representatives and coworkers. And to those who say, “But they may also help reach anyone who values diversity, LGBT or not,” I say – you’re right! Indeed, recruiting LGBT professionals may boost a firm’s image among all populations, because many people (especially younger age groups) perceive a visible LGBT population as a strong sign of a progressive and welcoming workplace.



The Right People Making an Impact



Advancing diversity and inclusion in the legal profession and the community is an ongoing effort, one that requires both large initiatives and small actions. We are committed to helping however we can, particularly through involvement in professional organizations and participation in community programs.

Marking the Way

Thompson Hine is proud of its many lawyers who hold leadership roles in organizations that promote diversity and inclusion in the legal profession. We support these organizations because we believe they are vital for representing the professional interests of diverse attorneys and their communities. We are proud to be represented in so many associations and will continue to support them financially and otherwise.

Stephanie M. Chmiel, a Columbus partner in the Business Litigation and Labor & Employment groups, is president of the Ohio Women's Bar Foundation, the educational and charitable arm of the Ohio Women's Bar Association.



Susan C. Cornett is on the board of the National Conference for Community and Justice (NCCJ) of Greater Dayton. The NCCJ, founded in 1927 by activist Jane Addams and U.S. Supreme Court Justice Charles Evan Hughes, is one of the country's oldest social justice organizations.

Eduardo Kim is a member of the Cleveland advisory board of Facing History and Ourselves, an international nonprofit whose mission is to engage students of diverse backgrounds in an examination of racism, prejudice and antisemitism in order to promote the development of a more humane and informed citizenry. Eduardo also is an at-large member of the advisory board of the Greater Cleveland Partnership's Commission on Economic Inclusion, which focuses on increasing board, senior management, workforce and supplier diversity and supporting the growth of minority-owned businesses in Northeast Ohio and throughout the state.

Susan D. Kim, a Columbus associate in the Corporate Transactions & Securities, Investment Management and Privacy & Cybersecurity groups, and **Philip B. Sineneng** serve on the board of the Asian Pacific American Bar Association of Central Ohio. Susan is the treasurer.



Erin Luke is a member of the board of trustees of YWCA Greater Cleveland, which is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Barbara A. Lum is the immediate past president of the Asian American Bar Association of Ohio and a member of the National Asian Pacific American Bar Association's board of governors. She has been the co-chair of the NAPABA Young Lawyers Network since 2015.

Former Diversity & Inclusion Initiative firmwide chair **Robyn Minter Smyers** is on the board of directors of the Diversity Center of Northeast Ohio, which promotes understanding, respect and institutional equality on matters of race, age, religion, sex, ethnicity, culture, ability, gender identity, sexual orientation and socioeconomic status. Through a variety of youth and workplace programs, it aims to eliminate bias, bigotry and racism.



Adreanne G. Stephenson, a Cincinnati Environmental associate, is a member of the board of the National Pan-Hellenic Council's Cincinnati chapter. The NPHC promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.

Candice S. Thomas, a Cincinnati Labor & Employment associate, is communications officer for the Black Lawyers Association of Cincinnati and a Greater Cincinnati Minority Counsel Program board member.

Building Inclusion in the Community

Our lawyers were also featured in community diversity programs.

Dayton Partner-in-Charge **Wray Blattner**, a member of the Environmental, Water Technology, Finance & Regulation and Climate Change & Sustainable Business Solutions groups, and **Elizabeth H. Blattner**, a Dayton partner in the Corporate Transactions & Securities and Government Contracts groups, co-chaired the Access to Justice Awards Gala held by Legal Aid of Western Ohio, Advocates for Basic Legal Equity and the Greater Dayton Volunteer Lawyers Project.

Outgoing president **Barbara A. Lum** was among the officers and board members recognized during the Asian American Bar Association of Ohio 2017 Gala Luncheon, held at The City Club of Cleveland. Established in 1992, the Asian American Bar Association of Ohio is the oldest association of Asian Pacific American attorneys in Ohio. Barbara served as the organization's president since 2013.

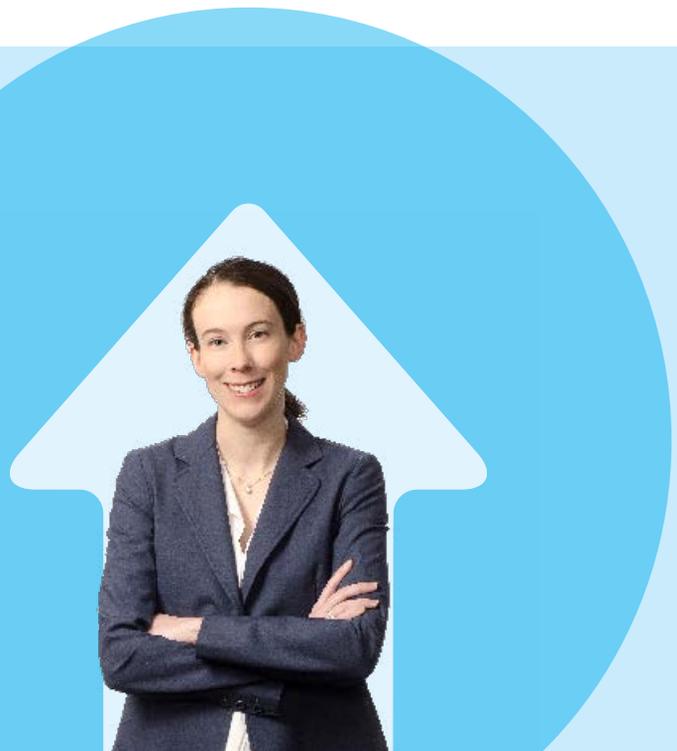
Robyn Minter Smyers was a guest speaker and panelist at a diversity conference presented by PwC.

Thompson Hine sponsored and participated in the Cleveland Metropolitan Bar Association's Diversity & Inclusion Conference: "Walking the Talk Boldly Into the Future." Conference attendees heard the results of CMB's Diversity & Inclusion 2.0 Organizational and Individual Survey, learned about a model program for legal professionals, and participated in a presentation by author, lawyer and consultant Vernā Myers on "unconscious bias" and how it can impede progress.

Why is it important for Thompson Hine to be active in the community?

Being engaged in our communities is important to Thompson Hine for many reasons. As lawyers, we pride ourselves on being advocates for our clients. Community involvement gives each lawyer the opportunity to advocate for causes he or she is passionate about. Being active in the community also gives us the opportunity to improve the future of the places where we live and work. For that reason, I find it especially rewarding to work with organizations that support the growth and development of children and young people, like the National Conference for Community and Justice.

- Susan C. Cornett



Local Efforts to Support a Common Goal



In every city where Thompson Hine has an office, civic leaders and community groups are working to advance diversity and inclusion. Thompson Hine is proud to support and participate in these efforts because we know we get more done when we work together for a common cause.

Rocking for Diversity

The firm won the Carl and Louis Stokes Corporate Challenge by raising nearly \$3,000 in employee donations and recruiting 283 participants for the Diversity Center of Northeast Ohio's 15th annual Walk, Rock & Run event. Thompson Hine raised more money than any other participating organization. Donations from this event fund Diversity Center programming to teach youths to become leaders in their communities. The firm also sponsored the center's annual Humanitarian Award Dinner.



1ST

1st in Class:
Recognizing African-American Attorneys Who Were First

The Norman S. Minor Bar Association's Annual Trailblazer Luncheon
honoring
Paul N. Harris, Esq.
The Honorable Randolph Baxter
The Honorable Yvette McGee Brown

THOMPSON HINE
Exclusive Legacy Sponsor

KeyBank
Exclusive Signature Sponsor

NORMAN S. MINOR
BAR ASSOCIATION
Blazing trails.
Building leaders.
Serving the community.

Honoring the Trailblazers

As we build the road forward together, it's important to honor those who cleared the path so that others might follow. In 2016, Thompson Hine supported the Norman S. Minor Bar Association's (NSMBA) annual Trailblazer Luncheon in Cleveland. NSMBA, formed in 1980 by the merger of four African-American professional groups, is dedicated to protecting civil rights, promoting equality and enhancing the profile of black lawyers. The luncheon, named "Recognizing African-American Attorneys Who Were First," honored **Paul N. Harris**, the first African-American partner-in-charge of Thompson Hine's Cleveland office and of any major law firm in the city. Other honorees were Randolph Baxter, the first African-American U.S. Bankruptcy Court judge in the Northern District of Ohio, and Yvette McGee Brown, the first African-American woman appointed to the Ohio Supreme Court.



Awarding Diversity

In 2016, the Columbus office was a title sponsor of *Columbus Business First's* inaugural Diversity in Business Awards. The program honors excellence in all areas of diversity and highlights diverse organizations and individuals across a wide variety of industries. The firm nominated the Columbus Bar Association for Outstanding Diversity Resource of the Year and Jeanetta Darno, vice president and global chief diversity officer at Abercrombie & Fitch, as Outstanding Diversity Role Model. Both won awards.



Walking for Peace

Founded in 2004, the Dayton International Peace Museum teaches and advocates for non-violent strategies for achieving peace, internationally and in our everyday lives. It was created to recognize the city's role as host of the negotiations that ended the Bosnian War. One of its key events is the annual Miami Valley Peace Heroes Walk Around the World. Thompson Hine participated in the 2016 walk with a team composed of Dayton office lawyers and staff, including **Susan C. Cornett, Wray Blattner, Elizabeth H. Blattner, Rebecca C. Raines, Jessica E. Salisbury-Copper, Mark A. Conway, Jennifer L. Maffett-Nickelman, Kim Carter and Ellen Geron.** The team walked to honor Senior Judge Walter H. Rice of the U.S. District Court for the Southern District of Ohio.



Breaking Down Walls

The Columbus office co-hosted "Breaking Down Walls: Creating a More Inclusive Workplace for Muslims," a presentation and panel discussion focused on the growing Muslim community in Columbus and their experiences in the workplace. Panelists Courtnee Carrigan, CEO and executive trainer, Raising the Bar Performance Group; Samia Alzier, vice president of cultural and social events, Arab Americans of Central Ohio; and Hafsa Khan, staff assistant for U.S. Sen. Sherrod Brown, offered suggestions to help employers provide an inclusive and welcoming environment for all employees.





Collaborating on Diversity

Thompson Hine's progress in promoting diversity and inclusion in the firm drew the attention of GE Aviation, which wants to increase its use of diverse attorneys for outside legal work. Managing Partner **Deborah Z. Read** and lawyers from the Cincinnati office met with their counterparts from GE Aviation to discuss diversity initiatives and ways they could work together.



Catalyzing Change

Matthew T. Vaughan, a Cleveland associate in the Corporate Transactions & Securities and Life Sciences groups, is a member of the *LeadDIVERSITY* Class of 2017. *LeadDIVERSITY* is a 10-month program of the Diversity Center of Northeast Ohio that approaches diversity and leadership issues from a no-fault, interactive foundation with the goal of effecting positive social change. Each class engages with regional leaders in the corporate, nonprofit and civic arenas to explore the concept of diversity leadership and analyze its personal, workplace and community impact.

Celebrating With Friends Old and New

Barbara A. Lum has served on multiple planning committees for the Cleveland Asian Festival, including Finance & Compliance and Activities. The festival's mission is to bring cultural diversity and economic growth to the AsiaTown neighborhood while celebrating Asian Pacific American Heritage Month in May each year. Since its inaugural one-day iteration in 2010, the festival has grown to attract more than 50,000 people over two days.



Laying the Foundation/ Groundwork



The road we are building toward diversity and inclusion will be traveled – and improved upon – by generations to come. It’s our responsibility to help others start their journeys and ensure they have the support they need along the way. At Thompson Hine, we are committed to supporting diverse individuals through recruitment, mentorship, internships, events and other means.

Paving the Way

Furthering diversity and inclusion in the legal profession begins not with hiring, but with encouraging diverse students to pursue careers in law and providing them with the necessary support. Thompson Hine members are active in recruiting the next generation of legal professionals.

The Atlanta office Diversity & Inclusion Committee held a program, “Your Legal Career: How to Get In and Succeed In a Law Firm,” for students at the Georgia State University College of Law. Attorneys **Roy E. Hadley, Jr.**, **John L. Watkins**, **Tanya L. Goins**, **Jason Carruthers** and Recruitment Manager **Carrie Milliken** advised the students, who also had the opportunity to role-play mock employment interviews.

Diverse students at Cleveland State University Cleveland-Marshall College of Law were guests at a Thompson Hine networking event and panel discussion, “From Law School to Big Law: Surviving and Thriving as a Diverse Attorney.” **Barbara A. Lum**, **Adreanne G. Stephenson** and **Anthony Andricks** shared their experiences with the students. The firm also hosted a separate networking event for Cleveland-Marshall students, as well as another program, “Best Practices on How to Succeed as a Diverse Attorney at a Law Firm.”

Chief Talent Officer **Andy Colón** and **Eduardo Kim** worked with diverse students as part of the Diversity Fellowship program at Case Western Reserve University School of Law.

The Columbus office hosted two students from the Law & Leadership Institute (LLI) for a week-long visit. LLI works with students from underserved communities to educate them about and prepare them for careers in the legal profession.

The Cleveland, Columbus, Dayton and Atlanta offices continued their minority clerkship programs, working with their local bar associations to identify and promote promising diverse law students.

African-American high school and college students in Greater Cincinnati were given a glimpse into the legal profession through the Cincinnati office’s participation in Summer Work Experience in Law (SWEL). Founded by the Black Lawyers Association of Cincinnati-Cincinnati Bar Association Round Table, SWEL gives students real-life experience in the legal profession through internships, forums and seminars.



Financial Support

Recognizing that career encouragement is not always sufficient in and of itself, Thompson Hine created the Diversity Scholarship Program for Law Students. The first recipient of this annual award was **Brad Dennis**, a second-year student at the University of Virginia School of Law. The firm also contributed to a scholarship at Wright State University for a diverse student.



The firm sponsored the annual conference of the Midwest Region of the National Black Law Students Association and financially supported other law student associations and events.

Diversity Extern Program

Every year, the Diversity Externship Program in our Washington office gives law students practical work experience and one-on-one mentoring.

Under the leadership of **Samir D. Varma**, the program gives externs the opportunity to observe our lawyers in their day-to-day practices, as well as to collaborate and network with other legal professionals outside the firm.

Each student works with at least one attorney mentor who ensures the student is given challenging responsibilities and the opportunity to become involved in rewarding pro bono matters. The work varies from externship to externship depending on the pro bono cases being handled by the firm at that time. Past participants have assisted in advocating on behalf of the homeless and in representing asylum applicants from various countries.

Mona Adabi (extern): My time at Thompson Hine has taught me that when a workplace values and proactively cultivates diversity, individuals can achieve their full potential and bring their whole selves to better serve their clients, the firm and the legal profession.



Jada Colón (1L): The Summer Associate Program not only exposed me to a diverse range of professionals, but also a diverse range of practice areas. Working with attorneys in almost every practice group was immensely helpful in deciding which direction I wanted my legal career to go.



Latashia Love (1L): After speaking with friends at other firms, I realized how much Thompson Hine invested in our success over the summer and as future attorneys. My decision to return was a “no-brainer.” Thompson Hine is a firm invested in diversity and cultivating successful attorneys.



Jasmine Taylor (1L): I made the decision to join Thompson Hine because the firm’s dedication to diversity and inclusion seemed genuine; it felt as though the firm was putting effort into recruiting diverse candidates. It felt like they saw that I had something to offer the firm.





Mentoring Within

An affinity program, 360° Mentoring, provides a structure for our diverse lawyers to support each other and build professional networks within the firm. In this program, we put together groups of attorneys at various stages in their careers, from first-year associates to senior partners. The groups meet monthly to discuss a wide range of topics, including work-life balance, navigating the political climate of the legal profession and business development skills.



Inclusive Culture

Simply giving lip service to diversity will do nothing to break ground. At Thompson Hine, we are committed to backing our inclusivity goals and strategies with action.

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

- A affinity program that provides a structure for 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.
- A firmwide diversity and inclusion committee comprised of lawyers and non-lawyers that meets quarterly.
- Benefits for same-sex domestic partners and spouses.
- Mentoring, networking and professional development opportunities geared toward helping women achieve their goals.
- Frequent firmwide communications about diversity topics and events in 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.

Everyone's Focus

Diversity itself is about embracing a mix of talents, skills and cultural backgrounds and creating an inclusive environment that makes the mix work. And this is exactly what Thompson Hine has set out to do. These strategic goals focus our efforts to harness diversity and serve as our guide to navigating the path toward a more inclusive culture:

- **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.
- **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.
- **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.



As Thompson Hine's full-time manager of Diversity & Inclusion, **Marcia Moreno** is responsible for a variety of firmwide programs related to diversity and inclusion. She works closely with Talent Management and Human Resources to promote the recruitment of candidates of diverse backgrounds and implements internal training to foster an inclusive workplace. She collaborates with external partners such as law schools and community organizations, and provides support to the chairs of the firm's Diversity & Inclusion Initiative and Spotlight on Women program. Marcia

also prepares data analyses and reports on trends and best practices. **For more information, please contact Marcia at 216.566.7868 or Marcia.Moreno@ThompsonHine.com.**

Building
the Road
Forward,
TOGETHER

Diversity & Inclusion at Thompson Hine



THOMPSON
HINE