

Thompson, Coe, Cousins & Irons, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Austin, Texas | Dallas, Texas | Houston, Texas | Los Angeles, California | New Orleans, Louisiana | Saint Paul, Minnesota

DIVERSITY LEADERSHIP

Head(s) of Firm: MANAGEMENT COMMITTEE: Shawn W. Phelan, Roger D. Higgins, Thomas A. Culpepper, William R. Moye and Ellen Van Meir. GENERAL COUNSEL: Alison H. Moore

Diversity team leader(s): Thomas M. Horan, II, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	218	219
U.S. offices only	218	219

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	29	33
African-American/Black	2	3
Hispanic/Latinx	4	12
Alaska Native/American Indian	0	1
Asian	0	6
Native Hawaiian/Pacific Islander	1	0
Multiracial	1	1
Openly LGBTQ	1	1
Individuals with Disabilities	1	0
Total	37	57

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

1 Female Ethnicity Not Specified

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	25	6
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	26	8

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	44	20
African-American/Black	1	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	51	26

1 Male Ethnicity Not Specified

OF COUNSEL (2019)

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	10	3

2 Male Ethnicities Not Specified

NEW HIRES (2019)

	Men	Women
White/Caucasian	16	9
African-American/Black	1	1
Hispanic/Latinx	0	6
Alaska Native/American Indian	0	1
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	21	24

3 Male Ethnicities Not Specified 1 Female Ethnicity Not Specified

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

The firm's Management Committee regularly communicates the importance of diversity to everyone at the firm through emails, meetings, and the firm's website. The firm's leadership also demonstrates the firm's commitment through its pipeline initiatives, its focus on recruitment and retention of diverse attorneys, and support of the firm's Diversity Committee.

The Management Committee has advised the firm's partners, its Partner Review Committee, its Hiring Committee and its Associate Review Committee of the firm's commitment to improve inclusion and retention of diverse attorneys, and the firm's expectations of them in that regard. The Diversity Committee has been tasked with developing and implementing ideas to increase the level of inclusion and retention at the firm.

Who has primary responsibility for leading diversity initiatives at your firm?

Thomas M. Horan, II

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 11

Total hours spent on diversity: 200

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

The firm's Management Committee has set express goals and objectives in furtherance of the firm's diversity efforts which are communicated to the firm's diversity committee. The Management Committee and the Diversity Committee then collaborate and communicate on how best to reach those objectives.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

Monthly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Management Committee requires the Diversity Committee to report its efforts and progress at each Diversity Committee meeting and at each formal quarterly partner meeting. The efforts of the Diversity Committee and Management Committee are considered in the Committee members' annual overall performance evaluations. The firm utilizes internal statistics, published surveys, data reported in the Vault Survey, input from our diverse attorneys, and feedback from our clients to measure the Committees' performance in achieving results.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
			Other (please specify): Continue to increase number of minority attorneys who are involved in the firm's marketing efforts and have face-to-face interaction with clients and client decision-makers; encourage inclusion of minority attorneys; increase efforts to retain and promote minority attorneys; increase internal networking amongst minority attorneys through formal and informal meetings.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X	X		Provide accommodations specific to mothers (e.g., lactation rooms)
X	X		Implement policies to address gender pay equity
			Other (please specify): Continue to increase number of female attorneys who are involved in the firm's marketing efforts and have face-to-face interaction with clients and client decision makers; encourage inclusion of female attorneys; increase efforts to retain and promote female attorneys; increase internal networking amongst female attorneys through formal and informal meetings.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Offer same-sex domestic partners the same benefits available to married individuals
X	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
	X		Ensure that EEO and non-discrimination policies specifically address gender identity
		X	Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



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	X		Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

In 2019, Thompson Coe hosted and participated in a Street Law event in Dallas in which the firm spent several days teaching diverse high school students about law, democracy and human rights.

In addition, several Thompson Coe attorneys performed volunteer work for local underprivileged and minority students.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: No

Other private law schools: Baylor University; Southern Methodist University; South Texas College of Law of Houston; Tulane University Law School

Public state law schools: The University of Texas at Austin; The University of Houston; Texas Tech University; The University of Oklahoma College of Law; UNT Dallas College of Law

Law schools of Historically Black Colleges and Universities (HBCUs): Texas Southern University — Thurgood Marshall School of Law

Diversity job fairs: Sunbelt Minority Job Fair

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

Yes. Thompson Coe participates in the SMU Dedman School of Law's annual "Meet the Firms" night, which is held in January to kick-off the spring semester for first-year law students. This event provides a casual venue to highlight firms as attorneys meet and visit with first-year students. Although Thompson Coe does not hire first year students in our summer program, we have been involved to be supportive of these students as they enter law school.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	5

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	4

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	11	5
African-American/Black	1	1
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	1
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	1	0
Total	13	16

1 Female Ethnicity Not Specified

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

2 Male Ethnicities Not Specified

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	0

1 Male Ethnicity Not Specified

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	5	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	5	5

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	1	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

When Thompson Coe has an open attorney position it advertises the position in the local minority bar associations' newsletters.

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	3

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	4

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	2

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	3

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

OF COUNSEL

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	5	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	1

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

The firm has made a commitment to focus on inclusion and retention efforts in 2020. We have been and will continue to be intentional about introducing our diverse attorneys to our key clients and providing the diverse attorneys with marketing opportunities. The firm has also placed diverse attorneys in leadership positions within the firm by appointing them as committee chairs and sections heads.

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

An attorney's decision to work part-time has no impact on his/her ability to make or remain a partner.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

One (1)



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	94
Of counsel	10	3	13	13
Non-equity partner	1	1	2	78
Equity partner	0	0	0	34



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	3	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	3

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	4

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	3	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	3

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	4
African-American/Black	0	1
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	3	8

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	7	24	10
Number of such positions held by:			
Minorities	0	5	2
Women	3	7	2
LGBTQ attorneys	0	1	0
Individuals with Disabilities	0	0	0

One of our offices has co-managing partners. The numbers for Practice Group/Department Leaders and Committee Leaders includes our vice chairpersons.

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 6

Minorities heading offices: None

Women heading offices: Marne Jones - New Orleans Office (9)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: None

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Zandra Foley, Section Chair of Products Liability group (12); Zandra Foley, Vice Chair of Professional Liability group (34); Jennifer Kearns, Vice Chair of Insurance Litigation & Coverage group (57); Frances O'Meara, Vice Chair of Professional Liability group (34); Michael Hirota, Vice Chair of Labor & Employment group (20)

Women heading practices: Rhonda Thompson, Section Co-Chair of Insurance Litigation & Coverage group (57); Stephanie Rojo, Section Chair of Labor & Employment group (20); Zandra Foley, Section Chair of Products Liability group (12); Zandra Foley, Vice Chair of Professional Liability group (34); Jennifer Kearns, Vice Chair of Insurance Litigation & Coverage group (57); Frances O'Meara, Vice Chair of Professional Liability group (34); Stephanie Krueger, Vice Chair of Casualty group (93)

LGBTQ attorneys heading practices: George Arnold, Vice Chair of Insurance Litigation & Coverage group (57)

Individuals with Disabilities heading practices: None

COMMITTEE LEADERS

Minorities heading committees: Jason Jobe, Associates (Hiring) Committee (9); Thomas Horan, Diversity Committee (9)

Women heading committees: Alison Moore, Ethics Committee (3); Rhonda Thompson, Political Committee (9)

LGBTQ attorneys heading committees: None

Individuals with Disabilities heading committees: None



The Firm Says

Thompson Coe prides itself on its long history of fostering an environment committed to diversity and inclusion. To that end, we actively seek opportunities to implement intentional policies and programs to promote diversity and inclusion in all facets of the firm's organization, client services and community involvement.

This commitment to diversity, however, is not mere lip service. We have historically been recognized for our efforts, and this past year was no different. Here is just a sample of some of the honors and accolades we have received related to our diversity efforts:

- The prominent legal news publication, Law360, released their annual "Glass Ceiling Report" where they surveyed over 300 U.S. based firms for female attorney representation at all levels. Thompson Coe was ranked among the top 10 best law firms of its size. This is the 6th year in a row Thompson Coe has been prominently featured on the Glass Ceiling Report. Women comprise approximately 30 percent of Thompson Coe partners, 55 percent of associates, and 41 percent women overall. The average female percentage at firms sized 150-299 is 33 percent.

https://www.law360.com/insurance/articles/1162859/the-best-law-firms-for-female-attorneys?nl_pk=7b3d0ff1-93e6-4f5a-98f3-70236bc75bd1&utm_source=newsletter&utm_medium=email&utm_campaign=insurance

- Law360 also reported on diversity in law firms with their "Best Law Firms for Women and Minority Attorneys" report. This report summarized findings from their annual "Glass Ceiling Report" and "Best Firms for Minority Attorneys," and highlighted law firms that have "above-average representation of both women and minorities at every level." Of firms sized 150-299, Thompson Coe was among those "showing some measurable results as law firms work to build a more diverse and inclusive legal profession."

https://www.law360.com/articles/1177370/the-best-law-firms-for-women-and-minority-attorneys?nl_pk=7b3d0ff1-93e6-4f5a-98f3-70236bc75bd1&utm_source=newsletter&utm_medium=email&utm_campaign=special

- In 2019, Texas Lawyer reported that Thompson Coe topped the chart in new partners. Women accounted for 32 percent of new partners and minorities accounted for 23 percent and Thompson Coe had the largest number of female partners with six and tied for most minority partners with three.
- Texas Lawyer also featured Thompson Coe in an article noting the firm was among the twenty-five top law firms in the country for percentage of minority attorneys and minority partners at large U.S. firms and only one of two Texas-based firms to make the list.

<https://www.law.com/texaslawyer/2019/05/28/haynes-and-boone-thompson-coe-lead-texas-firms-on-diversity-scorecard/>

- The National Law Journal released their Women in Law Scorecard, where they surveyed 264 of the nation's largest firms and ranked them according to percentages of women attorneys and partners. Thompson Coe ranked 21st on the scorecard, once again demonstrating a continued commitment to hiring and promoting female attorneys.

Our commitment to diversity is also evidenced by the increased involvement of women and minority attorneys in the management of the firm. For example, our Management Committee is 20% female. In addition, we currently have six women, four minorities, and one LGBT attorney heading our practice groups. This is particularly significant considering we had no diverse attorneys heading any of our practice groups in 2013. Further, two of our committees are headed by female attorneys.

We are also proud to have an active Diversity Committee that includes six equity partners, two of whom are senior partners who serve on the firm's Management Committee. The Diversity Committee continuously recommends new goals to the firm for adoption. It is also heavily involved in both the firm's recruiting efforts and retention efforts, including mentoring of the firm's associates and junior partners. The firm carefully selects individual mentoring partnerships for its minority/female associates and junior partners to ensure that they are fully involved with their practice groups, the firm and the practice of law. To foster their growth and development, these attorneys are provided opportunities early in their careers to take on challenging, meaningful matters, to work directly with clients, and participate in marketing efforts. We are also proud to sponsor several affinity groups focused on bringing together attorneys to not only socialize but also to foster professional development and brainstorm ways to develop diversity programming beneficial to the firm. Finally, our internally-run Associates' and Senior Associates' Schools ensure equal advancement of all attorneys.

