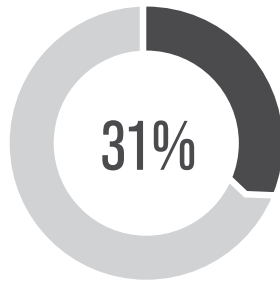




DIVERSITY, EQUITY AND INCLUSION HIGHLIGHTS



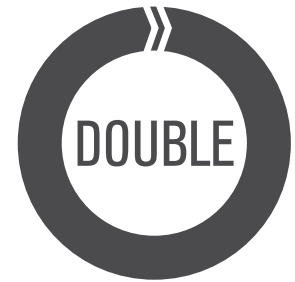
AT's Score on the Human Rights Campaign Corporate Equality Index (HRC CEI)



Of AT's Executive Committee Members are women



Raised in 2020 for our diversity law scholarship, Michael C. Tramble Foundation



The representation of diverse non-equity partners year-over-year

» MEET ARMSTRONG TEASDALE'S NEW DEI DEPARTMENT



Meshach Rhoades
EQUITY PARTNER,
CHIEF DIVERSITY OFFICER



Sonji Young
VICE PRESIDENT OF DIVERSITY,
EQUITY AND INCLUSION



Stephanie Hendrickson
DIVERSITY, EQUITY AND
INCLUSION EXECUTIVE ASSISTANT



Sarah Sise
EQUITY PARTNER,
INCLUSION COMMITTEE CHAIR

» ARMSTRONG TEASDALE'S KEY PROGRAMS

Recruit and Retain a Diverse Workforce

- Diverse job fairs
- AT's Law School Diversity Scholarship – Michael C. Tramble Foundation
- Leadership Council on Legal Diversity Membership for Fellows, Pathfinders, Scholars and Mentorship
- Transparency in Partner Admissions

Foster a Culture of Inclusion and Belonging

- Annual Inclusion Week
- DEI Programming
- 25 billable DEI hours recognized
- Resource Groups: Diverse Professionals Group, Women's Inclusion Network, Parent Resource Group and Veterans and Military Service Group
- Monthly programming and communications through the "We are AT" campaign

Promote Diversity Within Our Community

- Managing Partner's Personal Commitment
- Ally Member in Law Firm Antiracism Alliance
- Diversity Supplier Program
- Affinity Group Leadership
- Volunteerism with diversity-focused organizations/events