



## IN THIS ISSUE

### 10

**Top Ten Time Management Mistakes**  
by Kendra D. Brodin,  
MSW, JD

### 12

**Creating a Brand Identity**  
by Jennifer E. Gillespie,  
Esq.

### 13

**Doing Business in Puerto Rico:  
Complying with Local Sex Discrimination,  
Maternity and Breastfeeding Laws**  
by Maritza I. Gómez,  
Esq.

## NAWL'S MID-YEAR MEETING IN MIAMI, FLORIDA

At NAWL's Mid-Year Meeting in Miami, Florida, the panel entitled: "*Leadership in the Courtroom and Beyond: A Judicial Roundtable*," was moderated by The Honorable Peggy A. Quince of the Florida Supreme Court (third from left) with panelists, from left to right: The Honorable Cecelia M. Altonaga, U.S. District Court for the Southern District of Florida; The Honorable Ellen Leesfield, Eleventh Judicial Circuit of Florida; Justice Quince, The Honorable Laurel M. Isicoff, U.S. Bankruptcy Court for the Southern District of Florida; The Honorable Jacqueline H. Scola, Eleventh Judicial Circuit of Florida; and The Honorable Barbara Lagoa, Florida Third District Court of Appeal.



National Association of Women Lawyers®  
*the voice of women in the law®*



# PAINTING A BRIGHTER FUTURE FOR WOMEN

DLA Piper salutes the National Association of Women Lawyers for its devotion to the interests of women lawyers and women’s rights. When it matters to our communities, it matters to us.

[www.dlapiper.com](http://www.dlapiper.com) | DLA Piper LLP (US)

EVERYTHING MATTERS



Heidi Levine, 1251 Avenue of the Americas, 27th Floor, New York, NY 10020 | Stefanie Fogel, One Liberty Place, 1650 Market Street, Suite 4900, Philadelphia, PA 19103  
DLA Piper is an international legal practice including DLA Piper LLP (US) and its affiliated entities. | Attorney Advertising

# WLJ

WOMEN LAWYERS JOURNAL

2011  
VOL. 96  
NO. 1

### ABOUT WOMEN LAWYERS JOURNAL

**EDITOR**  
Deborah S. Froling  
Washington, DC  
froling.deborah@arentfox.com

**EDITORIAL POLICY**  
Women Lawyers Journal is published for NAWL members as a forum for the exchange of ideas and information. Views expressed in articles are those of the authors and do not necessarily reflect NAWL policies or official positions. Publication of an opinion is not an endorsement by NAWL. We reserve the right to edit all submissions.

**ARTICLES**  
Book reviews or articles about current legal issues of general interest to women lawyers are accepted and may be edited based on the judgment of the editor. Editorial decisions are based upon potential interest to readers, timelines, goals, and objectives of the association and the quality of the writing. No material can be returned unless accompanied by a self-addressed, stamped envelope.

**TO ADVERTISE**  
Contact NAWL headquarters for rate information. Publication of an advertisement is not an endorsement of the product or company by NAWL.

**TO SUBSCRIBE**  
Annual dues include a subscription to the Women Lawyers Journal.

Additional subscriptions or subscriptions by nonmembers are available for \$55 in the U.S. and \$75 international. Back issues are available for \$15 each.

**CONTACT**  
National Association of Women Lawyers  
American Bar Center, MS 21.1  
321 North Clark Street  
Chicago, IL 60654  
t 312.988.6186 f 312.988.5100  
nawl@nawl.org  
www.nawl.org

©2011 National Association of Women Lawyers.  
All Rights Reserved.

Women Lawyers Journal (ISSN 0043-7468)  
is published quarterly by the National Association of Women Lawyers (NAWL)®  
321 North Clark Street, MS 21.1, Chicago, IL 60654.

### TABLE OF CONTENTS

About NAWL .....	3
Editor's Note .....	5
President's Letter .....	6
Event Highlights .....	8
Top Ten Time Management Mistakes .....	10
<i>by Kendra D. Brodin, MSW, JD</i>	
Creating a Brand Identity .....	12
<i>by Jennifer E. Gillespie, Esq.</i>	
Doing Business in Puerto Rico: Complying with Local Sex Discrimination, Maternity and Breastfeeding Laws .....	13
<i>by Maritza I. Gómez, Esq.</i>	
NAWL News .....	14
NAWL Recognition .....	19
New Member List .....	21
Networking Roster .....	24

Mid-Year Meeting photos taken by Byron Carlson.  
Journal designed by Caroline Caldwell Design.



# Advancing Women in the Legal Industry

## EXPERIENCE LEADERSHIP.

Dickstein Shapiro is widely regarded for its commitment to advancing women’s issues in the legal marketplace. The Firm actively works to foster an environment that is consistently employee- and family-friendly and maintains focused efforts to attract the most talented female attorneys. In 2009, Dickstein Shapiro topped the Project for Attorney Retention survey with 67% of its new partner promotions going to women in the Firm. The Managing Partners of the New York and Los Angeles offices, the Deputy General Counsel, two members of the Executive Committee, and four of its five C-level officers are women. For the past 18 years, the Firm has been an avid supporter of NAWL, and its attorneys have served in various leadership positions. Dickstein Shapiro partner Katherine Henry is a former NAWL President, and partner DeAnna Allen currently serves on the NAWL executive board. Working together with NAWL and other like-minded organizations, Dickstein Shapiro continues to improve the professional lives of women attorneys by encouraging their development and retention.

To learn more about our Women’s Leadership Initiative (WLI), contact WLI Co-Leader Elaine Metlin at (202) 420-2263 or [metline@dicksteinshapiro.com](mailto:metline@dicksteinshapiro.com)

**DICKSTEINSHAPIRO**LLP

WASHINGTON, DC | NEW YORK | LOS ANGELES

© 2009 Dickstein Shapiro LLP. All Rights Reserved.

## NATIONAL ASSOCIATION OF WOMEN LAWYERS



National Association of Women Lawyers®  
*the voice of women in the law®*

## About NAWL

Founded in 1899, NAWL is a professional association of attorneys, judges and law students serving the educational, legal and practical interests of the organized bar and women worldwide. Both women and men are welcome to join. Women Lawyers Journal®, National Association of Women Lawyers®, NAWL, and the NAWL seal are registered trademarks.

By joining NAWL, you join women throughout the United States and overseas to advocate for women in the legal profession and women’s rights. We boast a history of more than 100 years of action on behalf of women lawyers. For more information about membership and the work of NAWL, visit [www.nawl.org](http://www.nawl.org).

## BENEFITS OF MEMBERSHIP

- A voice on national and international issues affecting women through leadership in a national and historical organization
- Networking opportunities with women lawyers across the United States
- Access to programs specifically designed to assist women lawyers in their everyday practice and advancement in the profession
- A subscription to the quarterly Women Lawyers Journal and the ability to be kept up to date on cutting edge national legislation and legal issues affecting women
- The opportunity to demonstrate your commitment and the commitment of your firm or company to support diversity in the legal profession.

## CONTACT NAWL

National Association of Women Lawyers  
American Bar Center, MS 21.1  
321 North Clark Street  
Chicago, IL 60654  
t 312.988.6186  
f 312.988.5100  
[nawl@nawl.org](mailto:nawl@nawl.org)  
[www.nawl.org](http://www.nawl.org)

## EXECUTIVE BOARD

### President

Dorian S. Denburg  
Atlanta, GA

### President-Elect

Heather C. Giordanella  
Philadelphia, PA

### Vice President

Beth L. Kaufman  
New York, NY

### Treasurer

Deborah S. Froling  
Washington, DC

### Treasurer-Elect

Lisa M. Passante  
Wilmington, DE

### Corresponding Secretary

Marsha Anastasia  
Stamford, CT

### Members-at-Large

DeAnna Allen  
Washington, DC

Angela Brandt  
St. Paul, MN

Holly English  
Roseland, NJ

Patricia Gillette  
San Francisco, CA

Sarretta McDonough  
Los Angeles, CA

Leslie Richards-Yellen  
Chicago, IL

Col. Maritza Ryan  
West Point, NY

Wendy Schmidt  
New York, NY

Anita Wallace Thomas  
Atlanta, GA

### Immediate Past President

Lisa Gilford  
Los Angeles, CA

### Past President

Lisa Horowitz  
Washington, DC

### Executive Director

Vicky DiProva  
Chicago, IL



# It's time to get strategic.

## STRATEGIC LEGAL SOLUTIONS New York Atlanta Charlotte

Are you looking for an experienced temporary and permanent legal recruitment firm with vision and commitment? One that can provide highly experienced professionals, the most motivated candidates, the perfect fit? One that prides itself on quality and superior results? One that listens and meets your needs precisely? We place attorneys, project managers and paralegals nationwide. If you want high quality, cost effective talent and solutions to meet your specific legal needs, partner with us. It's time to get strategic!



STRATEGIC  
LEGAL SOLUTIONS

[www.strategiclegal.com](http://www.strategiclegal.com)

STRATEGIC LEGAL SOLUTIONS • 110 E. 42ND STREET, SUITE 800  
NEW YORK, NEW YORK 10017 • T: 212.944.9112 • F: 212.944.8448  
PLEASE CONTACT SUSAN KINTNER, MANAGING DIRECTOR

### EDITOR'S NOTE

Hopefully you were able to attend NAWL's Mid-Year Meeting in Miami, Florida. Miami in February is definitely the place to be if you are from the Northeast or Mid-Atlantic (or anywhere else for that matter). The weather was beautiful, the company divine and the panel presentations were outstanding. Lisa Passante, Chair of the Mid-Year Meeting, and DeAnna Allen, Vice Chair of the Mid-Year Meeting, did an incredible job along with the entire Planning Committee (see their picture on page 9). The theme of the meeting was leadership and we heard from all different types of leaders as well as varying ways to lead. We had judges and general counsels as well as those who lead organizations outside the law firm and corporate world – those who give back to the community in a myriad of ways. We also heard from Raquel Libman, the Executive Vice-President and General Counsel of The HEAT Group and American Airlines Arena. What an interesting job she has!



In this issue we have some interesting articles, including an article on time management mistakes we all make (myself included), an article on creating a brand identity which we can all benefit from and one on doing business in Puerto Rico and issues you need to be aware of if you anticipate doing business there.

The pictures included in this issue are from the NAWL Mid-Year Meeting in beautiful, sunny and warm Miami, Florida. It was a lovely setting for some really spectacular panels and networking opportunities.

I love hearing from our members and readers about what they like and don't like about the *Women Lawyers Journal*. If you have suggestions or want to write an article, please drop me an email. I hope you enjoy the issue!

I hope all of you will attend NAWL's Annual Meeting and Awards Luncheon at the historic Waldorf=Astoria Hotel in New York City on July 21, 2011 and the various programs that are being presented in conjunction with the meeting. The honorees this year are truly inspiring and I hope to see many of you there.

*Warm wishes,*

**Deborah S. Froling, Editor**  
Arent Fox LLP  
Washington, D.C.  
[froling.deborah@arentfox.com](mailto:froling.deborah@arentfox.com)

## PRESIDENT'S LETTER



The Annual Smithsonian Craft Show tells America's story through the art of contemporary craft. The accomplished artists demonstrate vision, creativity and work ethic; their work is innovative and expertly executed. The exhibitors show basketry, ceramics, fiber, furniture, glass, jewelry, paper, leather, metal, mixed media, paper, wearable art and wood. As I walked the rows of the expansive floor of the National Building Museum (itself a work of art), these artists transformed my thinking, as did Christo when he wrapped the islands of Biscayne Bay in Miami in billowing pink and hung The Gates in Central Park.

These artists, from across the country, from different backgrounds, working in different media, came together, under one roof. Some worked individually, some collaborated with others, but they all began with a vision, they all took action, and they all had the results in hand.

Like these artists, NAWL and its members from across the country, from different backgrounds, working in practices with different employers, come together, under one virtual roof. NAWL generates best practices top-down and bottom-up to advance women in the profession, annually surveys and compares the careers and compensation of women and their male peers, produces quality programs, provides tools to implement change, offers mentoring, affords networking, is a significant voice for women practicing law, and is heard and consulted on issues facing women under the law. NAWL also collaborates, sharing with like-minded organizations, such as the ABA Commission on Women in the Profession, the Project for Attorney Retention, the Center for Women in Law, Ms. JD, and the WBA of DC, among others.

There is tremendous engagement and enthusiasm among our membership and sister organizations to advance women in the profession. There is great vision, creativity and work ethic and, yet, we need more action before we will have the results in hand. We must take action – less talk and a lot more action. If we keep on doing what we've done, we'll keep on getting what we've gotten.

If we each take one action individually and in collaboration with others, in whatever area we choose (business development, leadership, retention and promotion, mentoring, sponsoring, inclusion initiatives) and, like the artists, expertly execute, we can transform the status quo. We need to transform the status quo.

As the President proclaimed recently on National Equal Pay Day, obstacles to equality continue to exist and women continue to earn less than men in comparable positions. Women, who have higher graduation rates than men at all academic levels, who are nearly half the labor force and the primary or co-breadwinner in two-thirds of American families still earn less—a lot less—and it impacts our children, our families and our future. When the Equal Pay Act was signed into law in 1963, women earned 59 cents for every dollar earned by men. Today, it is approximately 77 cents nationally (85 cents for AmLaw 200 equity partners according to the 2010 NAWL Survey). It shocks the conscience that nearly 50 years later, the wage gap still exists and still impacts generations of women. Like the crafts of artists who transform our thinking, equal pay for women and men will be transforming and all society will benefit.

Please join NAWL at our Annual Luncheon on July 21 as we honor lawyers who acted on their vision with transforming results for our profession:

**Arabella Babb Mansfield Award:** Jamie Gorelick, Partner, Wilmer Cutler LLP

**President's Award:** Prudential Financial, Inc. Legal Department, Susan Blount, Senior Vice President and General Counsel

**M. Ashley Dickerson Award:** Michele Coleman Mayes, Senior VP/General Counsel, Allstate

**Public Service Award:** Brooksley Born, Retired Partner, Arnold & Porter LLP

**Lead By Example Award:** Honorable Harold Baer, U.S. District Court, Southern District of New York; and Marc Firestone, Executive VP, Corporate & Legal Affairs and General Counsel, Kraft Foods, Inc.

Thank you for heeding the call, reaching out and extending your hand so that NAWL can continue to be a healthy, financially stable and vibrant organization which is continuing its mission as the home for all who seek to advance women in the profession and under the law. Thank you for the privilege of serving as your President.

*Best wishes and regards,*

**Dorian Denburg**

NAWL President 2010-2011

AT&T

Dorian.Denburg@att.com



EVENT HIGHLIGHTS

# NAWL Mid-Year Meeting

February 16-17, 2011 in Miami, Florida

At NAWL's Mid-Year Meeting in Miami, Florida, NAWL honored The Honorable Peggy A. Quince, Florida Supreme Court with its Leadership Award. Justice Quince graduated in 1970 from Howard University with a B.S. Degree in Zoology; she received her J.D. Degree from the Catholic University of America in 1975. In 1993, Justice Quince became the first African-American female to be appointed to one of the district courts of appeal with her appointment by Governor Lawton Chiles to the Second District Court of Appeal to a term effective January 4, 1994. She was retained in office by the electorate in November 1996. On December 8, 1998, Justice Quince was appointed by the late Governor Lawton Chiles and Governor-elect Jeb Bush to the Florida Supreme Court. In addition, NAWL awarded its Challenge Award to Office Depot's Legal Department, and it was accepted by Elise D. Garcia C., its Executive Vice President, General Counsel and Secretary.



Lisa Lehner, NAWL President Dorian Denburg, Joyce Slocum, General Counsel, National Public Radio, and NAWL Executive Board Member Lisa Passante enjoy some of the wonderful networking opportunities and beautiful Miami weather.



Front Row: Lorraine Koc, former NAWL President, Teresa Sebastian, Kathy Tayon. Back Row: Hilarie Bass, Edith Osman and Gretta Rusanow presented a panel on new compensation models for the 21st century.



NAWL President-Elect Heather Giordanella presented the NAWL Leadership Award to The Honorable Peggy A. Quince.



NAWL President Dorian Denburg with ABA President Stephen N. Zack.

EVENT HIGHLIGHTS

# NAWL Mid-Year Meeting

February 16-17, 2011 in Miami, Florida

In addition to the Leadership and Challenge Awards, the NAWL Mid-Year Meeting was filled with panel presentations and networking opportunities. Panel presentations included "Leadership in the Courtroom and Beyond: A Judicial Roundtable," "Leading the Way to Economic Success: Compensation Models for the 21st Century," "Leading for Good: Inspiration from Outside the Box," and "Leading 'Courtside'" featuring Raquel Libman, Executive Vice President and General Counsel, The HEAT Group and American-Airlines Arena.



The panel presentation on accomplishments and leadership outside the legal world, front row panelists from left to right were: Jacqueline Arango, Dean Patricia White and Cheryl Little. Back row: Lettie Bien, moderator Jane Mallor McBride and Victoria Méndez.



The Mid-Year Planning Committee worked extremely hard to put together a fantastic program for all attendees. From left to right: Vicky DiProva, NAWL Executive Director, DeAnna Allen, NAWL Executive Board and meeting vice chair, Sandra Cassidy, NAWL President-Elect Heather Giordanella, Terry Vento, Kathy Tayon, NAWL President Dorian Denburg, Elicia Blackwell, Jane Mallor McBride, Kristy Johnson, NAWL Executive Board member and meeting chair Lisa Passante, Linda Leali, April Boyer and Angie Puentes-Leon.



NAWL Executive Board Member Leslie Richards-Yellen, NAWL Executive Board Member Deborah Froling and NAWL Past President Lorraine Koc enjoy the beautiful Miami sunshine.



The beautiful view by the pool at the Epic Hotel in Miami, Florida where Mid-Year Meeting attendees enjoyed wonderful food, beautiful weather and great networking.

# Top Ten Time Management Mistakes

by Kendra D. Brodin, MSW, JD



**Kendra Brodin, MSW, JD, is a coach and consultant for women lawyers and their law firms and the Founder and Creator of [www.WomenLawyersOnline.com](http://www.WomenLawyersOnline.com). Kendra is dedicated to helping women attorneys become “Happy In Law.” With a powerful background as a social worker, lawyer, and coach, Kendra supports women attorneys and their law firms in professional development areas such as work/life balance, career satisfaction, leadership, conflict resolution, and time and stress management through individual coaching, law firm consulting, home study programs, and a variety of Continuing Legal Education courses. Kendra lives in St. Paul, Minnesota with her husband, Rev. Ryan Brodin, and two young daughters, and she is an active member of Minnesota Women Lawyers and the Minnesota State Bar Association, serving as co-chair of its Life & the Law Committee. Kendra earned a Masters Degree in Social Work from the University of Pennsylvania and a Law Degree from the University of Minnesota School of Law, as well as coaching instruction from The Institute for Life Coach Training. More information about Kendra’s work is available at [www.HappyInLaw.com](http://www.HappyInLaw.com).**

Decide what you need to do. Get the information you need. Make an informed, but quick, decision. Then take action.

Do you sometimes feel like everyone else must have more hours in the day than you do? Do you wonder how others seem to get so much done while you are barely scratching your to-do list?

Here are the ten most frequent time management mistakes that I see in the work and lives of my clients. When you can overcome these hurdles, you’ll be well on your way to mastering the minutes in your hours and the hours in your days.

## 1. Failing to focus on truly important tasks

Before you leave work at the end of the day, take a few minutes to identify the top 3-5 things you want to complete the following day. Start the new day with the biggest task or the one you dread most. Once it’s complete, you’ll feel lighter and more motivated the rest of the day.

## 2. Taking too long to make decisions

Many people waste time by thinking too much about their options. They think about what to tackle first, what restaurant to eat at, and what person to call. Their indecision wastes precious time. Instead, decide what you need to do. Get the information you need. Make an informed, but quick, decision. Then take action.

## 3. Attempting Perfection

As attorneys, many of us are hard-wired to be perfectionists. This tendency can keep us from starting, working on, or completing projects. Of course, we must do excellent, accurate work for our clients. Yet we cannot, and should not, let the fear of making a mistake keep us from moving steadily and swiftly through our tasks.

## 4. Procrastinating

Sometimes born out of the aforementioned time traps (failing to focus and perfectionism), procrastination keeps us from getting things done because it prevents us from getting to the tasks at all. Take a good hard look at yourself and your work. What are you avoiding? Why? Simply get started and let momentum move you forward. Often

getting started is the hardest part of completion. Tell yourself that you will work for a certain amount of time and then take a break. Keep your tasks manageable, and break down larger projects into bite-size pieces which you can complete without completely overwhelming yourself.

## 5. Saying “yes” to everyone and everything

Be mindful of the invitations or commitments you accept or decline. If you are prone to saying “yes” too often, remember that every time you say “yes” to something, you are saying “no” to something else. That means that if you agree to go with a colleague to a networking event, you are declining a project at work, a trip to the gym, or more time with your family. Get very clear on your priorities and goals. Each time you are thinking of making a commitment, test it to see if it moves you closer to or farther from your objectives. If it will move you away from your goals, politely decline it if at all possible and focus on using your time in ways that support you and the person you want to be.

## 6. Enduring inefficient and meaningless meetings

Meetings can be an incredibly productive and leveraged use of time, or meetings can be a horrible waste of time and energy. For meetings to serve a purpose, be sure that there is a clear and manageable agenda for the meeting. Support the person running the meeting in keeping to the agenda and the timing. At the end of every discussion, ask “What is the next action?” Make sure everyone knows what their next step is and when they need to take it.

## 7. Allowing phone interruptions

When you need to focus and move through your daily goals quickly and smoothly, turn your phone off, place it on “do not disturb,” or notify your assistant that you are not taking calls. Phone calls can pull the most focused person off task very quickly. Instead, allow your assistant or voice mail to collect any incoming messages and return them after your focused time is complete. For the most part, people can wait a couple of hours for a return call. If you must take a call, keep it as brief and focused as possible.

## 8. Incessant checking of email

Turn off the audible reminder that you have new mail messages and cut back to checking email at regular intervals during the day. Some people only check it in the morning, over the lunch hour, and toward the end of the day. Others check it once an hour. Regardless of what system you choose, don’t be a slave to your inbox.

## 9. Too much socializing

Connecting with your colleagues is very important to office morale, but it can also be an unproductive use of your work time. Try to concentrate your time spent socializing to lunch times or other break times. While remaining polite and caring, keep conversations that come up during the day as brief as possible. Simply tell others you are focused and on a deadline. They will understand.

## 10. A messy desk and cluttered work area

It’s amazing how much time we waste each day looking for lost papers, business cards, office supplies, and the like. A disorganized desk not only forces you to waste time looking for things, but it also drains your mental energy and focus. Your work and your mind will be much more efficient and effective when not cluttered with unfiled paperwork and dirty coffee mugs.

Time is a truly non-renewable resource. Treasure it and be deliberate about how you choose to use it. Soon, others will start to wonder how you get so much done each day.

If you are prone to saying “yes” too often, remember that every time you say “yes” to something, you are saying “no” to something else.



# Creating a Brand Identity: Learn a Niche Practice of Law

By Jennifer E. Gillespie, Esq.

To discover these niches within a larger practice area, lawyers should not shy away from the meritorious but (potentially) low-value, time-consuming cases that other firms reject.

After handling a number of similar cases, the attorney will find hidden within convoluted facts, multiple players, and pro bono or pro se litigants, patterns emerging and will become an “expert” at handling those specific types of cases.



**Jennifer E. Gillespie is an attorney in Montclair, New Jersey, where she represents plaintiffs in workers’ compensation and personal injury cases. She can be reached at 908.463.2706 or jeg@jeglegal.com.**

You hear it all the time: You need to create a brand identity to succeed in this ever-increasingly competitive market for legal services. But how do you create a brand identity? One way is by learning a niche practice of law.

Some niches are based on practice area: the attorney may only handle criminal defense or bankruptcy cases, for example. Within these larger practice areas, however, are “sub-niches” that an attorney can use to focus his or her practice on and create a brand identity. For example, in criminal law, the attorney may only handle serious felonies. Or, further focused, the lawyer may only handle death penalty cases involving claims of actual innocence. In the bankruptcy realm, the lawyer may only handle personal bankruptcies. Or, more specifically, the attorney may only handle personal bankruptcies where there is no real property involved and the petitioner has been the victim of consumer fraud.

To discover these niches within a larger practice area, lawyers should not shy away from the meritorious but (potentially) low-value, time-consuming cases that other firms reject. Most likely, even in this distressed economic climate, there won’t be a lot of competition for these particular clients, which will allow the attorney to garner a larger share of that particular market. After handling a number of similar cases, the attorney will find hidden within convoluted facts, multiple players, and pro bono or pro se litigants, patterns emerging and will become an “expert” at handling those specific types of cases.

For example, when I started my solo practice, I decided to focus on personal injury claims. More specifically, I focus my practice on the litigation of workers’ compensation cases and only represent injured workers. More specifically still, I routinely handle workers’ compensation cases where the employer does not have

workers’ compensation insurance (despite state laws mandating that all employers obtain such insurance). Because the burden of proof can be more cumbersome in uninsured employers cases (compared to cases where there is an insurance company involved), other practitioners with a broader practice tend to refer these cases to colleagues, like me.

After handling several uninsured employers cases, I noticed similarities between the factual scenarios, the issues that arise during discovery and pre-trial conferences, and the problems encountered when attempting to enforce judgments against employers. These similarities make the prosecution of my cases more straightforward and less cumbersome and ultimately, benefit my clients.

My willingness to take on these sometimes challenging cases has resulted in a greater number of referrals overall from my colleagues (for cases involving both uninsured employers and cases where the employer has insurance). Handling these types of claims has also created a brand identity for me, at an early stage in my career.

Granted, handling only potentially time-consuming, low-value cases is fatally flawed: the attorney must balance these cases with other, less time consuming and higher value cases to make the finances of his or her practice work. But, most important, focusing in on these types of cases will enable the lawyer to create a brand identity, which can then be used to expand into more profitable areas of the practice.

Taking on challenging cases early on in the attorney’s career not only creates a brand identity, it also creates a reputation for that lawyer as someone who’s willing to stand up for what’s right, work hard to fight for the clients’ rights, and isn’t afraid to get his or her hands dirty. These qualities will further develop the attorney’s brand identity.

Finally, focusing on meritorious claims, where the litigants cannot afford counsel or the costs of litigation, serves a higher purpose: it provides legal services for the people who need lawyers the most. To me, there is no better “brand identity” for an attorney than devoting at least a portion of your practice to the rights of the indigent or those who otherwise cannot obtain counsel for their legitimate claims.

# Doing Business in Puerto Rico: Complying with Local Sex Discrimination, Maternity and Breastfeeding Laws

By Maritza I. Gómez, Esq.



**Maritza I. Gómez, Esq. is a Partner at the law firm of Goldman, Antonetti & Córdova, P.S.C. in San Juan, Puerto Rico and a member of the National Association of Women Lawyers. Her practice focuses on labor & employment issues. She can be reached at maritza.gomez@gaclaw.com.**

Federal labor and employment legislation such as Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000, et seq. and the Family and Medical Leave Act of 1993, 28 U.S.C § 2601, et seq. are fully applicable to Puerto Rico.

Additionally, the Puerto Rican Legislature has enacted labor and employment laws that are also applicable, such as Law No. 100 of June 30, 1959, 29 L.P.R.A. § 146, et seq., which prohibits employment discrimination on the basis of sex, religion, race, and social condition, among others, and Law No. 69 of July 6, 1985, 29 L.P.R.A. § 1321, et seq., which specifically prohibits employment discrimination on the basis of sex. Law No. 17 of April 12, 1988, 29 L.P.R.A. § 155, et seq. prohibits sexual harassment in the workplace. If an employer is found liable under these laws it may be responsible for double damages.

The Working Mothers’ Protection Act, Law No. 3 of March 13, 1942, 29 L.P.R.A. §467, et seq. (the “WMPA”) protects pregnant employees from discrimination in the workplace and grants them the right to enjoy maternity leave with full pay for four (4) weeks before and four (4) weeks after childbirth. The pregnant employee may choose to shorten her prenatal leave period to one (1) week before the scheduled childbirth date, and consequently extend her post-partum leave to seven (7) weeks. In that case, the employee must provide the employer with a medical certificate evidencing that there is no risk to her health, that she is able to and that she continues to work up to one (1) week before childbirth. The WMPA also provides for an extension of the post-partum leave if the employee gives birth prior to the completion of her prenatal leave, for a period of time equal to that which she failed to enjoy during the prenatal period.

The WMPA also protects pregnant employees from dismissal without just cause. Under the WMPA, dimin-

ished performance at work due to pregnancy will not be just cause for termination. Diminished performance applies both to the quality as well as the quantity of the work done.

Under Law 100, if an employer is found liable for violating the WMPA for pregnancy discrimination, double damages are mandatory against the employer plus 25% for attorneys’ fees.

Law No. 427 of November 2, 2000, 29 L.P.R.A. § 478a, et seq. provides working mothers who return to work after maternity leave the opportunity to nurse their children for an hour each full-time working day, which may be divided into two (2) thirty (30)-minute sessions or three (3) twenty (20)-minute sessions, and includes the ability of the nursing mother to either go to where the child to be breastfed is being cared for if the employer has a child care center at the workplace, or to express breast milk in a place provided for such purposes in the workplace. For small businesses, the time period is reduced to one half (1/2) hour instead of one (1) hour.

Any nursing mother that is denied the time period granted by Law No. 427 by her employer “may resort to the pertinent forum to demand that her rights be upheld. The forum with jurisdiction may impose a fine to the employer who refuses to uphold the right herein established for the damages suffered by the employee. Said fine may be equal to [3] three times the salary paid to said employee for each day she was denied the period to nurse or express breast milk.” See 29 L.P.R.A. § 478h.

Consequently, it is important to comply with these laws and other civil laws that have been enacted by the Puerto Rican Legislature when doing business in Puerto Rico. Failing to do so may result in costly civil liability and protracted litigation.

The Working Mothers’ Protection Act protects pregnant employees from discrimination in the workplace and grants them the right to enjoy maternity leave with full pay for four (4) weeks before and four (4) weeks after childbirth.



## Upcoming NAWL Meetings and Programs

JULY 20, 2011

**NAWL's Networking Night of Giving**

EPSTEIN BECKER & GREEN, P.C.

LOCATION TBD

Join NAWL for this philanthropy and networking event benefitting the Young Women's Leadership Network, an organization that enables low-income students to achieve their highest educational potential and to break the cycle of poverty. Please visit [www.nawl.org](http://www.nawl.org) for more details.

➤ For more information contact NAWL at 312.988.6729 or [nawl@nawl.org](mailto:nawl@nawl.org)

JULY 21, 2011

**NAWL's Annual Meeting and Awards Luncheon**

WALDORF=ASTORIA

301 PARK AVENUE

NEW YORK, NY

9:00 AM TO 11:00 AM

Join NAWL for a panel presentation:

The Invisible Barrier – Unconscious Bias in the Legal Profession

Keynote Speaker: Jerry Kang, Professor of Law and Asian American Studies, UCLA School of Law

Panelists: Susan Blount, Prudential Financial, Inc. Legal Department; Lisa Horowitz, Director of Professional Development, McDermott Will & Emery LLP; Hon. Delissa A. Ridgway, U.S. Court of International Trade.

➤ Register at [nawl@nawl.org](mailto:nawl@nawl.org). Cost \$35 members/\$45 non-members.

JULY 21, 2011

**NAWL's Annual Meeting and Awards Luncheon**

WALDORF=ASTORIA

301 PARK AVENUE

NEW YORK, NY

11:00 AM TO 2:00 PM

The 2011 Annual Meeting and Awards Luncheon will honor the following individuals:

**President's Award:** Prudential Financial, Inc. Legal Department, Susan Blount, Senior Vice President and General Counsel

**Arabella Babb Mansfield Award:** Jamie Gorelick, Partner, Wilmer Cutler Pickering Hale and Dorr LLP

**M. Ashley Dickerson Award:** Michele Coleman Mayes, Senior Vice President and General Counsel, Allstate Insurance Company

**Public Service Award:** Brooksley Born, Retired Partner, Arnold & Porter LLP

**Lead by Example Award:** Honorable Harold Baer, U.S. District Court, Southern District of New York; and Marc Firestone, Executive Vice President, Corporate and Legal Affairs and General Counsel, Kraft Foods, Inc.

**NAWL Outstanding Member Awards:** Dominica Anderson, Partner, Duane Morris; Laurie Charrington, Senior Associate, Jones Day; Stephanie Cohen, Partner, McCarter & English LLP; Nancy A. Lottinville, Counsel, Gibbons P.C.; Jane Mallor McBride, Principal and General Counsel, Optimus Legal Management and Consulting; Anne O'Neill, Partner, Hinshaw & Culbertson LLP; Randi Engel Schnell, Partner, Bondurany Mixson & Elmore LLP

➤ Register at [nawl@nawl.org](mailto:nawl@nawl.org).

## Upcoming NAWL Programs

JULY 21, 2011

**NAWL's Annual Meeting and Awards Luncheon**

WALDORF=ASTORIA

301 PARK AVENUE

NEW YORK, NY

AFTERNOON SESSIONS

2:15 PM TO 3:15 PM SESSION

**Getting to Win/Win – Strategies for Employers to Overcome Unconscious Bias and Empower the Success of Women Attorneys.**

Moderated by: Michele Coleman Mayes, Executive Vice President and General Counsel, Allstate Insurance Company

Panelists: Luis J. Diaz, Director and Chief Diversity Officers, Gibbons P.C.; Sylvia James, Diversity Counsel, Baker Botts LLP; Lauren Stiller Rikleen, President, Rikleen Institute for Strategic Leadership and Executive-in-Residence, Boston College Center for Work and Family.

3:30 PM TO 4:30 PM SESSION

**It Starts With You – Practical Steps You Can Take Now to Achieve Success and Advance Women in Law.**

Moderated by: Leslie Richards-Yellen, Partner and Chief Diversity and Inclusion Officer, Hinshaw & Culberston LLP

Panelists: Sharon I. Caffrey, Partner and Chair of Women's Initiative at Duane Morris LLP; Marc Firestone, Executive Vice President, Corporate and Legal Affairs and General Counsel, Kraft Foods Inc.

➤ Register at [nawl@nawl.org](mailto:nawl@nawl.org). Cost for both sessions: \$35 members/\$45 non-members.

JULY 21, 2011

**NAWL's Annual Meeting and Awards Luncheon**

WALDORF=ASTORIA

301 PARK AVENUE

NEW YORK, NY

2:30 PM TO 5:00 PM

**The Fifth Annual Firm to Firm Conversation on Women's Initiatives**

Presented by Karen Kahn and Marci Wilf, Threshold Advisors LLC.

BY INVITATION ONLY

➤ For more information contact NAWL at 312.988.6729 or [nawl@nawl.org](mailto:nawl@nawl.org)

Recent NAWL Programs

MAY 25, 2011 <b>Hartford Night of Giving</b> HARTFORD, CT	The NAWL Networking Night of Giving-Hartford Benefitted My Sisters’ Place.
MAY 18, 2011 <b>Women Partners Workshop Series: 2011-2012</b> <b>House of the Association</b> NEW YORK, NY	<p><b>Negotiating For the Life You Want</b></p> <p>The Committee on Women in the Profession offered a series of morning workshops for women partners. In these interactive workshops led by renowned consultants who specialize in women lawyers’ professional development, gain skills, knowledge and techniques that will enable you to make your contributions visible, valued, and rewarded. These programs are designed to provide you with unique, hands-on learning experiences while you connect and network with other women partners.</p> <p>Women partners are skilled at negotiating on behalf of others but often fall short when they negotiate for themselves. Led by Carol Frohlinger, this interactive session provides essential guidance you can use to reframe what you do and how you do it. More specifically, you will learn:</p> <ul style="list-style-type: none"><li>• Why being a “nice girl” will hold you hostage to others’ needs at the expense of your own</li><li>• how to build the relationships that matter</li><li>• how to set boundaries and manage expectations</li><li>• how to prepare for and handle push-back</li></ul>
MAY 10, 2011 <b>Connect, Listen &amp; Learn Series</b> FACILITATED BY KAREN KAHN ED.D. PCC	<p><i><b>This Is NOT the Career I Ordered: Empowering Strategies from Women Who Recharged, Reignited, and Reinvented Their Careers</b></i></p> <p>by Caroline Dowd-Higgins</p>
APRIL 14, 2011 <b>NAWL Networking Night Of Giving: Taking A Stand Against Human Trafficking</b> MCDERMOTT, WILL & EMERY, LLP WASHINGTON, DC	This Night of Giving featured a panel discussion on recognizing and combatting human trafficking in the Washington Metropolitan Area and an opportunity to get together to support local survivors.

Recent NAWL Programs

APRIL 6-8, 2011 <b>West Point Center for the Rule of Law 2011 Conference</b> U.S. MILITARY ACADEMY WEST POINT, NY 10996	<p><b>Gender Justice: Toward Achieving Equality</b></p> <p>This Conference, with support of the National Association of Women Lawyers (NAWL), presented the many facets of international and domestic gender justice issues, including those related to the military. This is undertaken by the Center to promote understanding of the importance of equality to achieving the rule of law. Topics included: equal protection under the Constitution; gender justice as an integral part of our foreign policy and national security goals; leadership challenges and opportunities for women; the scourge of human trafficking; war crimes against women; women and Islam; domestic violence (with a focus on its impact on military families); and the experience and future of women in the military.</p>
MARCH 3, 2011 <b>NAWL Presented Appellate Advocacy in the New Jersey Supreme Court</b> NEW JERSEY LAW CENTER NEW BRUNSWICK, NJ	<p>On the evening of March 3, 2011, NAWL hosted a panel of all sitting and retired female Justices of the New Jersey Supreme Court at the New Jersey State Bar Association, including retired Justice Marie L. Garibaldi, the first woman appointed to the Court, retired Chief Justice Deborah T. Poritz, the Court’s first and only woman Chief Justice, and current Justices Virginia Long, Jaynee LaVecchia, and Helen E. Hoens and moderated by NAWL Executive Board member Holly English.</p>
FEBRUARY 16-17, 2011 <b>NAWL Mid-Year Meeting</b> EPIC HOTEL 270 BISCAYNE BLVD. WAY MIAMI, FL	<p><b>2011 Mid-Year Awardees</b></p> <p><b>Challenge Award:</b> Office Depot Legal Department Elisa D. Garcia C., Executive Vice President, General Counsel and Secretary</p> <p><b>Leadership Award:</b> Florida Supreme Court Justice Peggy A. Quince</p>
FEBRUARY 8, 2011 <b>Connect, Listen &amp; Learn Series</b> FACILITATED BY KAREN KAHN ED.D. PCC	<p><i><b>LAW &amp; REORDER: Legal Industry Solutions for Restructure, Retention, Promotion &amp; Work/Life Balance</b></i></p> <p>by Debbie Epstein Henry</p>
FEBRUARY 11, 2011 <b>Women and Power: Getting Ambitious About Ambition</b> HYATT REGENCY HOTEL ATLANTA, GA	Based on their numbers, women lawyers are positioned to exercise power and influence and effectuate change. Women constitute a significant percentage of the lawyers in law firms, corporate legal departments, and government. Women have also represented approximately 50% of law school graduates for more than 25 years. Yet most women lawyers are not exercising power. Women lawyers still represent a very small percentage of law firm leaders, general counsel, law school deans and government leaders. Women lawyers earn considerably less than male colleagues even though they are just as productive. Many are reluctantly relinquishing their ambitions.

Member News

**Holly English**, formerly Of Counsel with Post, Polak, Goodsell, MacNeill & Strauchler, P.A., has joined Nukk-Freeman & Cerra, P.C. as a Partner and will continue to practice in all areas of employment law. Prior to her work at PPGMS, she worked as a consultant in the U.S. and internationally with a wide variety of organizations, helping to align core values for maximum performance. Ms. English is the author of Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace, and has written numerous articles for NJ Law Journal and other publications. She has been interviewed as an expert in her field by CBS Evening News, New Jersey Monthly and more.

In addition to being named to the Super Lawyer’s list for 2009 and 2010, Ms. English is a past President of the Board of the National Association of Women Lawyers (NAWL), remains a current Board member and is also on the Board of the NAWL Foundation. She is also a member of the Board of Directors of the New Jersey Women Lawyers’ Association and the Board of the New Jersey Women’s Forum. Holly English may be reached at 973-564-9100 or henglish@nfclegal.com

NAWL Recognizes

LAW FIRM MEMBERS

.....  
A. Kershaw, P.C.  
Alston + Bird LLP  
Andrews Kurth  
Arent Fox LLP  
Axiom  
Baker & McKenzie LLP  
Baker, Donelson, Bearman, Caldwell, & Berkowitz, PC  
Beery, Elsner & Hammond, LLP  
Bodyfelt, Mount, Stroup, Et Al  
Boies, Schiller & Flexner LLP  
Bondurant, Mixson & Elmore, LLP  
Bressler, Amery & Ross, P.C.  
Brinks Hofer Gilson & Lione  
Brune & Richard LLP  
Bryan Cave LLP  
Buchanan Ingersoll & Rooney PC  
Butler Rubin Saltarelli & Boyd LLP  
Butler Snow  
Cahill Gordon  
Carlton Fields  
Chamberlain Hrdlicka  
Chapman and Cutler LLP  
Chester Willcox & Saxbe, LLP  
Cooper & Walinski, L.P.A.  
Cox & Osowiecki, LLC  
Crowell & Moring  
Davis & Gilbert LLP  
Davis & McGrath LLC  
Davis Polk & Wardwell LLP  
Day Pitney LLP  
Dickstein Shapiro LLP  
DLA Piper  
Dorsey & Whitney LLP  
Dow Lohnes PLLC  
Drew Eckl & Farnham, LLP

Drinker Biddle & Reath LLP  
Duane Morris LLP  
Dykema Gossett  
Edwards Angell Palmer & Dodge LLP  
Epstein Becker & Green, P.C.  
Faegre & Benson LLP  
Fine, Kaplan and Black, R.P.C.  
Fried, Frank, Harris, Shriver & Jacobson LLP  
Gibson Dunn  
Giffen & Kaminski, LLC  
Goldman Antonetti & Cordova, P.S.C.  
Goodwin Procter LLP  
Gordon & Polscer, LLC  
Greenberg Traurig, LLP  
Griffith, Sadler & Sharp, P.A.  
Hall Estill  
Haynes and Boone, LLP  
Hinshaw & Culbertson LLP  
Hirschler Fleischer, P.C.  
Hodgson Russ LLP  
Hollingsworth LLP  
Huron Consulting Group Inc  
Jackson Walker LLP  
Johnston Barton  
Jones Day  
K&L Gates  
Kaye Scholer  
Kilpatrick Stockton  
Kirkland & Ellis LLP  
Kuchler Polk Schell Weiner & Richeson, LLC  
Kutak Rock LLP  
Labaton Sucharow, LLP  
Larson King  
Lash & Goldberg, LLP  
Latham & Watkins LLP

Lebow, Malecki & Tasch, LLC  
Leonard, Street & Deinard  
Lowenstein Sandler  
Magdich & Associates  
Manatt, Phelps & Phillips LLP  
Mayer Brown LLP  
McCarter & English LLP  
McCarthy Tetrault LLP  
McDermott Will & Emery LLP  
McDonald Law Group, LLC  
McDonnell & Associates  
McGuireWoods LLP  
McKool Smith  
McNair Law Firm, P.A.  
Michigan Auto Law  
Nelson Mullins Riley & Scarborough LLP  
Nixon Peabody  
O’Brien Jones, PLLC  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
Orrick, Herrington & Sutcliffe LLP  
Parsons, Lee & Juliano, P.C.  
Peckar & Abramson  
Phillips Lytle LLP  
Pierce Stronczer Law LLC  
Porzio, Bromberg & Newman P.C.  
Proskauer Rose LLP  
Riker, Danzig, Scherer, Hyland & Perretti LLP  
Sachitano Strent Hostetter LLC  
Schmoyer Reinhard LLP  
Schoeman Updike & Kaufman  
Sidley Austin LLP  
Slate Carter Comer PLLC  
Spencer Crain Cabbage Healy & McNamara PLLC  
Starnes Davis Florie  
Steptoe & Johnson LLP

Steptoe & Johnson PLLC  
Stites Harbison, PLLC  
Sutherland Asbill & Brennan LLP  
Swetman Baxter Massenburg, LLC  
Taber Estes Thorne & Carr PLLC  
Tatum Hillman Hickerson & Powell, LLP  
Townsend and Townsend and Crew LLP  
Troutman Sanders  
Trusted Counsel, LLC  
Vedder Price P.C.  
Vinson & Elkins LLP  
White and Case LLP  
WilmerHale  
Wolfe, LPA  
Yoss, LLP

LAW SCHOOL MEMBERS

.....  
Chapman University School of Law  
Hofstra Law School  
Lewis & Clark Law School  
Loyola University Chicago Law School  
Northeastern University  
Oklahoma City University  
Phoenix School of Law  
Temple University Beasley School of Law  
University of Idaho College of Law  
University of Miami School of Law  
University of Minnesota Law School  
University of Missouri-Columbia  
Wake Forest University School of Law  
Western New England College School of Law



RECOGNITION

NAWL Recognizes

BAR ASSOCIATION MEMBERS

Arizona Women Lawyers Association  
Arkansas Association of Women Lawyers  
California Women Lawyers  
Florida Association for Women Lawyers  
Georgia Association Black Women Attorneys  
Hawaii Women Lawyers  
International Bar Association  
ITechLaw  
Minnesota Women Lawyers  
National Asian Pacific American Bar Association  
New Hampshire Women's Bar Association  
New Jersey Women Lawyers Association  
North Carolina Association of Women Attorneys WNC Chapter  
Ohio Women's Bar Association  
Oregon Women Lawyers  
South Carolina Women Lawyers Association  
Virginia Women Attorneys Association  
Washington Women Lawyers  
Women Lawyers Association of Michigan  
Women's Bar Association of District of Columbia  
Women's Bar Association of the State of New York

CORPORATE LEGAL DEPARTMENT MEMBERS

Allstate  
AT&T Inc.  
Consolidated Edison Co. of NY  
Cox Communications, Inc.  
Dell Inc.  
Diageo NA / Legal Department  
Fidelity Investments  
Formica Corporation  
General Mills  
Hellerman Baretz  
Henry Schein  
Intel Corporation  
John Deere  
JPMorgan Chase & Co.  
LexisNexis  
Marsha Redmon Communications  
Merck & Co., Inc.  
MetLife  
Prudential Financial, Inc.  
Ryder Systems, Inc.  
The Clorox Company Legal Department  
United Parcel Services Legal Department  
Valero Energy Corporation  
Wal-Mart Stores, Inc. Legal Department

NAWL THANKS  
2011 PROGRAM SPONSORS

PREMIER SPONSORS

DLA Piper LLP (US) Jones Day Walmart

GOLD SPONSORS

Alston + Bird LLP  
Andrews Kurth LLP  
Dickstein Shapiro LLP  
Drinker Biddle & Reath LLP  
Gibson, Dunn & Crutcher LLP  
Kilpatrick Townsend & Stockton LLP  
McCarter & English LLP  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
Sutherland, Asbill & Brennan LLP  
White & Case LLP

SPONSORS

AT&T  
Allstate Insurance Company  
Cahill Gordon & Reindel LLP  
Carlton Fields P.A.  
Crowell & Moring LLP  
Duane Morris LLP  
Epstein Becker & Green, P.C.  
Faegre & Benson LLP  
General Mills Inc.  
Haynes and Boone, LLP  
Hellerman Baretz Communications  
Hinshaw & Culbertson LLP  
Hodgson Russ LLP  
Johnston Barton Proctor and Rose LLP  
JPMorgan Chase & Co.  
K&L Gates LLP  
Kaye Scholer LLP  
Larson • King, LLP  
Latham & Watkins LLP  
LexisNexis  
Manatt, Phelps & Phillips, LLP  
Marsha Redmon Communications  
McDermott Will & Emery LLP  
New York Life Insurance Company  
Orrick, Herrington & Sutcliffe LLP  
Phillips Lytle, LLP  
Prudential Financial, Inc.  
Schoeman Updike & Kaufman, LLP  
Starnes Davis Florie LLP  
Steptoe & Johnson LLP  
Troutman Sanders LLP

NEW MEMBER LIST

New Members

From January 1, 2011 through April 30, 2011, the following have become NAWL individual members. Thanks for your support of NAWL.

A

Diana Patricia Abril  
eLandia International, Inc.  
Miami, FL

Olanike Annette Adebayo  
Miami-Dade Police Department  
Miami, FL

Divitta Alexander  
Phillips Lytle LLP  
Buffalo, NY

Candace D. Armstrong  
Armstrong Law Offices  
Brook, IN

B

Nancy Baran  
Prudential  
Newark, NJ

Ricky C. Benjamin  
Whyte Hirschboeck Dudek S.C.  
Milwaukee, WI

Jennifer Bitoy  
University of Illinois College of Law  
Champaign, IL

Susan Smith Blakely  
Legal Perspectives  
Great Falls, VA

Meredith Blasingame  
University of Mississippi School of Law  
Oxford, MS

Daryl Bloomberg  
Miami, FL

Brandi Traylor Boutwell  
Law Office of Brandi Traylor Boutwell  
Monroe, LA

Sarah A. Bradley  
State of NV, Office of the Attorney General  
Reno, NV

Mariana D. Bravo  
Carr Maloney P.C.  
Washington, DC

Janet Brown  
Garrana Tran LLP  
Houston, TX

Kristin Brown  
Texas Wesleyan School of Law  
Fort Worth, TX

Nichol Bunn  
Wilson, Elser, Moskowitz, Edelman & Dicker, LLP  
Dallas, TX

Hope Calhoun  
Ruden McClosky  
Ft. Lauderdale, FL

C

Cory Anne Cassidy  
Anthony J. Riposta, Esq.  
North Arlington, NJ

Jennifer Champlin  
Walmart Stores, Inc.  
Bentonville, AR

Carrie Cheskin  
U.S. Legal Support  
New York, NY

Allison Cohan  
Wake Forest University  
Winston-Salem, NC

Benita Pleshette Collier  
K&L Gates LLP  
Washington, DC

Christine Corkran  
McDermott Will & Emery  
Washington, DC

Tabitha Crosier  
Brooklyn, NY

Kimberly Cuccia  
NiSource Corporate Services Company  
Canonsburg, PA

D

Elisa Jaclyn D'Amico  
K&L Gates LLP  
Miami, FL

Jane deGuzman  
Jane deGuzman  
Coral Gables, FL

E

Sarah Epperson  
University of Arizona Rogers College of Law  
Tucson, AZ

Thomas C. Ewing  
Whyte Hirschboeck Dudek S.C.  
Milwaukee, WI

F

Kali Feinman  
Miami, FL

Dianne O. Fischer  
Akerman Senterfitt  
Ft. Lauderdale, FL

Ann G. Fort  
Sutherland Asbill & Brennan LLP  
Atlanta, GA

Cassandra F. Fortin  
Larson • King, LLP  
St. Paul, MN

Cynthia Fountaine  
SIU School of Law  
Carbondale, IL

Jana Marie Fried  
Bennett Aiello Cohen & Fried  
Miami, FL

Daphne G. Frydman  
Sutherland Asbill & Brennan LLP  
Washington, DC

G

Jordan Galassie  
Perkins Cole LLP  
Chicago, IL

Tara N. Gaston  
Saratoga Springs, NY

Samlecia Gaye  
UC Hastings College of Law  
San Francisco, CA

Donna Gerson  
Donna Gerson  
Philadelphia, PA

Danielle Giroux  
Harman Claytor Corrigan & Wellman, P.C.  
Richmond, VA

Maritza I. Gómez  
Goldman, Antonetti & Cordova, P.S.C.  
San Juan

Brei Gussack  
Temple University  
Philadelphia, PA

Derlys M. Gutierrez, Esq.  
Adams Stern Gutierrez & Lattiboudere, LLC  
Newark, NJ

H

Keelin Hargadon  
South Texas College of Law  
Houston, TX

Cheryl L. Haas-Goldstein  
Sutherland Asbill & Brennan LLP  
Atlanta, GA

Shanda Nicole Hastings  
K&L Gates LLP  
Washington, DC

Kathryn Hatcher  
Wake Forest University School of Law  
Winston-Salem, NC

NEW MEMBER LIST

**Deborah G. Heilizer**  
*Sutherland Asbill & Brennan LLP*  
Washington, DC

**Sarah Hensen**  
*Robert J. Merlin, P.A.*  
Coral Gables, FL

**Lisa Ackerly Hernandez**  
*Rutgers School of Law - Newark*  
Newark, NJ

**Tricia Higson**  
*SMU Dedman School of Law*  
Dallas, TX

**Simone Honeygan**  
*Hofstra University School of Law*  
Hempstead, NY

**Jennifer Hooshmand**  
Las Vegas, NV

**Robert A. Hopen**  
*Intelligize*  
New York, NY

**Clare Sekul Hornsby**  
*Sekul, Hornsby & Tisdale, P.A.*  
Biloxi, MS

**Leslie Sue Howard**  
*Cohen & Howard, LLC*  
Little Silver, NJ

**Geralyn Gahrn Humphrey**  
*The Humphrey Law Firm, L.L.C.*  
Fairfield, NJ

**I**

**Jennifer N. Ide**  
*Sutherland, Asbill & Brennan LLP*  
Atlanta, GA

**Mina Michelle Ingraham**  
*Virginia Legal Aid Society*  
Lynchburg, VA

**J**

**Gabrielle Jackson**  
*Law Student*  
Winston Salem, NC

**Teresa Ann Jackson**  
*Criminal Justice*  
Montgomery, AL

**Jordana L. Jarjura**  
*Conrad & Scherer*  
Fort Lauderdale, FL

**Wei Wei Jeang**  
*Andrews Kurth LLP*  
Dallas, TX

**Megan E. Jones**  
*Hausfeld LLP*  
Washington, DC

**K**

**Stephanie Kammer**  
*NFA*  
Philadelphia, PA

**Ronne G. Kaplan**  
*Kaplan Family Law*  
Atlanta, GA

**Rebecca Karol**  
Wall, NJ

**Candice Nicole Kennard**  
*Jones School of Law*  
Montgomery, AL

**Stephanie E. Kinzel-Tapper**  
*Sutherland Asbill & Brennan LLP*  
Houston, TX

**Debra Klauber**  
*Haliczer Pettis Schwamm*  
Ft. Lauderdale, FL

**Amy J. Kolczak**  
*Poudre Valley Health System*  
Fort Collins, CO

**Laura Ellis Kugler**  
*Bailey, Crowe & Kugler*  
Dallas, TX

**Felicia Harns Kyle**  
*Sutherland Asbill & Brennan LLP*  
Houston, TX

**L**

**Shannon Martine LaGuerre**  
*Law Offices of Spar & Bernstein, P.C.*  
Stony Point, NY

**Jaclyn Langseder**  
New Canaan, CT

**Leah C. Lively**  
*Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*  
Portland, OR

**Adrienne Logan**  
*Godiva Chocolatier, Inc.*  
New York, NY

**M**

**Emily Eagan Macheski-Preston**  
*Coleman Talley LLP*  
Valdosta, GA

**Michelle Mandelstein**  
*Michelle Mandelstein*  
New York, NY

**Lora L. Manion**  
*United Water*  
Indianapolis, IN

**Cindy Manning**  
*Alston & Bird LLP*  
Atlanta, GA

**Kylie Ann Martin**  
*University of Toledo Law School*  
Toledo, OH

**Raquel M. Matas, Esq.**  
*University of Miami School of Law*  
Coral Gables, FL

**Meaghan McGrath**  
*Villanova Law School*  
Villanova, PA

**Kerri McLaughlin**  
*Stetson University*  
St. Petersburg, FL

**Kristan McMahon**  
*Verizon*  
Arlington, VA

**Patricia Yvette Medina**  
*Hofstra University*  
Hempstead, NY

**Angelia Diane Bell Megahan**  
*Angelia Bell Megahan*  
Arlington, TX

**Victoria Mendez**  
*Office of the City Attorney, City of Miami*  
Miami, FL

**Jennifer Anne Meyer**  
*Aon Risk Solutions*  
New York, NY

**Laurie K. Miller**  
*Ellis & Winters LLP*  
Cary, NC

**Meredith Kelly Mommers**  
*Emory Law School*  
Atlanta, GA

**Andrea S. Moon**  
*University of the Pacific, McGeorge School of Law*  
Mather, CA

**Leslie Moraga**  
*University of Arizona, James E. Rogers College of Law*  
Tucson, AZ

**Kelly Morgan**  
*Nutter McClennan & Fish*  
Boston, MA

**Marisa Murillo**  
*General Motors Company*  
Detroit, MI

**Rebecca E. Murray**  
Waco, TX

**Alice Murtos**  
*Sutherland Asbill & Brennan LLP*  
Atlanta, GA

**N**

Ivania Oberti Naranjo

**Weston, FL**

NEW MEMBER LIST

**O**

**Joanne M. O'Connor**  
*Jones Foster Johnston & Stubbs*  
West Palm Beach, FL

**Marina O'Keeffe**  
*Weitz & Luxenberg*  
New York, NY

**Kristen Belz Ornato**  
*Thorp Reed & Armstrong, LLP*  
Pittsburgh, PA

**P**

**Agatha Panday**  
*Law Offices of Nelson Barry, III*  
San Francisco, CA

**Lori Prokopich**  
*Fogler, Rubinoff LLP*  
Toronto

**Q**

**Peggy A. Quince**  
*Florida Supreme Court*  
Tallahassee, FL

**R**

**Kathryn E. Ray**  
*Yokogawa Corporation of America*  
Newnan, GA

**Megan Renee Renze**  
*Baker & McKenzie LLP*  
Miami, FL

**Christine A. Reynolds**  
*NFA*  
Coral Gables, FL

**Wendi Leigh Ribaud**  
*University of Miami School of Law*  
Coral Gables, FL

**Erika Danielle Robinson**  
*University of South Carolina-School of Law*  
Columbia, SC

**Gail Rodgers**  
*DLA Piper LLP*  
New York, NY

**KaSandra N. Rogiers**  
*Pepper Hamilton LLP*  
Philadelphia, PA

**Erin Rump**  
*Labaton Sucharow LLP*  
New York, NY

**Abigail Rury**  
*Michigan State University*  
East Lansing, MI

**Annette Rutkowski**  
*Keller & Keller*  
Indianapolis, IN

**S**

**Melody Sabedra**  
*Core Education and Consulting Solutions, Inc.*  
Atlanta, GA

**Martha Ann Sabol**  
*Greenberg Traurig*  
Chicago, IL

**Pamela Sak**  
*Bank of America Corporation*  
Charlotte, NC

**Hollis L. Salzman**  
*Labaton Sucharow, LLP*  
New York, NY

**Moir**  
*J. Selinka*  
Ringo

**Alex J. Senn**  
*Thomas Kayden Horstemeyer and Risley*  
Atlanta, GA

**Stephanie L. Serafin**  
*Kreusler-Walsh, Compiani & Vargas, P.A.*  
West Palm Beach, FL

**Kaitlin Shaw**  
*University of Arizona College of Law*  
Tucson, AZ

**Hadia Sheerazi**  
*St. John University*  
Queens, NY

**Angelica R. Shepard**  
*K&L Gates LLP*  
Pittsburgh, PA

**Alexa Sherr Hartley**  
*Premier Leadership Coaching*  
Delray Beach, FL

**Emily R. Sherrer**  
*Sherrer & Muhtar*  
Chicago, IL

**Joyce D. Slocum**  
*National Public Radio (NPR)*  
Washington, DC

**Anna Smith**  
Washington, DC

**Billie Jean Smith**  
*Michael Best & Friedrich LLP*  
Milwaukee, WI

**Eva Spahn**  
*University of Miami School of Law*  
Coral Gables, FL

**Julie S. Stanger**  
*Sutherland Asbill & Brennan LLP*  
Houston, TX

**M. Katherine Strahan**  
*Andrews Kurth LLP*  
Houston, TX

**Christine M. Streatfeild**  
*Baker & McKenzie LLP*  
Washington, DC

**T**

**Susan Tanner**  
*Indiana University*  
Bloomington, IN

**Kathy Tayon**  
*Fowler White Boggs P.A.*  
Fort Lauderdale, FL

**Isabel Tepedino**  
Miramar, FL

**Carol E. Thorstad-Forsyth**  
*Fox Rothschild LLP*  
West Palm Beach, FL

**Laura Trenaman-Molin**  
*Andrews Kurth, LLP*  
Houston, TX

**V**

**Cara Vecchione**  
*Clyde & Co*  
Florham Park, NJ

**Lutisha S. Vickerie**  
*The Roraima Group*  
Somerset, NJ

**W**

**Annie Ward**  
*University of Miami School of Law*  
Coral Gables, FL

**Gail L. Westover**  
*Sutherland Asbill & Brennan LLP*  
Washington, DC

**Jessica Wildt**  
Chicago, IL

**Aarti Khanolkar Wilson**  
*Irell & Manella LLP*  
Los Angeles, CA

**Ian Wright**  
*Conversation Communications*  
Washington, DC

**Deborah A. Wysni**  
*Law Offices of Deborah Wysni LLC*  
White Oak, PA

**Z**

**Lauren Zerbinopoulos**  
*Weil, Gotshal & Manges, LLP*  
Miami, FL

Networking Roster

The NAWL Networking Roster is a service for NAWL members to provide career and business networking opportunities within NAWL. Inclusion in the roster is an option available to all members, and is neither a solicitation for clients nor a representation of specialized practice or skills. Areas of practice concentration are shown for networking purposes only. Individuals seeking legal representation should contact a local bar association lawyer referral service.

PRACTICE AREA KEY			
ACC	Accounting	ENG	Energy
ADO	Adoption	ENT	Entertainment
ADR	Alt. Dispute Resolution	EPA	Environmental
ADV	Advertising	ERISA	ERISA
ANT	Antitrust	EST	Estate Planning
APP	Appeals	ETH	Ethics & Prof. Resp.
ARB	Arbitration	EXC	Executive Compensation
BDR	Broker Dealer	FAM	Family
BIO	Biotechnology	FIN	Finance
BKR	Bankruptcy	FRN	Franchising
BNK	Banking	GAM	Gaming
BSL	Commercial/ Bus. Lit.	GEN	Gender & Sex
CAS	Class Action Suits	GOV	Government Contracts
CCL	Compliance Counseling	GRD	Guardianship
CIV	Civil Rights	HCA	Health Care
CLT	Consultant	HOT	Hotel & Resort
CNS	Construction	ILP	Intellectual Property
COM	Complex Civil Litigation	IMM	Immigration
CON	Consumer	INS	Insurance
COR	Corporate	INT	International
CRM	Criminal	INV	Investment Services
CUS	Customs	IST	Information Tech/Systems
DOM	Domestic Violence	JUV	Juvenile Law
EDU	Education	LIT	Litigation
EEO	Employment & Labor	LND	Land Use
ELD	Elder Law	LOB	Lobby/Government Affairs
ELE	Election Law	MAR	Maritime Law

ALABAMA

**Jennifer Rose**  
*The Rose Law Firm, LLC*  
205 20th Street North, Suite 915  
Birmingham, AL 35203  
T: 205.323.1124  
jennifer@theroselawfirmllc.com  
FAM, DIV, ADO, T&E

ARIZONA

**Kimberly A. Demarchi**  
*Lewis and Roca LLP*  
40 North Central Avenue,  
Suite 1900  
Phoenix, AZ 85004  
T: 602.262.5728  
kdemarchi@lrlaw.com  
BSL, ELE, LIT

**Pamela J. P. Donison**  
*Donison Law Firm, PLLC*  
11811 North Tatum Blvd.,  
Suite P177  
Phoenix, AZ 85028  
T: 480.951.6599  
pamela@donisonlaw.com

ARKANSAS

**Niki Cung**  
*Kutak Rock LLP*  
234 E. Millsap Road, Suite 400  
Fayetteville, AR 72703  
T: 479.695.1933  
niki.cung@kutakrock.com  
LIT

CALIFORNIA

**Sophie M. Alcorn**  
*Law Offices of John R. Alcorn*  
2212 Dupont Drive, Suite V  
Irvine, CA 92612  
T: 949.553.8529  
sophie@jr-alcorn.com  
IMM

**Rochelle Browne**  
*Richard, Watson & Gershon*  
355 South Grand Avenue,  
40th Floor  
Los Angeles, CA 90071-3101  
T: 213.626.8484  
rbrowne@rwglaw.com  
LND, LIT, APP

**Tiffany Dou**  
*Gresham Savage Nolan & Tilden, APC*  
550 E. Hospitality Lane, Suite 300  
San Bernardino, CA 92408-4205  
T: 909-890-4499  
tiffany.dou@greshamsavage.com

**Emma D. Enriquez**  
*Gresham Savage Nolan & Tilden, APC*  
3750 University Avenue, Suite 250  
Riverside, CA 92501  
T: 951.684.2171  
emma.enriquez@gresham.savage.com  
LIT, ILP

**Sara Holtz**  
*Client Focus*  
2990 Lava Ridge Court, Suite 230  
Roseville, CA 95661  
T: 916.797.1525  
holtz@clientfocus.net  
CLT

**Kay E. Kochenderfer**  
*Gibson, Dunn & Crutcher LLP*  
333 S. Grand Avenue, Suite 5364  
Los Angeles, CA 90071  
T: 213.229.7712  
kkochenderfer@gjbsndunn.com  
CAS, ANT, BSL

**Kiko Korn**  
*Legal Writing Works*  
3326 S. Bentley Avenue  
Los Angeles, CA 90034  
T: 310.242.1400  
kiko@legalwritingworks.com

**Renee Welze Livingston**  
*Livingston Law Firm, A Professional Corporation*  
1600 S. Main Street, Suite 280  
Walnut Creek, CA 94596  
T: 925.952.9880  
rlivingston@livingstonlawyers.com  
PRL, TRN, PIL, INS

**Nina Marino**  
*Kaplan Marino, PC*  
9454 Wilshire Blvd., Suite 500  
Beverly Hills, CA 90212  
T: 310.557.0007  
Marino@KaplanMarino.com  
APP, CRM, DOM, HCA

**Megan Pike**  
*Pepperdine School of Law*  
833 9th Street, Apt. B  
Santa Monica, CA 90403  
megan.pike@pepperdine.edu  
ADR

COLORADO

**Marianne K. Lizza-Irwin**  
*The Ross-Shannon Law Firm*  
12596 West Bayaud Avenue  
Lakewood, CO 80228  
T: 303.988.9500  
mklizza-irwin@ross-shannonlaw.com  
LIT, BSL, INS, PRL

**Elizabeth A. Starrs**  
*Starrs Mihm & Pulkrabek LLP*  
707 Seventeenth Street,  
Suite 2600  
Denver, CO 80202  
T: 303.592.5900  
estarrs@starrslaw.com  
ADR, LIT, INS

DELAWARE

**Corrine Elise Amato**  
*Morris James LLP*  
500 Delaware Avenue, Suite 1500  
Wilmington, DE 19801  
T: 302.888.5206  
camato@morrisjames.com  
BSL, COR, LIT

**Denise Seastone Kraft**  
*Edwards Angell Palmer & Dodge LLP*  
919 North Market Street,  
Suite 1500  
Wilmington, DE 19801  
T: 302.777.7770  
dkraft@eapdlaw.com  
LIT

**Amy Quinlan**  
*Morris James LLP*  
500 Delaware Avenue  
Wilmington, DE 19899-2306  
T: 302.888.6886  
aquinlan@morrisjames.com  
BSL

**Martha L. Rees**  
*DuPont Company*  
1007 Market Street  
DuPont Building 8032  
T: 302.774.4028  
Wilmington, DE 19898  
T: 302.774.4028  
martha.l.rees@usa.dupont.com

**Janine M. Salomone**  
*Potter Anderson & Corroon LLP*  
1313 North Market Street  
Herculez Plaza, 6th Floor  
Wilmington, DE 19801  
T: 302.984.6128  
jsalomone@potteranderson.com  
COR

**Katelyn M. Torpey**  
*McCarter & English LLP*  
405 N. King Street  
Wilmington, DE 19801  
T: 302.984.6365  
ktorpey@mccarter.com  
LIT

DISTRICT OF COLUMBIA

**Deborah Schwager Froling**  
*Arent Fox LLP*  
1050 Connecticut Avenue, NW,  
Suite 700  
Washington, DC 20036  
T: 202.857.6075  
froling.deborah@arentfox.com  
COR, RES, SEC, M&A

**Shanda Nicole Hastings**  
*K&L Gates LLP*  
1601 K. Street, NW  
Washington, DC 20006  
T: 202.778.9119  
shanda.hastings@klgates.com

**Megan E. Jones**  
*Hausfeld LLP*  
1700 K. Street, NW, Suite 650  
Washington, DC 20006  
T: 202.540.7149  
mjones@hausfeldllp.com

**Margaret S. Lopez**  
*Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*  
2400 N. Street, NW, Fifth Floor  
Washington, DC 20037  
T: 202.887.0855  
margaret.lopez@odnss.com  
EEO, LIT

**Lorelie S. Masters**  
*Jenner & Block LLP*  
1099 New York Avenue, NW,  
Suite 900  
Washington, DC 20001  
T: 202.639.6076  
masters@jenner.com  
INS

**Julia Anne Matheson**  
*Finnegan Henderson Farabow Garrett & Dunner LLP*  
901 New York Ave., NW  
Washington, DC 20001  
202.408.4020  
julia.matheson@finnegan.com

**Kerry Clinton O'Dell**  
*Hollingsworth LLP*  
1350 I Street NW  
Washington, DC 20005  
T: 202.898.5887  
kodell@spriggs.com  
PRL, GOV  
**Ellen Ostrow, Ph.D., CMC**  
*Lawyers Life Coach, Inc.*  
910 17th Street, NW, Suite 306  
Washington, DC 20006  
T: 202.595.3108  
ellen@lawyerslifecoach.com  
CLT



NETWORKING ROSTER

FLORIDA

**Heather M. Byrer**  
*Stiles, Taylor & Grace, P.A.*  
PO Box 48190  
Jacksonville, FL 32247  
T: 904.636.7501  
hbyrer@stileslawfirm.com  
EEO

**Barbara J. Compiani**  
*Kreusler-Walsh, Compiani & Vargas, P.A.*  
501 S. Flagler Drive, Suite 503  
West Palm Beach, FL 33401  
T: 561.659.5455  
bcompiani@kwcvpa.com  
APP

**Karen H. Curtis**  
*Clarke Silvergate & Campbell, P.A.*  
799 Brickell Plaza, Suite 900  
Miami, FL 33131  
T: 305.377.0700  
kcurtis@csclawfirm.com

**Kate Ferro**  
**Fowler White Burnett PA**  
1395 Brickell Avenue, Suite 1400  
Miami, FL 33131  
T: 305.789.9294  
kferro@fowler-white.com

**Debra Potter Klauber, Esq.**  
*Haliczer Pettis & Schwamm*  
100 S.E. 3rd Avenue  
One Financial Plaza, 7th Floor  
Fort Lauderdale, FL 33394  
T: 954.523.9922  
dklauber@haliczperpettis.com  
APP, MED, PIL

**Carol E. Thorstad-Forsyth**  
*Fox Rothschild LLP*  
Esperante Building  
222 Lakeview Ave., Suite 700  
West Palm Beach, FL 33407  
T: 561.804.4438  
cforsyth@foxrothschild.com

**Kathryn M. Fried**  
*Lash & Goldberg LLP*  
100 S.E. 2nd Street, Suite 1200  
T: 305.347.4040  
Miami, FL 33131  
T: 305.347.4040  
kfried@lashgoldberg.com  
HCA, BSL

**Tanya M. Lawson**  
*Sedgwick Detert Moran & Arnold LLP*  
2400 East Commercial Blvd,  
Suite 1100  
Ft. Lauderdale, FL 33308  
T: 954.958.2500  
tanya.lawson@sdma.com  
LIT, PRL TOX, BSL

**Jill Sarnoff Riola**  
*Carlton Fields*  
450 S. Orange Ave.  
Orlando, FL 32801  
T: 407.244.8246  
jriola@carltonfields.com  
ILP

**Stephanie L. Serafin**  
*Kreusler-Walsh, Compiani & Vargas, P.A.*  
501 S. Flagler Drive, Suite 503  
West Palm Beach, FL 33401  
T: 561.659.5455  
sserafin@kwcvpa.com  
APP

**Rebecca Mercier Vargas**  
*Kreusler-Walsh, Compiani & Vargas, P.A.*  
501 S. Flagler Drive, Suite 503  
West Palm Beach, FL 33401  
T: 561.659.5455  
rvargas@kwcvpa.com  
APP

**Jane Kreusler-Walsh**  
*Kreusler-Walsh, Compiani & Vargas, P.A.*  
501 S. Flagler Drive  
Suite 503  
West Palm Beach, FL 33401  
T: 561.659.5455  
janewalsh@kwcvpa.com  
APP

**Anne Dufour Zuckerman**  
*Imperial Finance & Trading LLC*  
701 Park of Commerce Blvd.,  
Suite 301  
Boca Raton, FL 33487  
T: 561.995.4388  
azuckerman@imprl.com

GEORGIA

**Cindy A. Brazell**  
*Jones Day*  
1420 Peachtree Street, NE, 8th  
Floor  
Atlanta, GA 30309-3053  
T: 404.581.8294  
cbrazell@jonesday.com  
BNK, FIN

**Francesca Danielle Lewis**  
*Sutherland Asbill & Brennan LLP*  
999 Peachtree Street, N.E.  
Atlanta, GA 30309  
T: 404.853.8173  
danielle.lewis@sutherland.com

**Meghan H. Magruder**  
*King & Spalding LLP*  
1180 Peachtree Street, NE  
Atlanta, GA 30309  
T: 404.572.2615  
mmagruder@kslaw.com  
INS, BSL

**Kathleen W. Simcoe**  
*Commander + Pound, LLP*  
400 Galleria Parkway, Suite 460  
Atlanta, GA 30339  
T: 404.584.8002  
ksimcoe@commanderpound.  
com  
PIL

**Adrienne Hunter Strothers**  
*Warner Mayoue Bates & McGough, P.C.*  
3350 Riverwood Parkway  
Atlanta, GA 30339  
T: 770.951.2700  
astrothers@wmbmlaw.com

**Melissa Caen**  
*Southern Company*  
30 Ivan Allen Jr. Blvd., NW  
Bin 5C1203  
Atlanta, GA 30308  
T: 404.506.0684  
mkcaen@southernco.com

**Elizabeth Tatum**  
*Tatum Hillman Hickerson & Powell, LLP*  
1737 West Wesley Road  
Atlanta, GA 30327  
T: 404.351.2261  
etatum65@gmail.com  
RES, COR

ILLINOIS

**Sauna L. Boliker Andrews**  
*Cook County State's Attorney's Office*  
2650 S. California Avenue  
Chicago, IL 60608  
T: 773.869.3112  
sbolike@cookcounty.gov

**Elizabeth Bradshaw**  
*Dewey & LeBoeuf*  
180 N. Stetson Avenue, Suite  
3700  
Chicago, IL 60601  
T: 312.794.8000  
ebradshaw@dl.com  
LIT

**Torey Cummings**  
*Skadden Arps Slate Meagher & Flom*  
333 W. Wacker DR., STE. 2100  
Chicago, IL 60606  
T: 312.407.0040  
tcumming@skadden.com  
LIT, SEC, EEO

**Jean M. Golden**  
*Cassiday Schade LLP*  
20 North Wacker Drive, Suite  
1000  
Chicago, IL 60606  
T: 312.641.3100  
jmg@cassiday.com  
INS

**Cheryl Tama Oblander**  
*Butler Rubin Saltarelli & Boyd LLP*  
70 West Madison Street,  
Suite 1800  
Chicago, IL 60602  
T: 312.696.4481  
ctama@butlerrubin.com  
EEO, BKR, LIT

**Patricia F. Sharkey**  
*McGuireWoods LLP*  
77 West Wacker Drive  
Chicago, IL 60601  
T 312.750.8601  
psharkey@mcguirewoods.com  
EPA

**Janet A. Stiven**  
*Dykema Gossett PLLC*  
10 South Wacker Drive,  
Suite 2300  
Chicago, IL 60606  
T: 312.627.2153  
jstiven@dykema.com  
COR

**Terri L. Thomas**  
*Navistar, Inc.*  
4201 Winfield Road  
Warrenville, IL 60555  
T: 630.753.2575  
terri.thomas@navistar.com

**Krista Vink Venegas, Ph.D.**  
*McDermott Will & Emery LLP*  
227 West Monroe Street,  
Suite 4400  
Chicago, IL 60606  
T: 312.984.7542  
kvinkvenegas@mwe.com  
ENT, LIT, INT, INT, PRP

INDIANA

**Melanie Morgan Dunajeski**  
*Beckman Kelly & Smith*  
5920 Hohman Ave.  
Hammond, IN 46311  
T: 219.933.6200  
mdunajeski@bkslegal.com  
INS, EEO, LIT

**Tammy J. Meyer**  
*MillerMeyer LLP*  
9102 N. Meridian Street,  
Suite 500  
Indianapolis, IN 46260  
T: 317.571.8300  
tmeyer@millermeyerllp.com  
LIT, PRL, INS

NETWORKING ROSTER

**Jan Michelsen**  
*Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*  
111 Monument Circle, Suite 4600  
Indianapolis, IN 46204  
T: 317.916.2157  
jan.michelsen@ogletreedeakins.  
com  
EEO

IOWA

**Roxanne Barton Conlin**  
*Roxanne Conlin & Associates, P.C.*  
319 7th Street, Suite 600  
Des Moines, IA 50309  
T: 521.183.1111  
Roxlaw@aol.com  
PIL, EEO, MED

KANSAS

**Linda S. Parks**  
*Hite, Fanning & Honeyman LLP*  
100 N. Broadway, Suite 950  
Wichita, KS 67202  
T: 316.265.7741  
parks@hitefanning.com  
COR, BKR

KENTUCKY

**Jaime L. Cox**  
*Stites & Harbison PLLC*  
400 W. Market Street, Suite 1800  
Louisville, KY 40202  
T: 502.681.0576  
jcox@stites.com  
RES

**Maria A. Fernandez**  
*Fernandez Friedman Haynes & Kohn PLLC*  
401 W. Main Street, Suite 1807  
Louisville, KY 40202-3013  
T: 502.657.7130  
mfernandez@ffgklaw.com  
EST, PRB, ELD, BSL

LOUISIANA

**M. Nan Alessandra**  
*Phelps Dunbar, LLP*  
365 Canal Street, Suite 2000  
New Orleans, LA 70130  
T: 504.584.9297  
alessann@phelps.com  
EEO, CIV

**Kristina S. Clark**  
*Rosenberg & Clark LLC*  
400 Paydras Street, Suite 1680  
New Orleans, LA 70130  
T: 504.620.5400  
tina@rosenbergclark.com

**Lynn Luker**  
*Lynn Luker & Associates, LLC*  
3433 Magazine Street  
New Orleans, LA 70115  
T: 504.525.5500  
lynn.luker@llalaw.com  
PRL, EEO, MAR

**Staci A. Rosenberg**  
*Rosenberg & Clark LLC*  
400 Paydras Street, Suite 1680  
New Orleans, LA 70130  
T: 504.620.5400  
staci@rosenbergclark.com

MARYLAND

**Jo Benson Fogel**  
*Jo Benson Fogel, P.A.*  
5900 Hubbard Drive  
Rockville, MD 20852  
T: 301.468.2288  
jfogelpa@aol.com  
FAM, EST, GRD

MASSACHUSETTS

**Faith F Driscoll**  
*RCN*  
14 Carlisle Road  
Dedham, MA 02026  
T: 781.326.6645  
faithd@rcn.com  
ILP

**Jennifer E. Greaney**  
*Sally & Fitch LLP*  
One Beacon Street  
Boston, MA 02108  
T: 617.542.5542  
jeg@sally-fitch.com

MICHIGAN

**Elizabeth K. Bransdorfer**  
*Mika Meyers Beckett & Jones PLC*  
900 Monroe Avenue N.W.  
Grand Rapids, MI 49503  
T: 616.632.8000  
ebransdorfer@mmbjlaw.com

**Michelle Antionette Busuito**  
*Michigan Supreme Court*  
3035 Grand Blvd.  
Detroit, MI 48202  
T: 313.972.3257  
busuitom@courts.mi.gov

**Sue Ellen Eisenberg**  
*Sue Ellen Eisenberg & Associates*  
33 Bloomfield Hills Parkway,  
Suite 145  
Bloomfield Hills, MI 48304  
T: 248.258.5050  
see@seelawpc.com  
EEO

**Cate S. McClure**  
*Senate Democratic Counsel*  
S-105 Capitol - 2nd Floor  
P.O. Box 30036  
Lansing, MI 48909-7536  
T: 517.373.1029  
cmccclure@senate.michigan.gov

MINNESOTA

**Angela Beranek Brandt**  
*Larson • King, LLP*  
2800 Wells Fargo Place  
30 East Seventh Street  
St. Paul, MN 55101  
T: 651.312.6544  
abrandt@larsonking.com  
CNS, BSL, INS, EEO

**Lucy Jane Wilson**  
P.O. Box 338  
Saint Michael, MN 55376-0338  
T: 763.425.8723  
monday3333@msn.com

MISSISSIPPI

**Sharon F. Bridges**  
*Brunini, Grantham, Grower & Hewes, PLLC*  
P.O. Box Drawer 119  
Jackson, MS 39205  
T: 601.948.3101  
sbridges@brunini.com

**Kristina M. Johnson**  
*Watkins Ludlam Winter & Stennis P.A.*  
190 East Capitol Street, Suite 800  
Jackson, MS 39201  
T: 601.949.4785  
kjohnson@watkinsludlam.com  
BSL, BKR

**Shanda M. Yates**  
*Wells Marble & Hurst, PLLC*  
P.O. Box 131  
Jackson, MS 39205  
T: 601.605.6900  
syates@wellsmar.com

MISSOURI

**Kristie Crawford**  
*Brown & James P.C.*  
300 S. John Q. Hammons Pkwy,  
Suite 202  
Springfield, MO 65806  
T: 417.831.1412  
kcrawford@bjpc.com  
LIT, EEO

**Elaine M. Moss**  
*Brown & James, P.C.*  
1010 Market Street, 20th Floor  
St.Louis, MO 63101  
T: 314.242.5208  
emoss@bjpc.com  
INS, LIT

**Lori Rook**  
*Brown & James, P.C.*  
300 S. John Q. Hammons Pkwy,  
Suite 202  
Springfield, MO 65806  
T: 417.831.1412  
lrook@bjpc.com

**Norah J. Ryan**  
*Norah J. Ryan Attorney at Law*  
230 Bemiston Ave., Suite 510  
St. Louis, MO 63105  
T: 314.727.3386  
norah.ryan@att.net  
LIT

NEW JERSEY

**Cherie L. Adams, Esq.**  
*Adams Stern Gutierrez & Lattiboudere, LLC*  
1037 Raymond Blvd., Suite 710  
Newark, NJ 7102  
T: 973.735.2742  
cadams@asgllaw.com

**Stacey D. Adams**  
*Littler Mendelson PC*  
One Newark Center  
1085 Raymond Blvd., 8th Floor  
Newark, NJ 07102  
T: 973.848.4738  
sdadams@littler.com

**Jeanne Schubert Barnum**  
*Schnader Harrison Segal & Lewis LLP*  
220 Lake Drive East, Suite 200  
Cherry Hill, NJ 08002  
T: 856.482.5222  
jbarnum@schnader.com  
CNS, EPA, ADR

**Willa Cohen Bruckner**  
*Alston & Bird LLP*  
90 Park Avenue  
New York, NY 10016  
T: 212.210.9596  
willa.bruckner@alston.com

NETWORKING ROSTER

**Sarah M. Canberg**  
*Porzio, Bromberg & Newman, P.C.*  
100 Southgate Parkway  
Morristown, NJ 07962-1997  
T: 973.889.4204  
smcanberg@pbnlaw.com  
EPA, LND

**Stephanie J. Cohen**  
*McCarter & English LLP*  
Four Gateway Center  
100 Mulberry Street  
Newark, NJ 07102  
T: 973.639.2026  
scohen@mccarter.com  
LIT

**Melissa DeHonney**  
*Gibbons, P.C.*  
One Gateway Center  
Newark, NJ 07102  
T: 973.596.4839  
mdehonney@gibbonslaw.com

**Linda S. Ershow-Levenberg**  
*Fink Rosner Ershow-levenberg, LLC Attorneys at Law*  
1093 Raritan Road  
Clark, NJ 07066  
T: 732.382.6070  
ELD, MED, GRD, SSN

**Alitia Faccone**  
*McCarter & English, LLP*  
Four Gateway Center  
100 Mulberry Street  
T: 973.848.5376  
Newark, NJ 07102  
afaccone@mccarter.com  
LIT

**Derlys M. Gutierrez**  
*Adams Stern Gutierrez & Lattiboudere, LLC*  
1037 Raymond Blvd., Suite 710  
Newark, NJ 7102  
T: 973.735.2742  
dgutierrez@asgllaw.com

**Kathleen Hart**  
*Morgan Melhuish Abrutyn*  
651 W. Mt. Pleasant Avenue  
Livingston, NJ 07039  
T: 973.994.2500  
khart@morganlawfirm.com

**Garalyn Humphrey**  
*Geralyn Gahrn Humphrey, Esq.*  
33 Washington Avenue  
West Caldwell, NJ 07006  
T: 973.632.5593  
gghwc@yahoo.com  
COR, M&A, RES

**Karen Painter Randall**  
*Connell Foley LLP*  
85 Livingston Avenue  
Roseland, NJ 07068  
T: 973.535.0500  
krandall@connellfoley.com

**Cassandra Savoy**  
*622 Bloomfield Avenue*  
Bloomfield, NJ 07003-2521  
T: 973.748.0097  
csavoy@cassandrasavoy.com

**Erin Marie Turner**  
*Drinker Biddle & Reath LLP*  
500 Campus Drive  
Florham Park, NJ 07932  
T: 973.549.7027  
erin\_ocallaghan@hotmail.com;  
erin.turner@dbr.com  
LIT, INS

**Shawn White**  
*Prudential*  
51 Broad Street, 21st Floor  
Newark, NJ 07102  
T: 212.455.3883  
shawn.white@prudential.com

NEW YORK

**Maria Jose Ayerbe**  
*Davis & Gilbert LLP*  
1740 Broadway, 3rd Floor  
New York, NY 10019  
T: 212.468.4834  
mayerbe@dglaw.com;  
mariajayerbe@gmail.com

**Monica Barron**  
*Georgoulis & Associates PLLC*  
45 Broadway, 14th Floor  
New York, NY 10006  
T 212.425.7854  
texas.mb@verizon.net

**Stacie Bennett**  
*Herzfeld & Rubin, P.C.*  
40 Wall Street  
New York, NY 10005  
T: 212.471.8485  
stacielbennett@gmail.com  
LIT, PRL

**Martha E. Gifford**  
*Law Offices of Martha E. Gifford*  
93 Montague Street, #220  
Brooklyn, NY 11201  
T: 718.858.7571  
giffordlaw@mac.com  
ANT

**Beth L. Kaufman**  
*Schoeman Updike & Kaufman LLP*  
60 East 42nd Street  
New York, NY 10165  
T: 212.661.5030  
bkaufman@schoeman.com  
LIT, PRL, EEO

**Geri S. Krauss**  
*Krauss PLLC*  
One North Broadway  
White Plains, NY 10601  
T: 914.949.9100  
gsk@kraussny.com

**Alesandra Lanto, Ph.D.**  
*Psychologist-Writer & Coach to Professional Women*  
60 E. 8th Street, #30D  
New York, NY 10003  
T: 917.208.8230  
alesandra.lanto@att.net

**Grace P. Lee, Ph.D., J.D.**  
*The Forensic Psychology Group*  
141 E. 55th Street, Suite 3D  
New York, NY 10022  
T: 212.888.8199  
LeePhDJD@gmail.com  
IMM, CRM

**Maureen W. McCarthy**  
*Law Offices of M.W. McCarthy*  
126 Waverly Place, #3E  
New York, NY 10011  
T: 212.475.4378  
maureenwmccarthy@gmail.com  
COR, INT

**Anne Kennedy McGuire**  
*Loeb & Loeb*  
182 E. 95th Street, #14J  
New York, NY 10128  
T: 212.426.2324  
amcguire@loeb.com

**Gloria S. Neuwirth**  
*Davidson, Dawson & Clark LLP*  
60 East 42nd Street, 38th Floor  
New York, NY 10165  
T: 212.557.7720  
gsneuwirth@davidsondawson.com  
EST, PRB, T&E, NPF

**Gille Ann Rabbin, Esq.**  
60 East End Avenue  
New York, NY 10028  
T: 917.763.0579  
glieann@aol.com

**Maura I. Russell**  
*Epstein Becker & Green P.C.*  
250 Park Avenue  
New York, NY 10177  
T: 212.351.3758  
mrussell@ebglaw.com  
BNK, COR

**Tonia A. Sayour**  
*Cooper & Dunham LLP*  
30 Rockefeller Plaza, 20th Floor  
New York, NY 10112  
T: 212.278.0513  
tsayour@cooperdunham.com

**Annie J. Wang**  
*Wormser, Kiely, Galef & Jacobs LLP*  
825 Third Ave.  
New York, NY 10022-7519  
T: 212.573.0613  
awang@wkgj.com  
IMM

OHIO

**Dawn Conway**  
*LexisNexis*  
9443 Springboro Pike  
Miamisburg, OH 45342  
T: 937.865.1815  
dawn.conway@lexisnexis.com  
LIC, VP

**Amy Leopard**  
*Walter & Haverfield LLP*  
1301 E. 9th Street, Suite 3500  
Cleveland, OH 44114  
T: 216.928.2889  
aleopard@walterhav.com  
COR, ILP, BIO, HCA

**Elizabeth M. Stanton**  
*Chester Wilcox & Saxbe, LLP*  
65 East State Street, Suite 1000  
Columbus, OH 43215-4213  
T: 614.221.4000  
estanton@cwsllaw.com  
EEO, EDU, APP, MUN

OREGON

**Diane L. Polscer**  
*Gordon & Polscer, LLC*  
9755 SW Barnes Road, Suite 650  
Portland, OR 97225  
T: 503.242.2922  
dpolscer@gordon-polscer.com  
INS, LIT, BSL

**Heather J. Van Meter**  
*Williams Kastner*  
888 SW 5th Ave., Suite 600  
Portland, OR 97204  
T: 503.944.6973  
hvanmeter@williamskastner.com  
LIT

PENNSYLVANIA

**Ayesha Hamilton**  
*Hamilton Law Firm PC*  
1816 West Point Pike, Suite 114  
Lansdale, PA 19446  
T: 215.699.8840  
ahamilton@ayeshahamiltonlaw.com

NETWORKING ROSTER

**Barbara K. Gotthelf**  
*McCarter & English LLP*  
Mellon Bank Center  
1735 Market Street, Suite 700  
Philadelphia, PA 19103  
T: 215.979.3836  
bgotthelf@mccarter.com  
PRL

**Tiffani L. McDonough**  
*Cozen O'Connor*  
1900 Market Street  
Philadelphia, PA 19103  
T: 215.665.7261  
tiffani.mcdonough@gmail.com;  
tmcdonough@cozen.com  
EEO

**Kimberly Ruch-Alegant**  
*Alegant Law, P.C.*  
67 Buck Road, B48  
Huntingdon Valley, PA 19006  
T: 215.354.0057  
kalegant@alegantlaw.com  
PER, WOR, PIL

SOUTH CAROLINA

**Elizabeth Scott Moise**  
*Nelson Mullins Riley & Scarborough LLP*  
P.O. Box 1806  
Charleston, SC 29402  
T: 843.720.4382  
esm@nmrs.com;  
scott.moise@nelsonmullins.com  
PRL

**Nancy Sadler**  
*Griffith, Sadler & Sharp, PA*  
Post Office Drawer 570  
Beaufort, SC 29901  
T: 843.521.4242  
nds@gandspa.com  
LIT

TENNESSEE

**Marcia Meredith Eason**  
*Miller & Martin PLLC*  
Volunteer Building  
832 Georgia Avenue, Suite 1000  
Chattanooga, TN 37402-2289  
T: 423.785.8304  
meason@millermartin.com

**Kristine L Roberts**  
*Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*  
165 Madison Avenue, Suite 2000  
Memphis, TN 38103  
T: 901.526.2000  
kroberts@bakerdonelson.com

**Yanika C. Smith-Bartley**  
*Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*  
211 Commerce Street, Suite 1000  
Nashville, TN 37201  
T: 615.726.5772  
ysmith-bartley@bakerdonelson.com

TEXAS

**Jessica L. Crutcher**  
*Mayer Brown LLP*  
700 Louisiana, Suite 3400  
Houston, TX 77002  
T: 713.238.2736  
jcrutcher@mayerbrown.com

**Marcela L. Cuadrado**  
*Taylor Cuadrado PC*  
3200 Southwest Freeway, Suite 3300  
Houston, TX 77027  
T: 713.402.6173  
cuadrado@tc-lawyers.com  
LIT, SEC, BSL

**Sandra D. Delgado**  
1309 Ash Street  
Anna, TX 75409  
sandrada.law@gmail.com

**Lisa A. Dreishmire**  
*Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*  
8117 Preston Road, Suite 700  
Dallas, TX 75225  
T: 214.414.0068  
lisa.dreishmire@odnss.com  
EEO, LIT

**Gwendolyn Frost**  
*Powers & Frost LLP*  
1221 McKinney Street  
2400 One Houston Center  
Houston, TX 77010  
T: 713.767.1555  
gwenfrost@powersfrost.com  
LIT, ENT, SPT

**Sharla Frost**  
*Powers & Frost LLP*  
1221 Mckinney Street  
2400 One Houston Center  
Houston, TX 77010  
T: 713.767.1555  
sfrost@powersfrost.com  
BSL, COM, COR, PRL

**Mary-Olga Lovett**  
*Greenberg Traurig*  
1000 Louisiana, Suite 1700  
Houston, TX 77002  
T: 713.374.3500  
lovettm@gtllaw.com

**Rebecca Rene Massiatte**  
*Jackson Lewis LLP*  
3811 Turtle Creek Blvd., Suite 500  
Dallas, TX 75219  
T: 214.273.5061  
massiatte@jacksonlewis.com  
IMM

**Retta A. Miller**  
*Jackson Walker LLP*  
901 Main Street, Suite 6000  
Dallas, TX 75202  
T: 214.953.6035  
rmiller@jw.com  
LIT, EEO, ADR, SEC

**Deborah Perry**  
*Munsch Hardt Kopf & Harr, P.C*  
3800 Lincoln Plaza  
500 N. Akard Street  
Dallas, TX 75201  
T: 214.855.7565  
dperry@munsch.com

**Katharine Battaia Richter**  
*Thompson & Knight LLP*  
1722 Routh Street, Suite 1500  
Dallas, TX 75201  
T: 214.969.1495  
katie.richter@tklaw.com

**Sherry L. Travers**  
*Littler Mendelson PC*  
2001 Ross Avenue, Suite 1500  
Dallas, TX 75201  
T: 214.880.8148  
stravers@littler.com  
EEO

**Amanda Woodall**  
*Baker Botts L.L.P.*  
One Shell Plaza  
910 Louisiana Street  
Houston, TX 77002  
T: 713.229.2187  
amanda.woodall@bakerbotts.com  
ILP

VIRGINIA

**Pamela Belleman**  
*Troutman Sanders LLP*  
1001 Haxau Point  
Richmond, VA 23219  
T: 804.697.1456  
pam.belleman@troutmansanders.com  
COM, RES

**Julie Hottle Day**  
*Culin Sharp, Autry & Day, PLC*  
4124 Leonard Drive  
Fairfax, VA 22030  
T: 703.934.2940  
jday@csadlawyers.com  
FAM

**Dorothea W. Dickerman**  
*McGuireWoods LLP*  
1750 Tysons Blvd., Suite 1800  
McLean, VA 22102  
T: 703.712.5387  
ddickerman@mcguirewoods.com

**Sandra Giannone Ezell**  
*Bowman and Brooke LLP*  
1111 E. Main Street, Suite 2100  
T: 804.819.1156  
Sandra.ezell@bowmanandbrooke.com  
PRL, BSL

**Joy C. Fuhr**  
*McGuireWoods LLP*  
901 E. Cary Street  
Richmond, VA 23238  
T: 804.775.4341  
jfuhr@mcguirewoods.com  
TOX, LIT, EPA, PRL

**Susanne Jones**  
*O'Brien Jones, PLLC*  
8200 Greensboro Drive,  
Suite 1020A  
McLean, VA 22102  
T: 202.292.4693  
susanne.jones@obrienjones.com

**Michelle E. O'Brien**  
*O'Brien Jones, PLLC*  
8200 Greensboro Drive,  
Suite 1020A  
McLean, VA 22102  
T: 202.292.4692  
michelle.obrien@obrienjones.com  
ILP

WASHINGTON

**Kristin S. Bell**  
*Jackson Lewis LLP*  
600 University Street, Suite 2900  
Seattle, WA 98101  
T: 206.405.0404  
bellk@jacksonlewis.com  
EEO

**Makalika Naholowaa**  
*Perkins Coie LLP*  
1201 3rd Avenue, Suite 4800  
Seattle, WA 98101  
T: 206.359.3031  
mnaholowaa@perkinscoie.com  
ILP, PAT

**Catherine R. (Kate) Szurek**  
*Skagit Law Group, PLLC*  
227 Freeway Drive, Suite B  
P.O. Box 336  
Mt. Vernon, WA 98273  
T: 360.336.1000  
kate@skagitlaw.com  
EST, TAX

WISCONSIN

**Rebecca Coffee**  
*Mastantuono Law Office*  
817 N. Marshall Street  
Milwaukee, WI 53202  
T: 414.276.8662  
rcoffee@mastantuono-law.com  
CRM

**Billie Jean Smith**  
*Michael Best & Friedrich LLP*  
100 East Wisconsin Avenue,  
Suite 3300  
Milwaukee, WI 53202  
T: 414.347.4770  
BJSmith@michaelbest.com  
ILP

INTERNATIONAL

**Lori A. Prokopich**  
*Fogler, Rubinoff LLP*  
95 Wellington Street West  
Toronto-Dominion Centre,  
Suite 1200  
Toronto, Ontario M5J 2Z9  
T: 416.864.9700  
lprokopich@foglers.com  
BSL, COR, M&A

att.com



AT&T proudly supports the National Association of Women Lawyers (NAWL). We salute your outstanding work to advance women in the profession, enrich our community, and challenge the status quo.

Rethink Possible® 

© 2011 AT&T Intellectual Property. All rights reserved.

BAKER & MCKENZIE

# Diversity by Design

**Our diversity has fueled the growth of our Firm into what it is today - one of world's most multicultural professional services organizations. Our lawyers are citizens of more than 60 countries and speak more than five dozen languages - a vibrant community including nearly every race, color, religion, ethnicity and sexual orientation.**

We understand that organizations work best when people with different backgrounds and multiple points of view are brought together. We believe that this understanding allows us to better serve the rapidly changing needs of our clients across the world.

Baker & McKenzie is a proud sponsor of the National Association of Women Lawyers and we salute the association for its advocacy on behalf of women in the legal profession.

[www.bakermckenzie.com](http://www.bakermckenzie.com)



# CAHILL

Proudly Supports

## The National Association of Women Lawyers

and applauds its dedication to the interests and progress of women.

CAHILL GORDON & REINDEL LLP  
80 Pine Street • New York, NY 10005 • [cahill.com](http://cahill.com)  
New York | London | Washington, D.C.

## An uncommon commitment to diversity.

McDermott Will & Emery is proud to support the National Association of Women Lawyers.

**McDermott Will & Emery**  
[www.mwe.com](http://www.mwe.com)

Boston Brussels Chicago Düsseldorf Houston London Los Angeles Miami Milan Munich New York  
Orange County Rome San Diego Silicon Valley Washington, D.C.  
Strategic alliance with MWE China Law Offices (Shanghai)

McDermott Will & Emery conducts its practice through separate legal entities in each of the countries where it has offices. This communication may be considered attorney advertising. Previous results are not a guarantee of future outcome.



Sutherland is proud to be a gold sponsor of National Association of Women Lawyers. We support NAWL's efforts to promote the interests and progress of women lawyers and women's legal rights.

At Sutherland, our success is directly related to our long-standing commitment to recruiting and retaining a diverse group of lawyers. Today we're a leader in the legal community because we have different perspectives to offer our clients and each other, including those of our women lawyers and those in key firm management roles.

To learn more about Sutherland, please visit  
[www.sutherland.com](http://www.sutherland.com).

**SUTHERLAND**

SUTHERLAND ASBILL & BRENNAN LLP



# Potential Has No Gender



Crowell & Moring LLP is proud to support the National Association of Women Lawyers and shares its commitment to the interests and advancement of women in the legal community.

**crowellmoring**  
experience. creativity. results.

www.crowell.com  
Washington, DC ■ New York ■ California ■ Anchorage ■ London ■ Brussels

## McCARTER & ENGLISH, LLP is proud to support the National Association of Women Lawyers

*Dedication and hard work are essential, but success also requires working together and building relationships. By mentoring young lawyers, working collegially with our peers, providing outstanding service to our clients, and serving the communities in which we work and live, we ensure that there is no limit to what we can accomplish both professionally and personally.*

**McCarter & English Women's Initiative: Building Positive Relationships.<sup>SM</sup>**

**McCARTER & ENGLISH**  
ATTORNEYS AT LAW

Four Gateway Center 100 Mulberry Street Newark, NJ 07102  
T 973.622.4444 F 973.624.7070 www.mccarter.com

BOSTON HARTFORD NEW YORK NEWARK PHILADELPHIA STAMFORD WILMINGTON

We proudly sponsor

## The National Association of Women Lawyers

and salute our Women of Achievement in key leadership roles



**Janine Brown**  
Partner in Charge,  
Atlanta Office of Alston & Bird LLP



**Donna Bergeson**  
Partner and  
Current Chair of Alston & Bird  
Investment Committee  
and the Partners' Committee



**Lisa Gilford**  
Partner, Executive Board Member  
and Former President of the  
National Association of Women Lawyers



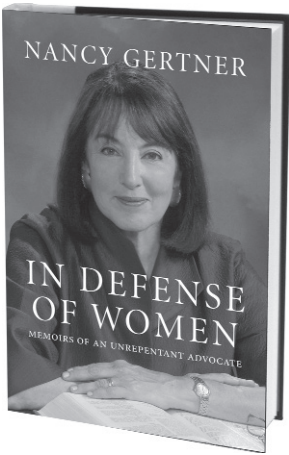
**Mary Gill**  
Partner and Chair of the  
Women's Initiative

Atlanta | Charlotte | Dallas | Los Angeles | New York | Research Triangle | Silicon Valley | Ventura County | Washington, D.C.

**ALSTON + BIRD** LLP  
WWW.ALSTON.COM

**“Fascinating, fearless and fun—an exemplary life told with both wisdom and warmth.”**

—JEFFREY TOOBIN, author of *The Nine: Inside the Secret World of the Supreme Court*



**IN DEFENSE OF WOMEN**  
MEMOIRS OF AN UNREPENTANT ADVOCATE  
NANCY GERTNER

“Should be required reading at every law school in the country where women—and men—are learning these days that they have to choose between a successful legal career and their deepest convictions about justice. She is living proof that you don’t have to sacrifice one for the other.”

—ELLEN GOODMAN,  
author of *Paper Trail*

“A fascinating memoir of a life lived in the law with passion, guts, humor, and great skill. Nancy Gertner’s clients were lucky to have her then, and the legal system is lucky to have her today.”

—LINDA GREENHOUSE,  
author of *Becoming Justice Blackmun*

Nancy Gertner was appointed a Federal District Judge by President Clinton in 1993 and serves on the bench for the District of Massachusetts. A graduate of Barnard College and Yale Law School, she has taught at Yale Law School, Boston College Law School, Boston University School of Law, and Harvard Law School.



www.beacon.org · www.beaconbroadside.com. Available wherever books and e-books are sold.

Gibson Dunn is proud to sponsor  
NAWL and its important work on  
behalf of women attorneys

GIBSON DUNN

www.gibsondunn.com

Brussels • Century City • Dallas • Denver • Dubai • London • Los Angeles • Munich • New York • Orange County

Palo Alto • Paris • San Francisco • São Paulo • Singapore • Washington, D.C.

Andrews Kurth is proud to support the

National Association  
of Women Lawyers

For more than a century, Andrews Kurth LLP, an international law firm with more than 400 lawyers, has built its multidisciplinary practice with the belief that “Straight Talk Is Good Business.” We represent an impressive list of global clients spanning multiple industries and areas of law. For more information, please visit us at [andrewskurth.com](http://andrewskurth.com)

1717 Main Street Suite 3700 Dallas, TX 75201 214.659.4400  
600 Travis Suite 4200 Houston, TX 77002 713.220.4200

AUSTIN BEIJING DALLAS HOUSTON LONDON NEW YORK THE WOODLANDS WASHINGTON, DC

Copyright © 2010 by Andrews Kurth LLP. Andrews Kurth and the Andrews Kurth logo are service marks of Andrews Kurth LLP. Straight Talk Is Good Business is a registered service mark of Andrews Kurth LLP. All Rights Reserved. Prior results do not guarantee a similar outcome and depend on the facts of each matter. Attorney Advertising.

ANDREWS  
ATTORNEYS KURTH LLP  
STRAIGHT TALK IS GOOD BUSINESS.®

Find your

[better value  
higher service  
more experienced]

solution.

L A R S O N • K I N G  
Litigation Redefined.

manatt

Manatt is proud to support the  
National Association of  
Women Lawyers

Manatt, Phelps & Phillips, LLP [manatt.com](http://manatt.com)

Orrick is proud to support  
THE NATIONAL ASSOCIATION  
OF WOMEN LAWYERS

Your dedication to promoting  
the interests and progress of  
women lawyers and women’s  
legal rights and diversity is an  
inspiration to us all.

ORRICK  
WWW.ORRICK.COM

ASIA | EUROPE | NORTH AMERICA

STRENGTH IN  
Diversity

STEPTOE & JOHNSON LLP

is proud to support the  
National Association of  
Women Lawyers  
and its programs.

www.steptoel.com

BEIJING BRUSSELS CENTURY CITY CHICAGO LONDON  
LOS ANGELES NEW YORK PHOENIX WASHINGTON





# Stronger together

When people and organizations come together, they truly do make a difference. We proudly sponsor NAWL.

JPMORGAN CHASE & CO.

© 2011 JPMorgan Chase & Co. [jpmorganchase.com](http://jpmorganchase.com)

**It's more than just knowing the law. It's thinking-outside-of-the-box-to-find-a-better-solution law.**

At Johnston Barton Proctor & Rose LLP, we think about things a little differently. Our attorneys' years of experience and entrepreneurial spirit mean that when we look at the legal issues you're facing, we don't see problems. We only see solutions.

**JohnstonBarton**  
ATTORNEYS  
[johnstonbarton.com](http://johnstonbarton.com)

In accordance with Alabama State Bar requirements, no representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers. AWP 7.2(a)

**STARNES | ATCHISON** LLP

*We are proud  
to support the  
National Association  
of Women Lawyers  
and the work of  
women in law  
across the nation  
and around the world.*

100 Brookwood Place  
Seventh Floor  
Birmingham, Alabama 35209  
(205) 868-6000  
[www.starneslaw.com](http://www.starneslaw.com)

**Hodgson Russ** LLP  
ATTORNEYS

**Cathy Fleming Joins  
Hodgson Russ**

Our New York City office welcomes Cathy Fleming, board member and past president of NAWL.

Hodgson Russ provides U.S. legal services in virtually every substantive area of business law.

1540 Broadway, 24th Floor, New York, NY 10036  
212.751.4300 [www.hodgsonruss.com](http://www.hodgsonruss.com)  
Albany Buffalo New York Palm Beach Toronto

**Proud to support NAWL.**

It takes all kinds.

We put a wide range of experience to work for our clients.

We believe people with diverse backgrounds push great ideas forward.

Including the idea of diversity itself.

**haynesboone**  
Setting precedent.

[haynesboone.com](http://haynesboone.com)

Austin Dallas Fort Worth Houston Mexico City Moscow New York  
Orange County Richardson San Antonio Silicon Valley Washington, D.C.

© 2011 Haynes and Boone, LLP

**GOOD HANDS®  
WORKING TOGETHER  
CAN CHANGE THE WORLD.**

Allstate is proud to support  
**The National Association of Women Lawyers.**

Your Good Hands® make all the difference.  
That's Allstate's Stand.®

**Allstate**  
You're in good hands.  
Auto Home Life Retirement

© 2010 Allstate Insurance Company, Northbrook, IL

**ALL WE DO IS  
WORK®**

Workplace law. Now in its 52nd year, Jackson Lewis continues to set the national standard in one of the most challenging and competitive fields of legal practice. Our women attorneys are a large part of the reason we have achieved a national reputation in workplace law, providing creative and strategic solutions to virtually every issue employers face. In the past five years alone, our litigation team has represented clients in 7500 lawsuits, including class-actions and other complex litigations. To learn more, visit us online at [www.jacksonlewis.com](http://www.jacksonlewis.com).

**jackson lewis**  
Preventive Strategies and  
Positive Solutions for the Workplace®


**LATHAM & WATKINS** LLP

[www.lw.com](http://www.lw.com)

At Latham & Watkins, our commitment to equal opportunity is not just a philosophy. Providing an inclusive work environment is something that we work at and seek to achieve at every turn. Our goal is to provide an atmosphere that inspires all attorneys to reach their potential for excellence. Women attorneys at Latham have long played integral roles in the firm's management, including as department chairs, firmwide committee chairs and in executive management posts. To find out more about Latham & Watkins, please visit our Web site at [www.lw.com](http://www.lw.com).

Abu Dhabi	London	Paris
Barcelona	Los Angeles	Rome
Brussels	Madrid	San Diego
Chicago	Milan	San Francisco
Doha	Moscow	Shanghai
Dubai	Munich	Silicon Valley
Frankfurt	New Jersey	Singapore
Hamburg	New York	Tokyo
Hong Kong	Orange County	Washington, D.C.





I need lawyers who understand that adding value to my business starts with sharing my values.

At Nixon Peabody, our commitment to diversity is a core value that not only makes us more vibrant, it also enables us to respond with greater agility to the challenges faced by our clients. [www.nixonpeabody.com](http://www.nixonpeabody.com)

**NIXON PEABODY**<sup>LLP</sup>  
ATTORNEYS AT LAW

437 Madison Avenue • New York, NY • 10022 • 212-940-3000  
The person depicted in this ad is an actor depicting a fictional event.




**Diversity Works**

At General Mills, our people are our pride and our success. That's why we work hard to recruit, retain, and develop the most talented people in the marketplace. We recognize that our diversity brings great ideas and innovation, making us a Company of Champions.

We are proud to support the National Association of Women Lawyers and its efforts to promote women and diversity within the legal profession.

  
GENERAL MILLS



**DuaneMorris**<sup>®</sup>

The Duane Morris Women's Initiative is proud to sponsor the  
**NATIONAL ASSOCIATION OF WOMEN LAWYERS**

The Duane Morris Women's Initiative was designed by and for Duane Morris women attorneys to formally bring together women lawyers throughout the firm to exchange ideas, foster and expand business contacts and opportunities, and enhance attorney development. The Initiative salutes the NAWL *Women Lawyers Journal* as a vehicle for discussing substantive issues impacting women in the law.

Duane Morris LLP | 30 South 17th Street | Philadelphia, PA 19103  
SHARON L. CAFFREY P: 215.979.1180 slcaffrey@duanemorris.com  
SANDRA A. JESKIE P: 215.979.1395 jeskie@duanemorris.com

Duane Morris LLP – A Delaware limited liability partnership  
[www.duanemorris.com](http://www.duanemorris.com)



**lexis.com.** Never miss critical content.

- Exclusive  
• Cases in Brief
- Exclusive  
• Emerging Issues Commentary
- Exclusive  
• Matthew Bender<sup>®</sup> treatises
- Briefs, Pleadings, and Motions
- BNA<sup>®</sup>
- ALR<sup>®</sup>
- Am Jur<sup>®</sup>
- Court Documents

Introducing **Related Content** at **lexis.com** for searching more sources more efficiently.

 **LexisNexis**<sup>®</sup>

Learn more at [lexisnexis.com/relatedcontent](http://lexisnexis.com/relatedcontent).

LexisNexis, the Knowledge Burst logo, lexis.com and Shepard's are registered trademarks of Reed Elsevier Properties Inc., used under license. Matthew Bender is a registered trademark of Matthew Bender Properties Inc. BNA is a registered trademark of The Bureau of National Affairs, Inc. ALR and Am Jur are registered trademarks of West Publishing Corporation. Other products and services may be trademarks or registered trademarks of their respective companies. © 2009 LexisNexis, a division of Reed Elsevier Inc. All rights reserved. 132431-0 1109

**HINSHAW**  
& CULBERTSON LLP


is pleased to support  
**The National Association of Women Lawyers**



Hinshaw encourages our attorneys' participation in organizations and associations that enhance their professional, civic and cultural development. We are a national, full-service law firm with more than 460 attorneys in 24 offices.

[info@hinshawlaw.com](mailto:info@hinshawlaw.com) 1-800-300-6812 [www.hinshawlaw.com](http://www.hinshawlaw.com)

Arizona ■ California ■ Florida ■ Illinois ■ Indiana ■ Massachusetts  
Minnesota ■ Missouri ■ New York ■ Oregon ■ Rhode Island ■ Wisconsin




REAL HEART.

**EDWARDS ANGELL PALMER & DODGE LLP**  
IS PROUD TO SUPPORT  
NAWL


The real heart of Edwards Angell Palmer & Dodge lies within our people and the many different experiences and perspectives we share. We recognize, embrace and celebrate our differences and believe we can only provide our clients with the best possible representation if we reflect the diversity of the clients and communities we serve.

Get Real . . . Real People. Real Heart. [eapdlaw.com](http://eapdlaw.com)




BOSTON MA | FT. LAUDERDALE FL | HARTFORD CT | MADISON NJ | NEW YORK NY  
NEWPORT BEACH CA | PROVIDENCE RI | STAMFORD CT | WASHINGTON DC  
WEST PALM BEACH FL | WILMINGTON DE | LONDON UK | HONG KONG (ASSOCIATED OFFICE)

**Exceptional People. An Exceptional Place.**



**Rebecca L. Ross**  
Chicago Office Managing Partner  
Insurance & Reinsurance Practice  
Group Leader

Troutman Sanders celebrates exceptional people like Rebecca and provides a platform for their success. Learn more about Rebecca at [www.troutmansanders.com/rebecca\\_ross](http://www.troutmansanders.com/rebecca_ross).

 **TROUTMAN SANDERS**

650 lawyers | 50 practice areas | 15 offices | [troutmansanders.com](http://troutmansanders.com)

Your **spark** makes us  
**Walmart** 

Working together to make a difference.

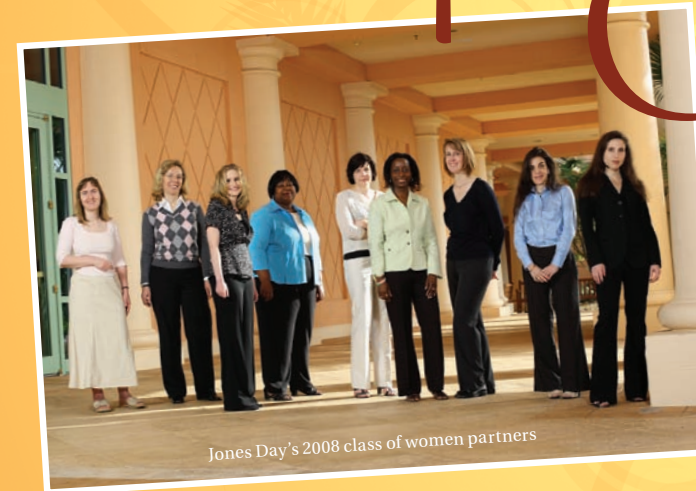
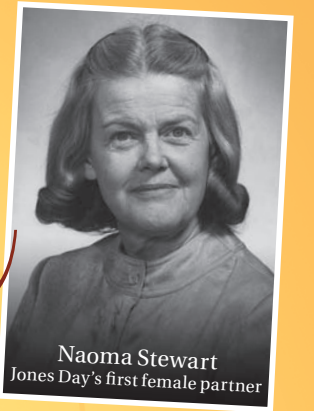


**We are proud to be a Premier Sponsor of the  
National Association of Women Lawyers.**

**Walmart**   
Save money. Live better.

The "Spark" Design (⚡), Walmart and Save Money. Live Better. are marks and/or registered marks of Wal-Mart Stores, Inc. ©2010 Wal-Mart Stores, Inc., Bentonville, AR.

# From One To Many



We've come a long way since 1960 when Jones Day was the first major firm to hire a woman lawyer. Today we have over 1000 women lawyers worldwide, including 145 partners.

Women lawyers at Jones Day serve in leadership positions in many ways, including on management committees, as office heads, and as practice group leaders. Our female colleagues are leaders in both the profession and in public service. For the women who compose almost fifty percent of our incoming fall associate class, the future looks good because at Jones Day, women lawyers have always excelled and succeeded.

**JONES  
DAY**

One Firm Worldwide<sup>SM</sup>

**2400 lawyers in 31 locations. [www.jonesday.com](http://www.jonesday.com)**



National Association of Women Lawyers®  
*the voice of women in the law®*

Presorted  
Standard Mail  
U.S. Postage  
**PAID**  
Permit # 73  
West Caldwell, NJ

National Association of Women Lawyers  
American Bar Center, MS 21.1  
321 North Clark Street  
Chicago, IL 60654