

NOTABLE WOMEN IN LAW



2019



Read more about this year's honorees inside:

INDEX OF HONOREES

PAGES 62-63

Robin Adelstein
Terri Adler
Meriam Al-Rashid
Rena Andoh
Antonia Apps
Michele Arbeeny
Nicole Argentieri
Sonia Bain
Corinne Ball
Bonnie Barsamian
Laura Barzilai
Lori Bauer
Martine Beamon
Leora Ben-Ami
Lynda Bennett
Andrea Bierstein

PAGES 64-65

Frances Bivens
Kimberly Brown Blacklow
Elise Bloom
Susan Bodine
Lauren Boglivi
Stephanie Breslow
Erica Buckley
Susanna Buerger

Jacqueline Bushwack
Kathleen McLeod Caminiti
Ting Chen
Sylvia Chin
Jennifer Chu
Nancy Chung
Anta Cissé-Green
Elizabeth Cooper

PAGES 66-67

Magda Cruz
Margaret Dale
Jill Darrow
Una Dean
Jennifer Fiorica Delgado
Mylan Denerstein
Therese Doherty
Jennifer Ezring
Lucy Fato
Angela Fernandez
Melanie Figueroa
Barbara Finkelstein
Jessica Forbes
Katherine Forrest
Mary Beth Forshaw
Helene Freeman

PAGE 68

Susan Frunzi
Marjorie Glover
Kristin Going
Marcia Goldstein
Elizabeth Gonzalez-Sussman
Tatiana Gutierrez
Samaa Haridi
Melisande Hill

PAGE 70

Ellen Holloman
Lenore Horton
Tanisha James
Patricia Kantor
Barbara Kaplan
Michelle Kelban
Nancy Kestenbaum
Jamie Kocis

PAGE 72

Cheryl Korman
Eleanor Lackman
Jessica Lee
Jiyeon Lee-Lim
Lori Lesser
Jamie Levitt

Doreen Lilienfeld
Lynn Loacker

PAGES 74-75

Kristen Lonergan
Stacy Louizos
Paola Lozano
Janice Mac Avoy
Ayşe Yüksel Mahfoud
Barbara Mendelson
Nancy Mitchell
Cheryl Eisberg Moin

PAGES 76-77

Margery Neale
Julie North
Inosi Nyatta
Melissa Osipoff
Donna Parisi
Marcia Paul
Lisa Pensabene

PAGES 78-79

D. Hara Perkins
Lisa Radetsky
Stacey Rappaport
Rebecca Rettig
Ricki Roer

Nina Rokat
Sara Rubenstein
Elizabeth Sacksteder

PAGES 80-81

Claudia Salomon
Charan Sandhu
Karen Scanna
Kara Schechter-Rakowski
Jodi Schwartz
Rebecca Silberstein
Audrey Sokoloff

PAGES 82-83

Elizabeth Brooke Stein
Antonia Stolper
Christine Swanick
Carolyn Vardi
Elise Wagner
Kim Walker
Carolyn Walker-Diallo
Naomi Waltman
Debbie White
Nancy Wolff
Diana Wollman
Jennifer Yount



Lowenstein Sandler congratulates our partners, **Lynda A. Bennett** and **Jennifer Fiorica Delgado**, on being named to *Crain's* distinguished roster of **2019 Notable Women in Law – New York**.



Lynda A. Bennett
Partner; Chair, Insurance Recovery Group



Jennifer Fiorica Delgado
Partner, Capital Markets Litigation

Lowenstein's steadfast commitment to opportunities and advancement for women includes focused employee resource groups, equitable benefits and services to facilitate work-life balance, and dedicated mentorship and sponsorship to support a diverse and inclusive workplace.

60

Women's voices on gender parity

84

Female litigators find their voices

86-87

The path to success

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~ *The Real Deal* (October 2018)

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Congratulations to our Partner and Chair of Windels Marx Women, Michele Arbeeny, and to all of the accomplished women lawyers recognized by Crain's Notable Women in Law.

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Women's voices on gender parity

Any female lawyer who juggles family and career will gain new respect for the early years of U.S. Supreme Court Justice Ruth Bader Ginsburg, chronicled in the 2018 documentary RBG. One of nine women in a class of more than 500 at Harvard Law School in 1956, Ginsburg was the first female member of the Harvard Law Review. She was caregiver for a two-year-old daughter and her husband Marty, who was undergoing cancer treatment. Let that sink in for a moment: Harvard Law. Toddler. Husband with cancer.

Lawyers today rely on a formal support system that includes family leave and part-time work, and the career/family juggle is far easier than in Ginsburg's day. But the legal industry still struggles with a lack of female lawyers in senior partnership and law firm governance roles; the issues of retention and pay equity; and the paucity of female litigators who take the lead chair at trials.

The fight for gender parity is dear to many of the 114 women who grace the 2019 list of Notable Women in Law. Like Ginsburg, these attorneys juggle distinguished careers, family, exceptional civic activities—and are steely warriors against gender discrimination.

"Change must start at the top. To take a page from the Notorious RBG, advancement opportunities will expand for all female lawyers when managing partners and other management positions in law firms are filled by women," noted one of women on this year's list.

That comment was one of many insightful points made in response to a request *Crain's* made to this year's class: Anonymously identify one change the legal profession can make to expand advancement opportunities for female lawyers. Among their candid recommendations, these attorneys stress that it's all about the numbers.

"Even though my firm makes efforts towards diversity and inclusion, I am often the only female partner in discussions and in the office practice group," writes one lawyer. "We need to do better encouraging women to stay at Big Law by supporting their choices." Adds another: "Set parity goals and make law firm and practice leaders accountable for achieving them for mid-level and senior associates; partnership elevations; partner retention; partner compensation; and credit for contributions."

At Greenberg Traurig, Shareholder Barbara Kaplan calls her firm a meritocracy where 21% of executive committee members are female. "But it's not enough," said Kaplan. "There are still too few women." Kaplan believes more female attorneys will advance

to partnership and leadership slots industrywide as "women help women expand opportunities for advancement. Some of it is business referrals, because women need to be able to bring in business."

The lawyers on this year's list are passionate about opening doors to career and client development opportunities. "Female attorneys need to be given the same opportunities as men. If that happens, then women will knock those opportunities out of the park," writes one honoree.

Another called for law firm clients to be change agents by ensuring women "are in the room where business is awarded." Writes a third honoree: "Educate men about the importance of sponsoring and mentoring women. They need to ask themselves 'when I go to a pitch, do I only bring people who look like me?' If the answer is yes, they need to change that."

Attorneys also called for better support of the career/family juggle. "Many new mothers struggle with continuing their careers and being home. A law firm that is more flexible with facetime and focuses on productivity and outcome will be more successful in retaining the talent they originally hired," writes one honoree. Law firms and corporate legal departments, adds another, "should seek ways to permit flexible hours and the ability to work from home so that working mothers can remain on partnership tracks or earn career advancement."

These sentiments are born from statistics that highlight the pressing need for improvement. Data still shows that fewer women than men become equity partners and get elected to law firm leadership positions.

In its 2018 Survey on the Retention and Promotion of Women in Law Firms, the National Association of Women Lawyers reported that females comprise 47% of associates but only 30% of non-equity partners and 20% of equity partners, figures that have barely budged in the past decade. As in previous NAWL surveys, women start off in essentially equal numbers as men at the entry level—

with relatively equal compensation, billing rates, and hours worked as associates—but later fail to reach senior ranks in greater numbers.

In response, the American Bar Association in 2017 launched a two-year initiative to research possible contributing factors to the steady loss over time of experienced female lawyers at law firms. The ABA's goal is to make empirically based recommendations for policies that promote retention and eliminate the attrition gender gap.

Those are issues that already are being tackled by the women on our list, 39% of whom hold governance roles such as practice leader chair or co-chairs, a committee seat or an executive committee member. These leadership positions matter. Compensation and promotion decisions are made by lawyers who hold governance committee seats.

The NAWL report notes that women make up 25% of firm governance roles, 22% of firm-wide managing partners, 20% of office-level managing partners and 22% of practice group leaders. Those statistics represent progress, but they are not 50%. As NAWL says, "the numbers still lag behind the representation of women in the legal profession as a whole."

With so many of the female legal luminaries on this year's list pushing for change, those statistics are sure to improve. These women have strong ideas about how to fix what's broken. In the words of one of our *Crain's* honorees, "women must rise to the top and break through the cycle of underrepresentation to become law firm leaders, general counsels and CEOs to truly achieve parity."

...

The profiles in this report are drawn from submitted nomination materials as well as from Crain's New York Business editorial. No lawyer paid to be featured. The 2019 list of Notable Women in Law celebrates an exceptional pool of talented female attorneys in the New York City metropolitan area. Please join us in congratulating an outstanding 2019 class.



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Leadership. Vision. Dedication.

Greenberg Traurig congratulates our own **Barbara Kaplan** and **Kristen Lonergan** on their recognition as two of *Crain's Notable Women in Law*.

Your vision and commitment to clients, colleagues, and the community has earned you the respect as trusted leaders and role models.



Greenberg Traurig is committed to its women lawyers' success, which includes a firmwide women's affinity group encompassing recruiting, retention, and business development. The firm regularly collaborates with like-minded organizations to address these issues on a broader scale in a variety of industries and communities. Greenberg Traurig also takes thoughtful action to address issues such as maintaining a healthy work-life balance, breaking the glass ceiling, mentoring, taking charge of your health, and giving back to the community.

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31691

ROBIN ADELSTEIN

Head of antitrust and competition
NORTON ROSE FULBRIGHT



Before joining Norton Rose Fulbright, Robin

Adelstein served as a key legal official for large-scale firms including health care giant Novartis and alcohol beverage leader Diageo. She brings this wealth of experience to her work with the firm, where she litigates complex commercial disputes, class actions and multi-jurisdictional cases before U.S. federal and state courts. Companies trust Adelstein to advise them on antitrust issues arising in mergers and acquisitions, joint ventures and trade association activities. Adelstein also shares her knowledge as a frequent speaker at summits and panel discussions focused on health care and life sciences.

TERRI ADLER

Managing partner
DUVAL & STACHENFELD



At Duval & Stachenfeld, Terri Adler oversees one of the largest real estate practice groups in New York City. During a career that has spanned more than two decades, Adler has gained a range of expertise in the real estate field, with a particular focus on complex joint ventures and corporate transactions. Adler founded the women's initiative at Duval & Stachenfeld and is actively involved in mentoring and assisting young female attorneys both within and outside her firm. She regularly speaks on women's issues in the legal and real estate industries and is a member of WX New York Women Executives in Real Estate.

In 1886, New York State admitted the first woman, Kate Stoneman, to its bar association[†]

MERIAM AL-RASHID

Partner
DENTONS



As a member of Dentons' litigation and dispute resolution practice group, Meriam Al-Rashid focuses on public international law and investment, commercial arbitration and risk management. Her international practice has included arbitrations before the International Centre for Dispute Resolution, London Court of International Arbitration, United Nations Commission on International Trade Law and International Chamber of Commerce. Al-Rashid shares her experiences as an adjunct professor of law at Fordham Law School teaching investment arbitration. Her pro bono legal activities include work for Human Rights Watch regarding proposed rules on crimes against humanity and the Iraqi Refugee Assistance Project in their efforts to resettle refugees.

RENA ANDOH

Partner
SHEPPARD MULLIN



Along with her role as a member of the business trials practice group, Rena Andoh counsels clients on practical and legal issues relating to forensic preservation and analysis of electronic devices. Her broad-ranging litigation practice has given her substantial trial and arbitration hearing experience, including acting as lead counsel in complex commercial matters. Her clients have included firms in the entertainment, financial, manufacturing, technology and pharmaceutical industries. Recently, Andoh was named vice-chair of Sheppard Mullin's firmwide diversity and inclusion committee, a group that gives attorneys of color a forum to address issues of interest within the firm and the broader legal community.

"If clients retain women as the lead attorney on matters, it will directly result in women attaining more power within law firms, which will, in turn, fundamentally alter the legal landscape on diversity."*

ANTONIA APPS

Partner
MILBANK TWEED HADLEY & MCCLOY



A former federal prosecutor and lauded trial attorney, Antonia Apps represents financial institutions, corporations and executives in a range of regulatory enforcement proceedings, white-collar criminal investigations and complex commercial litigation. She also advises hedge funds on securities trading and compliance matters. Prior to joining Milbank in 2014, Apps spent more than seven years as an assistant U.S. attorney, where she led some of the government's highest-profile securities fraud and insider trading cases. Apps also teaches a course on white collar criminal law and procedure at Harvard Law School and is a frequent speaker and commentator on white collar and securities enforcement issues.

MICHELE ARBEENY

Partner
WINDELS MARX LANE & MITTENDORF



Michele Arbeeny concentrates her practice on real estate finance, municipal finance and trade finance transactions. Arbeeny maintains a successful track record of representing financial institutions and nonprofits in all aspects of secured and unsecured financing, including acquisition loans, construction loans and revolving and term loans. She also represents financial institutions and developers in affordable housing transactions. In 2017, Arbeeny spearheaded the formation of Windels Marx Women, a group of legal professionals who organize around business development, networking and mentoring opportunities. She was also the leading force behind the firm's establishment of a scholarship devoted to advancing diversity in law schools and the workplace.

NICOLE ARGENTIERI

Partner
O'MELVENY



A skilled litigator and former federal prosecutor, Nicole Argentieri advises corporations, board members and executives on internal investigations, criminal defense, regulatory compliance and related civil litigation. Since joining O'Melveny earlier this year, Argentieri has amassed a growing list of high-powered clients. During her decade-long tenure as an assistant U.S. attorney, Argentieri led and supervised complex investigations and prosecutions, including a civil rights case charging a Bureau of Prisons lieutenant with the repeated sexual assault of a female inmate under his supervision. She has also lectured at Columbia University Law School, where she co-taught two courses on federal litigation and federal criminal prosecutions.

SONIA BAIN

Partner
BRYAN CAVE LEIGHTON PAISNER



Sonia Bain is a transactional commercial real estate lawyer who represents developers, retail companies, landlords and tenants, hotel groups and family offices. Bain is an expert in matters ranging from acquisitions, dispositions and development to the financing and leasing of numerous types of commercial real estate assets. She is a frequently sought-after speaker, moderator and panelist on topics related to the real estate industry. A passionate supporter of fostering the success of talented women in the workforce, Bain also co-chairs the WX Mentoring Committee, an organization that promotes and supports women in commercial real estate.

CORINNE BALL
Partner
JONES DAY



Corinne Ball has nearly four decades of experience in the fields of business finance and restructuring. At Jones Day, she co-leads the New York office's business restructuring and reorganization practice, along with the European distress investing and alternative capital initiatives. Ball worked extensively on the city of Detroit restructuring, which followed her leading a team of attorneys representing Chrysler in its successful Chapter 11 reorganization. Ball is also a force for change in her community. She was recognized with a Human Relations Award from the Anti-Defamation League for her commitment to fighting anti-Semitism, racism and all forms of bigotry.

BONNIE BARSAMIAN
Partner
DRINKER BIDDLE



Bonnie Barsamian has spent nearly 30 years as a trusted adviser to public and private companies, boards of directors, C-suites and financial institutions in complex transactional and governance matters. Her experience ranges from securities offerings to cross-border mergers and acquisitions. A seasoned counselor on federal securities laws, Barsamian advises clients on SEC reporting matters, rule-making initiatives, compliance and best practices. In June 2016, her work was recognized by President Barack Obama, who nominated her to serve on the board of the Securities Investor Protection Corporation, an organization that provides limited coverage to investors on their brokerage accounts if their brokerage firm becomes insolvent.

“Clients need to push for diverse representation. If clients insisted on equality in representation and leadership in law firms, the entire profession would change nearly overnight.”*

LAURA BARZILAI
Partner
SIDLEY AUSTIN



Laura Barzilai puts her more than 30 years of industry experience to work as a transactional and tax controversy lawyer at Sidley Austin, where she co-leads the firm's global tax practice and is a member of the executive committee. Her clients include Fortune 100 companies, banks, insurance companies and private equity and sovereign wealth funds. Her practice is largely devoted to federal income tax matters, advising clients in the areas of domestic and cross-border mergers and acquisitions, joint ventures and restructurings. Barzilai is also a member and the previous New York chair of the firm's Committee on Retention and Promotion of Women.

LORI BAUER
Office managing principal
JACKSON LEWIS



After 30 years with the firm and nine years as the office's litigation manager, Lori Bauer became managing principal of Jackson Lewis' New York office in 2018. Her extensive experience includes counseling management on a variety of employment matters and handling litigation disputes on behalf of employers before administrative agencies and state and federal courts. As part of her practice, she is a skilled defender of employers in single and multi-plaintiff actions involving claims of discrimination, wrongful discharge and related tort claims. She is also a dedicated member of the American Bar Association and the New York Bar Association.

“Make mentoring and business development opportunities available to associates at an earlier stage in their career and encourage them to take advantage of these opportunities.”*

MARTINE BEAMON
Partner
DAVIS POLK & WARDWELL



Martine Beamon has successfully represented her clients in their most critical situations as part of Davis Polk's litigation department. In the wake of the #MeToo movement, she has worked with boards, companies and individuals in highly sensitive, confidential investigations related to alleged sexual misconduct and sexual harassment. Committed to advancing women in the legal profession, Beamon was a founding member of Davis Polk's affinity group for women, DPWomen, which provides networking, mentoring, career development and leadership opportunities for the firm's women lawyers. She is also a global advisory board member of the Women in Law Empowerment Forum.

LEORA BEN-AMI
Partner
KIRKLAND & ELLIS



Leora Ben-Ami counsels her clients in all areas of technology, including biotechnology, medical devices, pharmaceuticals and chemistry, mechanical devices and electronics. She has tried a number of jury trials as lead counsel and has extensive appellate experience, including arguing before the U.S. Court of Appeals for the Federal Circuit. Her work in the field has led to her recognition by a number of respected organizations, including The American Lawyer and The National Law Journal. She frequently speaks at conferences and seminars on patent law, including talks at the New Jersey Intellectual Property Association and the Sedona Conference.

LYNDA BENNETT
Partner
LOWENSTEIN SANDLER



With more than 20 years of commercial litigation experience, Lynda Bennett litigates, negotiates and resolves complicated disputes with insurers. As chair of the insurance recovery group, she obtains significant recoveries for clients in environmental, asbestos, product liability and professional liability cases. She is a trusted counsel to her clients with respect to contractual insurance requirements, new insurance products, innovative risk-management tools and insurance program assessment. Bennett regularly advises strategic acquirers and private equity funds regarding insurance coverage issues that arise in acquisition and investment transactions. Bennett also founded the Lowenstein Sandler's Women's Initiative, a grassroots program designed to empower the firm's women lawyers.

ANDREA BIERSTEIN
Shareholder
SIMMONS HANLY CONROY



Andrea Bierstein has more than three decades of legal experience and is recognized as one of the premier appellate brief-writers and oral advocates in the nation. In her position with the complex litigation department, she focuses her practice on pharmaceutical and commercial litigation, consumer protection class actions and environmental law. She has secured millions of dollars on behalf of her clients over the years, including a \$32 million settlement for a medical manufacturer. She is also a former law professor and designed and taught an annual civil litigation clinic and second-year law courses at Western New England College Law School.

FRANCES BIVENS

Partner
DAVIS POLK &
WARDWELL

As part of Davis Polk's litigation department,

Frances Bivens regularly acts as lead counsel in a broad range of high-stakes commercial litigation matters in courts around the country and arbitrations across the globe. She puts her electrical engineering degree to work by specializing in litigation involving complex technical issues. Bivens is also committed to pro bono work and recently collaborated with the Office of the Public Defender in the Eastern District of New York to address sexual assaults against female detainees. Additionally, she is a member of Brown University's Advisory Council on Diversity and the Lawyers' Committee for Civil Rights Under Law's Board of Directors.



KIMBERLY BROWN BLACKLOW

Partner
CLEARY
GOTTLIEB STEEN
& HAMILTON

Since joining Cleary Gottlieb in 1994, Kimberly Brown Blacklow has served her clients in real estate and other asset-based finance transactions, as well as structured finance and capital markets transactions in both the U.S. and abroad. She regularly represents both lenders and borrowers in intercreditor agreements, credit tenant lease financing and other types of financing transactions. She is also well-versed in matters involving real estate acquisitions and joint ventures. In addition to her regular practice, Blacklow has significant pro bono experience, including guiding the Lower Manhattan Cultural Council in establishing The Arts Center at Governors Island in New York City.



Hon. Sonia Sotomayor was the first Hispanic (man or woman) appointed to the federal bench in New York.[†]

ELISE BLOOM

Partner
PROSKAUER
ROSE

With a career spanning more than 30 years, Elise Bloom

is an employment lawyer known for handling high-profile cases on behalf of some of the nation's most prominent companies. Over the course of her career, Bloom has represented more companies in class actions challenging interns, trainees and volunteers than any firm in the country, and her precedent-setting argument on behalf of Fox Searchlight Pictures helped determine the standard for evaluating the legality of unpaid internships. Outside of Proskauer, Bloom is a board member of the Women in Law Empowerment Forum, a platform that educates and provides networking opportunities for women in law.



SUSAN BODINE

Partner
COWAN DEBAETS
ABRAHAM &
SHEPPARD

Susan Bodine is the go-to representative

of a diverse clientele in the motion picture, television and digital media industries as co-head of the firm's entertainment group. As part of her practice, she counsels those clients in all phases of development, finance, production and distribution of movies, television programs and new media properties. She is also committed to pro bono work and recently handled an asylum case on behalf of an African immigrant for the Hebrew Immigrant Aid Society, an organization serving refugees and other displaced persons around the world. She also provides pro bono services to entrepreneurs and artists through her involvement with the IFP Made in NY Media Center and Creative Capital.



“Offer flexibility for women to resume a ‘partnership track’ career path after having children, so that having and raising children does not mean women must sacrifice their career objectives.”*

LAUREN BOGLIVI

Partner
PROSKAUER
ROSE

Having spent her entire legal career at

Proskauer, Lauren Boglivi has developed a successful transactional practice on behalf of companies, private equity sponsors and family offices. Her array of experience includes handling mergers and acquisitions, buyouts and related financings, joint ventures and growth and seed investment. Foreign private issuers and U.S. public companies rely on Boglivi to manage their SEC compliance matters. Outside of her cutting-edge legal work, Boglivi sits on the board of Women in Need, an organization that helps homeless women and children in New York City succeed on their own by providing them with housing, services and programs.



STEPHANIE BRESLOW

Partner
SCHULTE ROTH
& ZABEL

As co-head of the investment management

group and a member of the executive committee and operating committee, Stephanie Breslow maintains a diverse practice that includes liquid funds, private equity funds and the structuring of investment management businesses. She also co-heads a team of cross-practice lawyers that advise private investment funds and other investors on the implications of sponsoring initial coin offerings, conducting transactions involving cryptocurrencies and managing and investing in funds that involve cryptocurrencies. Highly involved in the New York City community, Breslow is a member of the board of trustees of the Joyce Theater and a member of the Board of Visitors of Columbia Law School.



ERICA BUCKLEY

Partner
NIXON PEABODY

Erica Buckley leads the co-operatives and condominium

practice at Nixon Peabody, where she oversees transactional matters and government investigations involving real estate securities. An expert on the Martin Act, a New York blue-sky law that governs real estate securities, Buckley's clients range from prominent New York City developers to startup nonprofits. Drawing on her experience as former chief of the Real Estate Finance Bureau, Buckley advises clients on meeting regulatory requirements while minimizing risk to their properties. Buckley is also credited with establishing the legal department at the Urban Homesteading Assistance Board, a nonprofit that helps create and support self-help housing.



SUSANNA BUERGEL

Partner
PAUL WEISS
RIFKIND
WHARTON &
GARRISON

Susanna Buergel

is a sought-after litigator for complex securities and financial services litigation and regulatory matters. Co-chair of the firm's preeminent securities litigation and enforcement group, Buergel also has extensive intellectual property experience, counseling and litigating on behalf of clients in copyright, trademark and patent disputes. Buergel has also been involved in a number of pro bono matters in the city. At Paul Weiss, she supervises a team that helps transgender New Yorkers file petitions to change their names legally. Over the past two years, the team has been responsible for assisting more than 40 individuals with these name change petitions.



JACQUELINE BUSHWACK

Partner
RIVKIN RADLER

Jacqueline Bushwack has successfully defended universities, pharmaceutical companies and hospitals in a variety of suits alleging liability, malpractice and violations of labor law. Along with a proficiency in managing all phases of discovery and trial preparation—frequently leading to clients obtaining dismissals before trial or favorable jury verdicts—Bushwack maintains a stellar track record of resolving cases through mediation. She is also active in the American Bar Association, where she co-chairs the Work/Life Management Sub-Committee. A respected author, Bushwack's most recent book, "Her Story: Lessons in Success from Lawyers Who Live It," was published in May 2017.



KATHLEEN MCLEOD CAMINITI

Partner
FISHER PHILLIPS

In her position as co-chair of Fisher Phillips' pay equity practice group, Kathleen Caminiti is a skilled litigator in employment matters ranging from individual plaintiff discrimination claims to wage and hour class and collective actions. She has successfully defended her clients in cases alleging civil rights violations, discrimination, sexual harassment and whistleblowing. She also assists clients in their liability prevention efforts by conducting employee training, preparing handbooks and implementing policies. Recognized as an authority on issues surrounding labor law, Caminiti is frequently quoted by major media outlets and has published numerous articles that have appeared in *The New York Law Journal*, *New Jersey Business*, *New Jersey Lawyer Magazine* and *Practical Law Institute*.



Women must break through the cycle of underrepresentation to become law firm leaders, general counsels and CEOs in order to truly achieve parity.**

TING CHEN

Partner
CRAVATH,
SWAINE &
MOORE

Ting Chen advises clients on mergers and acquisitions, corporate governance and activism and takeover defense as part of Cravath's corporate department. In recent years, Chen has served as a valuable asset to Kraft in the spinoff of its \$30 billion North American grocery business, DreamWorks Animation in its \$4.1 billion sale to Comcast, British American Tobacco in its \$97 billion merger with Reynolds American and The Washington Post's sale of its newspaper publishing businesses to Jeff Bezos. Among her other notable past clients, Chen has represented high-profile companies including Starbucks, Goldman Sachs, BDT Capital Partners and IBM.



SYLVIA CHIN

Partner/of counsel
WHITE & CASE

With considerable experience in corporate and commercial financing, Sylvia Chin is known for her ability to propose creative solutions for unique situations. Her practice involves navigating complicated transactions in capital markets, project financing and equipment leasing. Chin is a dedicated member of a number of professional organizations. She chairs the First Judicial District of the New York Bar Foundation and serves as president of the Asian American Law Fund of New York. She is also focused on guiding the next generation of legal professionals, teaching as an adjunct associate professor at Fordham University School of Law and frequently lecturing on corporate finance topics.



Diversity and inclusion programs must have genuine support from the top in order to succeed.**

JENNIFER CHU

Partner
DEBEVOISE &
PLIMPTON

Jennifer Chu is a key member of the firm's mergers and acquisitions and private equity groups, where she advises corporations and private equity firms in mergers and acquisitions, joint ventures and other corporate matters, with a particular focus on transactions in the health care and insurance industries. Chu actively speaks and publishes on mergers and acquisitions, private equity and health care topics. Outside of the firm, Chu serves on the board of Practicing Attorneys for Law Students, a nonprofit focused on creating opportunities for minority law students and early career lawyers, where she is also an active participant in its mentoring program.



NANCY CHUNG

Partner
SIDLEY AUSTIN

Nancy Chung has more than 20 years of experience handling complex disputes and investigations and crisis management situations. As co-head of the firm's litigation group, her caseload includes commercial, white-collar criminal defense, securities and bankruptcy litigation matters for financial institutions and asset management firms with a global footprint. She is a trusted adviser for leading investment funds and global financial institutions in managing and assessing their litigation risks. Her experience in the field and positive results for clients have earned her the honor of a 2018 "Rainmaker" by the Minority Corporate Counsel Association.



ANTA CISSÉ-GREEN

Associate general counsel
NYU LANGONE
MEDICAL
CENTER

At NYU Langone, Anta Cissé-Green is responsible for advising the development department on agreements for gifts and bequests, trust and estate administration and nonprofit legal and taxation issues. She is also an active member of her community, serving as vice president of programs for the Metropolitan Black Bar Association and as a member of the advisory council for the Foundation for Letters, a nonprofit that promotes improved college access by providing urban schools with a range of academic and enrichment programs. She was recently honored by the *New York Law Journal* for her longtime commitment to providing pro bono legal services.



ELIZABETH COOPER

Partner
SIMPSON
THACHER &
BARTLETT

In her more than two decades at Simpson Thacher & Bartlett, Elizabeth Cooper has built a diverse practice focused on mergers, acquisitions and other corporate transactions. A member of the firm's corporate department, Cooper regularly represents private equity sponsors in a broad range of investments, joint ventures, recapitalizations and other business combination transactions. Her work in the field has been widely recognized by leading publications, and she was recently named Private Equity Lawyer of the Year at The Deal Awards. She is also a dedicated member of the Association of the Bar of New York City.



MAGDA CRUZ
Partner
BELKIN BURDEN
WENIG &
GOLDMAN



Magda Cruz leads the appellate practice at Belkin Burden and has played an instrumental role in its placement among the top New York real estate boutique firms. With a career spanning nearly three decades, Cruz specializes in real estate matters, contract disputes and complex litigation matters. Outside of her practice, Cruz is committed to raising funds to support outreach initiatives to bring classical music, instrumental instruction and performance opportunities to emerging young musicians in underserved communities in New York City, and she serves on the boards of the Chamber Music Center of New York and the Brooklyn Youth Music Project.

MARGARET DALE
Partner
PROSKAUER
ROSE



Margaret Dale is a versatile first-chair litigator who handles complex business disputes for clients across a variety of industries. She also heads the litigation department's data privacy and cybersecurity practice group and regularly handles regulatory investigations and class action lawsuits stemming from data breaches. Dale maintains an active pro bono practice focusing on issues affecting women, children and veterans. She chairs the Board of Directors of the Center for Family Representation, a nonprofit dedicated to keeping children out of the foster care system, and as a member of the Board of Directors of Volunteer Lawyers for the Arts.

“Does your current place of work have successful diversity policies in place?” Response: 85% Yes, 15% No*

JILL DARROW
Partner
KATTEN MUCHIN ROSENMAN

At Katten, Jill Darrow is the leader of the firm's New York transactional tax planning practice. Her caseload predominantly involves tax planning and tax law, with a focus on partnership transactions, financial services, hedge funds, commodities funds and real estate. Darrow is a trusted resource for clients on the tax aspects of transactions involving partnerships, limited liability companies and hedge funds. A sought-after lecturer and author, Darrow regularly speaks before industry groups including the Financial Research Associates and the Practising Law Institute. Darrow is also a member of the American Bar Association's tax section, real estate and partnership committees.

UNA DEAN
Partner
FRIED FRANK
HARRIS SHRIVER
& JACOBSON



A distinguished former federal prosecutor, Una Dean represents a diverse range of companies, boards and individuals in internal investigations including whistleblower complaints, allegations of harassment and discrimination and claims of corporate fraud. She is also a respected member of the firm's cybersecurity practice, where she routinely advises companies on compliance with cybersecurity regulations, cybersecurity corporate governance, breach preparedness, training and cybersecurity risk disclosures. Prior to joining Fried Frank, she served as an assistant U.S. attorney for the Eastern District of New York, where she investigated and prosecuted cases involving international money laundering, insider trading, trade sanctions and cybercrime.

“Do you see technology changing your job in the near future?” Response: 58% Yes, 42% No*

JENNIFER FIORICA DELGADO
Partner
LOWENSTEIN
SANDLER



Jennifer Fiorica Delgado brings her extensive experience in a range of capital markets disputes to her role as a member of Lowenstein's capital markets litigation group. Her clients are primarily members of the “buy-side” and include asset managers, hedge funds and institutional investors. In addition to her litigation practice, Delgado devotes a significant amount of time to pro bono work. She recently represented a disabled woman living in public housing who brought disability discrimination claims against the New York City Housing Authority. She is also highly involved with the Financial Women's Association, an organization dedicated to developing future leaders in every sector of the financial community.

MYLAN DENERSTEIN
Partner
GIBSON DUNN &
CRUTCHER



After years of serving as a trusted member of Andrew Cuomo's administration, both in his time as governor and attorney general, Mylan Denerstein joined Gibson Dunn as a partner in 2014. Since that time, she has become a key part of the firm's white-collar defense and investigations, securities litigation, appellate and crisis-management practices. In her various roles, she represents companies on a wide range of legal issues involving local, state and federal government. She also maintains a strong commitment to public service and serves as an active member of the Association of Black Women Attorneys.

THERESE DOHERTY
Member
MINTZ



Therese Doherty represents banks, broker-dealers, futures commission merchants and industry executives in complex civil litigation, regulatory enforcement proceedings and internal investigations involving securities, futures and derivatives. Leading financial institutions also rely on Doherty for assistance in resolving recruitment and other employment-related disputes. Doherty is a passionate supporter of the New York City-based nonprofit First Workings, an organization dedicated to helping underserved high-school students acquire social capital through influential, paid internship opportunities. Over the years, she has taken on several interns, providing students with the opportunity to work in a top Manhattan law firm.

JENNIFER EZRING
Partner
CAHILL GORDON
& REINDEL



Since joining Cahill seven years ago, Jennifer Ezring has become a trusted adviser to clients like Bank of America, Deutsche Bank and Goldman Sachs in the leveraged finance and asset-based lending arenas. She practices across a variety of industries, including gaming, retail, energy, media and technology. Along with sitting on the firm's executive committee, Ezring is a key member of its Women's Initiatives Committee and previously served as a member of the Diversity and Inclusion Committee, Associate Development Committee and Hiring Committee. She is also a frequent speaker at industry conferences, most recently those held by the Practising Law Institute and the Commercial Finance Association.

LUCY FATO
Executive vice president and general counsel
AMERICAN INTERNATIONAL GROUP INC.



Lucy Fato oversees more than 900 people spanning 50 countries in her role at AIG. Prior to joining the insurer last year, she held high-ranking legal positions with firms including Marsh & McLennan and McGraw Hill Financial. In her time at AIG, Fato has used her corporate governance expertise to develop a plan to ensure long-term, sustainable growth for the company and presided over its largest acquisition in 15 years. Fato is an active member of the Randall's Island Park Alliance, a nonprofit dedicated to the care and programming of the park and has helped the Alliance raise more than \$4.15 million.

ANGELA FERNANDEZ
Executive director
NORTHERN MANHATTAN COALITION FOR IMMIGRANT RIGHTS



A first generation immigrant, Angela Fernandez has spent more than 20 years advocating for human and civil rights in the United States and internationally. Her public interest law experience began in the Middle East, where she investigated labor law violations of workers with the Centre for Human Rights Legal Aid in Cairo. During her tenure at the Northern Manhattan Coalition for Immigrant Rights, she has helped build city- and statewide coalitions that have reversed policies that could potentially be devastating to vulnerable New Yorkers. She also spearheaded the first-of-its-kind Women's Studies Program for female detainees at Rikers Island Correctional Facility.

“Does your current place of work offer sufficient work-life balance support?”
97% Yes, 3% No*

MELANIE FIGUEROA
Partner
MITCHELL SILBERBERG & KNUPP



Melanie Figueroa is an accomplished attorney who represents public and private companies in securities regulation, mergers and acquisitions and corporate financing transactions. She also has significant experience representing issuers with all Securities Act and Exchange Act registration statements. A member of the firm's Start 'n Knupp team, Figueroa regularly advises entrepreneurs, startups and other early stage companies through the earliest stages of corporate formation and initial capital raising. As a member of the Hispanic National Bar Association and Puerto Rican Bar Association, Figueroa dedicates her time to affect positive change in the New York City community and the organizations that empower Latina women.

BARBARA FINKELSTEIN
CEO
LEGAL SERVICES OF THE HUDSON VALLEY



Barbara Finkelstein oversees every aspect of Legal Services of the Hudson Valley, a provider of free civil legal services to almost 600,000 low-income individuals in Westchester, Putnam, Dutchess, Orange, Rockland, Sullivan and Ulster counties. In the years since Finkelstein joined the organization in 1995, Legal Services of the Hudson Valley's budget has increased eightfold. Finkelstein, the first woman to helm the organization, has also worked to expand the free services offered to the community; create units for domestic violence, children's advocacy and the LGBTQ community; and form the Hudson Valley Justice Center, which serves immigrants who cannot afford an attorney, regardless of their immigration status.

“Did the Kavanaugh confirmation process have a negative impact on how you feel about being a lawyer?”
Response: 30% Yes, 70% No*

JESSICA FORBES
Corporate partner
FRIED FRANK HARRIS SHRIVER & JACOBSON



Jessica Forbes has been a valuable member of Fried Frank for more than 30 years. In that time, she has become one of the leading regulatory lawyers nationwide in the private funds space, with a focus on securities regulation. Forbes demonstrates her expertise by providing advice on trading and credit regulation to hedge funds, private equity firms, family offices and high-net-worth individuals. Within her community, Forbes served for more than a decade as trustee of the Madison Square Boys & Girls Club, a Harlem-based organization that works to enhance the lives of under-resourced New York City youth.

KATHERINE FORREST
Partner
CRAVATH SWAINE & MOORE



After more than two decades at Cravath, Katherine Forrest was nominated by President Barack Obama to serve as a U.S. District Judge in 2011. During her seven years on the bench, she presided over thousands of criminal and civil cases. In 2018, Forrest rejoined Cravath, where she brings her significant experience in areas including antitrust, financial services, cryptocurrency and employment matters to the firm's litigation department. As an adjunct professor at NYU School of Law, Forrest has mentored students and co-taught a course on quantitative methods and the law. She is also a regular lecturer and author on topics involving antitrust and intellectual property.

MARY BETH FORSHAW
Partner
SIMPSON THACHER & BARTLETT



Along with her role as a member of the firm's executive committee, Mary Beth Forshaw handles a wide range of litigation matters at Simpson Thacher, particularly in insurance, reinsurance, bankruptcy and international arbitration. Forshaw is highly regarded in the field, consistently receiving top honors from revered organizations including Chambers USA and Benchmark Litigation. In addition to her practice, Forshaw devotes a significant amount of time to the Legal Action Center serving as the vice chairman of the Board of Directors. She also sits on the board of the Yale Law School Fund, which helps sustain and promote the core functions of Yale Law School.

HELENE FREEMAN
Partner
PHILLIPS NIZER



As a litigator with more than 30 years of experience, Helene Freeman focuses her practice on all facets of entertainment, publishing, the arts and fashion. She serves as a dependable counsel to multinational record distributors, leading musical groups, film and television producers, authors and advertising agencies. She regularly advises clients on international transactions involving the acquisition of rights in entertainment and media properties. Possessing a strong commitment to pro bono work, Freeman serves as chair of the governance committee of the Community for Education Foundation. She regularly speaks on topics covering copyright licensing, intellectual property and entertainment law.

SUSAN FRUNZI

Partner
SCHULTE ROTH &
ZABEL

Along with her position as a member of the firm's executive committee, Susan Frunzi represents some of the nation's wealthiest individuals as part of the individual client services group at Schulte Roth & Zabel. Frunzi's clients, including entrepreneurs and investment fund managers, depend on her services for their estate planning, charitable giving, family law and litigation needs. She also develops and implements charitable giving plans and negotiates contributions to nonprofits. Frunzi is deeply involved in the immediate and greater New York City community. She is a member of The New York Historical Society's Planned Giving Advisory Council and The Rockefeller University's Committee on Trust and Estate Gift Plans.



MARJORIE GLOVER

Partner
NORTON ROSE
FULBRIGHT

Marjorie Glover devotes her practice at Norton Rose Fulbright to the areas of executive compensation and employee benefits law, corporate governance and risk oversight and employment law. In her position with the firm, she advises on employee benefits and executive compensation issues in domestic and cross-border mergers, acquisitions, private placements and project financing. She is also a contributing author to highly-regarded publications, including a monthly "Ask the Expert" column for Employee Benefit Plan Review magazine. Outside of her legal practice, she is an active participant in autism advocacy group Autism Speaks and the tax section of the American Bar Association.



Do you believe that your compensation level is the same as an equally-qualified male lawyer?"
Response: 59% Yes, 41% No*

KRISTIN GOING

Partner
DRINKER BIDDLE

Kristin Going helps creditors maximize their recoveries in bankruptcies, federal and state court litigation and out-of-court negotiations. With more than two decades of experience, Going is nationally recognized for her work representing financial institutions and possesses an in-depth knowledge of the regulations that impact debt securities and the bond industry. She routinely advises the Drinker Biddle health care team on restructuring issues impacting the health care industry and has a keen understanding of matters that drive decision-making for health care clients. In addition to providing practical seminars for clients, Going is a frequent speaker on topics related to business restructuring at trade and industry conferences.



MARCIA GOLDSTEIN

Partner
WEIL GOTSHAL
& MANGES

Marcia Goldstein has spent more than 35 years with Weil's business finance and restructuring department. During that time, she has honed her skills in domestic and international debt restructuring and crisis management and has served as lead restructuring lawyer in a number of major international and U.S. cases. She played a key leadership role in situations at the epicenter of the financial crisis, including Chapter 11 counsel for Washington Mutual and restructuring adviser to AIG. She has also been a lecturer at Yale, Harvard and Columbia law schools and is a frequent speaker at restructuring seminars.



Has the #MeToo movement affected the legal profession in terms of women's willingness to come forward to report incidences?"
Response: 74% Yes, 26%, No*

ELIZABETH GONZALEZ-SUSSMAN

Partner
OLSHAN FROME
WOLOSKY

As part of Olshan's corporate group and a key member of the firm's renowned shareholder activist and equity investment practice, Elizabeth Gonzalez-Sussman counsels her clients in the areas of corporate and securities law, mergers and acquisitions, tender and exchange offers and shareholder activist situations. She regularly assists both public and privately held companies in capital-raising transactions, mergers and acquisitions, and general corporate and securities law matters. In addition to her thriving law practice, Gonzalez-Sussman possesses a deep commitment to her community. In 2018, she was elected as a member of the Westchester County Democratic Committee.



TATIANA GUTIERREZ

Partner
NIXON PEABODY

The focal point of Tatiana Gutierrez's practice is affordable housing, and in her position at Nixon Peabody, she counsels developers, investors and housing authorities on affordable housing transactions and regulatory issues. She paves the road for her clients with respect to the HUD regulatory process, ensuring that process is as smooth and predictable as possible. Since beginning her career in affordable housing at the Harrison Institute for Public Law, Gutierrez has been pro bono counsel for tenant associations in Washington D.C., limited equity cooperatives and nonprofits. She has also shared her experiences as an adjunct professor at Georgetown University Law Center.



SAMAA HARIDI

Partner
HOGAN LOVELLS

Samaa Haridi applies her experience representing corporations and financial institutions from across the globe to her work with clients at Hogan Lovells. Part of the international arbitration group, Haridi regularly handles commercial and investor-state arbitrations involving the Middle East. She is a vital member of a number of arbitral organizations, including the ICC International Court of Arbitration, the Arbitration Committee of the International Bar Association and the London Court of International Arbitration (LCIA) Arab Users' Council. Fluent in both Arabic and French, and conversant in Spanish, Haridi is a frequent speaker at conferences worldwide, and routinely sits as an arbitrator in international disputes.



MELISANDE HILL

Partner
HILL & MOIN

After more than a decade working at some of the top personal injury law firms in New York City, Melisande Hill co-founded Hill & Moin in 1997 with a goal of providing clients with personalized, results-oriented representation. Hill puts her more than 35 years of experience to work at the personal injury law firm, where she and co-founder Cheryl Moin have collectively won more than \$160 million in verdicts and settlements, handled thousands of cases and more than 250 appellate cases, including precedent-setting matters before the New York State Court of Appeals. She is also an active member of the New York State Trial Lawyers Association.





Debevoise congratulates partners
Jennifer Chu and **Rebecca Silberstein**
and all of the talented women leaders selected as
Crain's Notable Women in Law New York City

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London

Paris

Frankfurt

Moscow

Hong Kong

Shanghai

Tokyo

www.debevoise.com



ELLEN HOLLOWAN
Partner
CADWALADER
WICKERSHAM &
TAFT
...



Ellen Holloman is a trusted representative of financial institutions, corporations and individuals in civil litigation, regulatory enforcement proceedings and corporate internal investigations. She also regularly advises companies, boards and investors in connection with corporate governance matters. Outside of the firm, Holloman serves on the board of the Center for Employment Opportunities, a nonprofit dedicated to assisting men and women with criminal convictions with finding employment. Because of her commitment to pro bono engagements, Holloman was honored with the Thurgood Marshall Award by The New York City Bar Association in recognition of her service to post-conviction inmates facing a capital punishment sentence.

LENORE HORTON
Partner
FISHERBROYLES
...



At FisherBroyles, Lenore Horton combines her background as a serial entrepreneur with her experience in litigation, capital raising, trademark protection, investigations and corporate restructuring. Horton offers expert legal counsel to established businesses, nonprofits, artists and entrepreneurs, and specializes in helping clients navigate significant business changes, from crippling litigation to succession planning. Horton often speaks on topics related to empowering minority-owned startups with the tools necessary to succeed, most recently at the Black Women Talk Tech conference in New York City. She is also legal counsel to Ellevate Network, a professional development network for women, and serves as a frequent participant in its outreach efforts.

The pay gap:
Male partners at large U.S. law firms made an average of \$959,000 this year; female partners made \$627,000.[†]

TANISHA JAMES
Partner
COOLEY
...



Tanisha James helps clients and investors successfully navigate mergers, acquisitions and strategic investments in her role at Cooley. Clients regularly entrust James with guiding them through negotiations with governmental and private parties, responding to agency investigations and coordinating cross-jurisdictional antitrust defense strategies. James is also dedicated to using her legal skills to improve the lives of underrepresented groups. She has successfully represented a number of pro bono clients, including an El Salvadoran asylum applicant fleeing persecution by a high-ranking government official in her native country. She is also an active participant in the voting rights initiatives of the Lawyers' Committee for Civil Rights.

PATRICIA KANTOR
Member
MINTZ
...



Patricia Kantor has spent more than 20 years focused on real estate law in New York City. During that time, she has handled complex acquisitions and sales, financings, restructurings, workouts and development work for her clients. Last year, she handled three of the top 10 residential closings in the city, amounting to more than \$200 million combined. On the corporate side, Kantor advises small and family-owned businesses on a variety of corporate legal matters. In addition to her work with Mintz, Kantor has been a featured speaker for the New York City Bar Association and the Council of New York Cooperatives.

Male partners' hourly billing rates this year averaged \$736; female partners' rates averaged \$650.[†]

BARBARA KAPLAN
Shareholder
GREENBERG
TRAURIG
...



As co-chair of Greenberg Traurig's global tax practice, Barbara Kaplan has earned global prominence for her ability to handle complicated tax examination and sensitive tax controversy matters. A go-to lawyer on issues relating to tax compliance, Kaplan's aptitude in the field attracts both domestic and international clients with complex issues. Kaplan is also a prolific speaker on the subject of tax law and frequently speaks at industry conferences, including those presented by the Practising Law Institute, The Bar Association of the City of New York and the New York University Institute on Federal Taxation.

MICHELLE KELBAN
Partner
LATHAM &
WATKINS
...



Michelle Kelban leads a team of more than 90 lawyers globally in her role as co-chair of the firm's real estate practice, where she specializes in commercial real estate law with a particular concentration on real estate finance. She represents capital providers in a variety of real estate transactional structures and has significant experience with a range of property types. Kelban spearheaded an effort to expand the practice's presence in key markets, like London, New York and the West Coast. She also maintains a thriving pro bono practice and has led Latham's holiday gift program for underprivileged children for more than a decade.

NANCY KESTENBAUM
Partner
COVINGTON
& BURLING
...



Clients seek out Nancy Kestenbaum to handle their most sensitive government and internal investigations and litigation. A trailblazer with more than 25 years of experience, Kestenbaum has represented clients ranging from multinational corporations to individuals in high-stakes criminal and civil enforcement investigations. She maintains a robust pro bono practice focused on marginalized individuals in society. Along with the Center for Constitutional Rights, Kestenbaum has represented a number of post-9/11 detainees in matters involving claims of unlawful and abusive detention. She has also supervised immigration asylum petitions that have led to asylum status for refugees who were persecuted in their home nations.

JAMIE KOCIS
Partner
KRAMER LEVIN
...



Jamie Kocis plays an instrumental role in the closing of multimillion-dollar securitization transactions, including timeshare, solar and auto loan securitizations. She advises clients in both warehouse securitization facilities and term securitizations, along with market-leading transactions involving new and emerging asset classes. A strong role model for future female lawyers, Kocis serves as co-chair of Kramer Levin's Women's Initiative Committee, which works to represent and support women at the New York law firm and address important issues regarding women in the legal industry. She also headed the launch of Kramer Levin's Women's Circles, a program that provides an opportunity for lawyers, ranging from associates to partners, to network.

TAKING WOMEN'S LEADERSHIP TO NEW HEIGHTS



Wilson Elser congratulates our partner Ricki Roer on her recognition by Crain's as a Notable Women in Law in New York City.

Ricki chairs Wilson Elser's Employment & Labor litigation practice, serves on the firm's Executive Committee, is a member of the Chairman's Office and acts as role model and mentor to scores of attorneys.

Ricki has already made significant contributions to the local, national and international legal communities. We look forward to following this remarkable leader as she scales still greater heights.

37 Offices Nationwide
wilsonelser.com



CHERYL KORMAN
Partner
RIVKIN RADLER
...



Cheryl Korman has represented clients in hundreds of appeals involving substantive and procedural issues relating to diverse areas of the law, including attorney and accountant malpractice, commercial litigation, insurance law and labor law. Drawing on her more than 20 years in practice, Korman regularly prosecutes and defends appeals before New York appellate courts and the U.S. Court of Appeals for the Second Circuit. Korman is deeply committed to the Long Island Women's Collaborative, an innovative organization she co-chairs that empowers and engages Long Island's leading business women, while encouraging partnerships and providing growth opportunities.

ELEANOR LACKMAN
Partner
COWAN DEBAETS
ABRAHAMS &
SHEPPARD
...



The firm's youngest equity partner, Eleanor Lackman co-chairs the litigation group and trademark group at Cowan DeBaets. Along with representing high-profile clients, she also works on behalf of nonprofit organizations including the Al Hirschfeld Foundation and the Estate of Gilbert Baker, who designed the well-known rainbow flag. Lackman is also a trustee of the nonprofit educational organization, the Copyright Society of the USA, where she also formerly served as co-chair of its largest chapter and co-chair of the membership committee. She is also involved with ChIPS, a women-focused organization with the goal of advancing women in law, technology and policy.

In 2014, Paulette Brown became the first black woman elected as president of the American Bar Association.[†]

JESSICA LEE
Partner
LOEB & LOEB
...



As co-chair of the firm's privacy, security and data innovations practice, Jessica Lee works with entertainment, technology and digital media companies to address the privacy and intellectual property issues that arise when marketing and monetizing digital content. Even as one of the firm's youngest partners, Lee's high-profile clients, including NBCU, Amazon, HBO and T-Mobile, rely on her to help strategize their digital media initiatives. Lee is also committed to public service and is actively involved with Hudson Link for Higher Education in Prison, where she provides education and re-entry support to break the cycle of crime and poverty. She also co-chairs Loeb & Loeb's affinity group for Attorneys of Color and Ethnic Diversity.

JIYEON LEE-LIM
Partner
LATHAM &
WATKINS
...



Over the past three decades, Jiyeon Lee-Lim has served as a sophisticated adviser on some of the most complicated cross-border tax issues that arise in corporate transactions around the world. As global chair of the firm's tax department, she works cases involving international and corporate tax, with a particular emphasis on financial products, capital markets transactions, securitization transactions and cross-border tax planning. Additionally, through the firm's pro bono partnership with Mount Sinai's Center for Transgender Medicine and Surgery, Lee-Lim has spent the last year working closely with individuals to effectuate their name changes.

Women represented 25% of the attorneys appearing in commercial and criminal cases in courtrooms in the state in 2016[‡]

LORI LESSER
Partner
SIMPSON
THACHER &
BARTLETT
...



Lori Lesser handles complex matters involving intellectual property, technology law and privacy law as head of the intellectual property transactions practice at Simpson Thacher. Her areas of expertise include mergers and acquisitions, securities offerings and secured financings, bankruptcy and restructurings, joint ventures and other strategic agreements. A well-known lecturer in her field, Lesser is co-chair of the Practising Law Institute's conferences on technology and software issues. Lesser is also highly involved with her alma mater, Harvard University, where she serves as director of the Harvard Alumni Association and is the immediate past president of the Harvard Law School Association of NYC.

JAMIE LEVITT
Partner
MORRISON
FOERSTER
...



As co-chair of the firm's commercial litigation and trial group, Jamie Levitt manages cases involving complex commercial litigation and arbitration. Public companies come to Levitt to represent them in SEC and regulatory investigations. Her expertise also includes conducting and defending corporate internal investigations and advising board committees and individuals with respect to investigations. Levitt serves as chair of the Morrison & Foerster Foundation, one of the oldest law-firm-affiliated charities in the U.S. that is dedicated to giving back to the communities in which the firm has offices. She is also an active member of the firm's board of directors.

DOREEN LILIENFELD
Partner
SHEARMAN &
STERLING
...



For more than two decades, Doreen Lilienfeld has focused her law practice on compensation-related matters in all manner of transactions, including the design and implementation of retention and incentive plans, disclosure and regulatory compliance and employment negotiations for C-Suite executives. For the past 16 years, Lilienfeld has spearheaded the publication of the firm's celebrated survey of the compensation-related corporate governance practices of the largest 100 companies, which provides in-depth analyses of practices and trends impacting corporate governance. Lilienfeld is also an active member of the Lawyers Alliance for New York, a pro bono clearing house for nonprofits throughout the city of New York.

LYNN LOACKER
Partner
DAVIS WRIGHT
TREMAINE
...



Lynn Loacker works with clients ranging from startups to Fortune 100 companies, helping them meet their growth objectives, overcome obstacles and build successful businesses. Drawing on her more than 35 years of experience, Loacker works with management and boards of directors to execute their companies' strategic vision by helping to facilitate corporate and commercial transactions, assess and mitigate risk and advise on best practices in corporate governance. A longtime advocate for women in her profession, Loacker founded Davis Wright Tremaine's Project W, a group that aims to provide women entrepreneurs and business executives the tools, connections and expertise they need to build great companies.

FRIED FRANK



Una A. Dean



Jessica Forbes



Janice Mac Avoy

Congratulations to
Fried Frank's
Una A. Dean, Jessica Forbes
and Janice Mac Avoy
and all of the other women featured
in *Crain's* Notable Women in Law list

2019 NOTABLE WOMEN IN LAW

KRISTEN LONERGAN
Shareholder
GREENBERG
TRAURIG
...



Kristen Lonergan is a trusted adviser to REITs, investment funds, developers and lenders on the acquisition, development and financing of real estate properties across the country. In her 14 years at the firm, Lonergan has become an expert in areas including foreign investment, construction lending, bridge and term loans and joint ventures. Additionally, Lonergan is a board member of The Child Center of New York, an organization that provides children and families with skills, opportunities and emotional support to help them build healthy, successful lives. Due to Lonergan's efforts, Greenberg Traurig's New York office has held a number of fundraisers in support of that charity.

STACY LOUIZOS
Partner
DRINKER BIDDLE
...



As partner of Drinker Biddle's Investment Management Group, Stacy Louizos represents registered investment companies and their independent directors and investment advisers. Over the past 20 years, she has advised clients on a range of matters related to the operation of investment companies, including mergers of individual mutual funds and of fund complexes, board governance and compliance. She has particular expertise in advising clients on money market products and is widely cited as a leader in the investment funds arena. Louizos is a member of Drinker Biddle's Women's Leadership Committee, a group committed to attracting, retaining and advancing women in the firm.

PAOLA LOZANO
Partner
SKADDEN ARPS
SLATE MEAGHER
& FLOM
...



As co-chair of Skadden's Latin American group and head of its Spanish language corporate practice, Paola Lozano handles some of the region's most complex, industry-shaping transactions. She has overseen a range of client relationships and transactions and has spearheaded a significant expansion of the firm's Latin America practice. Outside of her legal work, she is a director of the Goddard Riverside Community Center, one of New York City's leading human service organizations, which works to meet the community's basic needs. She was also named a David Rockefeller Fellow, a prestigious position in which she worked to address New York City's public needs.

JANICE MAC AVOY
Partner
FRIED FRANK
HARRIS SHRIVER
& JACOBSON
...



In one of Janice Mac Avoy's many roles at Fried Frank, she serves as co-head of the firm's real estate litigation practice group, where her caseload includes complex real estate transactions and disputes, commercial litigation and arbitration, landlord tenant disputes and fair market rent arbitrations. Mac Avoy advocates to protect women's reproductive freedoms and works extensively on family law cases. Because of her work in those arenas, she was honored with the Courage Award from The Women Lawyers Association of Los Angeles and the Commitment to Justice Award from Her Justice.



Congratulations to our accomplished colleagues **Patricia Kantor** and **Therese Doherty**, and to all of ***Crain's* Notable Women in Law** honorees.

Mintz is proud to provide key parental leave, work-life balance, and career advancement initiatives that support the retention and promotion of women attorneys.



**AYŞE YÜKSEL
MAHFOUD**

Partner
NORTON ROSE
FULBRIGHT

Ayşe Yüksel Mahfoud is an integral member of Norton Rose Fulbright's management team, as well as its corporate practice, where she handles a diverse array of cross-border deals primarily for international clients. She also has extensive experience in a range of corporate transactions, including mergers and acquisitions, private equity investments, privatizations, joint ventures, strategic alliances and financing transactions. She is also the founder and partner-in-charge of the firm's Istanbul office. Along with her work at Norton Rose Fulbright, Mahfoud is a dedicated adviser to nonprofit organization Jazz at Lincoln Center, where she serves as their lead pro bono counsel on a range of corporate matters.



**BARBARA
MENDELSON**

Partner
MORRISON &
FOERSTER

In her work as a member of Morrison & Foerster's financial services group, Barbara Mendelson advises foreign and U.S. banks in a variety of complex regulatory matters, including sales and acquisitions of firms and applications to bank regulators. Her more than 25 years of experience has made her a trusted representative of foreign banks in their U.S. operations. Over the course of her career, she has been instrumental in forming a number of subsidiaries of foreign banks. Outside of work, Mendelson dedicates her time to Big Brothers Big Sisters and serves as trustee of its New York City organization.



**NANCY
MITCHELL**

Partner
O'MELVENY

With more than 30 years of legal and banking experience, Nancy Mitchell has developed expertise in providing assistance to debtors, acquirers and creditors in complex restructurings and Chapter 11 proceedings. She has counseled clients on a number of large-scale bankruptcies and restructurings, including her ongoing representation of Puerto Rico government agencies in the largest in-court restructuring in U.S. history. Previously, Mitchell was executive director of CIBC World Markets, where she handled the development of financial models for complex restructurings. Mitchell is engaged in a range of civic-minded activities, including New York City's The Workshop Theater, a group dedicated to exploring and developing new works.



**CHERYL
EISBERG MOIN**

Partner
HILL & MOIN

Cheryl Eisberg Moin is co-founder and co-managing partner of Hill & Moin, one of the few women-led personal injury law firms in the city. With more than 35 years of experience, Moin has represented plaintiffs in more than 200 appeals affirming multimillion-dollar verdicts, obtaining reversals on complex issues and questions of first impression. An accomplished lecturer, Moin has spoken at a variety of symposiums and conferences, including those held by the New York City Bar Association. She has also served as a member of the board of directors and chair of the Amicus Brief Committee of the New York State Trial Lawyers Association.



We join *Crain's New York Business* in honoring

**Notable Women in Law
in New York**

including our partners and friends

Jessica Lee

and

Debbie White.

We salute your dedication to your clients and continued contributions to the field of law, paving the way for generations of women to come.



2019 NOTABLE WOMEN IN LAW

MARGERY NEALE
Partner
WILLKIE FARR &
GALLAGHER
...



Co-chair of Willkie Farr's asset management group, Margery Neale is a nationally-recognized leader in the area of investment funds. Neale counsels investment companies, investment advisers, fund sponsors and independent directors in all aspects of the fund business and regularly counsels on fund governance, regulatory compliance and a broad range of transactions involving funds and advisory organizations. Neale served as a member of the elite task force on the Fund Director's Guidebook of the Federal Regulation of Securities Committee of the American Bar Association. She is also a frequent author and contributor to a range of respected publications.

JULIE NORTH
Partner
CRAVATH
SWAINE &
MOORE
...



Julie North's broad litigation practice covers a range of areas including antitrust, general commercial, securities and mergers and acquisitions litigation. North handles clients' antitrust regulatory clearance issues in connection with mergers and acquisitions. A passionate civil rights advocate and diversity proponent, North has worked with the American Civil Liberties Union and other national organizations to reform the manner in which the states of Montana and Michigan provide legal services to indigent citizens. She is also one of the founders of the firm's Women's Initiative, which aims to assist the development of women lawyers.

INOSI NYATTA
Partner
SULLIVAN &
CROMWELL
...



Inosi Nyatta co-heads the project development and finance practice at Sullivan & Cromwell, where she is also part of the finance and restructuring group. Particularly adept in a range of corporate transactions, Nyatta handles project financings, capital markets offerings and cross-border financings. Clients in a medley of industries, ranging from oil and gas companies to financial institutions, depend on Nyatta to assist in their acquisitions, private equity investments and joint venture arrangements. Nyatta is an active member of the firm's Diversity Committee and chairs the Africa Sub-Committee of the New York City Bar Cyrus R. Vance Center for International Justice.

MELISSA OSIPOFF
Partner
FISHER PHILLIPS
...



A broad range of clients rely on Melissa Osipoff to handle their employment-related litigation needs before federal and state courts and administrative agencies. Osipoff's core practice involves defending employers in wage litigation, wrongful termination, employment contracts, restrictive covenants, trade secrets and whistleblower claims. She also has significant experience preparing numerous position statements in response to New York State Division of Human Rights complaints resulting in dismissals and case closures. As a trusted authority in the field of labor litigation, Osipoff has shared her expertise on matters related to the #MeToo movement on a number of platforms, including an Emmy award-winning television program.

Congratulations to *Crain's*
Notable Women in Law.

Cravath is proud to have Julie North, Judge Katherine Forrest (fmr.) and Ting Chen among this year's distinguished honorees for their work across the antitrust, litigation and mergers and acquisitions fields.



CRAVATH, SWAINE & MOORE LLP

DONNA PARISI
Partner
SHEARMAN &
STERLING
...



Donna Parisi is the global head of Shearman & Sterling's finance business unit. A skilled practitioner and negotiator, she advises clients on derivatives, structured products, securitization, capital markets and commodities matters. Parisi also spearheads the firm's FinTech Foundry program, which supports the activities of the firm's clients in the financial technology industry. Parisi has long been a champion for the full inclusion of women in the workplace. She plays a leading role in Shearman & Sterling's global Women's Initiative, which enhances the firm's commitment to diversity and inclusiveness. She also supports the Women's Initiative for Success, Excellence and Retention, the firm's associate-run inclusion network for women.

MARCIA PAUL
Partner
DAVIS WRIGHT
TREMAINE
...



At Davis Wright Tremaine, Marcia Paul concentrates her burgeoning practice on a range of media and intellectual property litigation and counseling. Her clients include some of the nation's major media companies, who rely on Paul to handle legal issues involving copyright, trademark, libel and advertising matters. She is an experienced litigator in complicated situations that involve multinational and cross-border issues. During her time with Davis Wright Tremaine, Paul has tried a number of cases in state and federal courts around the country, along with complex litigation before various arbitral tribunals—including jury trials—across various industries.

LISA PENSABENE
Partner
O'MELVENY
...



As head of O'Melveny's life-science litigation practice, Lisa Pensabene handles high-stakes patent litigation for companies in the pharmaceutical and biotechnology industries. She has worked on cases involving drugs for treatments spanning from cancers, HIV and diabetes to cardiovascular disease and neurological disorders. Pensabene also serves as a leading member of O'Melveny's Intellectual Property Practice. In November 2017, she co-founded the Women in IP Network, a group that now boasts more than 300 members and provides an opportunity for women in the field of intellectual property to network and enhance their skills.

In federal courts in New York in 2016, women made up 24% of all the attorneys who appeared in court, with 23% holding the position of lead counsel. In state courts, women made up 27% of the attorneys in court and 27% of the lead counsels.†

Source: †New York State Bar Association

Congratulations to
Kathleen McLeod Caminiti and Melissa Osipoff
on their selection to the *Crain's New York Business*
Notable Women in Law



Kathleen McLeod Caminiti
kcaminiti@fisherphillips.com



Melissa Osipoff
mosipoff@fisherphillips.com

At Fisher Phillips, labor and employment law is all we do. Kathleen and Melissa represent employers by providing practical business solutions to their workplace legal issues.



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2019 NOTABLE WOMEN IN LAW

D. HARA PERKINS

Partner
GOULSTON &
STORRS

In recent years, D. Hara Perkins has helped structure some of the most significant neighborhood-transforming real estate transactions in New York City, including Essex Crossing, a planned mixed-use development on the Lower East Side, and Cornell Tech's 12-acre campus on Roosevelt Island. Perkins has negotiated low-income housing tax credit transactions valued at more than \$1 billion on behalf of her developer and investor clients. An expert in the fields of housing and economic development, Perkins, who co-chairs the firm's multifamily housing industry group, speaks regularly on the trends and changes that are affecting the real estate industry.



LISA RADETSKY

Partner
PHILLIPS NIZER

As co-chair of Phillips Nizer's real estate practice, Lisa Radetsky focuses on preparing offering plans for vacant and occupied residential and mixed-use properties. She works alongside government agencies to secure approval for those projects. An in-demand attorney whose cases typically last between three to five years, Radetsky regularly represents nonprofit organizations and owners of commercial buildings that seek to convert their buildings into condominiums. Radetsky has also served on the New York State Bar Associations' committee on cooperatives and condominiums and on the alumna advisory board for the reorganization of Gamma Phi Beta sorority at Columbia University, which had been dormant since 1911.



STACEY RAPPAPORT

Partner
MILBANK TWEED
HADLEY &
MCCLOY

Stacey Rappaport is an accomplished litigator who has developed a track record of success in complex financial transaction cases during her more than 20 years at Milbank. A member of the firm's litigation and arbitration group, she represents some of the nation's most distinguished corporations and financial institutions. In 2018, Rappaport was elected to Milbank's global executive committee, making her the first female member in the firm's 152-year history. She also serves as a board member of Sanctuary for Families, a service provider and advocate for survivors of domestic violence, sex trafficking and other forms of gender violence.



REBECCA RETTIG

Attorney
DONTZIN NAGY
& FLEISSIG

One of the few female litigators in her field, Rebecca Rettig is a complex commercial litigator focused on legal and regulatory matters relating to digital assets and blockchain, the technology at the heart of Bitcoin and other virtual currencies. Though the blockchain industry is young and litigation relating to these matters is relatively new, Rettig has successfully argued cases across several industries, including finance, pharmaceuticals and technology. Rettig is a member of Global Digital Finance, an industry body that drives the acceleration and adoption of digital finance technologies to support the next era of digital commerce.



PHILLIPS NIZER LLP

is extremely proud to be a home for
talented female attorneys (and some male attorneys as well).



Congratulations,

Regina E. Faul, chair of the employment and labor practice, **Lisa R. Radetsky**, co-chair of the real estate practice, and **Helene M. Freeman**, partner in the entertainment and intellectual property practices, on being honored among Crain's **Notable Women in Law**.

L-R: Regina E. Faul (2018), Lisa R. Radetsky and Helene M. Freeman (2019)

RICKI ROER
Partner
WILSON ELSER



Along with her role as regional managing partner of Wilson Elser's New York office, Ricki Roer chairs the firm's employment and labor practice, where she leads a team of more than 150 attorneys across the United States. She is also a member of the firm's Office of the Chairman. Over the course of her career, Roer has litigated thousands of cases in state and federal courts at the trial and appellate levels on behalf of a variety of clients, ranging from multinational corporations to nonprofit organizations. A recognized authority in the industry, Roer is consistently called upon to lecture on issues of employment discrimination and labor law.

NINA ROKET
Partner
OLSHAN FROME
WOLOSKY



Nina Rokat has developed a keen understanding of commercial real estate law, specifically leasing, conveyancing and finance transactions, over the course of her nearly 20 year career in the industry. She is a trusted adviser to clients across the U.S. in sophisticated transactions, including mezzanine and preferred equity financings. As founder and chair of Olshan's Women's Committee, a group that serves as a networking, business development and mentoring platform for the firm's women lawyers and their clients and colleagues, Rokat has been at the forefront of advancing women both within the legal profession and other respective industries.

SARA RUBENSTEIN
General counsel,
senior vice
president
CONTINENTAL
VENTURES



Sara Rubenstein's 17 years in the real estate and construction industries have given her a broad range of experience in real estate finance, development, sales and acquisitions. At Continental Ventures, she oversees all legal work and advises the company in complex real estate and financing transactions, the lending platform and strategic business decisions. Recently, she formed and structured a new logistics platform for the company, which has grown exponentially since its launch less than one year ago. She is also actively involved with the Women's Executive Circle, where she has served as a mentor for young professional women and speaks regularly at real estate industry events.

ELIZABETH SACKSTEDER
Partner
PAUL WEISS
RIFKIND
WHARTON &
GARRISON



A prolific litigator, Elizabeth Sacksteder has represented global banks in virtually every significant category of litigation and regulatory investigation arising out of the financial crisis. She has also represented major life and property-casualty insurers in a wide array of matters, including regulatory investigations and policyholder class actions. Sacksteder shares her knowledge and experience with students as a lecturer at Columbia Law School, teaching a course on advanced civil procedure. She is also an active member of the board of the New York-based Legal Action Center, and in 2012 received the organization's Arthur Liman Public Interest Award.

STROOCK

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2019 NOTABLE WOMEN IN LAW

CLAUDIA SALOMON

Partner
LATHAM & WATKINS

Claudia Salomon works closely with companies and states in complex arbitration matters as global co-chair of Latham & Watkins' international arbitration practice. She also helps the expansion of the firm's investment treaty arbitration and international commercial arbitration capabilities to meet clients' growing needs. Additionally, Salomon was the first female U.S. member appointed to the International Chamber of Commerce International Court of Arbitration, an institution that aims to resolve international commercial disputes. In June 2018, she was appointed to the prestigious position of vice president of the Court. Salomon also leads a range of pro bono matters, including several cases focused on voting rights issues.



CHARAN SANDHU

Partner
WEIL GOTSHAL & MANGES

Charan Sandhu is a key member of Weil's technology and IP transactions practice, where she uses her significant experience to represent clients in matters relating to technology transfer and the development, acquisition and use of technology and intellectual property. Sandhu is consistently recognized as a leader in her field by respected organizations including Legal 500 US and Super Lawyers, and was recently named Minority Female Lawyer of the Year by Chamber USA. Sandhu is highly involved with Weil's pro bono efforts and regularly represents Kids in Need of Defense, a group that protects children who enter the U.S. immigration system alone.



KAREN SCANNA

Partner
STROOCK & STROOCK & LAVAN

For more than 23 years, Karen Scanna has been at the forefront of development in all five boroughs of New York City, working on several of the most complex and high-profile real estate transactions in the city's history. Private developers acquiring city-owned property often seek Scanna's guidance in navigating the city's competitive bid process. Outside of her work with the firm, Scanna focuses on mentoring women in real estate. She has been an active member of WX-New York Women Executives in Real Estate for more than a decade and mentored numerous women through both group sessions and one-on-one engagement.



KARA SCHECHTER-RAKOWSKI

Partner
BELKIN BURDEN WENIG & GOLDMAN

Kara Schechter-Rakowski joined Belkin Burden in 1991 and was elevated to partner just eight years later. Since that time, she has dedicated her career to representing owners in matters involving rent regulation, affordable housing, fair housing, anti-discrimination and anti-harassment. As co-head of the firm's administrative department, Schechter-Rakowski is the first woman partner to head a department in the firm. Through the human rights practice that she introduced to the firm, Schechter-Rakowski has used her expertise to educate property owners, managing agents and their staff and real estate brokers in an effort to prevent discrimination and harassment in housing and employment.



In Great Company

Sidley proudly congratulates our own Laura Barzilai and Nancy Chung, along with the other trailblazing women featured in **Crain's 2019 Notable Women in Law list.**

Find out more about how we are empowering women lawyers at [sidley.com/diversity](https://www.sidley.com/diversity)

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SIDLEY



Laura Barzilai
Co-leader, Global
Tax practice
New York



Nancy Chung
Co-head, New York
Litigation group
New York

JODI SCHWARTZ
Partner
WACHTELL
LIPTON ROSEN
& KATZ
...



Jodi Schwartz has spent more than 28 years as partner at Wachtell Lipton Rosen & Katz, where she focuses her work on the tax aspects of corporate transactions. Schwartz has been the principal tax lawyer on numerous domestic and cross-border transactions in a wide range of industries and is recognized as one of the leading lawyers in her field. Schwartz recently retired from her position as a trustee of The Jewish Board, a post she held for 25 years. In recognition of her years of service, the organization honored her with its Madeleine Borg Lifetime Service Award in 2017.

REBECCA SILBERSTEIN
Partner
DEBEVOISE &
PLIMPTON
...



With more than 25 years of experience, Rebecca Silberstein advises investment banks, financial institutions and boutique firms as sponsors of global private equity, leveraged buyout and bespoke fund products and separate accounts. She is a key relationship partner for many of the most prominent private investment fund managers in the world, including Allianz, Credit Suisse, Morgan Stanley and WeWork. Well-known in the investment funds industry, she chairs the New York City Bar's Private Investment Funds Committee, which explores current legal and policy issues affecting private funds, including hedge funds, private equity funds and venture capital funds and their sponsors.

AUDREY SOKOLOFF
Partner
SKADDEN ARPS
SLATE MEAGHER
& FLOM
...



Following a career at Skadden that spans nearly 30 years, Audrey Sokoloff was named a global head of the firm's transactions practices in 2018. In this role, clients worldwide rely on her experience in real estate and real estate finance matters. She also advises clients on private equity issues, including acquisitions and sales, construction and development projects, and hospitality and gaming. Deeply committed to diversity and inclusion initiatives, Sokoloff is a member of Skadden's Diversity Committee, where she acts as a sponsor of the firm's LGBT Affinity Group. In June 2014, she led the firm's launch of its Straight-LGBT Alliance, a first among peer law firms.

In the 2nd U.S. Circuit Court of Appeals in 2016, women constituted 36% of the public-sector attorneys, 14% of the private attorneys. Women represented 28% of the attorneys in criminal cases and 18% in civil cases.†

Source: †New York State Bar Association

OLSHAN



Olshan congratulates our partners
Nina Rokat & Elizabeth Gonzalez-Sussman
on their selection to Crain's Legal List
2019 Notable Women in Law in New York City.

This is Ms. Rokat's second selection, a rare distinction of which we're very proud.
Their commitment to diversity and inclusion reinforces our core values.

OLSHAN FROME WOLOSKY LLP

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ELIZABETH BROOKE STEIN

Senior manager,
New York energy
law and policy
ENVIRONMENTAL
DEFENSE FUND
...



Elizabeth Brooke Stein is a dedicated advocate for practices that improve the flexibility and performance of New York's energy system. Stein has established a reputation as a leader in the space and plays a key role in advancing clean energy and utility reform across the state of New York. Since 2012, her work with the Environmental Defense Fund has helped ensure that the post-Sandy transformation of the state's energy system is built on a foundation of sustainability, not just durability. She is also a board member of the Salan Foundation, an organization that advances useful ideas for greener, high-performance cities.

ANTONIA STOLPER

Partner
SHEARMAN &
STERLING
...



Antonia Stolper heads the Latin America affinity group at Shearman & Sterling, where she is highly regarded for her work with Latin American corporate and sovereign issuers and their underwriters in debt and equity securities offerings. Since joining the firm in 1991, Stolper has advised a number of Latin American issuers on their ongoing SEC reporting requirements, compliance issues and corporate governance matters. A member of the Shearman & Sterling Pro Bono Committee, Stolper has worked on the firm's efforts to provide free legal assistance to thousands of unaccompanied minors fleeing violence in Central America who have resettled in the New York City region.

Women lawyers of color were eight times more likely than white men to report that they had been mistaken for janitorial staff, administrative staff or court personnel.*

CHRISTINE SWANICK

Partner
SHEPPARD
MULLIN
...



For more than 23 years, Christine Swanick has been a leading practitioner of federal Indian law. In her role at Sheppard Mullin, she advises clients in all aspects of federal Native American law and tribal-law matters, representing both tribes and entities doing business with tribes in contractual, gaming, regulatory and economic development matters. A nationally recognized expert in tribal lending and restructuring transactions, Swanick has worked on more than 100 Native American and gaming credit transactions involving more than 50 different Native American tribes. Before entering private practice, Swanick worked as an in-house tribal attorney for three different federally recognized tribes.

CAROLYN VARDI

Partner
WHITE & CASE
...



Carolyn Vardi is a seasoned representative of buyers and sellers in public and private mergers and acquisitions. She has built a strong track record in the resolution of complex transactions for both corporate clients and private equity funds. Along with her work as part of the firm's mergers and acquisitions group, Vardi founded White & Case's Private Equity and Finance Breakfast Series for Women, which supports the development of young professionals in these industries. She also co-wrote a widely revered report focused on trends that could drive private equity firms to improve gender balance within their ranks and promote more women to senior positions in the field.

Some 80% of white men, but only 63% of white women, 59% of men of color and 53% of women of color reported that they had equal opportunities for high-quality assignments.*

ELISE WAGNER

Partner
KRAMER LEVIN
NAFTALIS &
FRANKEL
...



A leading land-use attorney, Elise Wagner has substantial experience counseling for-profit and nonprofit property owners on the planning and development of new buildings and the reuse of existing buildings. She has played a key role in coordinating the public approval processes for major development projects that involve cooperation between private developers and city and state agencies. Wagner is also a board member and chair of the nominating committee of the New York Building Congress, an organization committed to promoting the growth and success of the construction industry in New York City.

KIM WALKER

Counsel
WILLKIE FARR &
GALLAGHER
...



Kim Walker has been a leader in the intellectual property field for more than 27 years. She has advised clients on billion dollar acquisitions and counseled companies across various industries, ranging from technology and telecommunications to retailers and sports networks. As Willkie's Chief Diversity and Inclusion Officer, Walker works tirelessly to promote the retention and advancement of diverse and female attorneys. Walker is also a board member of Rising Ground and Edwin Gould Services for Children and Families, leading nonprofit human services organizations that provide children, adults and families with the resources and skills needed to help them rise above adversity.

CAROLYN WALKER-DIALLO

Judge, New York
City Civil Court
NEW YORK
STATE COURTS
...



Judge Carolyn Walker-Diallo is the first Muslim woman elected to serve as a judge in the United States. Since assuming the bench in 2016, she has been instrumental in decreasing court dockets in both civil and criminal courts, part of a state-wide goal to shrink backlogs in the state's courts. Walker-Diallo began her legal career as a litigation associate at Milbank and later joined the New York City Office of the Corporation Counsel as a labor and employment attorney. She also helms a nonprofit named after her father, The George Walker Jr. Community Coalition, which provides youth development and community services.

NAOMI WALTMAN

Executive vice
president and
associate general
counsel, litigation
CBS CORP.
...



As head of litigation for CBS, Naomi Waltman represents the media giant in a broad range of litigation matters, including intellectual property, defamation and employment. She was previously deputy head of litigation for CBS before her promotion in 2018. In recent years, Waltman has been at the forefront of a number of industry-wide litigation initiatives protecting CBS's content. Waltman supports the advancement of women and minorities. She co-chairs the Women's Group of the New York Chapter of the Association of Corporate Counsel and is deputy global chair of the Women in Law Empowerment Forum.

DEBBIE WHITE

Deputy chair,
music industry
LOEB & LOEB
...



Recognized as an elite entertainment lawyer by publications including *Variety*, *The Hollywood Reporter* and *Billboard*, Debbie White's client list includes popular recording artists, producers, managers, record companies and celebrities. She has negotiated multimillion dollar recording contracts, publishing deals and other arrangements for some of the most successful names in the music industry. Her practice is increasingly active in Asia's expanding media market, where her clients include China's largest tech company and one of the most popular K-pop bands in history. She is also deeply involved with Law Rocks, a global organization with a mission to promote music education for underprivileged youth.

NANCY WOLFF

Partner
COWAN DEBAETS
ABRAHAMS &
SHEPPARD
...



Nancy Wolff is widely recognized as an expert in copyright and licensing issues relating to all aspects of digital content, visual arts and publishing. Her legal advice is sought after by major image-licensing companies, publishers, digital design agencies as well as prominent artists for counseling, transactional services and dispute resolution. She is frequently requested to be a speaker on copyright and issues of licensing in the area of digital media. In addition, she is an active board member of the Foundation for Gender Equality, a foundation that aims to create new pathways to address issues impacting the development of woman and girls.

DIANA WOLLMAN

Partner
CLEARY GOTTlieb
STEEN &
HAMILTON
...



Recognized as one of the leading forces in her field, Diana Wollman provides counsel to her clients on international acquisitions, internal restructuring transactions, tax investigations and strategic audit preparation. She joined Cleary Gottlieb in 2015 following her tenure as the Internal Revenue Service's first director of international strategy for its large business and international division. In that position, Wollman improved how the agency addresses international tax issues and trains its agents. She has authored or contributed to more than 30 written works on a range of tax-related issues and is an executive committee member of the New York State Bar Association's Tax Section.

JENNIFER YOUNT

Partner
PAUL HASTINGS
...



As chair of the firm's finance and restructuring practice, Jennifer Yount represents a wide range of traditional banks and investment banks, while maintaining a strategic focus on alternative lenders, direct lenders and finance companies. Her range of specialties include acquisition financing, distressed credit and restructurings. Yount is widely recognized as an expert and thought leader in the finance industry and speaks widely on the market challenges facing both traditional and nonbank lenders. She is also a staunch supporter of Shane's Inspiration, an organization that aims to create social inclusion for children with disabilities by creating accessible playgrounds and educational programs for children of all abilities.



Latham & Watkins congratulates all of the talented women lawyers recognized in *Crain's New York Business'* Notable Women in Law list, including our partners Michelle Kelban, Jiyeon Lee-Lim, and Claudia Salomon.

We are thrilled and proud to be part of the New York legal community.



Michelle Kelban



Jiyeon Lee-Lim



Claudia Salomon

Female litigators find their voices

New efforts to give young women their day in court

Janice Mac Avoy, co-head of the real estate litigation practice at Fried, Frank, Harris, Shriver & Jacobson, recalls chatting with another senior female attorney about a case that she knew her firm would not win. Mac Avoy's colleague made an eye-opening suggestion—if the case was unwinnable, why not let a female associate tackle the oral arguments as a learning experience?

"I thought wow, why didn't I think of that?" said Mac Avoy. "We knew we would lose, so no one would blame her. It was a great experience for her, and it saved the client money to have the associate, not me, argue the case. Not every motion is the most important thing in the world."

More partners are giving female litigators the opportunity to shine in the courtroom. The impetus is a bombshell 2017 report published by the New York State Bar Association. "If Not Now, When?" is packed with data on the lack of female voices in both courtrooms and in alternative dispute resolutions.

Female attorneys in speaking roles account for just about a quarter of counsel who appear in state and federal courts in New York. They had 24.9% of lead counsel roles and 27.6% of additional counsel roles. But in complex commercial cases, the percentage of female lead counsel—31.6% in one-party cases—shrank to 26.4% in two-party cases and just 19.5% in cases with five or more litigants. "The more complex the case," reads the report, "the less likely that a woman appeared as lead counsel."

So what's to be done? Female lawyers must conduct depositions early on in their careers. They should participate in court instead of sitting at the counsel table while the senior partner argues the matter. When that happens, female litigators gain experience, and court proceedings are more efficient, said Nancy Kestenbaum, a Covington & Burling partner and former federal prosecutor.

"Instead of senior lawyers turning for answers to the female associate who took the deposition, the judge gets those answers efficiently, and it is an opportunity for younger lawyers to speak. It's a win-win," said Kestenbaum.

Senior litigators are coaching young women to overcome their fear of asking to take on a case or lead a deposition.

"Women need to be more vocal," said Una Dean, a Fried, Frank partner and former federal prosecutor. "They struggle with fear of failure: 'Can I do this?' The critical part is leaning in even when you have doubts you can do it, because that's what your male counterparts are doing."

The NYBA report makes specific recommendations that New York judges have taken to heart.

"Judges in the Southern District now ask if there isn't a woman on the litigation team, why not, and if there is, why isn't she speaking? That is really powerful," said Mac Avoy.

"Judges are saying 'I want to hear other voices,'" added Mary Beth Forshaw, a Simpson Thacher & Bartlett litigation partner. "The judiciary in New York is leading the charge, making sure women are taking the first or second chair. Everyone needs to stop and think, is there a woman on our roster?"



Belkin Burden Wenig & Goldman, LLP
ATTORNEYS AT LAW

Belkin Burden Wenig and Goldman, LLP congratulates our partners



Kara Rakowski



Magda Cruz

on being named two of Crain's Notable Women in Law in New York City.
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The path to success

Leadership skills get handed down to the next generation of female lawyers

In the legal profession, the gender gap is characterized by fewer women in top governance and practice leadership posts; less access to senior partners who influence client exposure; and the juggle between family and career that often falls more heavily on women. The 114 attorneys on the 2019 list of Notable Women in Law have responded with an arsenal of techniques to lessen that gap for younger women by developing their leadership, legal and business development skills.

“The more we see women in positions of power, the more we see this as a matter of course,” said Ricki Roer, who sits on Wilson Elser’s executive committee. “And as women move up the ranks of power,” she added, “we can begin to address disparities” such as the gender pay gap.

Access to the law firm power structure, where the bulk of compensation and promotion decisions are made, is critical. Women who hold law firm leadership

positions are committed to grooming female associates for entry-level spots.

“You have to develop leadership skills, and the only way to do so is if someone says, ‘you should be on the finance committee to get those skills,’” said Mary Beth Forshaw, a Simpson Thacher & Bartlett partner in her seventh term on the firm’s executive committee.

Younger women must be encouraged to run for these positions, adds Forshaw, who recalls how she put her name into the ring at a relatively early age. “There’s a hesitancy, and that needs to change to ‘heck, I can do this,’” she said. Propelled by such support, there now are two younger women on the executive committee.

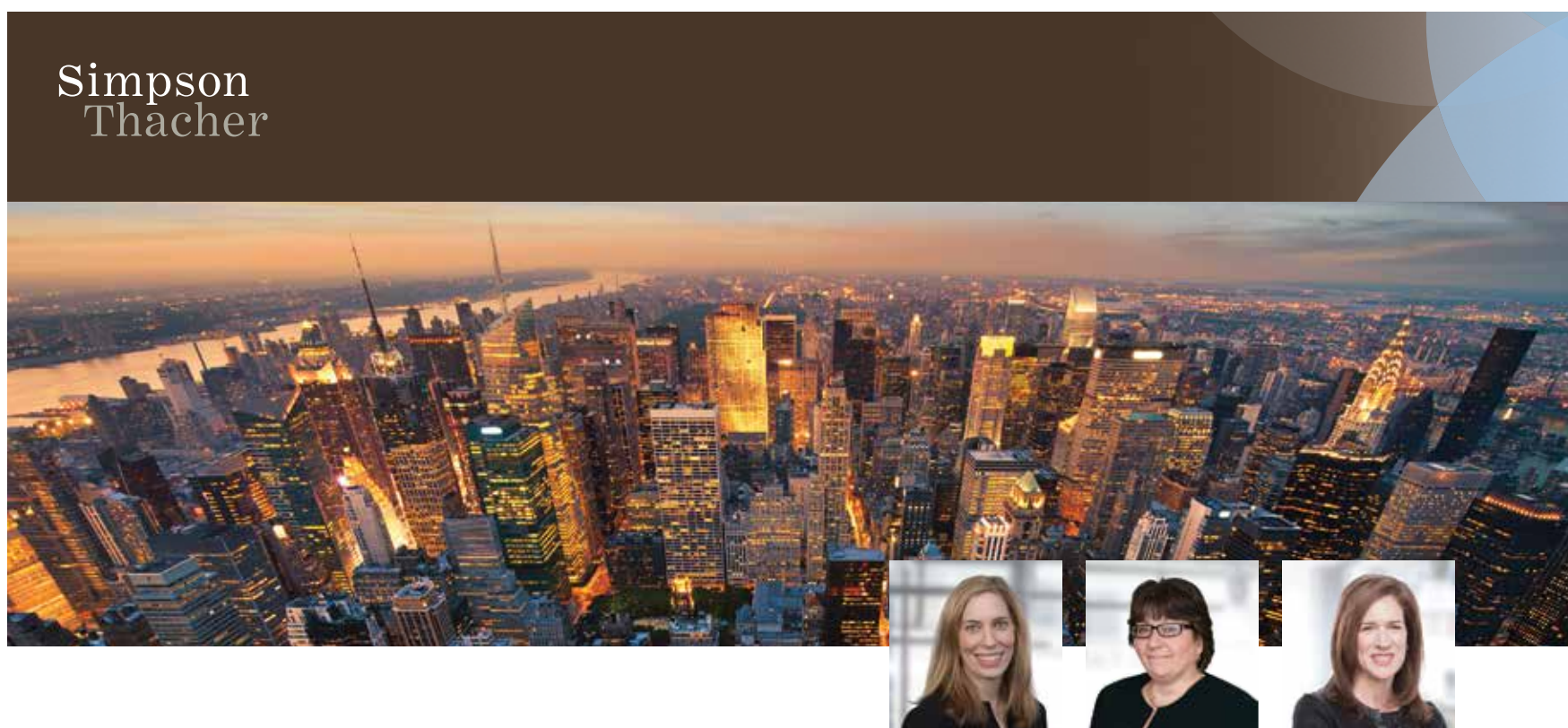
Other skill-development tools are women’s initiatives—formal networking groups that offer programs on career advancement and professional development—as well as informal women-led alternatives to the old boys network. Both can help female associates access high-visibility cases and relationships with key mentors. Research suggests, however, that while women’s initiatives are influential, they are by no means equivalent to elevating more women to governance posts.

“Despite the now universal adoption of women’s initiatives,” according to a 2018 survey by the National Association of Women Lawyers, “there is little evidence that these initiatives have led to substantial increases in the representation of women at the highest levels of the law firm.”

Still, serious mentoring goes on at women’s initiatives. At Shearman & Sterling, the Women’s Initiative for Success, Excellence and Retention, or WISER, associates learn to appreciate the business side of law. Getting a handle on P&L, overhead, compensation, and managing people are critical skills for leadership roles—and deepen a lawyer’s knowledge of her clients’ businesses, said Donna Parisi, the global head of Shearman & Sterling’s finance business unit and a former member of the firm’s executive committee.

“Women need to understand the business side of law and how that can drive value for clients,” said Parisi.

Nina Roket, founder and chair of the Women’s Committee at Olshan Frome Wolosky, makes sure the initiative polishes business generation skills. A co-administrative partner at the firm, Roket said she



We Congratulate Our Partners

Elizabeth Cooper, Mary Beth Forshaw and Lori Lesser

for Their Recognition as *Notable Women in Law*

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learned that lesson early in her career after joining organizations that nurtured female client relationships.

"It opened up my eyes: Guys do this all the time and refer work to each other," said Roket.

The significance of female referral networks has skyrocketed in recent years. They develop a pipeline of talent that can be tapped to meet new benchmarks for gender diversity, such as a recent California law that sets minimum gender-based requirements for boards of directors.

The networks also help law firms respond to client pressure to enhance diversity among outside counsel.

"We expect our law firms to assign diverse teams to all CBS matters for which they have been engaged," said Naomi Waltman, CBS Corp.'s executive vice president and associate general counsel, litigation. "To periodically assess compliance, we track the time spent by diverse lawyers on our matters. We also expect the diverse team members to play a meaningful role in the particular CBS matter."

Female referral networks essentially create databases of qualified women. "It's so important to have that old

girl network so that we are advocating for each other," said Lori Lesser, a partner at Simpson Thacher & Bartlett.

New "old girl networks" have emerged in specific practice areas where female attorneys have an edge over the traditional cluster of older white men. That includes cybersecurity, where women like Lesser, who co-chairs Simpson Thacher's privacy and cybersecurity practice, entered a tech area that wasn't dominated by older men in the early 1990s. For a younger generation that grew up around technology, it was a legal arena where

female associates could punch above their weight. "You didn't have an entrenched set of experts. Everyone had an equal playing field," Lesser recalled.

Privacy law is also a hot area with less competition from more senior attorneys. "It's been a great opportunity for younger lawyers," said Jessica Lee, a Loeb & Loeb partner who focuses on privacy and intellectual property issues. "It helps that they can understand how the tech works, because they grew up with AI, blockchain and VR."

Lee recalls a recent panel on blockchain and virtual reality populated entirely by female attorneys. "What

a great opportunity for women," said Lee. "The old boy network hasn't had time to creep in."

Women helping women is key to mentorship in the wake of the #MeToo movement. There is talk of male attorneys who refuse to be alone in a room with female associates. Given the volume of men who control high-profile assignments and client interactions, such hesitancy threatens successful mentorships.

Conversely, sexual misconduct investigations have become a key practice area for female employment lawyers and former prosecutors.

"Many women are involved because of the sensitivity around these investigations," said Una Dean, a former federal prosecutor and partner at Fried, Frank, Harris, Shriver & Jacobson.

CBS's board asked ex-prosecutor Nancy Kestenbaum of Covington & Burling to co-lead an independent investigation into sexual misconduct allegations against former Chairman and Chief Executive Leslie Moonves. She had led previous investigations involving such institutions as Choate Rosemary Hall and the Brearley School. The #MeToo movement, said Kestenbaum, "definitely has had an impact on my practice. There's no doubt there's been an uptick," as more companies grapple with allegations.

Women in particular are interested in the practice area. "I have no trouble staffing these cases," added Kestenbaum. "They are interesting, and they have a social impact." ■

"The more we see women in positions of power, the more we see this as a matter of course. And as women move up the ranks of power we can begin to address disparities."

Ricki Roer, partner, Wilson Elser

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