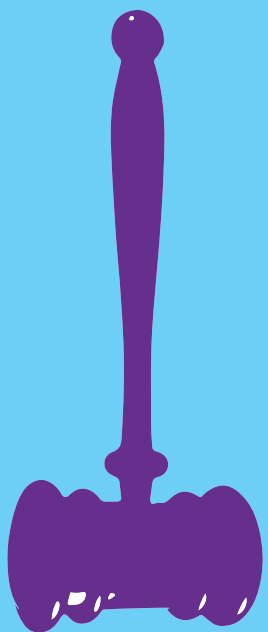


LEADING
WOMEN
LAWYERS
IN NYCLEGAL
LIST

2018

Meet some of the New York Bar's most talented lawyers, who just happen to be women

The 100 New Yorkers named to the inaugural list of **Leading Women Lawyers in New York City**, powered by *Crain's Custom*, are trailblazers who found multiple paths to excellence. Some are partners and practice leaders at the city's big law firms, others corporate counsel at Manhattan companies. Some unabashedly champion their fellow minority female attorneys, while others feed their passions for public service by donating their time generously to pro bono causes. These are women who juggle both distinguished careers and exceptional civic and philanthropic activities.

In acknowledging the talents of these 100 women, *Crain's* is merely tapping into New York's rich history of female lawyers who refused to be defined by their gender.

Since the 1800s, the state has been home to "amazing trailblazing women attorneys who broke through barriers and blatant discrimination to make major contributions in the legal profession," the New York State Bar Association's Committee on Women in the Law recently noted. "Their stories are ones of fierce determination, passion for the law, keen intelligence, and inspiring achievement."

In an age when women grace the Supreme Court of the United States, it may seem out of date to celebrate the achievements of one particular gender. Yet as far as female attorneys have come, let's not forget what has dominated the news headlines: high-profile cases of sexual harassment against women.

"It's a mixed sense of it's about time, but also, we've been through this before," said **Myra Freed**, president of the New York Women's Bar Association.

She is referring, of course, to law professor Anita Hill's testimony and allegations of sexual harassment made during the Clarence Thomas confirmation hearings in 1991.

That history is important to note. Some 130 years after Kate Stoneman became the first woman, in 1886, to be admitted to the New York bar, these 100 women celebrated by *Crain's* have climbed

to the heights of their careers against a background of sometimes blatant, sometimes unconscious bias. Only a very foolish man, though, would try to objectify or demean these gifted attorneys.

"When someone said obnoxious things or made a stupid comment, I was so incredulous I'd laugh and say, 'Are you kidding me?' because it was so ridiculous," said **Terri Adler**, who chairs the real estate practice at Duval & Stachenfeld. "I'm not afraid to confront people openly."

Adler reminds young lawyers to present themselves as "being as good or better than anyone in the room, because you are."

Although statistics document a historic lack of gender parity, in a November report, the Diversity & Flexibility Alliance announced that the percentage of women promoted to partnership in 2017 in many of the country's largest and top-grossing law firms was at a six-year high: 38.1%, up five percentage points since 2012. Another welcome statistic: 32.3% of law firms had a new partner class consisting of at least 50% females.

The numbers are moving in the right direction, but they should be moving along faster.

"The reason we track them is the importance of documenting the partnership pipeline," said **Manar Morales**, the alliance's president and chief executive. "Firms have to dig behind the partnership numbers, and look where they went wrong or did well."

Morales advises law firms to keep close watch on who they elevate to partner. If there are too few women, they must reassess whether females have access to power in the firm structure, and guard against unconscious bias and blind spots. Law firms must also lean on specific tools that cultivate the careers of younger female attorneys and give them access to training, client development, mentoring and management opportunities. Law firms also should track why associates leave, and set goals to address problems that can include a lack of flexible work policies that improve retention.

Many partners on the *Crain's* 100 list are in a position to boost that pipeline of female talent. There are more than 15 practice area chairs, at least five law firm managing partners, and a few firm founders. With such exceptional talent among our inaugural class of **Leading Women Lawyers**, no doubt the future ratio of female partners will rise at New York law firms as these exceptional women mentor a new generation of legal superstars. ■

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*The profiles in this report are drawn from submitted nomination materials as well as from Crain's Custom research. No lawyer paid to be featured. There is an exceptional pool of talented female attorneys in New York. We recognize that this year's inaugural list is not comprehensive, and look forward to a future of exceptional potential honoree nominations as the **Leading Women Lawyers in New York City** becomes a new tradition for the city's legal community. Please join Crain's Custom in congratulating a truly impressive inaugural class.*



AMRITH KAUR AAKRE

Legal director
THE SIKH COALITION

...

Amrith Kaur Aakre's work for the Coalition entails protecting the civil rights of all Americans in such critical areas as hate crimes, bullying and racial profiling. Her experience with this work includes co-drafting a Senate resolution that successfully strengthened existing hate crime prosecution after 9/11. Aakre participated in the grassroots activism that helped form the Sikh Coalition in 2001.



TERRI L. ADLER

Partner
DUVAL & STACHENFELD

...

Terri Adler is a real estate lawyer with expertise in both national and international markets. She oversees one of the largest real estate practice groups in New York City and has helped clients understand laws and regulations in countries worldwide. She's a member of WX—New York Women Executives in Real Estate, which works to advance women in the field.



NEYSA ALSINA

Counsel
NEW YORK CITY BAR ASSOCIATION

...

Neysa Alsina provides advice on intellectual property, employment law, corporate governance and more. She is a member of the Board of Directors of the Sonia & Celina Sotomayor Judicial Internship Program, which assists high school and law students in landing internships with state and federal judges. Alsina is also a member of the New York City Bar Association's Committee to Enhance Diversity in the Profession.



LAUREN ANGELILLI

Partner
CRAVATH SWAINE & MOORE

...

An expert on issues including tax law, mergers and acquisitions, spinoffs, restructurings and joint ventures, Lauren Angelilli serves in her firm's tax department. She frequently represents clients in front of the I.R.S. on private ruling matters. Angelilli takes on pro bono work at Cravath, and is an advocate for recruiting and promoting women at the firm, as well as mentoring female colleagues.



JUDITH A. ARCHER

Partner
NORTON ROSE FULBRIGHT

...

After serving six years as the in-house counsel for AT&T, Archer became a litigation partner specializing in complex commercial cases. She is also a proponent of professional women's advancement. She serves on the grants advisory committee for the New York Women's Foundation, and is a member of the women's-focused subcommittee of the Association of the Bar of the City of New York.



KAREN ARTZ ASH

Partner
KATTEN MUCHIN ROSENMAN

...

Karen Artz Ash helps those in the fashion industry with cases involving intellectual property and trademark licensing. When not serving on legal cases, she works as an academic. Her work has appeared in *The Licensing Journal* and *Managing Intellectual Property Magazine*, and she is a contributing author of several books, including *Fashion Law – A Guide for Designers*, *Fashion Executives and Attorneys* and *Becoming a Fashion Designer*.

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



ELSA AYOUB

Attorney at law
THE LAW OFFICES OF ELSA AYOUB

...

Elsa Ayoub represents multinational corporations and individuals in industries including media, education, financial services and banking—on issues pertaining to business immigration law, including visa strategies, naturalization and permanent residence status. She also represents foreign business owners looking to immigrate to the U.S. Ayoub is a member of the American Immigration Lawyers Association.



CHRISTINA M. BALTZ

Partner
WITHERS BERGMAN

...

Christina Baltz works with the firm's private client and tax team to assist families with wealth and charitable planning strategies, corporate and family governance, and family office needs and objectives. Baltz recently spearheaded Withers' inaugural Women & Wealth event, a forum that gathered women in business, philanthropy and technology.

In 1943, Florence Perlow Shientag became New York's first female prosecutor as the assistant U.S. attorney for the Southern District of New York*

*Source: New York State Bar Association Committee on Women in the Law S2



LUISE A. BARRACK

Managing member
ROSENBERG & ESTIS

...

Luise Barrack, who leads the firm's litigation department, focuses on complex commercial litigation at the trial and appellate levels. She maintains a diverse client roster, comprising not-for-profit companies, developers, educational institutions and more, and has represented many of her clients for nearly three decades. She serves on the leadership council of the YMCA of Greater New York.



MEREDITH BEUCHAW

Partner
COOLEY

...

Meredith Beuchaw counsels clients on matters that include mergers and acquisitions, restructurings, joint ventures and corporate governance. She's worked extensively in the tech industry, representing strategic and financial acquirers and acquisition targets. Beuchaw has provided assistance pro bono to the Acumen Fund, including projects related to investments in developing countries.

In 1942, Cadwalader Wickersham & Taft's Catherine Noyes Lee is the first female partner at a major Wall Street law firm*



SHEILA S. BOSTON

Partner
ARNOLD & PORTER KAYE SCHOLER

...

A member of Arnold & Porter Kaye Scholer's product liability group, Sheila Boston focuses on complex commercial litigation matters. She is a member of the firm's pro bono and hiring committees and serves as treasurer of the Federal Bar Foundation. Gov. Andrew Cuomo appointed her to serve a three-year term on the judicial screening committee of New York's First Department.



ERICA F. BUCKLEY

Partner
NIXON PEABODY

...

Erica Buckley specializes in real estate securities filings for cooperatives and condominiums, including new construction plans. She is an expert on affordable housing issues and the Martin Act, a New York law that governs real estate securities. Buckley previously served as general counsel to the Urban Homesteading Assistance Board and is credited with establishing the nonprofit's first legal department.

Judith Kaye was the first woman appointed to serve on New York's highest court in 1983*



COLLEEN CADEN

Partner
PRYOR CASHMAN

...

Colleen Caden's expertise in immigration law is rooted in 15 years of experience. As chair of Pryor's immigration group, she represents clients in industries including media, arts and entertainment, and is one of a handful of attorneys providing immigration counsel to professional sports leagues, teams and athletes. Caden regularly speaks on U.S. business immigration issues.



HELEN V. CANTWELL

Partner
DEBEVOISE & PLIMPTON

...

Helen Cantwell works on white collar criminal defense cases, regulatory enforcement actions and internal investigations, representing a wide range of individuals, companies, schools, and nonprofits. She served for eight years as an assistant U.S. attorney, during which time she was a member of the securities and commodities fraud task force. Prior to that, she spent a year in Malaysia with the International Women's Rights Action Watch.



LINDA R. CAROZZI

Principal
JACKSON LEWIS

...

A labor law specialist, Linda Carozzi has presented cases before the National Labor Relations Board, Equal Employment Opportunity Commission and other prominent agencies. Before becoming a lawyer in New York, she cut her teeth doing labor law work in Washington and Philadelphia. Her pro bono and community efforts have benefited philanthropic foundations including the National Italian American Foundation.



SARAH L. CAVE

Partner
HUGHES HUBBARD & REED

...

Sarah Cave has applied her expertise in securities litigation, accountants' liability and bankruptcy litigation to high-profile crisis-related cases. Her pro bono work has earned her multiple accolades from the Legal Aid Society, and she is the former chair of the firm's pro bono committee. She has also been active in organizing many of the firm's diversity and women's initiatives.



DALE CENDALI
Partner
 KIRKLAND & ELLIS
 ...

Dale Cendali heads up the firm's copyright, trademark, internet and advertising practice, leading a group of skilled lawyers representing corporations and individuals in the intellectual property space. Previously, her intellectual property legal work brought her before the U.S. Supreme Court. When not applying her legal knowledge to cases, she's sharing it with others as an adjunct professor at Harvard Law School.



KIMBERLY Y. CHAINEY
Associate general counsel
 AVIS BUDGET GROUP
 ...

Kimberly Chainey joined Avis Budget Group in 2014 and leads the legal teams that support key mobility initiatives for emerging technology, including autonomous vehicles. She additionally leads the legal team that supports the company's Latin America business unit. Chainey serves on the board of trustees of the Montclair Art Museum, and previously served as treasurer of the board for the AIDS Law Project of Pennsylvania, a nonprofit, public-service law firm.



KATHY HIRATA CHIN
Senior counsel
 CADWALADER WICKERSHAM & TAFT
 ...

Kathy Chin's practice covers health care and real estate litigation. In the former area, she has represented clients in matters including suits pertaining to Medicaid reimbursement issues; in the latter, she has focused on such matters as compliance and transferable development rights. She is a member of the New York City Commission to Combat Police Corruption, appointed by former mayor Michael R. Bloomberg.



JANE CHUANG
Partner
 LEE ANAV CHUNG WHITE KIM RUGER & RICHTER
 ...

Jane Chuang advises clients—predominately in the creative industries—on intellectual property, including copyright and trademark matters, as well as internet and media law. She was a founding partner of Yim & Chuang. Chuang is co-chair of the National Asian Pacific Bar Association's Entertainment Law Committee and a member of the New York Chapter Planning Committee of the Copyright Society.



JAYNE CONROY
Shareholder
 SIMMONS HANLY CONROY
 ...

Jayne Conroy litigates product liability and mass torts cases for the firm, which is one of the nation's largest focused on mass tort law. Her representation has helped thousands of victims receive medical assistance and financial retribution. Conroy has played a key role in Simmons Hanly Conroy's efforts to contribute to mesothelioma cancer research and support the mesothelioma community.



VICTORIA S. COOK
Partner
 FRANKFURT KURNIT KLEIN & SELZ
 ...

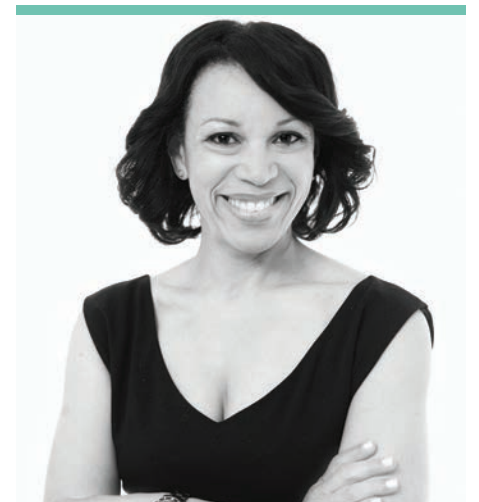
A leading entertainment lawyer, Victoria Cook has represented filmmakers, actors, directors and other stakeholders in the motion picture and television industries. She has lectured at film schools, law schools and producer conferences, and has participated in panels at Cannes and other prominent film festivals. She is a regular mentor at the Sundance Institute Creative Producing Conference and the Sundance Institute Catalyst Conference for film investors.

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



MELANIE CYGANOWSKI
Partner
 OTTERBOURG
 ...

Melanie Cyganowski chairs the firm's restructuring and bankruptcy department, working on bankruptcy cases for clients in industries ranging from retail to manufacturing to real estate. She is a former federal bankruptcy judge. Cyganowski is on the editorial board of the Norton Journal of Bankruptcy Law and Practice and fellow of the American College of Bankruptcy.



LISA E. DAVIS
Partner
 FRANKFURT KURNIT KLEIN & SELZ
 ...

In her role as an entertainment lawyer representing businesses and celebrities in the film, television, publishing, music and theater industries, Lisa Davis has served as counsel on major motion pictures and documentaries. She has also worked with several notable authors and playwrights. Davis has been featured at the annual Corporate Counsel Women of Color conference several times.

The late Sheila Abdus-Salaam, in 2013, was the first black woman appointed to the New York Court of Appeals*



YASMIN DWEDAR

*Supervising attorney of driver protection unit
NEW YORK CITY TAXI AND LIMOUSINE
COMMISSION*

...
Before assuming her current role in the TLC's driver protection unit, Yasmin Dwedar clerked at the New York State Supreme Court and served as an assistant district attorney for Kings County. She is the president and co-founder of the Arab American Bar Association, whose mission includes advancing Arab-American attorneys by providing support such as mentorship and scholarship assistance to law students.



DANIELLE EPSTEIN-DAY

*Partner
SADIS & GOLDBERG*

...
Danielle Epstein-Day focuses on real estate, finance, corporate and trademark legal matters, representing clients ranging from property owners and investors to landlords and tenants. She also prepares and negotiates commercial and residential leases, including for shopping centers and office buildings. In the corporate realm, she handles matters including franchise, shareholder, licensing and other agreements, as well as employment practices and compensation.



REGINA E. FAUL

*Partner
PHILLIPS NIZER*

...
Regina Faul advises companies on such matters as employee relations, collective bargaining, employment litigation and insurance defense. She is particularly well-versed in human resources policies, helping clients to implement corrective action and to avoid potential government investigations and class-action suits. Faul is on the advisory board of the Business of WE (Women Entrepreneurs), which supports opportunities for women and minorities.



LISA M. FERRI

*Partner
MAYER BROWN*

...
Lisa Ferri's role comprises IP practice leader in the firm's New York office. Ferri, who serves as lead trial and appellate counsel for pharmaceutical, biotechnology and medical device companies, is particularly expert at guiding clients through patent challenges under the Hatch-Waxman Act. She teaches patent litigation at Fordham University School of Law, where she is an adjunct professor.



MELANIE FIGUEROA

*Partner
MITCHELL SILBERBERG & KNUPP*

...
Securities regulation, mergers and acquisitions, and corporate financing transactions are among Melanie Figueroa's legal specialties. She has assisted in IPO alternatives, including reverse mergers, and is particularly well-versed in the Securities Act and Exchange Act. Figueroa additionally focuses on helping entrepreneurs and early-stage businesses with corporate formation and initial capital raising as a member of Mitchell Silberberg's Start 'n Knupp team.



MARIA FERNANDA GANDAREZ

*Shareholder
OGLETREE DEAKINS NASH SMOAK & STEWART*

...
Maria Fernanda Gandarez has spent more than three decades exclusively practicing immigration law, and currently represents multinational corporate clients in a diverse range of industries. Her work includes advising on the acquisition of temporary employment visas and permanent residency, as well as immigration-related discrimination practices. At her alma mater, Rutgers, she served as managing editor of the *Women's Rights Law Reporter*.

In 2014, Paulette Brown became the first black woman elected as president of the American Bar Association*



FAITH GAY

*Partner
QUINN EMANUEL URQUHART & SULLIVAN*

...
Faith Gay focuses on complex civil litigation for plaintiffs and defendants, as well as on corporate governance matters. She has assisted clients in investigations by the I.R.S., Department of Justice and others. Gay is on the board of trustees of The Public Theater and the Law Board of Northwestern University's Pritzker School of Law, and on the board of directors of Union Theological.

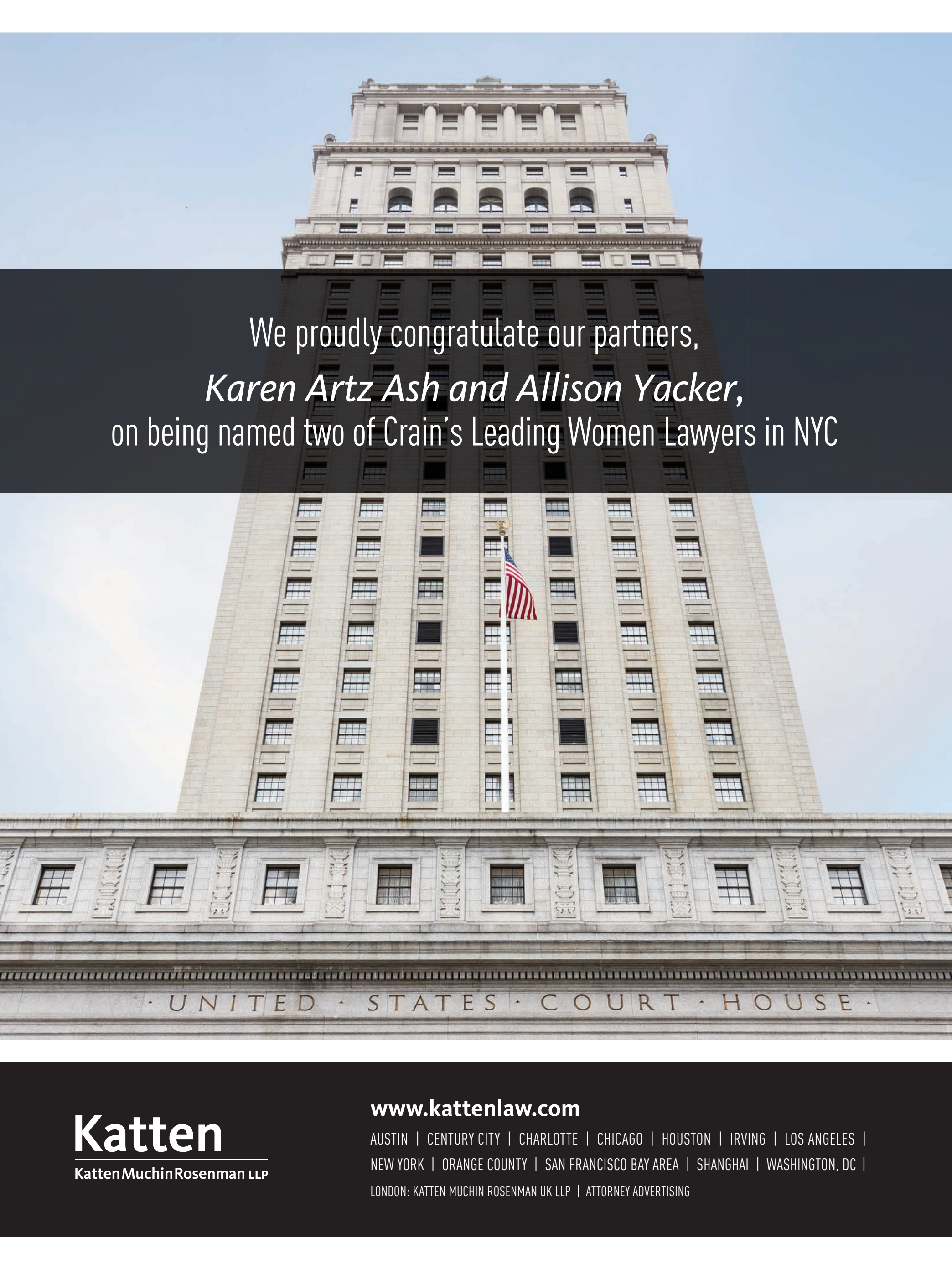


SANDRA C. GOLDSTEIN

*Partner
CRAVATH SWAINE & MOORE*

...
With a focus on mergers and acquisitions, securities and commercial disputes, Sandra Goldstein has represented clients in litigation cases representing a cumulative value of more than \$400 billion. Her significant client list has included corporations in the tech and retail spaces. She also serves as a member on the board of the trustees at New York University School of Law.

Today, women occupy 25% of law firm governance roles, nearly double the volume a decade ago[†]

A low-angle photograph of the United States Court House in New York City. The building is a tall, classical-style structure with many windows. An American flag is flying on a tall pole in front of the building. The sky is clear and blue.

We proudly congratulate our partners,
Karen Artz Ash and Allison Yacker,
on being named two of Crain's Leading Women Lawyers in NYC

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WENDY GOLDSTEIN

Partner
COOLEY

...

An expert on health care fraud and abuse, Wendy Goldstein has provided counsel to clients on pharmaceuticals and medical devices, and advised on government health care program compliance risks. She shares her expertise on these issues as an adjunct professor at Pace University School of Law. Goldstein has also done pro bono work in the field of pediatric oncology research.



WANDA N. GOODLOE

Senior vice president, general counsel
CBRE

...

Wanda Goodloe oversees the day-to-day operations of CBRE's New York tri-state region legal department, preparing and negotiating over 3,000 brokerage transactions annually. Goodloe has also provided legal advice to more than 500 brokers in the region. She has served on the board of The Harlem Community Development Corporation and the advisory board for African-American Real Estate Professionals of New York.

In 2006, women represented 30.2% of the legal profession; in 2016, that figure was 36%*



JENNIFER K. GRADY

Managing partner
RICHARDS KIBBE & ORBE

...

Jennifer Grady has applied her expertise on derivatives transactions, distressed debt and bankruptcy-claims to financial institutions including investment banks and broker-dealers. Notably, her resume includes working on financing facilities secured by solar renewable energy credits. Grady played a crucial role in creating the documentation, standards and customs adopted by the secondary loan trading marketplace.



KEISHA-ANN G. GRAY

Partner
PROSKAUER ROSE

...

Keisha-Ann Gray, who focuses on civil law, is respected for her handling of highly sensitive employment discrimination claims, earning victories in both state and federal courts. She also serves as co-head of the firm's policies, handbooks and training group. Gray is a columnist for *Human Resources Executive Online* magazine, and helps up-and-comers as a highly regarded mentor of junior lawyers.

Women have constituted more than 40% of law school students for more than 30 years†



TAA GRAYS

Vice president and associate general counsel,
information governance

METLIFE

...

Taa Grays heads MetLife's strategic management information lifecycle management program, a role that involves managing corporate ILM policies, processes, procedures, standards and tools. She co-chairs the technology governance committee and previously chaired the legal affairs' diversity committee. Grays is the former president of the Metropolitan Black Bar Association.



NICOLE L. GREENBLATT

Partner
KIRKLAND & ELLIS

...

Nicole Greenblatt's business law expertise has made her a leader in handling all aspects of corporate restructurings on behalf of debtors, creditors, equity holders and investors. She has worked on Chapter 11 cases and on matters that cross jurisdictions and borders. She was selected as a nominee to participate in the inaugural Next Generation Program at the National Conference of Bankruptcy Judges.



DARYN A. GROSSMAN

Partner
PROSKAUER ROSE

...

Daryn Grossman, who heads up her firm's life sciences group, works with clients in fields ranging from cloud computing, software and electronics to retail, fashion and entertainment. Previously, she served as a partner liaison to the Proskauer Women's Alliance, a resource affinity group for the firm. She often lectures on entrepreneurship and issues pertaining to tech, licensing and intellectual property law.



CAROLINE G. HARRIS

Managing partner
GOLDMANHARRIS

...

Eight years ago, Caroline Harris co-founded the firm GoldmanHarris, where she focuses on development rights deals and New York City zoning, land use and historic preservation. She has worked on a pro bono basis to promote sustainability-focused zoning modifications, and this year established the Caroline G. Harris Endowment for Leadership to support exceptional lawyers focused on policies affecting women and minorities.



CONGRATULATIONS, WANDA

We congratulate **Wanda Goodloe** on being named one of *Crain's* Leading Women Lawyers in New York City. We continue to be inspired by Wanda's integrity and drive, and applaud her positive impact on the NYC business community.



TANYA HOBSON-WILLIAMS

Principal
HOBSON-WILLIAMS

...
Tanya Hobson-Williams' practice, which focuses on elder law and guardianship matters, has been part of several key successes, including a recent reversal of a Supreme Court decision regarding easement access. When not working on cases, she mentors and provides pro bono assistance to young people in the LGBTQ community. She additionally provides free legal assistance to residents of senior-living facilities.



MARY BETH HOGAN

Partner
DEBEVOISE & PLIMPTON

...
Mary Beth Hogan utilizes her expertise on litigation and investigations practice areas as co-chair of her firm's litigation department. She has represented many large financial institutions, and has focused on actions involving the Department of Justice, attorneys general and Consumer Financial Protection Bureau, among others. She serves on the board of directors of Catalyst, the global nonprofit that supports female leadership in the workplace.



LENORE HORTON

Partner
FISHERBROYLES

...
An experienced entrepreneur, Lenore Horton provides legal counsel to businesses and nonprofits as well as investors and startups. Her expertise includes handling complex litigation involving embezzlement, copyright and trademark infringement, and sexual harassment. Horton has also lectured on international justice issues, with a focus on the intersection of business and human rights.



LISA K. HOWLETT

Senior vice president, general counsel and secretary

HUNTER ROBERTS CONSTRUCTION GROUP
...
Lisa Howlett ensures that Hunter Roberts is provided with effective counsel on all legal issues, with a focus on contractual and uninsured litigation matters. She also manages the company's ethics programs. Howlett is the former co-president of Episcopal Property Assistance, an affiliate entity of the Episcopal Diocese of New York that guides development of parish property.



NARGES M. KAKALIA

Member
MINTZ LEVIN COHN FERRIS GLOVSKY AND POPEO

...
Narges Kakalia specializes in complex business disputes, with a focus on matters including securities litigation, contracts, corporate governance and insurance coverage. She also advises clients on legal ethics, attorney-client privileges, big data and other issues. She manages the firm's pro bono practice for the New York office, and has had her pro bono work honored by Human Rights First.



SONG KIM

Staff attorney
ASIAN AMERICAN LEGAL DEFENSE AND EDUCATION FUND

...
Song Kim represents survivors of trafficking, on their applications for immigration relief and in federal civil litigation. She is a steering committee member of the New York Anti-Trafficking Network, as well as a member of the Brooklyn Human Trafficking Task Force and the Freedom Network. She regularly informs immigrant communities by giving Know-Your-Rights presentations.

In 2017, Women in Law Empowerment Forum gave its gold standard of certification to 44 big firms, meaning that at least 20% of their equity partners are female*



LAURIN BLUMENTHAL KLEIMAN

Partner
SIDLEY AUSTIN

...
As a global co-leader of the firm's investment funds, advisers and derivatives practice team, Laurin Kleiman represents investment funds and managers, with a focus on issues such as compliance, governance and reorganizations. She is co-chair of Sidley's committee on retention and promotion of women and has provided pro bono services to individuals seeking asylum in the U.S.



EVE I. KLEIN

Partner
DUANE MORRIS

...
Eve Klein specializes in employment law, labor relations and litigation. She particularly has expertise in laws and regulations affecting the workplace, including employment discrimination statutes, union representation, wage rules, employee benefits and more. Klein has spoken at conferences and annual meetings of the American Health Lawyers Association and New York State Bar Association, among others.

The percentage of female equity partners has remained relatively flat over the last 10 years (16% in 2007, 19% in 2017)†

Leadership. Vision. Dedication.

Greenberg Traurig congratulates our own **Nancy Mitchell** on her recognition as one of *Crain's Leading Women Lawyers in New York City*.

Nancy, your vision and commitment to clients, colleagues, and the community has earned you the respect as a trusted leader and role model.

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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MARNI J. LERNER
Partner
SIMPSON THACHER & BARTLETT

Marni Lerner practices in the corporate department, where her specialties include private divestitures, strategic investments and corporate and securities law. During her 25 years in the field, Lerner has worked on complex acquisitions involving many high-profile companies. She serves on Simpson Thacher's women's committee, which supports the advancement of female lawyers.



JANICE MAC AVOY
Partner
FRIED FRANK HARRIS SHRIVER & JACOBSON

In addition to serving as a member of her firm's real estate and litigation departments, Janice Mac Avoy co-chairs its pro bono committee. She is a well-regarded expert on, among other issues, complex commercial landlord-tenant disputes and creditors' rights. Her work advocating for women's reproductive freedom has earned her The Courage Award from the Women Lawyers Association of Los Angeles.

Slightly less than 25% of general counsel at Fortune 500 companies are women; 19.8% of general counsel at Fortune 501-1000 companies are women*



CARMELYN P. MALALIS
Commissioner and chair
NEW YORK CITY COMMISSION ON HUMAN RIGHTS

In her current post, to which she was appointed by Mayor Bill de Blasio in 2014, Carmelyn Malalis utilizes her many years of experience as an advocate for employee rights in the workplace. She previously co-founded and co-chaired law firm practice groups focused on LGBTQ rights and disability discrimination, and represented individuals in cases involving discrimination based on gender identity, gender expression, sexual orientation and religion.



MERCEDES M. MALDONADO
Senior associate attorney
KOEHLER & ISAACS

Specializing in labor and employment law, Mercedes Maldonado works on behalf of the labor interests of correction officers and other public and private employees in the workforce. Maldonado is experienced in labor arbitration and collective bargaining negotiations. Her legal victories under the "victims of domestic violence" amendment paved the way for other victims to assert their civil rights.

In 1899, 18 women denied admission to other bar associations created the Women Lawyers Club located in NYC[†]



JEANINE T. MARGIANO
Partner
WINDELS MARX LANE & MITTENDORF

Jeanine Margiano's real estate practice has included representing developers in the construction of affordable and supportive housing projects. She also serves as general counsel to both for-profit and not-for-profit companies, offering legal support on everything from intellectual property to non-disclosure agreements. She serves on the board of A Chance In Life, an international organization focused on assisting at-risk youth.



LORI MARKS-ESTERMAN
Partner
OLSHAN FROME WOLOSKY

As chair of Olshan's litigation practice group, Lori Marks-Esterman is the firm's youngest practice group leader. In addition, she co-leads the securities litigation practice group and the commercial real estate litigation practice group. Her experience ranges from contract and unfair-competition disputes to corporate dissolution. Marks-Esterman also mentors other female attorneys at the firm.



HAZEL-ANN F. MAYERS
Executive vice president, general counsel
SIMON & SCHUSTER

Hazel-Ann Mayers handles all legal affairs for the publishing juggernaut, including litigation, intellectual property and legal strategies for transitioning to digital publishing. Previously, she worked for Simon & Schuster's parent company, CBS Corporation. Mayers serves as a vice president of the New York City Bar Fund and as an advisory board member of the Women in Law Empowerment Forum.



MARJORIE MESIDOR
Partner
PHILLIPS & ASSOCIATES

Marjorie Mesidor has won significant awards and settlements for her clients—employees who have been sexually assaulted or discriminated on the basis of race, gender, disability and other protected characteristics. She regularly prosecutes Fortune 500 companies as well as smaller organizations. The Office of the Public Advocate has recognized her work against the disparate impact of "poor door" policies on rent-stabilized tenants.

Congratulations to Fried Frank's
Janice Mac Avoy,
Melanie Meyers &
Carol Rosenthal

and all of the other women featured in
Crain's Legal List 2018 Leading Women Lawyers



MELANIE MEYERS

Partner
FRIED FRANK HARRIS SHRIVER & JACOBSON

...
A member of her firm's real estate department, Melanie Meyers focuses on issues including land use, environmental review and public approvals. In this capacity, she draws on her previous experience as an architect and as general counsel to the NYC Department of City Planning. Meyers is a member of the WX New York Women Executives in Real Estate.



AKIKO MIKUMO

Managing partner, Asia
WEIL GOTSHAL & MANGES

...
At Weil, Akiko Mikumo advises on takeovers, mergers, proxy fights, spin-offs and strategic alliances, leveraging her three decades of experience with mergers and acquisitions. She is also a member of the firm's management committee. She is a regular participant on the Mergers and Acquisitions Update panel at the Practising Law Institute's Annual Institute on Corporate & Securities Law in Hong Kong.



PAMELA A. MILLER

Partner
O'MELVENY & MYERS

...
In addition to representing banks and insurance companies in litigation ranging from bank liability to securities fraud, Pamela Miller has conducted internal investigations on anti-money laundering compliance, accounting fraud and more. In this role, she has appeared before the Department of Justice and the Securities and Exchange Commission, among others. Her pro bono work for the Legal Aid Society has earned her accolades.



JESSICA M. MILLETT

Partner
DUVAL & STACHENFELD

...
Jessica Millett advises on domestic and international matters across industries, but specializes in U.S. tax issues arising out of cross-border real estate transactions. She's also worked with financial institutions on tax and compliance issues, including those related to tax treaty planning. She serves as chair of the firm's pro bono committee, helping assist clients in U-Visa and asylum applications.



congratulates partner



Pamela Miller

on her selection as one of Crain's Leading Women Lawyers in NYC. From her work on high-stakes litigation to her efforts championing diversity in the legal profession, we are extremely proud of her achievements.

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NANCY A. MITCHELL

Shareholder
GREENBERG TRAURIG

...

Nancy Mitchell is co-chair of the firm's national restructuring and bankruptcy practice. She is also the regional operating shareholder and co-managing shareholder for the firm's New York office, representing debtors, acquirers and creditors in complex distressed situations. In this role, she utilizes more than 30 years of experience as both an attorney and an investment banker. Mitchell is a member of the American Bankruptcy Institute.



CHRISTINE MONTENEGRO

Partner
KASOWITZ BENSON TORRES

...

One of a handful of female Hispanic lawyers in the country handling high stakes litigation matters, Christine Montenegro's specialties include protecting the rights of Native Americans. She's been instrumental in reconstituting Kasowitz's women's initiative committee, of which she is now co-chair and an active leader. In this role, she works with female partners, associates and staff to help ensure professional growth.



SHEILA M. MURPHY

Senior vice president and associate general counsel
METLIFE

...

Leader of the U.S. regulatory and retail litigation group, Sheila Murphy provides litigation, regulatory and risk mitigation advice. She serves on the advisory board to MetLife's U.S. Women's Business Network and previously served on the company's U.S. Diversity Task Force. Murphy is a member of the board of directors of the National Association of Women Lawyers.



JAIMEE L. NARDIELLO

Partner
ZETLIN & DE CHIARA

...

Jaimee Nardiello focuses on disputes involving construction, contracts and environmental/energy laws on behalf of her clients in the design industry. In her role, she negotiates contracts in transactions for high-profile construction projects, represents clients in commercial litigation, and works on intellectual property disputes. She is the current president-elect of Commercial Real Estate Women of New York.

Melanie Figueroa
Crain's Custom's Leading Women Lawyers in New York City




Mitchell Silberberg & Knupp
congratulates partner
Melanie Figueroa
on this recognition

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SHARON NELLES
Partner
SULLIVAN & CROMWELL
...

Sharon Nelles represents financial institutions and global companies in civil litigation and related regulatory, congressional and criminal investigations and enforcement actions. Her practice currently focuses on matters arising from the subprime mortgage crisis. She spearheaded the firm's founding sponsorship of Out Leadership, an organization supporting LGBT leaders in the financial services and legal professions.



LYNN K. NEUNER
Partner
SIMPSON THACHER & BARTLETT
...

Lynn Neuner represents clients including large financial institutions, pharmaceutical companies and prominent insurers. She focuses on litigation involving securities, mergers, insurance coverage and false advertising. Neuner has served in several prestigious roles, including as vice president of the Association of the Bar of the City of New York. She currently serves on the lawyers committee of the Inner-City Scholarship Fund.



AMANDA H. NUSSBAUM
Partner
PROSKAUER ROSE
...

Amanda Nussbaum specializes in the structuring of domestic and international private investment funds, and advises those funds on investment activities and operations issues. Nussbaum also advises not-for-profit clients on tax-related matters, including applying for and maintaining exemption from federal income tax. She is the co-author of the *New York Limited Liability Company: Forms and Practice Manual*.



MOYA M. O'CONNOR
Senior trial attorney
METLIFE
...

In her role, Moya O'Connor provides litigation counsel in fields such as premises liability, automobile liability, property damage, subrogation and personal injury. Outside the courtroom, she serves as founder and CEO of Caribbean Attorneys Network, Inc. (CAN), which aids in the development of attorneys, law students and legal professionals of Caribbean descent. O'Connor has also been published in the *New York State Bar Association Torts, Insurance, & Compensation Law Section Journal*.

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and
Lynn Neuner

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KATHLEEN PAKENHAM

Partner
COOLEY

...

Kathleen Pakenham's specialties include representing clients on tax shelter and tax fraud issues. She is a seasoned litigator with extensive experience advising clients at the prelitigation assessment phase. Pakenham is a member of the board of directors of the Legal Aid Society's Low-Income Taxpayer Clinic and of the global advisory board of the Women in Law Empowerment Forum.



MICHÈLE PENZER

Managing partner
LATHAM & WATKINS

...

A member of her firm's Finance Department and Banking and Project Finance Practices, Michèle Penzer specializes on strategic planning, client relations, recruitment and integration and diversity. Previously, she served as chair of the firm's diversity committee and associates committee. She also co-founded Women Enriching Business, an initiative dedicated to empowering women with tools to develop their business skills.



D. HARA PERKINS

Director
GOULSTON & STORRS

...

An expert in housing and economic development, Hara Perkins has helped structure significant real estate transactions and negotiated low-income-tax-credit transactions on behalf of investors and developers. She is known for incorporating new technologies into the practice of law, and serves as co-chair of the firm's multifamily housing industry group. Additionally, she is a regular speaker on industry issues and trends.



VERED RABIA

Partner
SKADDEN ARPS SLATE MEAGHER & FLOM

...

Vered Rabia focuses on the firm's real estate practice, including acquisitions, dispositions, developments, restructurings and joint ventures. She has worked with clients in connection with the acquisition, financing, development and disposition of office buildings, arts venues, senior living residences and more. Her pro bono work includes representing a nonprofit in developing a new high school building and covenant house in New York.



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Hara Perkins

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VALERIE RADWANER

Deputy chair and partner
PAUL WEISS RIFKIND WHARTON & GARRISON
...

Valerie Radwaner helps fashion, retail and luxury-brand companies with acquisition financings, asset-based loans and more. She is also a member of the firm's management committee, a partner in the finance practice group of the firm's corporate department, and deputy chair. Radwaner is a member of the 30% Club, an organization that has set a 30% target for women on corporate boards by 2020.



KARA I. SCHECHTER-RAKOWSKI

Partner
BELKIN BURDEN WENIG & GOLDMAN
...

Kara Rakowski specializes in administrative law, with a focus on rent regulation and human rights. She has represented owners in litigation involving agencies like the New York City Commission on Human Rights and the New York City Environmental Control Board, and advised owners on compliance with federal regulations for lead paint. Rakowski is responsible for introducing the human rights practice to Belkin.



JULISSA REYNOSO

Partner
WINSTON & STRAWN
...

Julissa Reynoso previously served as U.S. ambassador to Uruguay, and as deputy assistant secretary for Central American, Caribbean and Cuban affairs in the U.S. department of state. Her work has involved, among other things, advising on complex cross-border disputes and investigations. Her public-interest work—she's served on several nonprofit and advisory boards—has been recognized by the Hispanic National Bar Foundation.



AIMEE L. RICHTER

Partner
LEE ANAV CHUNG WHITE KIM RUGER & RICHTER
...

Aimee Richter serves as co-chair of the matrimonial and family law division at Lee Anav, the fourth-largest minority-owned law firm in New York state. Richter was sworn in this year as president of the Brooklyn Bar Association. She was also one of the founders of the Kings County Matrimonial Pro Bono Project and serves as co-chair.



Belkin Burden Wenig & Goldman, LLP
ATTORNEYS AT LAW

CONGRATULATIONS TO
Kara Schechter-Rakowski
ON HER ACCEPTANCE TO
The 2018 Legal List/Leading Women Lawyers in NYC!



RICKI E. ROER

Partner
WILSON ELSER

...

As chair of the firm's employment and labor litigation practice, Ricki Roer leads a team of more than 150 attorneys, and has litigated thousands of cases focused on labor and employment law. She's represented a range of clients, from multinational corporations to nonprofits. She also has expertise in the medical fields, and has worked with physicians and leading teaching hospitals.



NINA ROKET

Partner
OLSHAN FROME WOLOSKY

...

Nina Roket specializes in commercial real estate law, with a focus on leasing, conveyancing and finance transactions. She provides counsel for landlords at several office buildings in New York and for restaurateurs, and manages complex retail leasing projects across the nation. She is founder and chair of the firm's women's committee, a networking, business development and mentoring platform for female lawyers.



CAROL ROSENTHAL

Partner
FRIED FRANK HARRIS SHRIVER & JACOBSON

...

As a member of the firm's real estate department, Carol Rosenthal provides land use and development counsel to developers, businesses and nonprofits. She has successfully prosecuted applications for numerous government approvals. She is a member of Women in Housing and Finance Inc. and of the women's forum planning committee, a group that directs the firm's women's affinity group.



JENNIFER ROSSAN

Partner
SADIS & GOLDBERG

...

Jennifer Rossan, specializes in financial services disputes, including Securities and Exchange Commissions and Financial Industry Regulatory Authority enforcement actions. She also litigates complex commercial and employment law matters, including claims of wrongful termination and harassment. Previously, she served as senior counsel for the New York City law department and taught continuing legal education classes on trial practice.

OLSHAN



Olshan congratulates
Nina Roket & Lori Marks-Esterman
on their selection as Leading Women
Lawyers in New York City.

Their commitment to diversity and inclusion
reinforces our core values.

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SARA RUBENSTEIN

General counsel and senior vice president
CONTINENTAL VENTURES

...

Leveraging her 17 years of experience in the real estate and construction industries, Sara Rubenstein advises Continental Ventures on complex real estate and financing transactions, the lending platform and strategic business decisions. She has advised high-profile owners, lenders and developers in real estate acquisitions, dispositions and more. She recently won the St. Francis Food Pantries Woman of Valor humanitarian award.



Laurie S. RUCKEL

Managing partner
LOEB & LOEB

...

As the firm's trusts and estates deputy chair, Laurie Ruckel focuses on estate and succession planning, estate taxation and estate and trust administration. She has also worked on cases involving wills, gift-tax audits and prenuptial agreements. Ruckel is involved with Women and Wills, a free lecture series educating women on matters such as long-term health care, charitable giving and wills.



ALANNA C. RUTHERFORD

Partner
BOIES SCHILLER FLEXNER

...

Alanna Rutherford, who works with many of the firm's major clients, focuses on issues including antitrust and cybersecurity. On a pro bono basis, she's worked to challenge the removal of campaign finance limits. Rutherford serves as vice chairman of the board of Avenues for Justice, which promotes alternatives to juvenile detention, and is acting secretary for the board of New York Live Arts.



MELISSA SAWYER

Partner
SULLIVAN & CROMWELL

...

Melissa Sawyer, who also co-heads the firm's consumer and retail group, advises clients in a range of industries, including consumer and retail and cybersecurity. She advises clients on public and private M&A transactions, joint ventures, strategic alliances, corporate governance, activism and more. She is a lecturer in law at Columbia Law School, and a fellow of the American Bar Foundation.



We join in honoring Crain's

Leading Women Lawyers in NYC

including our friend and New York Office
Managing Partner

Laurie Ruckel.

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





BELINDA G. SCHWARTZ

Partner
HERRICK FEINSTEIN

...

As chair of the firm's real estate department, Belinda Schwartz advises developers, owners, funds, investors and family-owned real estate businesses on matters ranging from complex debt and property acquisitions to development deals and ground leases. She also counsels clients in portfolio deals for residential, hospitality and commercial properties across the nation. She is founder of Real Women of Real Estate, which works to empower women in the field.



MICHELLE J. SHAPIRO

Partner
DENTONS US

...

Michelle Shapiro has represented clients in connection with grand jury investigations, pre-trial proceedings, jury trials, sentencing, with a focus on issues including financial fraud, corruption, and computer crimes. Shapiro has also managed internal investigations of potential misconduct by corporate officers, employees and agents, including for Fortune 500 companies. She frequently speaks and writes about white-collar criminal issues.



ROBIN E. SILVERMAN

Partner
GOLENBOCK EISEMAN ASSOR BELL & PESKOE

...

Working in the media, entertainment, merchandising and online fields, Robin Silverman focuses on intellectual property litigation and counseling. Areas of specialty include theft of ideas, First Amendment issues, privacy and publicity rights, and more. She's co-chair of the intellectual property law section committee on transactions for the New York State Bar Association.



GEORGIANA J. SLADE

Partner
MILBANK TWEED HADLEY & MCCLOY

...

Georgiana Slade serves as practice group leader of the firm's trusts and estates group, representing corporate executives, hedge fund and private equity fund managers with estate, philanthropic and personal planning needs. She also advises on issues pertaining to the administration of estates and trusts. She is active with the Duke University Estate Planning Council and American College of Trusts and Estates Counsel.



TAKING WOMEN'S LEADERSHIP TO NEW HEIGHTS



Wilson Elser congratulates our partner Ricki Roer on her recognition by Crain's as among the Leading Women Lawyers 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.



AUDRA J. SOLOWAY

Partner
PAUL WEISS RIFKIND WHARTON & GARRISON

Audra Soloway co-chairs the firm's securities litigation and enforcement group, specializing in securities litigation, corporate internal investigations and enforcement proceedings and regulatory defense. She represents clients in investigations and enforcement proceedings brought by the Securities and Exchange Commission and state securities regulators. She is co-author of *Federal Securities Litigation: A Deskbook for the Practitioner*.



LISA J. SOTTO

Partner
HUNTON & WILLIAMS

Lisa Sotto is chair of the firm's global privacy and cybersecurity practice, managing partner of its New York office, and is on its executive committee. She is known for her work in privacy and cybersecurity, and serves as the chairperson of the Department of Homeland Security's data privacy and integrity advisory committee. She was selected to draft Serbia's data security and breach notification laws.



KATHLEEN M. SULLIVAN

Partner
QUINN EMANUEL URQUHART & SULLIVAN

Kathleen Sullivan is chair of the national appellate practice at Quinn Emanuel, the world's largest law firm devoted solely to business litigation. She has taught constitutional law to thousands of students, and as the former dean of Stanford Law School, was the first woman dean of any school at Stanford. Sullivan has argued 11 times before the U.S. Supreme Court.



STACIE E. TROTT

Partner
DUVAL & STACHENFELD

Stacie Trott specializes in commercial real estate law, with a particular focus on complex international transactions, including acquisitions, sales, financings and joint ventures (representing both money and operating partners). Her work has involved transactions across the U.S., Europe, Australia and Asia. Trott is the co-chair of the firm's international/cross-border real estate practice.

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~The Real Deal (October 2017)

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Congratulations to our Partner, Jeanine T. Margiano, on her recognition among the Crain's New York Leading Women Lawyers.

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CHRISTINE A. VARNEY
Partner
 CRAVATH SWAINE & MOORE
 ...

Before assuming her current role chairing the firm's antitrust practice, Christine Varney headed the Justice Department's antitrust division and served as a commissioner of the Federal Trade Commission. She's worked with clients in fields including cable, financial services, manufacturing, retail and transportation. She currently serves on the boards of trustees of the American Museum of Natural History and Third Way.



NAOMI B. WALTMAN
Senior vice president and associate general counsel
 CBS CORP.
 ...

As co-head of the CBS law department's intellectual property group, and deputy head of litigation, Naomi Waltman focuses on IP, defamation, employment and general commercial disputes. Waltman serves on the global advisory board of the Women in Law Empowerment Forum and co-chairs the Association of the Corporate Counsel-NYC Women's Group Steering Committee.



JAMIE WINE
Partner
 LATHAM & WATKINS
 ...

Jamie Wine is global chair of the firm's litigation and trial department, in which capacity she serves as a securities litigator specializing in, among other matters, class action litigation and Securities and Exchange Commission investigations. She also has significant trial and arbitration experience in areas outside the field of securities litigation. Wine regularly speaks about the role of women in the legal profession.



NICOLE WOOLARD
Associate
 DUANE MORRIS
 ...

Nicole Woolard works with clients to resolve and litigate issues arising from the construction process, and negotiates agreements for construction projects. Her work encompasses operating agreements, license agreements, property damage and more. She serves on Duane Morris' Women's Impact Network for Success, and provides assistance pro bono to survivors of human trafficking.

Congratulations to *Crain's* Legal List
 2018 Leading Women Lawyers in NYC.

Cravath is proud to have Christine Varney, Sandra Goldstein and Lauren Angelilli among this year's distinguished honorees for their work across the antitrust, litigation and tax fields.





ALLISON C. YACKER

Partner
KATTEN MUCHIN ROSENMAN

At her firm, Allison Yacker serves as both co-chair of the New York financial services group and as a member of the board of directors. She specializes in the asset management industry, providing counsel with respect to hedge funds, commodity pools and managed account platforms, and regularly advises seed investors. She is a member of the firm's Women's Leadership Forum.



ALICE YURKE

Partner
ALSTON & BIRD

Alice Yurke helps financial institutions structure financial products for hedging, arbitrage, balance sheet management and liquidity purposes. As an adviser to banks, broker-dealers, hedge funds and corporations, her cross-disciplinary experience enables her to formulate effective solutions for clients navigating the various regulatory regimes that impact them and their businesses.



TAURIE M. ZEITZER

Partner
PAUL WEISS RIFKIND WHARTON & GARRISON

Taurie Zeitzer, a member of the firm's private equity and mergers and acquisitions groups, has completed numerous multibillion dollar complex corporate transactions on behalf of some of the largest and most sophisticated global private equity firms. Zeitzer has served as a trusted advisor to Apollo Global Management since 1998 and to Searchlight Capital Partners since its inception.



HUI ZENG

Partner
ZENG LAW GROUP

Hui Zeng's firm handles matters in a range of areas, including immigration, corporate law, real estate and trust and estates for clients in both New York City and China. She has conducted seminars on topics related to employment-based immigration, real estate, and other topics. She serves on the board of the American Chinese Real Estate Society.



Latham & Watkins congratulates all of the talented women lawyers recognized by *Crain's*, including our partners Michèle Penzer and Jamie Wine.

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



Michèle Penzer



Jamie Wine

LW.com

Legal power: 100 female attorneys define success

LEADING
WOMEN
LAWYERS
IN NYC

Female lawyers are well aware of the slow improvement in statistics on gender equality for equity partners at the country's big law firms. About 50% of law school graduates and new associate hires are women, but women hold only 19% of equity partner and other leadership positions in law firms. That figure is up slightly from 16% a decade earlier, according to the 2017 annual report by the National Association of Women Lawyers on retention and promotion, which says that women are more likely to hold positions that are "either non-partner track and/or lower status than the ownership position of equity partner."

And yet behind those frustrating statistics are the stories of spectacular success. The 100 women on the inaugural list of *Leading Women Lawyers in New York City* serve in leadership roles, oversee mega-mergers, negotiate pre-trial settlements and are dedicated to advancing diversity. They are role models for the next generation of female lawyers. As success begets success, those stagnant statistics undoubtedly will rise, thanks to the trailblazers among *Crain's* 100 women lawyers.

"It is incredibly important for our women to see role models, and what is attainable," said corporate lawyer **Valerie Radwaner**, deputy chair of Paul, Weiss, Rifkind, Wharton & Garrison. "We talk about diversity and inclusion all the time. Clients bring it up. We know we're a stronger firm because we have diverse voices in gender and race."

Between 2012 and 2018, nine of the 29 people promoted to partner at Paul, Weiss were women. Having such role models "sends a powerful message to female lawyers that this is a changing world," says **Audra Soloway**, co-chair of the firm's securities litigation and enforcement group.

That same message is embedded in the stories of women like **Allison Yacker**, a member of Katten Muchin Rosenman's board of directors. Or **Lynn Neuner**, recently appointed one of Simpson Thacher's two administrative partners, only the second female to hold that post in the firm's 133-year history. Or **Colleen Caden**, chair of Pryor Cashman's immigration group and a member of the firm's executive committee. Or **Daryn Grossman**, co-chair of Proskauer's

250-lawyer global corporate department and head of the life sciences group.

Research shows that the factors working against the retention of female lawyers are work/life balance, unconscious bias and the gender pay gap. The mentoring message from our pack of power lawyers is that there are strategies to achieving work/life balance that are increasingly becoming formal policies.

Laurin Blumenthal Kleiman has devoted nearly 3,000 hours over the past five years to improving the experience of women at Sidley Austin, where she is firmwide co-chair of the committee on retention and promotion of women. The result is the implementation of significant new policies, benefits, programs and practices over the last three years that dramatically lowered attrition rates among women lawyers and raised the percentage of female partners.

To pull up the next generation, our leading women lawyers are deeply committed to mentoring. At the Arab American Bar Association, President **Yasmin Dwedar** speaks of a "great desire to mentor" among her group, which includes among its goals introducing high school girls to law as a career to boost the ranks of female attorneys of Arab descent.

Retention and mentoring also are key issues for **Jamie Wine**, Latham & Watkins' global chair of the Litigation & Trial Department and a mother of two. She calls it "disheartening" when a woman prematurely makes a decision to drop out of the partnership track because of work/life balance.

"You don't know what 10 years down the road looks like. I focus my mentoring on [the idea] that it's ok if you don't know how it will all balance out. You have no idea about your future support network or husband or in-laws," said Wine. "It's ok to have that uncertainty. You will have good days and bad, but don't lose sight of the big picture."

As they mentor, these leading women lawyers stress that how success is defined is a very personal choice. Asked what advice they would give younger female attorneys, our lawyers said that success to one woman may mean chairing her practice area, while others may lean toward motherhood and a longer path to partnership.

"There's no one definition of success," said **Taurie Zeitzer**, a Paul, Weiss senior

M&A partner and a mother who labels herself a "Type A, 24/7 person who doesn't sleep. Someone else will prioritize differently. The choices are personal."

"There is no one single path down the road," is the advice given to young women by **Terri Adler**, chair of the real estate practice at Duval & Stachenfeld. In an industry where seventh-year associates leave firms because of the pull of parenthood, retention is a key issue. "I can't provide them a plan or tell them here are the rules," she added, "but since I run the group, I can help craft a solution that fits their situation."

Adler speaks from experience. She didn't marry until she found a husband who would stand "shoulder to shoulder with me as a partner," she said, supporting her passion for her job. She gave birth at 39. How she found work/life balance spells success for her, but might not for another woman, she said.

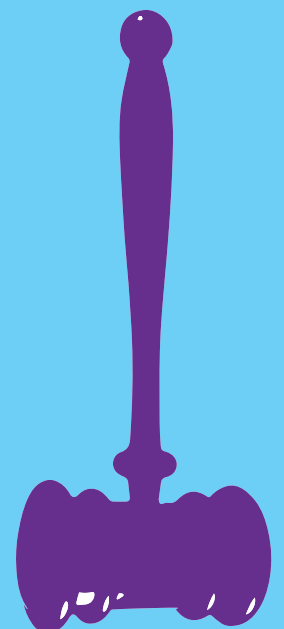
"As women, we want to do everything perfectly, to be the best lawyer, wife and mother. You get stressed out because you are trying to do something unachievable. So you make choices," she said. "Today I am putting my job first, and tomorrow it's the kids."

That Adler is a wildly successful lawyer, practice head and mother means she is a powerful role model for other women at Duval & Stachenfeld, where there are four females among 27 equity partners. Seven of 34 partners are female, three of whom are on alternative tracks with reduced hours.

Stacie Trott, a real estate partner nearing the due date of her first child when she spoke with *Crain's*, said "seeing Terri at the helm was very influential." Advice from Adler that particularly resonated: some days you are an amazing lawyer, other days an amazing mother, and that's ok. "The beauty of that is it takes the pressure off to be great at both," added Trott. "I know there will be good days and bad, and always a pull in both directions."

Such blanket permission to embrace a personal definition of success is sure to influence the retention rate of female lawyers, moving those gender parity stats in the right direction. And so to next year's crop of *Crain's* Leading Female Lawyers, take this message from the powerful women who came before you: It's ok to make a career decision that's right for you. Go ahead. They support you. ■

LEGALIST



2018