

**BAKER DONELSON**  
BEARMAN, CALDWELL & BERKOWITZ, PC

**WOMEN'S INITIATIVE  
EXPANDING EXPECTATIONS**

*"The power of women with passion is evidenced by the commitment and determination of the Baker Donelson Women's Initiative. In a relatively short time, the Women's Initiative has exploded, and there have never been more opportunities and challenges.*

*It is inspiring to see these fine women not only leading this Firm, but emerging as leaders, mentors and role models for the next generation of women professionals."*

**Donna Fraiche**

Women's Initiative  
Chair and First  
Woman President  
of the American  
Health Lawyers  
Association and Chair  
of the Louisiana Health  
Care Commission



The Baker Donelson Women's Initiative is committed to creating an environment where excellent female attorneys thrive, thereby increasing our ability to provide unparalleled client service.

**WE STRIVE TO MEET THIS GOAL THROUGH THE TENETS FROM OUR MISSION STATEMENT:**

- Create diverse client service teams
- Secure leadership roles for women
- Recruit and retain the best female attorneys in the country
- Mentor the next generation of women leaders

## **SPECIFICALLY, THE WOMEN'S INITIATIVE MENTORING PROGRAM IS DESIGNED TO:**

- **Promote a career-ownership mindset, guaranteeing short- and long-term associate success.**
- **Prepare women attorneys to take leadership positions, thereby building exceptional leaders within the Firm and community.**
- **Provide one-on-one training in the context of complex cases and assign a female mentor to all new women attorneys, developing the best talent in each legal field.**
- **Ensure superior legal work by women attorneys at all levels of practice, thereby meeting our clients' goals.**
- **Teach tips about client development, relationship building and responsiveness to client needs to enhance client origination, retention and expansion.**

*"I missed the guidance of more senior women during the early stages of my career. I served as the first chair of the Baker Donelson's Women's Initiative in order to enhance the professional development and mentoring relationships for our women attorneys."*



**Jill Steinberg**  
Shareholder,  
First Chair,  
Women's Initiative

*"I have stayed at the Firm for my entire career because of the culture of supporting and rewarding initiative and entrepreneurship. Whatever an attorney can envision that is good for the Firm and good for her practice, the Firm will provide the resources and support to make that happen."*



**Christy Tosh Crider**  
Shareholder and  
Leader, Long Term  
Care Team, Nashville  
Business Journal  
Health Care Hero and  
Top 40 Professionals  
Under 40

## Mentoring the Next Generation of Women Leaders

In order to cultivate top performance from our attorneys, Baker Donelson's Women's Initiative is committed to strong mentoring. The mentoring subcommittee provides one-on-one advice and networking activities to help women lawyers broaden their knowledge base, build relationships both within and outside the Firm, and achieve strategic goals.

*"Joining Baker Donelson gave me a chance to expand my practice throughout the footprint of the Firm, while sharing that practice with a large group of women who shared my drive for excellence in the practice of law."*

**Jan Hayden**

Shareholder and  
Fellow of the  
American College of  
Bankruptcy Lawyers  
and IWIRC Woman of  
the Year for 2011



1/2

NEARLY HALF OF  
OUR ASSOCIATES  
ARE FEMALE AND  
APPROXIMATELY ONE  
THIRD OF THE FIRM'S  
TOTAL ATTORNEYS  
ARE WOMEN

## Create Diverse Client Service Teams

Our Women's Initiative endorses diverse client service teams because we and our clients value that the collaboration of diverse viewpoints and thought processes makes us strong.

Our clients benefit from the diverse teams that Baker Donelson provides. Our women lead legal teams, from complex corporate transactions groups to jury trial teams. The Firm works to involve women in every type of representation, from the beginning of their careers. The result of early involvement is that every woman at Baker Donelson has an opportunity to lead. Our clients expect that our service teams be diverse, and we are meeting client demands.

***"The more diverse we are, the more power we have to meet the diverse needs of our clients."***



**Susan Rich**  
Shareholder, First Female Shareholder and Office Managing Shareholder and Chair of the Chattanooga Symphony and Opera Board

***"Clients themselves are diverse and their needs are diverse. To be a responsive and effective business partner, Baker Donelson assembles teams of its practitioners that complement those diversities and, thus, deliver optimum client service."***



**Jennifer Keller**  
Shareholder, Chair of the Labor & Employment Dept. and named to Women Who Make a Difference by Girl Scouts of the Appalachian Council

***“As a young lawyer, bar association activity gave me opportunities to serve and to learn. Shortly thereafter, bar leadership enabled me to appoint other women to positions that helped their careers. The experience of bar leadership prepared me for law firm leadership.”***

**Linda Klein**

Office Managing Shareholder and Chair, ABA House of Delegates



***“Baker Donelson is committed to promoting women to leadership positions. Through training current and future women leaders and mentoring women associates, Baker Donelson strives to create opportunities for women to become leaders both in the Firm and in our communities.”***

**Tonya Grindon**

Shareholder, Chair of the Securities Practice Group and 2011 President of the Nashville Pro Bono Initiative



## Securing Leadership Roles for Women

Female attorneys have been tapped for leadership roles across the Firm and in the communities we serve. Women serve on the Firm's Board of Directors, as office managing shareholders, as practice group chairs and as committee heads. In fact, women make up 16% of the most highly compensated attorneys in the Firm. Women serve on and lead the Firm Nominating and Governance Committee that selects the candidates that serve on the Board of Directors, the highest governing body in the Firm.

Baker Donelson's women attorneys serve in positions of respect and leadership in the U.S. and their communities as Presidents of major non-profit boards, associations and institutions.

## Recruit and Retain the Best Female Attorneys

Baker Donelson is committed to recruiting, promoting and retaining talented women professionals. The Firm has successfully recruited approximately 150 female attorneys over the past 10 years. Now nearly half of our associates are female and a little over one third of the Firm's total attorneys are women.

Baker Donelson adopted Firm policies and practices which allow attorneys the flexibility to balance their careers, families and interests. The Firm offers generous parental leave for primary and non-primary caregivers, flextime work schedules and support for working parents.

Baker Donelson has been widely recognized for its support of female attorneys, including being named one of the country's top law firms for women by *Multicultural Law* magazine since 2007 and being named one of FORTUNE magazine's "100 Best Companies To Work For" for three consecutive years. We are proud of the public recognition, but even more proud that so many female attorneys have chosen Baker Donelson as the law firm where they want to advance their careers.

***"In providing clients with the representation that they deserve and expect, it is important to recruit and retain attorneys with different talents, perspectives and experiences. Finding talented women who provide those differences is key to the success of a well-rounded, diverse firm."***



**La'Verne Edney**  
Shareholder and  
Member of the  
Mississippi Board of  
Bar Commissioners

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