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BAKER DONELSON Women's Initiative

Spring 2014

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E

W

S



Table of Contents

[Mission Statement](#)

[Featuring...](#)
Christy Crider

[Women in Leadership](#)
Q&A with Tonya Grindon

[Time Saver Savvy -](#)
Helpful Tips for the
Busy Professional

[On My Bookshelf:](#)
A Book Review

[Healthy Habits](#)

[City Spotlight](#)

[New Faces at the Firm](#)

[Honoring Our Women](#)

The Baker Donelson Women's Initiative is pleased to bring you the first edition of our newsletter, *Thrive*. Our Newsletter Chairs, Jennifer Keller and Amy Mahone, have done a fantastic job and I know that you will find it useful and enjoyable to read. From Q & As with Women in Leadership and Time Saving Tips to a Book Review and Tips on Health for Women, you will find information to help you *Thrive*. Let us know what you think; we would love to hear your ideas for future issues of *Thrive*.



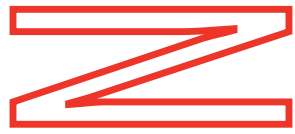
Christy Tosh Crider
Chair, Baker Donelson Women's Initiative

Mission Statement

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

Baker Donelson formed the Women's Initiative to:

- substantially improve the recruitment and retention of women attorneys;
- increase the representation of women in leadership positions at the Firm and the communities we serve;
- heed the call of our clients to provide a more diversified attorney team; and
- improve career development for our women attorneys, thereby enhancing the economic viability of the Firm



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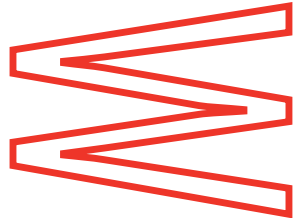
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Featuring...



Christy Crider
Shareholder and Chair of
Women's Initiative
Nashville

Are Women's Initiatives Really Needed?

Baker Donelson was just named for the fifth year in a row to FORTUNE magazine's "100 Best Places to Work" – the highest-ranked law firm. I joined Baker Donelson as a 25-year-old new litigator and never once seriously considered practicing law anywhere else. By any measure we have successful women leading our great firm – our number of female attorneys, number of female partners and number of women serving on our governing board beat the national averages. So, the question is: Is "good" good enough? Is comparing ourselves to the national average the right bar, or do we measure ourselves by a higher bar? Baker Donelson didn't become "The Best" by settling for "good."

Baker Donelson is passionate about serving our clients. Clients are best served when the best of the talent pool advances.

Around 50 percent of law school students and new associates are women. Yet, across the nation, only 25 percent of partners, 15 percent of equity partners and 11 percent of law firm board members are women. Baker Donelson beats all of those national statistics.

But it raises the question, what happens to the 35 percent of the talent pool that we lose between law school and equity partnership? Why are women not making it to our law firm boards in the same percentages as they are making it into our associate ranks? And, most importantly, as law firm leaders, what is our obligation to our firms and our clients to keep those women in the talent pool all the way up to equity partner and leadership positions?

This is a question that must be asked individually by each firm.

At Baker Donelson, we see it as our mission to make a visible path to success for every attorney who is willing to work hard.

This includes those talented women who leave the profession between law school and equity partner. And it's the right thing to do. The law firm of the future will have many roads that lead to success based on the talents of the attorney taking the journey. And, attorney contributions that make us a better firm won't all look alike, yet all will play an important role in making us a great firm, and all will be rewarded.



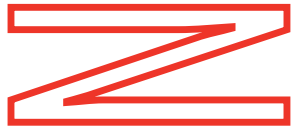
Things to Look Forward to Across Our Offices

Atlanta
Women's Leadership Forum, 4.11.14
Client Appreciation, Late Summer
Wrap it Up!, December

Baton Rouge
Look for exciting upcoming events

Birmingham
Look for exciting spring event details

Chattanooga
Behind the Curtain, April
SETLAW



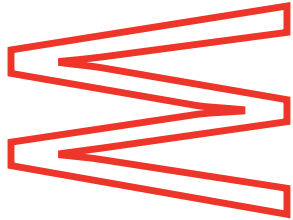
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Featuring..., continued



There is no magic formula to achieve this. It takes hard work, not just on the part of our women rising through the ranks, but also on the part of our leaders who have embraced this mission. We have some exciting things planned for the Baker Donelson Women's Initiative this year. We have 12 new committees of our Women's Initiative, each with a different piece of the plan to accomplish our common mission for 2014. From our first edition of the Women's Initiative Newsletter, which you are kindly taking the time to read, to such topics as Programming, Mentoring, Parental Leave, Pathways to Leadership, BakerReads, Marketing and Retention to name a few. We have four male leaders from within our Firm who have assumed

leadership roles in the Women's Initiative, including our CEO who serves on our advisory board and attends all of our meetings. And, our 19 offices have 42 Women's Initiative client events planned for this year, so please join us for one. You will like the women you meet there; they are the current and future leaders of our Firm.



When national averages show that women make up 50 percent of our equity partners, governing bodies, practice group leaders and highest compensated attorneys, then we can revisit this question of whether Women's Initiatives are really needed.



Women in Leadership: A Q&A with Tonya Grindon

Things to Look Forward to Across Our Offices
Fort Lauderdale
Look for exciting spring event detail

Houston
Look for exciting spring event detail

Jackson
Look for exciting spring event detail

Johnson City
Tailgate Party Cooking Demonstration, 8.19.14

Knoxville
Margarita Event Comedy for a Cause, September



Tonya Grindon
Shareholder, Chair of the Securities Group and Member of Board of Directors
Nashville



Congratulations on recently being named to Baker Donelson's Board of Directors. How did you rise to this level of leadership within the Firm?

Thank you. I am so honored and humbled to be selected to the Firm's board. Rising in leadership has a lot to do with just raising your hand and showing a commitment. When I was a young associate at Baker Donelson, about 16 years ago I was interested in being on the Nashville recruiting committee. When the recruiting chair at the time asked me to join, I jumped at the chance. Six years later, I was asked to take over as chair of recruiting, and I immediately said yes.

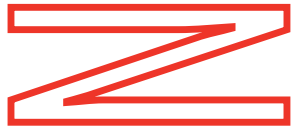
In 2008, I was asked to serve as group leader of the securities/corporate governance group and have served as the group leader since that time. I believe my efforts showed my commitment to making the Firm great at all levels of service, but also well prepared me for the greater challenges of serving on the Firm's Board of Directors.



What are the challenges of being a woman at a senior level within a large law firm?

Female leaders have obstacles to overcome right out of the gate. To the point, one of the most compelling case studies on gender perception conducted by researchers at Columbia Business School, though 10 years old, still rings true. It is the Howard/Heidi study: real-life successful entrepreneur Heidi Roizen was profiled as herself and as a fictional Howard with exactly the same professional accomplishments. When the

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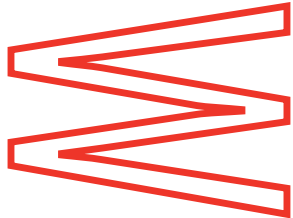
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Women in Leadership, *continued*



students reviewed Howard's resume they thought Howard would be an excellent person to have within a company because he was someone who got things done, was a team player and was very likeable. When students were asked to review the true owner of the resume (Heidi Roizen) they judged her to be more selfish (i.e., out for herself) and less desirable than Howard, even though she was viewed as being equally as effective. When I was an associate, a male partner called me "too aggressive" and "high maintenance" and my practice chair told me in my evaluation that I was sometimes perceived as "difficult." Perception can have a powerful impact on how we think and act. But don't get me wrong – I think being liked is very important to leading others; I just don't think you can get too hung up on it.



Things to Look Forward to Across Our Offices

Memphis
Hands On Community Service Wrap it Up!, December

Nashville
Startups Entrepreneur Event, 4.3.14
Singer/Songwriter Event, 5.22.14
Wrap it Up!, 12.11.14

New Orleans
Holiday Marketplace, December

Orlando
Winter Park Boat Tour, 4.19.14

Washington, D.C.
Wine Pairing to Benefit N Street Village, May



Are there any real no-no's when it comes to working your way up the corporate or professional ladder?

Don't be in it just for yourself. I've seen lots of attorneys torpedo their careers by not being team players. Plus, at the end of the day, I think working as a team toward a common goal can be much more satisfying than working alone.



Are there things businesses can do that would help them increase retention of promising female leaders?

Definitely – give your workers more flexibility. I completely agree with Anne-Marie Slaughter in her article from the July 2012 edition of *The Atlantic*, "Why Women Still Can't Have It All," when she said that "Having control over your schedule is the only way that women who want to have a career and a family can make it work." The ability to be there for your daughter's musical performance or your son's Halloween party at school is priceless. And I have to say, the flexibility I have as a shareholder is tenfold to the flexibility I had as an associate. In our practice, there is really no such thing as required "face time." So long as you get the work done, make your hours and do a great job, you can craft a schedule that works for you. And I truly make no distinction between going home in the afternoon to let your dog out and going to pick up a child. Whether you are married, single, childless or have four kids, businesses need to understand that you have commitments outside of work. And if we allow you to meet those commitments, you will be a much happier worker.



What advice would you give to an aspiring female professional?

The most important thing any young professional can do is to have an advocate who is vested in her success. If you have someone who will make sure you have good assignments and receive proper credit, and who will introduce you to people who will further your career, you will have so many advantages. But having powerful advocates isn't a given. Women need to earn it by demonstrating stellar performance and unflagging loyalty. My mentee knows that I will always be a staunch advocate for her. But she has earned my loyalty and respect by providing excellent services for our clients and showing an unflagging commitment to our practice group.



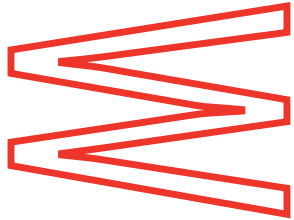
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Women in Leadership, *continued*



Outside of the firm, can you name someone you particularly admire and tell us why?

Hillary Rodham Clinton has been my role model since I was 20 years old. I've always admired her for her strong work ethic and ability to strongly advocate for what she believes in, even if it may be controversial. When Hillary Clinton was elected to the U.S. Senate in 2001, she became the only American first lady to hold national office. When she lost her bid for the

presidency in 2008, she accepted the job as Secretary of State; in that position, she worked hard and became widely admired for her intelligence, drive and success. During her tenure as Secretary of State, Clinton used her position to make women's rights and human rights a central talking point of U.S. initiatives. To me, she exemplifies how hard work, strong convictions and perseverance pays off – and I believe women throughout the world stand to benefit from her efforts.

Time Saver Savvy – Helpful Tips for the Busy Professional

No matter what your career or life circumstance, there just aren't enough hours in the day, right?

So we thought we'd provide some handy tips for saving some seconds, minutes or hours here and there. In each issue of our newsletter, we'll feature some of your ideas along with some of ours.



Meal Planning: Was "eating better" on your resolution list? There are lots of companies that deliver ingredients for making healthy meals. While they aren't as cheap as buying the ingredients yourself, they are very convenient. A couple to try: [Blue Apron](#) or [Magic Kitchen](#).

If you want to buy your own ingredients, a meal planning subscription may be just the trick for you. See [The Fresh20](#), [emeals](#) or [The Six O'clock Scramble](#). Most let you customize the menu choices (i.e., vegan, kid-friendly, etc.). Also, lots of cities have great services that will deliver restaurant food to your door. [GrubHub](#) is one of those and seems to be taking the nation by storm. Another idea is caterers who sell complete, healthful meals for pick-up. [Cooper Street 20/20](#) in Memphis is an example of one. A slow cooker is a must – invest in one with a timer. Check out [AllRecipes.com](#) for lots of great slow cooker ideas.



Finances: Websites and apps have opened a whole new world to those responsible for keeping track of the family's finances. [Mint](#) is just one example. But even if you are not tech-savvy and don't want to access another service, your own bank likely has services that will save you time, including automatic bill pay and smartphone check deposit.

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Time Saver Savvy, *continued*



Cleaning: Invite company over. We know everyone cleans when guests are coming, and it seems to help us decide which tasks are really essential.

And opinions may differ on this, but many professional women say that hiring a cleaning service was the first splurge they made once financially able – and very few would say it wasn't worth it! You'd be amazed how many of your other tasks you can complete in that extra time, or how much more rewarding it is to spend weekends playing with your kids instead of cleaning the bathrooms.



Appointments: Look for doctors, dentists, hair stylists, etc., who operate outside normal business hours; many will now take appointments earlier than 8:00 a.m., after 6:00 p.m. or on weekends.

If yours doesn't, ask for the first appointment of the day or the first appointment after the lunch break.



Helping with Homework: Now that school is a full-time job for most school-age students, mom and dad often find themselves bogged down with homework help after putting in a full day's work.

Teach your kids to make lists themselves, first thing upon arriving home, and to decide the order in which they will tackle projects. It's amazing how much time is saved when kids don't go into "vapor lock" trying to tackle everything at once. Shoot your kids' teachers an email before long breaks (like fall, spring and Christmas breaks) to find out what projects are upcoming. You can stock up and prepare over those breaks so that you don't find yourself out at midnight the day before the project is due looking for just the right kind of glue!

We'd love to hear your ideas!

[Click here](#) to comment on our thread. We'll feature some of your ideas in upcoming issues.



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On My Bookshelf: A Book Review

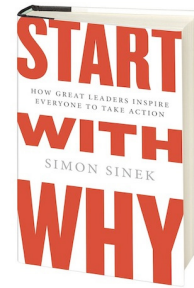


Guest Reviewer:
Nancy Degan
Shareholder
New Orleans

Start with Why, by Simon Sinek

In my role as chair-elect of the ABA Section of Litigation, I plan – a lot. The Section has approximately 60,000 members, 70+ committees and task forces, a myriad of great publications (and publication boards), two annual major meetings which attract thousands of attendees from across the country, and three leadership meetings at which the Section's 300+ leaders expect to be inspired and energized. As I prepare to lead this group (gulp), I constantly survey the landscape for interesting and informative books and presentations on effective leadership. My quest recently led me to a TED Talk featuring author Simon Sinek, explaining the concepts underlying his book *Start With Why*. I was so captivated by the TED Talk that I downloaded the book on Audible, listened to it while I drove back and forth to work, and then bought the hard copy version. As you might guess, I highly recommend this book.

In a nutshell, Sinek provokes the reader to think about why people and organizations do what they do.



He gives concrete examples of the results achieved when people and organizations deliver performances based on their “whys,” and what happens when they do not. From Southwest Airlines, to Apple, to Microsoft, to Sinek himself, these

examples inspire examination and action geared toward matching what we do with why we do it. If an organization's “why” is made clear by its leaders, the members of that organization can more easily and clearly understand what is expected of them, and perform consistent with the organization's vision. The elegance of Sinek's message is its simplicity, but his delivery of that message engenders the understanding of a concept which I hope will make me a better leader, and which I find myself applying to my actions outside my ABA role, as well. In short, Sinek's book provides some life lessons from which I think any reader could benefit.

What do you think?

Do you have a recommendation for a book we should review?

[Click here](#) to comment and make suggestions for future book reviews.



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Healthy Habits

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Meghan Morgan
Associate
Knoxville



Juggling Life and Health

As twenty-first century women, we are used to doing it all. Today, most American women juggle some combination of work and family.

According to the Cleveland Clinic, less than 12 percent of families these days are “typical” – i.e., where the father is the sole breadwinner and the mother is home with children. In fact, the Cleveland Clinic reports that 70 percent of married women with children under the age of majority are in the workforce. For women, juggling traditional roles at home along with ever-increasing responsibility at work can be empowering, irritating and distressing. Keeping all the balls flying ultimately can result in role strain, stress, burnout and failing to take care of our own health.

In addition to conditions that only affect women, such as pregnancy, menopause, and ovarian and cervical cancers, other medical conditions play a large role in women’s health. Women may have greater concerns than men over aging, caregiving, emotional health issues and skin care. For those of us “doing it all,” we need to be aware of threats to our health, especially those that are preventable, and seek knowledge on how to avoid those threats. According to statistics from the Centers for Disease Control and Prevention, the top causes of death among adult women in the U.S. include heart disease, stroke, cancer and chronic lower respiratory disease.

In order to protect ourselves we need to know our risk factors, manage chronic conditions and take steps to reduce our risks. While we cannot eliminate some risk factors such as family history, we can control risk factors for heart disease, stroke and cancer by doing things such as: quitting smoking, eating healthy, watching our weight, increasing physical activity and managing stress. To avoid respiratory disease, we can avoid exposure to pollutants, and to prevent respiratory infections, wash hands regularly and get yearly flu vaccines.

Most of us have trouble juggling. The woman who says she doesn’t is someone whom I admire but have never met.

– Barbara Walters

The bottom line, according to the Mayo Clinic, is that women need to recognize the stresses and risk factors that we face and make conscious decisions that lead to a healthier, longer life. Such decisions will allow us to continue to juggle our multiple and varied roles for years to come. We owe it to ourselves and our families and co-workers to be cognizant of our health. The truth is that neither our families nor our workplaces would be the same without us.

What are some of your favorite health tips?

[Click here](#) to suggest health tips for future issues.



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City Spotlight: Chattanooga

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Sara McManus
Associate
Chattanooga

Women's Initiative Helps Revitalize Women's Law Organization

Members of the Chattanooga Women's Initiative have been instrumental in the revitalization of the Chattanooga women's law organization, Southeast Tennessee Lawyers' Association for Women (SETLAW). SETLAW is a professional organization committed to furthering the role of women in the law and in the local community through programs that inspire and inform its diverse members.

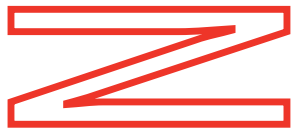
SETLAW has gone through a period of hiatus over the last several years. [Jamie Morton](#) and [Sara McManus](#), associates in the Chattanooga office, got involved with several other attorneys in the Chattanooga area to get SETLAW back in the spotlight. In the fall, both Jamie and Sara were elected to SETLAW's now very active board of directors.

Over the course of the past year, SETLAW has had a variety of successful and well attended events, including programs such as "Lionesses of the Bar," featuring a panel of Chattanooga's most esteemed practitioners (including our own lionesses - [Virginia Love](#) and [Susan Rich](#)); "Ladies of Justice," featuring a panel of area judges; and a lunch event with Chattanooga Mayor Andy Berke.

Most recently, with the help of Jamie, Sara and Chattanooga Women's Initiative leader [Amy Mahone](#), SETLAW held part one of its three-part Rainmaking Series ("Market - Engage - Nurture"), which is being generously sponsored by Baker Donelson. [Jennifer Keller](#), who sits on Baker Donelson's Board of Directors and heads up the Firm's nationally acclaimed Labor and Employment practice, braved the Tennessee snow to travel from Johnson City to share her wisdom with SETLAW's members. Jennifer explained her approach to marketing by analogy to something she loves - shoes! Jennifer's message to young attorneys is to be yourself and find the style of marketing that fits your personality.

Baker Donelson's Women's Initiative is proud to be such a big part of SETLAW's revitalization. Part two of the Rainmaking Series, which will discuss how to engage and keep clients, will take place in March.





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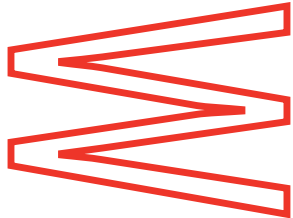
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New Faces at the Firm



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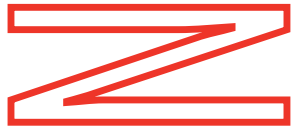


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For the fifth consecutive year, Baker Donelson has been named one of FORTUNE's 100 Best Companies to Work For.® The Firm is ranked 31st on the 17th annual edition of the list, which recognizes companies that have exceptional workplace cultures. This is the Firm's highest ranking ever, and it is the highest ranked law firm on the list.



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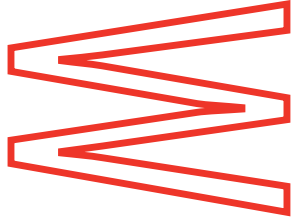
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Honoring Our Women



Thrive, the Baker Donelson Women's Initiative newsletter

Editors:

[Jennifer P. Keller](#)

Shareholder

Johnson City

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[Amy W. Mahone](#)

Of Counsel

Chattanooga

[Email Amy](#)

We want your feedback!

Let us know what you think and share tips and tricks with us [here](#).

Donna Fraiche

2014 Esprit de Femme Award from LSU
Profiled in Law360 Female Powerbrokers Series

Christy T. Crider

New chair of the Baker Donelson Women's Initiative
Named as a judge for the 2014 *Nashville Business Journals* "Women of Influence" awards

Linda Klein

Profiled in Law360 Female Powerbrokers Series

Nancy L. Johnson

Appointed to NaviMed Capital Health Policy Council

Sheila Burke

Named chair of Baker Donelson's Federal Public Policy Group

Tonya Grindon

Named to the Baker Donelson Board of Directors

Carol Owen

Named to the Litigation Counsel of America's new Advisory Board;
received Peter Perlman Service Award from LCA

Amy Andrews

Chosen for the State Bar of Georgia Leadership Academy

Kristin Miller

Chosen for the State Bar of Georgia Leadership Academy

Mackenzie Ledet

Re-elected to the Young Lawyer's Section Council of the Baton Rouge Bar Association

LeAnn Mynatt

Elected as a fellow of the Tennessee Bar Foundation

Laine Glisson Oliver

Named to The Manship School of Mass Communication at LSU Board of Visitors

Natalie Bolling

Included in Who's Who in Black Alabama's "Top 20 Leaders Under 40" special section

Whitney M. Harmon

Recognized as one of *Memphis Business Journal's* "Top 40 Under Forty"

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