

# BAKER DONELSON

## WOMEN'S INITIATIVE

### STRIVE



Issue 1, 2018

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In our first *Strive* newsletter of 2018, we've focused on ways women share the "Mental Load" – a recent viral concept that is the likely culprit behind our seemingly constant exhaustion. Our attorneys share tips on how they outsource the "emotional labor" of managing their households and how they navigate their relationships with their partners. We hope that you will enjoy Carol Owen at TeamHealth's thoughts on the dos and don'ts for women as they climb the corporate ladder, and learning how to create a stellar business development plan in our first "Back to Basics" column from [Steve Griffith](#). Then, take a Baker's Dozen Road Trip through Florida with travel tips from women that work in our Florida offices. As with each of our newsletters, we hope that you find comfort

and inspiration in the personal thoughts shared by our attorneys and clients. And, after reading this issue, we hope that you find it a bit easier to tackle splitting your emotional labor. As Christine Hutchinson, executive editor for *Psyched in San Francisco* noted, "Relationships are hard work, they require labor. Sometimes they are tiring. But hopefully, they can be a mutual exchange, so that both parties can alternate working and being worked for, fighting and being fought for. When we all pitch in to dismantling and rebuilding our relationship houses, perhaps we can finally, together, get some rest."

– *Strive* editors



[Catherine Crosby Long](#)



[Sarah-Nell H. Walsh](#)



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## SHARING THE MENTAL LOAD: TIPS AND TRICKS TO GET YOUR SANITY BACK

[Catherine Crosby Long](#), *Shareholder, Birmingham*



In mid-2018, it is likely that most couples have had a discussion about the division of labor in their household, particularly if they are juggling children or aging parents. Facebook COO and author Sheryl Sandberg discussed the need to find an “equal partner” in her book, *Lean In*, as did Brigid Schulte in her work, *Overwhelmed*. Despite our awareness of the need for a partner willing to share in the chores of our daily lives – and our insistence that our partners or spouses do more around the house – to date, there has been less emphasis on the need to split the “emotional labor” that keeps our households running. For instance, most men report that they are wholly willing to perform their fair share of household duties – when asked or reminded to do so. This leaves the wife to bear the entire burden of organizing, remembering, and planning everything in her family’s life, which can leave us mentally exhausted. Just as communication improved the division of physical labor and childcare in our partnerships, it can also help us to share the mental load as well. Schulte recommends that households figure out all of the work that it takes to run a household and family, divide the tasks accordingly, and “Set common standards. Automate. Create systems for who does what, so you don’t have to keep negotiating and keeping score, and find a way to keep each other accountable. Stop redoing chores that you think your partner has done badly.” The split may never be 50/50, but it will certainly feel more fair.

We hope the following tips will help you to begin the conversation with your spouse or partner, so you can begin to share the mental load in a more collaborative and healthy way.



Be intentional and specific when dividing responsibilities with your partner, and then make shared lists (my favorite is through the Notes app on my iPhone). Your partner will gain a better appreciation for the hundreds of unspoken tasks you’ve been handling, and you’ll both be accountable for making sure the train stays on the tracks. Also, don’t give in to the women-bear-the-load lexicon! For example, my husband never “babysits” our kids. He’s a parent, and that’s what he does when he’s with them. Relegating him to “babysitter” not only implies that caring for his children is not his responsibility, but it also devalues his role.

Lastly, ask yourself, “Would I rather do an hour of work than spend an hour on this chore?” If the answer is “yes,” it’s time to delegate it. (Lawn mowing, anyone?) Oh, and Amazon Subscribe & Save. Enough said.

[Caldwell G. Collins](#), *Shareholder, Nashville*



Outsource where it won’t break the bank. Using the in-office dry cleaning service saved my sanity. I could never get to the dry cleaner timely during the week, and I cursed myself the entire way there and back when I had to do it on the weekend. I may pay \$1 or so for delivery, but that \$1 is worth the gas and time saved any day of the week! I also have zero shame in the fact that I regularly serve leftovers and have to outsource the preparation of a fully prepared (or frozen) meal by Wednesday or Thursday of every week. We try to cook homemade meals Sunday through Wednesday, so that means leftovers through the course of the week. My family knows to expect to eat a meal for at least two nights. By Thursday, I happily let Publix, Costco, or frozen pizzas do the cooking for me.

A friend also shared her mental load tip with me a few years ago: Don’t be afraid to let the interior of your car look like a disaster relief zone. There’s only so much time and energy to keep your spouse, children, and animals alive, along with the requirements to keep your home in a somewhat sanitary condition. Her resolution – just give up on the interior of the car. It’ll be a disaster by tomorrow anyway, even if you clean it today.

[Katy G. Furr](#), *Shareholder, Atlanta*

## SHARING THE MENTAL LOAD, *continued*



Order Blue Apron every few weeks – it adds interest and variety to your family’s dinner options. Send your Honey-Do lists to their work email address and your loving partner will see it. Identify all likely conferences at the start of the year and then line up grandparent visits and family vacations to coincide. Identify non-major school holidays, and coordinate childcare with other working parents – a half day is better than no day. Finally, you know what needs to be done and what you can live without. In our family, keeping a tidy and clutter-free home is important to our mental well-being. On the other hand, when we have a busy week at work, we’ll do a week of sandwiches for dinner with ease. I’ve always taken comfort from author J.K. Rowling’s experience: “People very often say to me, ‘How did you do it? How did you raise a baby and write a book?’ And the answer is – I didn’t do housework for four years. I am not superwoman. And, um, living in squalor, that was the answer.”

[Kavita Goswamy Shelat](#), Associate, Memphis



My best tip is to utilize a grocery service. ClickList at Kroger has been a lifesaver since I had my daughter. When I was on maternity leave, my nanny could pick up our groceries for us and put everything away before the kids woke up from their naps. Now my husband and I are able to schedule delivery when it is convenient, and we don’t have to worry about dragging two kids to the store on Saturday morning. I think it helps us be more cognizant of how much we’re spending, too, because with every click to our cart, we see the price increase.

Food delivery apps like BiteSquad.com have revolutionized my family’s life when it’s a hectic night. You can put an order in at any time during the day and pick the time you want it delivered, and voila! Dinner’s served! After you use it once, it saves your address and credit card information, so you don’t have to do anything but pick your food selections and click “order.”

[Kacie McRee](#), Shareholder, Knoxville



Prayer! In addition to that, my tips are weekly meetings on Sunday nights to highlight important events; a whiteboard calendar in the kitchen so everybody sees travel dates, upcoming games, doctor appointments, etc.; and a grocery delivery service (amazing!).

[Jodi D. Taylor](#), Shareholder, Atlanta



My husband has agreed to do the household chore I hate the most, and I have agreed to do the one that he hates the most (they’re not the same chore, fortunately). We are both saved from doing one thing we would really like to avoid, and we feel extra grateful to each other for doing it. It doesn’t reduce the load, but it makes it slightly less miserable!

[Ashley Thompson](#), Associate, Atlanta



Buy a house as close to work as possible – no one has time for a long commute plus kids. Hire a housekeeper to come multiple times per week with laundry duties – the money you spend is WELL worth your sanity. Have a nanny (even if only for after school) who has authority to make decisions and has contacts with everyone else in your life (housekeeper, grandparents, etc.) so they can function without running everything through you. Use dinner delivery services like “[Katie’s Plates](#),” which has locations in several cities. I use them frequently, especially when I travel. They deliver hot, healthy, pre-cooked meals. Finally, Amazon Prime – love it, live it, it is my right-hand man.

[Sara M. Turner](#), Shareholder, Birmingham



My best tip is to think broader. Don’t just share your mental load with your husband; share it with every caregiver. Put your babysitter to work helping you run your household, and give your older kids responsibilities beyond just getting ready in the morning. Use a shared Google calendar to include appointments and reminders – this may have saved my sanity. Final tip: laundry service. #promove

[Sarah-Nell H. Walsh](#), Shareholder, Atlanta

## INTERVIEW WITH CAROL OWEN, CHIEF COUNSEL FOR REVENUE PAYMENT INTEGRITY, TEAMHEALTH

Interviewed by [Caldwell G. Collins](#), 615.726.5762, [ccollins@bakerdonelson.com](mailto:ccollins@bakerdonelson.com)



### **TELL US ABOUT SOME OF THE LEADERSHIP POSITIONS YOU HELD IN YOUR CAREER AND HOW YOU ACHIEVED THOSE POSITIONS.**

Prior to law school, I had an academic career. At the time I applied to law school, I was chair of a two-year college department including English, journalism, theater, French, and German. During and after law school, I was vice president and then president of Telluride Association, a non-profit organization focused on advancing the principles of democratic government and public service through educational opportunities. Keys to achieving these positions were commitment to the institutions' missions; a broad educational background and wide-ranging interests; hard work; luck; and being in the right place at the right time.

### **WHAT ARE THE CHALLENGES OF BEING A WOMAN IN A SENIOR IN-HOUSE COUNSEL POSITION?**

Key challenges include bringing excellence to the job every day, learning a new skill set while thinking strategically, and developing internal and external relationships that help me advance the company's goals. TeamHealth is committed to diversity, including the advancement of qualified women, so it is a great working environment for men and women. I don't see particular challenges that arise because I am a woman, particularly compared to some of the overt sexism that sometimes manifested itself in traditional law practice.

For example, I have on many occasions been stopped by courthouse security in cities and towns where I don't practice regularly and told, "This is the attorney's-only line" and then required to show my bar card to prove I was an attorney, not a court reporter. Meanwhile, my male law partners sailed right through, even though they too were unknown personally by the security personnel. I was once told by a judge to "be sweet" and "simmer down," while in court representing a large banking client in a commercial dispute. The same judge had to be told repeatedly during the same status conference that I represented the bank, not the plaintiffs – something that seemed quite puzzling to him. While I try to be inspired to excellence by

these events, not demoralized by them, they are nonetheless unfortunate reflections of a society in which sexism still flourishes, despite the many advances made in recent decades.

### **HOW DO YOU PUT TOGETHER YOUR IDEAL LEGAL TEAM? DOES DIVERSITY PLAY A ROLE?**

Putting together legal teams is at the heart of what I do as Chief Counsel for Revenue Payment Integrity. I manage complex litigation across the country, with the goal of recovering tens of millions of dollars in non-payments or underpayments. I have engaged counsel for more than a dozen such cases in the past three months. I only hire lawyers who are highly disciplined and highly ethical; who are hard-working and committed to excellence; who play to win; who have a sense of humor; and who enjoy their work. I prefer to hire lawyers with subject matter expertise, though that is not always possible. I like to know the partners in charge of the cases have a deep bench, can delegate effectively, and respect the junior partners, associates, and paralegals who are on their teams. Of the seven legal teams I have hired to do TeamHealth litigation, four have women in first-chair roles, and there are African-American and Indian-American female lawyers in key positions.

### **ARE THERE ANY REAL "DON'TS" WHEN IT COMES TO WORKING YOUR WAY UP THE CORPORATE OR PROFESSIONAL LADDER?**

I think of life in terms of what you should do rather than what you should not do, but here are a few tips:

- Don't get discouraged if you don't see a mentor who looks like you. When I began my practice, there were no women in powerful positions to be my mentor, which shows you how far we've come. I was very fortunate to have men who sponsored me and believed in my abilities. I credit those men for being supportive and inspirational, which affords me the opportunity to mentor junior women now.

## INTERVIEW WITH CAROL OWEN, *continued*

- Don't underestimate the importance of hard work and investment in relationships early in your career. The seeds you plant as a young professional are essential for a strong business practice 20 years down the road.
- Don't be passive in seeking mentorship. Successful practitioners are extremely busy, but you will find that they are eager to invest their time in the next generation. Ask someone to lunch; seek their feedback on a course of action; knock on their door when you need advice.
- Don't ignore guidance from someone in a senior position. The advice might seem trivial or you might disagree with it, but it will help you learn what is important to your superior.

### WHAT ARE THE TOP THREE PIECES OF ADVICE YOU WOULD GIVE TO AN ASPIRING FEMALE PROFESSIONAL?

1. Work really hard.
2. Take the long view.
3. Develop relationships with mentors who believe in you, are enthusiastic about you, and will share their honest opinions with you.

### WHO IS SOMEONE WHOM YOU PARTICULARLY ADMIRE OR WHO HAS HAD A SIGNIFICANT IMPACT ON YOUR CAREER AND WHY?

I admire my long-time mentor and friend Judge Robert L. Echols, who was Chief Judge of the U.S. District Court for the Middle District of Tennessee when I clerked for him. Shortly before I started a summer internship with him, I called his assistant to ask what time I should arrive each day. She said, "There really isn't any set time." I asked, "Well, what time does the Judge come in?" She said, "No one really knows." I assumed she meant that, what with the life tenure and guaranteed salary, he just came in whenever he liked. Actually, she meant that no one knew because no one in the chambers arrived before the Judge came in – which turned out to be about 7 a.m. every day. The Judge always set an example of working hard to "keep

the wheels of justice turning in the Middle District." He was inevitably fair, compassionate, and thoughtful. He gave his clerks great responsibility for addressing questions of civil law, but he always did the criminal work himself, because he did not want to delegate such a grave responsibility to others. When Judge Echols sentenced people to federal prison (as I often saw him do), he never did so with a tone that was condescending or condemning; rather, he always took time to give them a talk about hope, self-improvement, and turning their lives around through education. He held devout religious views, but never imposed them on anyone in his courtroom or chambers. He always sought fairness and justice, and he expected excellence of the lawyers practicing in front of him. He occasionally shared stories of his own clerkship days with Judge Marion Speed Boyd, who had been appointed by President Roosevelt and confirmed in 1940. Judge Echols was a law clerk in Memphis when the Civil Rights Act of 1964 had just been passed, and there was no precedent to guide the Court. Those clearly were interesting times.

Judge Echols generally had one male clerk and one female clerk, both of whom he held to rigorous standards of excellence, and he generally wanted his clerks to be at different points along the political spectrum, so there would always be diversity of viewpoints in chambers. When I entered private practice, the Judge continued to be my mentor; he appointed me to interesting cases, and he was a font of career advice. While I admire him for always taking his responsibilities seriously, I also admire him for the moments of humor that occasionally resulted. For example, I worked with him over a four-year period on the notorious *Deja Vu* case (as an intern and a law clerk), which raised a First Amendment challenge to the new Tennessee law requiring exotic dancers to wear latex pasties and a G-string instead of dancing totally nude. The plaintiffs (including *Deja Vu* and the *Diamonds and Lace Showbar*) brought in a professor who purported to be an expert in "interpretive dance." The expert opined that the requirement of wearing pasties and a G-string eviscerated the message the dancers sought to convey. As the Judge remarked: "Carol, it just goes to show – you can find an expert in anything."

## BACK TO BASICS: CRAFTING A BUSINESS DEVELOPMENT PLAN THAT WORKS FOR YOU

*Editor's Note: Our ongoing "Back to Basics" column will focus on simple business development and marketing tips for women. Steve's thoughts on creating a business development plan are invaluable and proven by his success in developing new business.*

– [Steven F. Griffith, Jr.](#), 504.566.5225, [sgriffith@bakerdonelson.com](mailto:sgriffith@bakerdonelson.com)



In my experience, the number one factor in professional success lies in the ability to become self-sufficient by generating your own work. Often, that involves the creation of a comprehensive business development plan that keeps your goals visible and helps you stay on track. Here are my basic rules for creating a business development plan that actually leads to results:

**Plans should be in writing.** I use post-it notes to manage “to-do” lists that keep me accountable.

**Plans should be specific.** Include key items that you will work on in the coming year.

**Goals should be realistic.** Attainability is a factor, and reaching goals keeps you motivated.

**Self-awareness is a key component.** Know what your own strengths and weaknesses are and how best you can capitalize on them.

**There is no one “form” plan.** Your plan should be a recognition of what works for you. Plans that are styled exactly like one created by someone else likely won't work.

**Plans are fluid.** If you create a plan and fail to ever review, revise, or refer back to it, you'll accomplish very little. For example, if a target company is acquired, your steps to getting that company's business should also change.

**Revise your plan annually.** But, understand that revisions will continue throughout the year.

**Style your plan organically.** Use the business development process to craft your plan as you move through the following sections: **1)** existing clients, **2)** new clients, **3)** client visits, **4)** personal productivity goals, and **5)** civic activities.

**Client visits are key.** Visits are the most important way to build relationships and generate new work. Often, you leave meetings with a better understanding of at least two or three additional client needs.

**Personal productivity matters.** Clients want hard workers. Your productivity speaks to revenue, but is also a place to note your commitment to the number of hours that you will spend to client development.

**Civic activities raise your profile.** Volunteering on non-profit boards and membership in civic clubs and organizations help other leaders know what you do – and can lead to additional business development opportunities. Be intentional with your community outreach goals.

**Set goals for existing clients.** You have built-in credibility with existing clients. Ask your client what their total legal spend is each year. What is our portion of that spend? What types of work should we be doing for them? What are the very next steps to get that work?

**Include specific credentialing goals.** Everyone should have an elevator speech, but what will that speech include in ten years? What do you specifically need to do to get there? Identify the publication, the deadline to write the article, and its focus to keep yourself moving forward.

Although business development plans are personal, there is value in sharing them. Find a trusted sponsor or mentor that will review your plan with you and provide meaningful feedback. Then, use your plan as a roadmap from where you are in your business to where you want to be.

## BAKER'S DOZEN – 13 TIPS TO MAKE YOUR NEXT FLORIDA GETAWAY GREAT

As the temperature rises and the days get longer, our thoughts turn to planning vacations to the Sunshine State. The women of Baker Donelson's Fort Lauderdale, Orlando, and Tallahassee offices provided their tips to help you travel like a pro.

1. [Wakulla Springs State Park](#) near Tallahassee. Take a glass-bottomed boat tour in crystal clear water to see manatees and wildlife close-up and play in swimming area. It's not just for nature-enthusiasts.
2. Shopping in Orlando and Fort Lauderdale. If you enjoy discount shopping, the outlet malls in these cities are heaven. The malls are crowded during the middle of the day on the weekends and during the holiday shopping season
3. Tampa. Hotels outside of the downtown area are relatively quiet after business hours. I recommend the South Tampa area, or to stay at a property on one of the beaches. Note that there are not many areas around there that are "walkable" from a hotel.  
– [Marisa Dorough](#), Associate, Orlando
4. [Park Avenue in Winter Park](#) (just north of Orlando). The brick-lined street that begins at the entrance to [Rollins College](#) is full of charm – an art museum, a train station, a park, great shopping, and one of my favorite restaurants, [Bosphorous Turkish Cuisine](#). The [Winter Park Scenic Boat Tour](#) leaves every hour and is a fun way to see the waterfront homes and hear a little bit of local history (Winter Park was once home to Rollins grad, Mr. Rogers). Visit the [Louis Comfort Tiffany](#) stained glass museum to see all their beautiful works. On Saturdays, there is a popular farmer's market and twice yearly the wonderful [Winter Park Sidewalk Art Festival](#). The [SunRail](#), the light rail system, goes through this area and can take you to our office in downtown.
5. The best way to cool off on a hot day in Orlando is with [Jeremiah's Italian Ice](#). It is a refreshing and delicious creamy or fruity treat (depending on your flavor) with the option to layer in frozen yogurt (a combo referred to as a "gelati"). My order is the same every time: all ice, half cookies and cream, and half "Scoop Froggy Frog" (Jeremiah's-speak for mint chocolate chip).  
– [Michelle Zaltsberg](#), Associate, Orlando
6. Visiting during stone crab season (October 15 – May 15), but don't want to wait for a table at Joe's? Check out [Joe's Take Away](#) next door, grab your claws to go, and head a block south to [South Pointe Park](#) and set up a picnic overlooking the water. In addition to grabbing some side dishes to share, don't forget to load up on wet-wipes, little forks, and bibs – stone crabs are delicious, but quite messy!
7. Architecture fan? Check out the guide-led and self-guided Art Deco Walking Tours from the [Miami Design Preservation League](#) (MDPL), which will guide you around South Beach's famous Art Deco buildings. Pick up info at their welcome center at 10th Street and Ocean Drive. If you're big on true crime, the MDPL also offers a "South Beach Scandals" walking tour the second Saturday of the month.
8. Hit up the bar that was voted #18 out of the 50 Best Bars in the World – [The Broken Shaker](#), located in the Freehand Hotel on Miami Beach. Indulge in a hand-crafted cocktail, the punch of the day, or ask the bartender to create something to suit your taste preferences. Pro tip: call to reserve a table in advance. The restaurant onsite, 27, is also a great choice for dinner or brunch.
9. Check out graffiti and art by artists both local and international in Wynwood. You could easily spend a day wandering the [Wynwood Walls](#) and the galleries located within. Stroll up NW 2nd Avenue and check out the boutiques and galleries along the way. Grab a meal, snack, or juice at Coyo Taco, Wynwood Kitchen + Bar, Alter, Kyu, The Salty Donut, Dr. Smood, JugoFresh, or a host of other options, and drinks at Brick House, Gramps, Wood Tavern, or anywhere in between.

## BAKER'S DOZEN, *continued*

- 10.** Don't be scammed into a "Happy Hour" special at any establishment along Ocean Drive – you'll walk away \$50 poorer and with a massive sugar-induced headache. If people-watching on Ocean Drive is what you're in the mood for, grab breakfast or brunch at [News Café](#) or [Front Porch Café](#), or a drink at the [Clevelander](#). There are great spots for people watching at any establishment along Lincoln Road and Espanola Way as well.
- 11.** For a night out without the lines, velvet ropes, and "lists," check out [Rec Room](#) at the Regent, [Basement](#) at the Edition, [Sweet Liberty](#) (all on Miami Beach), or [Ball & Chain](#) (on Calle Ocho in Little Havana). Basement also has a small bowling alley and an ice skating rink. Sweet Liberty has the best non-frozen pina colada ever. Ball & Chain is a revitalized 1950s Latin-music venue, which often has live music in their outdoor, pineapple-topped bandshell.
- 12.** There's more to Miami than South Beach. Check out the recently-revitalized [Coconut Grove](#), the always-interesting [Little Havana](#), and the luxe shopping and interesting public art of the [Design District](#). And forget the car because parking, especially around South Beach, is scarce and expensive. Uber and Lyft are a Miami visitor's best friends.  
– [Eve Cann](#), Shareholder, Fort Lauderdale
- 13.** We are so blessed to live so close to the beautiful beaches on the Florida Panhandle. My favorite beach is [Rosemary Beach](#) on 30A. The beach is beautiful and there are fun clothing and home boutiques and restaurants contained in a walkable area. [The Pearl](#) is a small gem of a hotel right in the center of Rosemary Beach. As Rosemary's popularity continues to rise along with the crowds, we also enjoy visiting Carillon Beach and Panama City Beach near St. Andrews State Park, which is quiet and beautiful. If you're looking for a destination this fall, late September and early October are wonderful times to visit the Panhandle, because the summer crowds are gone and the weather is still warm enough for swimming.  
– [Dena Sokolow](#), Shareholder, Tallahassee

## 20 QUESTIONS WITH MICHELLE ZALTSBERG

By [Michelle F. Zaltsberg](#), 407.367.5433, [mzaltsberg@bakerdonelson.com](mailto:mzaltsberg@bakerdonelson.com)

Our Women's Initiative Orlando Office Leader, Michelle Zaltsberg, answered 20 questions that make us want to grab a box of brownie mix and head to her house for dinner and binge-watching her favorite shows.

- 1. If you weren't a lawyer, what would you be?**  
A cookbook editor
- 2. What are the three qualities that got you where you are today?** Intelligence, curiosity, and fear of failure (but it didn't hurt that I come from a family of lawyers and court reporters)
- 3. What was the moment you felt you made it?**  
Paying off my student loans!
- 4. What change would you like to see in the legal industry?**  
More gender equality in the upper ranks
- 5. How did you make your first dollar?** As a hostess at the Bimini Bay Café at SeaWorld Orlando at age 15
- 6. What was the last thing you binge-watched?**  
*The Crown* and currently in season five of *The Americans*



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## 20 QUESTIONS, *continued*

7. **What book left a lasting impression on you?** I loved *Unbroken* by Laura Hillenbrand
8. **What movie has the greatest ending?** My favorite movie, *You've Got Mail*
9. **What food are you not ashamed to admit you love?** Wise brand Cheese Doodles, which I seldom allow myself to eat, because once I start, I cannot stop
10. **If you could live abroad, where would it be?** Paris
11. **What is one thing you're exceptionally good at?** Carving a roast chicken
12. **What is one thing you're epically bad at?** Singing. I couldn't carry a tune in a bucket
13. **What superhero power would you want to have?** Stopping time
14. **What is something that's better in theory than in practice?** Made from scratch brownies – nothing beats the box
15. **What store can you not leave without buying something?** Target is the obvious, but very true, answer
16. **How do you clear your mind after a bad day?** Hanging out with my 2-year-old daughter
17. **If you could compete in an Olympic sport, what would it be?** Figure skating
18. **What are three qualities you thought you wanted in a partner?** Intelligence, a sense of humor, and ambition
19. **What are three qualities you now know matter?** Kindness, patience, and intellectual curiosity
20. **What relationship advice would you give to your younger self?** Spend more time having fun with your girlfriends and less time worrying about relationships

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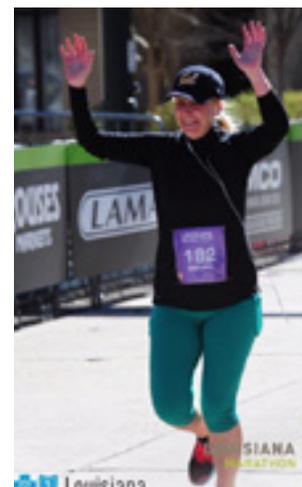
## OFFICE UPDATES



The Chattanooga Women's Initiative hosted its annual Sip & Shop in November. Clients and guests were invited for an evening of networking and shopping for unique items to get a head start on their holiday gift-giving.



Elizabeth Liner and Natalie Maples



Natalie Maples

Kudos to Baton Rouge attorneys [Elizabeth Liner](#), [Natalie K. Maples](#), [Felicia Morris](#), [Layna Cook Rush](#), and [Amanda Spain Wells](#) who completed the Louisiana Marathon races on January 13 - 14. Natalie kicked off the events with a 5K, while Beth and Felicia completed the 10K. Layna and Amanda finished the half marathon, and Natalie wrapped up the weekend by completing her second full marathon.

## NEW FEMALE FACES

Baker Donelson is proud to announce the addition of the women attorneys and advisors featured below to our team.

### HOUSTON



[Melissa Vest](#)  
Advocacy

### MACON



[Ashleigh Smaha](#)  
Health Law

### NASHVILLE



[Bronte Prins](#)  
Real Estate

### WASHINGTON, D.C.



[Jean Dober](#)  
Corporate Restructuring  
and Bankruptcy

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## BAKER DONELSON WOMEN IN THE NEWS



*Christy Crider and Ben Adams*

[Christy Tosh Crider](#) Recognized with [Great Place to Work® For All™ Leadership Award](#)



*Catherine Long, Eve Cann, and Kristine Roberts.*

[Catherine Crosby Long](#), [Kristine L. Roberts](#), and [Eve A. Cann](#) represented Baker Donelson at the National Association of Women Lawyers conference in Miami at the end of February



[Phyllis G. Cancienne](#) (Baton Rouge), [Nancy Scott Degan](#) (New Orleans), [Jan M. Hayden](#) (New Orleans), and [Patricia B. McMurray](#) (Baton Rouge) were recognized as "[Top 25: 2018 Women Louisiana Super Lawyers](#)"



[Donna D. Fraiche](#) recently represented Baker Donelson and traveled to Chicago to attend meetings with Kenichiro Sasae, the Ambassador of Japan to the United States, along with Consul Generals, Honorary Consuls, and other Japanese-American leaders



[Micheline Kelly Johnson](#) Profiled in [Lookout Mountain Mirror](#)



[Alisa Chestler](#) Quoted in [BNA's Health Law Reporter](#) on Steps Toward Nationwide Health-Data Exchange



[Cynthia Blake Sanders](#) Quoted on Spotify Copyright Suit in [Westlaw Journal Intellectual Property](#)



[Paula Estrada de Martin](#) Comments on the Use of Sovereign Immunity for Patent Protection in [Tech Transfer eNews](#)



[Jacqueline Henson](#) and [Bill Robinson](#) Talk with [HealthLeaders Media](#) About Tax Law's Impact on Non-Profit Executive Compensation

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## BAKER DONELSON WOMEN IN THE NEWS, *continued*



[Jill Steinberg](#) Discusses Impact of Late Electronic Medical Record Entries on Malpractice Claims in [ED Legal Letter](#)



[Whitney Harmon](#) and [Jennifer Curry](#) Discuss Best Practices for Workplace Harassment Investigations in [Bloomberg BNA Labor & Employment Blog](#)



[Martha Boyd](#) Quoted in [Society for Human Resource Management](#) on Preparing Workplaces for Violent Incidents



[McKnight's Long-Term Care News](#) Highlights [Emily Wein](#) Webinar on Telehealth



[Rachel Barlotta](#) Profiled Among [Birmingham Business Journal's](#) 2018 Top 40 Under 40



[Ashley Thomas](#) Discusses Cybersecurity of Medical Devices in [Wolters Kluwer Health Law Daily Wrap Up](#)



[Georgia Super Lawyers](#) Highlights [Linda Klein's](#) Year as President of the American Bar Association



[Knoxville News Sentinel](#) Highlights [Jamie Ballinger's](#) State Senate Candidacy

[Linda Klein](#) Quoted in [National Law Review](#) on Protections for Attorney Device Searches at International Borders



[Doreen Edelman](#) Discusses Potential Impact of Steel and Aluminum Tariffs in [Law360](#), [Trade & Industry Development](#), [U.S. News & World Report](#), [CNBC](#), [South China Morning Post](#), and [Inc.](#)



[Jodi Taylor](#) Quoted in [Bloomberg BNA Occupational Safety & Health Reporter](#) on Sexual Harassment as a Workplace Safety Issue for OSHA



[Dena Sokolow](#) Profiled Among [Tallahassee Democrat's](#) 25 Women You Need to Know



[Beth Liner](#) Interviewed on [WAFB-TV](#) Regarding Forum35 Charity Event

[Dena Sokolow](#) Talks About What Inspires Her to Help Others in [Tallahassee Democrat](#) Video

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