

BAKER DONELSON

WOMEN'S INITIATIVE

STRIVE



Issue 3, 2019

This is an advertisement.

It's hard to believe that we are inching towards the close of calendar year 2019. The holiday season is in full swing. The start of the holiday season that will usher in the beginning of a new year is just days away. As we reflect on the past year, we strive for joy. We find joy following achievements and successes and after shifts in perspectives that allow us to optimistically see the glass half-full. We seek joy as we enjoy cherished time with family and friends, and act intentionally and purposefully to help those in need. We feel gratitude for gifts received and fulfillment in knowing that one's abilities and talents made a difference in the life of another. In this issue of *Strive*, we explore being intentional about fostering joy in our personal and professional lives. There is always room for more joy!

– *Strive* editors



Kristine E. Nelson

Of Counsel, Memphis
901.577.8267

knelson@bakerdonelson.com



Dena H. Sokolow

Shareholder, Tallahassee
850.425.7550

dsokolow@bakerdonelson.com



TABLE OF CONTENTS

[Make Joy a Plan](#)

[Q&A with Anna Long-Humphrey, In-House Counsel for DCI Donor Services, Inc.](#)

[Ideas to Spark Joy in Your Office](#)

[Baker's Dozen: Gift Giving](#)

[20 Questions with Kacie McRee](#)

[Office Updates](#)

[New Female Faces](#)

[Exciting Recognitions of Our Women's Initiative and Attorneys](#)

[Baker Donelson Women in the News](#)

[Women's Initiative Social Media](#)

MAKE JOY A PLAN

[Christy Tosh Crider](#), 615.726.5608, ccrider@bakerdonelson.com



The quest for joy, it's a tricky one. The journey to joy is filled with mirages, things that look like they will bring joy until we reach them, and then the image evaporates. Many unhappy professionals spend a lifetime with joy just beyond their reach. I don't have the answers, but I've spent 20 years thinking about the right questions to ask. Asking the right questions helps us to create a detailed roadmap to the destinations that bring us joy. Think of that map as your Joy Plan. I suggest that you consider ten things when making your Joy Plan.

1 Be intentional in determining what brings you joy.

Yogi Berra said, "If you don't know where you are going, you will probably end up someplace else." Start your renewed quest for joy by creating a Goals List, a list of 100 things that are likely to bring you joy. My friend and career coach, Cordell Parvin, taught me 15 years ago to divide my list into four categories: physical (example – sleep eight hours each night); financial (example – save enough to buy a beach house); spiritual/relationships (example – have a daily devotional); and professional (example – build the best Women's Initiative in the country). Commit the time and honesty it takes to get this right. Then gut check it with a few people who know you well. Have them ask you hard questions about it. When you feel settled on your Goals List, start the satisfying work of filling it with checkmarks – bask in the joy of reaching a beautiful place that does not evaporate just before you arrive. This step is the intentionality on which the rest of your Joy Plan hinges.

2 Find joy in hard work and a job well done.

On our quests for joy, we often find we are exhausted, physically and emotionally. Embrace that, it's okay. Temper your periods of exhaustion with periods of rest and rejuvenation. Perspective is really important here. I find perspective by tracing up my family tree and seeing how my parents and grandparents labored to earn their livings. They worked in a shoe factory, opened a flea market, worked on another man's farm, gave traffic tickets, taught science to middle schoolers, and fought in wars. They worked as hard or

harder than I do and found their rewards in providing for their families, really enjoying their co-workers, and in a job well done. My dad played in a softball league with his fellow policemen. My mom played volleyball with her fellow teachers. My grandfather formed a band with his fellow soldiers in the navy where he played harmonica and sang. My parents put in way more hours than their government jobs required because they found joy in a job well done. One of the greatest gifts we can give our children is to model for them the love and celebration of hard work.

3 Stop thinking that your passions must be your profession.

It is perfectly fine for our profession not to be our greatest passion. We can spend our lives wishing we had pursued music, or we can start a band at the office or volunteer to work with a children's choir. We can spend our lives wishing we had been a coach, or we can volunteer to coach our kids' sports teams. We can spend our lives wishing we had opened a little restaurant with a rotating menu, or we can find the joy in preparing lovely meals for our friends and family. And, consider that if your passion was your profession, that might be a joy mirage. I've talked with those whose professions are their life's greatest passion (ministers and artists, for example) and some have expressed to me that the requirement that they provide for their families through the business side of their passion lessens the joy they find in it. Whether our profession is or is not something that stirs wild passion in us should be no obstacle to our ability to experience full joy.

4 Look at your life through the lens of a lifetime and not a day.

Really meaningful, joy-filled lives are filled with stressful, long days. Don't measure your joy with a short stick. As you retrace your steps to the things that brought you the most joy, do you find a lot of missteps and pain? Let's take raising children for example. How many parents launch a child into adulthood and conclude – that parenting thing was so easy, we nailed that, no problems at all? On the flip side, how many parents after raising a child think back to the long days, the failures along the way and conclude – wow, I made a ton

MAKE JOY A PLAN, *continued*

of mistakes, I was tired a lot, and my kid was not perfect, yet that was one of my life's most satisfying journeys? We can apply that same sort of perspective to the other things that are important enough to make our Goals List. It widens the lens through which we look for joy.

5 Take a long look at your failure, learn from it, then flush it.

Failures are essential to growth and deep joy. When we set huge goals, we are choosing to take a calculated risk that may result in us falling short. When we fail, it's important to reconstruct what went wrong and how we can do better the next time. Once you have found your lesson learned, you must let – it – go. My son is a pitcher. I would like to apologize publicly to anyone who sat next to me on the bleachers when he was pitching, for the things I said to the umpires who called balls on the corner of the plate. When a batter gets on base, if the pitcher continues to focus on that last batter, the next batter will also get on base, and what could have been an isolated failure turns into a loss. My son's coach taught him that after each batter, you have to "flush it". We must flush our mistakes. Almost every mistake is both fixable and a learning opportunity, unless we dwell on them. Then those failures become real joy-robbers.

6 Celebrate the mundane and the chaos.

Most of life is routine, and therein lies a lot of joy to be spotted. It takes practice to become an expert joy-spotter. I find it fascinating to sit next to a seasoned expert at an event where I am not an expert and watch as they point out things that I missed. Spotting an unintentional face mask 80 yards away. Catching a glimpse of the slight white of a deer tail in the woods 100 yards away. Tracking a 300-yard drive and knowing that the ball landed just short of the green on the left. It's baffling to me. My eyes are not trained by practice to spot what the expert can see. A seasoned joy-spotter sees the opportunities to celebrate that which others may miss. We keep champagne flutes in my office. We celebrate the small victories because it brings us joy. Sometimes when we are in the middle of chaos with more to get done than we think we can do, we

turn up the music, plot our victory, and work our tails off not to let each other or our clients down. Then, we celebrate our wins as a team and we bear each other's losses. If you practice being a joy-spotter, you will find points to celebrate all along the journey and that brings joy.

7 Invest big for big payoff.

Big joy takes big investment. I suggest you consider two things in deciding whether your proposed investment is 'big' enough to yield the joy payoff you want. First, consider the size of the personal investment you are making. For example, if you want to add a beach house to your Goals List, you are going to need to work really hard. If you want to be in a position to retire at 50, you are going to have to set aside money at 25 that you would like to spend on a new car. Next, consider the size of what you are investing in. I have found that investing in something bigger than myself has a multiplier effect on joy. Let's start with investments in personal relationships, that is investing in both yourself and someone else. That can double your joy payoff. Investing in the team you work with can multiply your joy. Investing time in your spiritual growth, can bring joy larger than we may comprehend in our lifetime. Investing in causes that are important to you and seeing the lives of others improved equates to compound interest, the eighth wonder of the world. A cautionary note here – there are seasons for everything. Parents with children who have not reached adulthood are often overwhelmed, exhausted, and burdened by guilt that they are not contributing significant time to charitable causes like they did before they were parents. If you are raising children, the heavy load on that will likely last about a quarter of your lifetime. And, make no mistake that raising kind, charitable children who will make this world a better place is a charitable cause to which you are contributing. Find charitable acts to do with your children and give others the opportunity to carry the load on heavy charitable work for a little while. You can still give financially, you can still do charitable activities with your children, and when you have more available resources, you will adjust your Goals List.

MAKE JOY A PLAN, *continued*

8 Say 'yes' a lot and say 'no' even more. True joy is like gardening, you must prune some attractive things so that the maximum nutrients will reach the most beautiful things. A gardener will tell you that clipping a perfectly fine branch and watching it fall to the ground is hard. It takes practice. Yet, it must be done for the plant to thrive. There is a finite amount of nutrients that one plant can absorb. The only way to direct the maximum amount to the most desirable destinations is to eliminate the need for the nutrients to go anywhere else. Each of us has the exact same amount of time to invest in what matters to us. We have relatively the same amount of energy to devote, although those who practice self-care have more. So, an authentic Joy Plan must take that into account. Saying 'no' is pruning, and sometimes that means saying 'no' to attractive things. In having the courage to do that, our maximum energy reaches the things we have determined to be the most beautiful in our lives. There is magnificent joy to be found on the other side of that intentional decision making. If you feel guilt while pruning, that is misplaced. Saying 'yes' to things not on your Goals List equates to depriving the things on your Goals List of the resources they need to thrive.

9 Be a rock in the relationships that matter. I suspect that when you complete your Joy Plan, relationships with those who matter most will be a critical component. Relationships take huge time and emotional investments. I have found immense satisfaction in knowing that those I care for turn to me in a crisis, and they know that I will be there. When I have tried to be everything to everyone,

that joy has eluded me. This varies for introverts, extroverts and the myriad of personality classifications we can learn about ourselves. But, one thing remains constant: we need to show up for important relationships to feel content. For those of us with children, we must define for ourselves what being a good parent means to us, but I'm fairly certain of two things. First, you will want your children to know that they can count on you in a crisis. And, for the second point I will ask you to consider two questions and let you reach your own conclusion. Do you want your parents' entire world to revolve around you? Do you want your parents to be joyful in their life's passions? Your kids feel the same way.

10 Get a Joy Plan accountability partner. When you are looking for your Joy Plan accountability partner, you are looking for someone: who knows you well, who can give honest and hard feedback, and whose judgment you trust. It's ideal when you can each serve the role for one another. Share your draft Joy Plans with each other and then schedule routine times to challenge each other on whether the plan is solidly drafted and on relentless execution. Joy Plans are thrilling to draft, exciting to share, and hard work to execute. Your Joy Plan's success can turn on the quality of your accountability partner.

As you embark on your Joy Plan, I would love to hear about it because for me your success is the return on the investment with compound interest from my own Joy Plan. I will break out my office champagne flutes and we can raise a toast when you reach those beautiful places that bring you joy.

CONNECT WITH THE WOMEN'S INITIATIVE ON SOCIAL MEDIA



[WI Twitter @BDWomen](#)



[WI LinkedIn](#)



[WI Homepage](#)



[WI Instagram](#)

Q&A WITH ANNA LONG-HUMPHREY, IN-HOUSE COUNSEL FOR DCI DONOR SERVICES, INC.

Interviewed by [Christy Tosh Crider](#), 615.726.5608, ccrider@bakerdonelson.com



What attracted you to the in-house counsel position with DCI Donor Services?

After my son was born, I realized that the demands of a law firm career were not going to enable me to be the mom that I wanted to be. I began looking at jobs in-house, thinking that it would give me a better work-life balance. At DCI Donor Services, I found that, plus the added bonus of doing work that is meaningful.

Twenty people die every day waiting for a life-saving transplant. How can we help DCI Donor Services save lives?

The most important thing anyone can do to support organ donation is to register as a donor. This can be done when getting your driver's license, or any time by going to www.organdonor.gov/register.html and signing up on your state's registry. This is the best way to ensure that you will be an organ donor if eligible. Unfortunately, many eligible donors do not register themselves, or are minors, so the decision for donation falls on the family members at death. I would encourage anyone who experiences a tragedy with a loved one to consider organ donation. On a weekly basis I hear heart-wrenching stories about donors and donor families, and on the other end of the donation process I hear heart-warming stories about recipient families who have a second chance at life. Organ donation doesn't take away the pain of the loss for the donor family, but it does bring something good out of what is otherwise a senseless tragedy.

We are all looking to increase the joy in our lives. How do you find joy in your work and in your personal life?

It's really easy to get bogged down in the day-to-day life as a working mom with young children. I try to take a step back every day, both at work and at home, to be grateful for what

I have. At work, I find joy in the fact that I'm doing work that makes a difference in people's lives, and work for a company that truly values its people. My greatest joy, however, is my family. I try to spend quality time with both of my children every day, because I realize that their childhood is really so short and I don't want to have any regrets. This often means that I put off household chores and other tasks until after they go to bed, which can create some stress and late nights, but I find the trade-off worth it.

With two small children, how do you find balance during the holiday season and what are your tips for the rest of us?

Honestly, I'm still learning this. Balance is always difficult to achieve, and during the holidays it seems like an impossible task. I have learned a couple things, though, that help me. First, I start the preparations early so that I can enjoy the holiday season when it comes. I want to be fully present with my family and enjoy the holiday with them instead of stressing. My goal is always to have my shopping done before Thanksgiving (or soon after – those Black Friday and Cyber Monday sales are hard to beat!). Second, I give myself permission to not do it *all*. It's impossible to do it all during the holidays, so I focus on what things are the most important to me and let some of those other things go. This means I may order in food for a party instead of making an elaborate meal myself, because what is important to me is the time spent with family and friends, not the food we eat. Or it means that I may politely decline a work event to make Christmas cookies with my kids.

Who have been your greatest mentors and what did you learn from them?

I have been blessed with many wonderful mentors, but I think they've all taught me the same themes about joy, in their own ways. They've all taught me that life is short, and what matters most is the kindness and love that you put into the world through your relationships with family, friends, and even encounters with strangers.

IDEAS TO SPARK JOY IN YOUR OFFICE

For most of us, our office space is our home away from home. We spend most of our waking hours each week in our offices. For that reason alone, our offices should spark joy within us when we are in them and when we think about them. The attorney offices across Baker Donelson are certainly unique and reflect individual styles and panache. Here, we highlight the offices of Kelly Overstreet Johnson, Sam Felker and Ruthie Hagan.



We all likely spend more time at our office than at our home. In opening the Tallahassee office, I wanted to make it a place that was warm, welcoming and enjoyable to visit and work. Dena Sokolow and I shared that vision and it came to fruition with the contemporary décor, and teal and turquoise color scheme, unique lighting and artwork. We put many hours into making the office a place we look forward to going every morning – it was personal to us and continues to be. Somewhat surprising are the constant comments we get from visitors about how much they love visiting our office and that it is such a nice change from the décor of other law firms.

[Kelly Overstreet Johnson](#)

Office Managing Shareholder | Tallahassee



When I moved my office to Baker Donelson five years ago, I was determined to create a space that would be comfortable, welcoming and joyful – because we spend so much time here. My solution was to create my “happy wall” of a dozen colorful photographs taken by me of places I have visited around the world. Each one evokes a special memory. Whenever I get down or stressed out, I can find something there that makes me smile!

[Samuel L. Felker](#)

Shareholder | Nashville



IDEAS TO SPARK JOY IN YOUR OFFICE, *continued*



What sparks joy? Color! If we spend a lot of time in our offices, why shouldn't they reflect our personality and how we live? My "lipstick pink" velvet chair is my favorite accessory in my office.

Cute, a little funky and very comfortable. Everyone that visits always sits in the pink chair. I also love poppy-colored art – my office has its fair share of local art that is bursting with color. Walking into my office in the morning and looking at the poppy colors makes me happy and most certainly sparks joy.

[Ruthie Hagan](#)

Of Counsel | Memphis



Ruthie Hagan, pictured here with one of the Women's Initiative Memphis Office Leaders, Kavita Shelat



BAKER'S DOZEN: GIFT GIVING

Part of the joy of the holiday season is the exchanging of thoughtful gifts with the people we love and who touch our lives. We asked our attorneys for their best tips on holiday gift-giving and any apps or companies they recommend to help lower the stress of finding that perfect gift.



1. The older I get, the more I have started gifting experience-related things – like massages, airline gift cards, gift cards for fresh flowers, axe throwing, golf, etc. It seems like most people have plenty of things and just need to enjoy life more.

– [Jennifer P. Keller](#), President and COO, Johnson City



2. [Lula's Garden](#) for client gifts. Beautiful succulents, which stand out from all of the food.

– [Kelly M. Preteroti](#), Shareholder, Baltimore



3. Because of my love of books and the fact that we have an amazing independent bookstore in Birmingham, [Alabama Booksmith](#), where they only sell signed first editions, I routinely load up on favorite books I read during the past year or "coffee table" type books to give as gifts. Since we have some James Beard recognized restaurants in Birmingham, I also send signed cookbooks from these award-winning chefs around the country as gifts.

– [Timothy M. Lupinacci](#), Chairman and CEO, Birmingham

BAKER'S DOZEN, *continued*



4. Drawstring Christmas gift bags from [HX-Life Store](#).
– [Angie Davis](#), Shareholder, Memphis



5. I'm a huge fan of \$5 – 10 [Starbucks gift cards](#). You can buy a package of five to ten holiday themed ones (shaped as snowflakes or presents in past years). You can also use the Starbucks app to send them electronically. I love sending these small tokens with our runners, receptionists, etc., really anyone that needs a little caffeine pick-me-up and holiday cheer.
– [Daisy Karlson](#), Associate, Birmingham



6. I give clients a small case with the Baker Donelson logo on the outside filled with various electronic charging connectors. Very well received. This year I may add a small charging “brick” that you can use if you do not have access to an outlet.
– [Sheila P. Burke](#), Strategic Advisor, Washington, D.C.



7. When buying a holiday gift for a client, purchase something that they will know comes from you. It is okay to be repetitive if the client is looking forward to getting the gift. For me, it is [Christie Cookies](#). They are distinctly Nashville and people look forward to them.
– [Mark A. Baugh](#), Shareholder, Nashville



8. We receive so many “things.” We accumulate so much “stuff” because, a lot of times, we love the gift-giver – not necessarily the gift itself. But, the best things in life aren't things. Give something that brings joy then “disappears”: a gift card, a candle, a set of stationery, a trip, an experience, a fitness class, a spa treatment, a round of golf, or something delicious.
– [Laura E. Collins](#), Associate, Baltimore



9. Use [Amazon Prime](#) and ship it to the office so your family doesn't see the package when it arrives at home. It's like a magical Santa Claus.
– [Christy Tosh Crider](#), Shareholder, Nashville



10. For kids, the World Wildlife Fund “adopt an animal” gift has worked out well for me on several occasions. It's a good blend between an “open-able” gift and a donation to a charity. It comes with a stuffed animal version of the animal being adopted, plus a fact sheet. And you can buy it [online](#).
– [Emily R. Billig](#), Associate, Baltimore



11. For unusual gifts, I go to museums online – even foreign ones – to find a cool gift. My current favorite is the [Prado](#) gift shop, where you can search by artist, item, or collection. My all-time favorite is [The Met](#). You can also choose your own local museum to shop live and save on shipping.
– [Karen Blake](#), Attorney, Nashville



12. I always love to send comforting and fun food treats during the holidays, particularly if a friend, co-worker, or client is feeling under the weather. One of my go-to companies is [Spoonful of Comfort](#). They sell delicious soups, rolls, and cookies. I also like sending a bit of Florida to my out-of-state friends. [Joe's Stone Crab](#) in Miami puts together incredible packages of their stone crabs and you can even get their famous key lime pie. For sweet treats, I love [Tiff's Treats](#) (the cookies are incredible!), mini cupcakes from [Baked by Melissa](#), or a jar of [Nam's Bits](#).
– [Dena H. Sokolow](#), Shareholder, Tallahassee



13. I follow a few “bloggers” and “influencers” who usually create gift guides. One of my favorites is [The Everygirl](#). Great gift ideas and some under-budget, too. I also follow a woman on Instagram who maintains an account called “[things.i.bought.and.liked.](#)” Her account features items that she has bought and helpful posts about whether she likes or doesn't like them. It helps that she's also pretty funny!
– [Locke Houston Waldrop](#), Associate, Memphis



20 QUESTIONS WITH KACIE MCREE

Kacie McRee, 865.549.7119, kmcree@bakerdonelson.com

1. If you weren't a lawyer, what would you be?

A baker with my own bakery.

2. What are the three qualities that got you where you are today?

Hard-working, perfectionism and stubbornness.

3. What was the moment you felt you made it?

When I made shareholder.

4. What change would you like to see in the legal industry?

Getting rid of the billable hour.

5. How did you make your first dollar?

Teaching fast-pitch softball pitching lessons.

6. What was the last thing you binge-watched?

Stranger Things 2.

7. What book left a lasting impression on you?

Devil and the White City.

8. What movie has the greatest ending?

The Princess Bride.

9. What food are you not ashamed to admit you love?

Fair food. Anything deep-fried.

10. If you could live abroad, where would it be?

Finland, they're one of the happiest countries in the world with the best education system.

11. What is one thing you're exceptionally good at?

Cleaning anything. (House, car, desk, etc.)

12. What is one thing you're epically bad at?

Cake decorating.

13. What superhero power would you want to have?

The ability to read minds.

14. What is something that's better in theory than in practice?

Vacations with toddlers.

15. What store can you not leave without buying something?

Target or Home Goods.

16. How do you clear your mind after a bad day?

Red wine.

17. If you could compete in an Olympic sport, what would it be?

Fast-pitch softball.

18. What are three qualities you thought you wanted in a partner?

Good-looking, smart, athletic.

19. What are three qualities you now know matter?

Mental stimulation, patience, supportiveness.

20. What relationship advice would you give to your younger self?

Don't accept less than what you deserve.



OFFICE UPDATES

The women in our Knoxville office hosted a pre-holiday baking demonstration with local chef and baker, Joy McCabe. In advance of the holiday craziness, guests learned how to prepare several delicious and easy appetizers and desserts for the upcoming holiday season. Attendees also participated in a holiday-themed trivia game and departed with a book containing all of the recipes demonstrated that evening.



Chef Joy McCabe with associate Savannah Dabney. Savannah married Joy's son Chris at the end of November. Best wishes, Savannah!



- 1 20 oz can crushed pineapple with juice
- 1 16 oz package frozen blueberries
- 3/4 cup sugar, divided
- 1 box yellow cake mix
- 1/2 cup butter, melted
- 1-1/2 cup chopped pecans

Spray a 9"x13" pan with nonstick spray. Spread pineapple and juice evenly in bottom of the pan, layer frozen blueberries, sprinkle with 1/2 cup sugar, sprinkle cake mix, pour melted butter evenly over the cake mix, cover with chopped pecans, and sprinkle with remaining 1/4 cup sugar. Bake in a preheated oven at 350 degrees for 35 - 45 minutes or until the yellow cake mix turns golden brown. Serve warm with vanilla ice cream.

NEW FEMALE FACES

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

ATLANTA



[Logan Moses Owens](#)
New Litigator Group



[Michelle Williams](#)
Health Law

BALTIMORE



[Ashley Cullinan](#)
Construction



[Adrienne Greenberg](#)
Financial Services Transactions

STRIVE

Issue 3, 2019

This is an advertisement.

NEW FEMALE FACES, *continued*

BALTIMORE, *continued*



Reba Letsa
New Litigator Group

BATON ROUGE



Melissa M. Grand
Business Litigation

BIRMINGHAM



Xeris Gregory
New Litigator Group



Christie Lyman Dowling
Product Liability and Mass Tort

CHATTANOOGA



Gillian Furqueron
Corporate Restructure
and Bankruptcy



Emma Marion
New Litigator Group

FALLS CHURCH



Gretchen A. Jackson
Product Liability and Mass Tort



Tanya M. Santillan
Business Litigation

JOHNSON CITY



Nora A. Koffman
New Litigator Group



Jo Neuman
Construction

MANDEVILLE

MEMPHIS



Victoria E. Young
New Litigator Group

NASHVILLE



Alexandria Hartill
eDiscovery and
Litigation Support



Greta Messer
Commercial Transaction and
Business Counseling

WASHINGTON, D.C.



Robin L. Teskin
Intellectual Property

EXCITING RECOGNITIONS OF OUR WOMEN'S INITIATIVE AND ATTORNEYS

Women Inc. 2019 "Top 100 Law Firms for Women"

Baker Donelson was named by *Women Inc.* magazine to its "Top 100 Law Firms for Women" list. For inclusion in the list, which celebrates female leadership and representation in the legal industry, firms were selected using criteria such as prior recognition, recruitment, community outreach and industry prominence. Baker Donelson is proud to be recognized by *Women Inc.* as among the best law firms in the country for women. Our Firm has been very intentional about creating an environment where women are able to thrive. Through efforts such as our Women to Equity training, mentoring, and accountability program, we've seen real results in the advancement of women in our Firm. We're committed to continuing to build on those results and ensuring a culture of support that allows women at Baker Donelson to succeed.



American Bar Association's "100 Women Who Inspire Us"



[Nancy Scott Degan](#), office managing shareholder in the New Orleans and Mandeville offices, and [Linda A. Klein](#), senior managing shareholder in the Atlanta office, were highlighted by the American Bar Association as inspirational women for the "100 Women Who Inspire Us" celebration at the 2019 Women in Litigation Joint CLE Conference in November. Congratulations to Linda, Nancy, and all of the inspiring honorees.

International Women's Insolvency and Restructuring Confederation "2019 Rising Star"



[Lacy Rochester](#), associate in our New Orleans office, was recognized as the International Women's Insolvency and Restructuring Confederation "2019 Rising Star." Ms. Rochester was chosen among five semi-finalists and recognized during a luncheon at IWIRC 26th Annual Fall Conference in Washington, D.C. on October 30, 2019. The Rising Star Award qualifications include "eight or fewer years in her respective field, who has made considerable contributions to her professional success, and displayed a high-level of commitment to advancing IWIRC's mission and enhancing the professional status of women in

the insolvency and restructuring profession, at the local, national, and/or international levels." Her nomination stated: "Lacey has shown tremendous dedication to IWIRC over the past several years. She has been instrumental in executing key events that help the Louisiana Network demonstrate its commitment to the connection, promotion, and success of women in the insolvency and restructuring professions worldwide. We think that [Lacey] is a go-getter, a hard worker and is truly enthusiastic about IWIRC and its mission, and that she is the perfect example of an IWIRC Rising Star." Congratulations, Lacy!

STRIVE

Issue 3, 2019

This is an advertisement.

EXCITING RECOGNITIONS, *continued*

Legal Marketing Association Southeastern Region® Your Honor Award "Marketing Management and Leadership: Diversity & Inclusion"



Baker Donelson is proud to announce that its Women to Equity Program received a first place Your Honor Award for "Marketing Management and Leadership: Diversity & Inclusion" from the Legal Marketing Association Southeastern Region. The goals of Baker Donelson's Women to Equity program are to establish a pathway to equity shareholder for women in the Firm by providing income shareholders with business development training, mentors and sponsors to counsel and advocate, and the opportunity to expand and strengthen relationships with other women attorneys and rainmakers across the Firm. As the pool of women with large books of business increases, so does the pool of women eligible for advancement to equity shareholder and leadership positions within the Firm.

Working Mother's "Best Law Firms for Women" Award

Christy Tosh Crider, chair of Women's Initiative, accepted the *Working Mother's* "2019 Best Law Firms for Women" award during the luncheon in Chicago on behalf of Baker Donelson. This is the third consecutive year the Firm has been included on this prominent list, which recognizes firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers.



Corporate Counsel 2019 Women, Influence & Power in Law Award

[Christy Tosh Crider](#) of Baker Donelson has been recognized by *Corporate Counsel* as one of its 2019 Women, Influence & Power in Law honorees. This award honors top women lawyers who have demonstrated a commitment to advancing the empowerment of women in law. Ms. Crider was recognized in the Innovative Leadership category, which highlights women attorneys who are impacting change and developing new strategies for better solutions.

STRIVE

Issue 3, 2019

This is an advertisement.

BAKER DONELSON WOMEN IN THE NEWS



[Jennifer L. Anderson](#)

discusses Supreme Court ruling on application of California wage laws to offshore drilling rigs in [Westlaw Journal Employment](#), and quoted in Greater [Baton Rouge Business Report](#) on issues related to employees crying in the workplace.



[Brigid M. Carpenter](#)

talks with [Nashville Business Journal](#) about the firm signing lease for the new Nashville office location.



[Alisa L. Chestler](#)

discusses best practices for health care providers to prevent ransomware attacks in [Bloomberg Law](#).



[Barbara J. Comstock](#)

discusses impeachment process on [ABC News This Week](#), and highlighted in [George Mason University](#) for launching Young Women Leadership Program at Schar School of Policy and Government.



[Claire Cowart Haltom](#)

profiled among [Nashville Business Journal](#) "40 Under 40."



[Christy Tosh Crider](#)

featured in [Law360](#) article highlighting Firm's Women to Equity Program and her role as a panelist at the First Chair Equal Pay Summit for the session, "Management Roundtable: Current Gender Equality Initiatives in the AmLaw 250."



[Donna M. Glover](#)

profiled in [Daily Record](#).



[Jennifer P. Keller](#)

talks with [Legal Business World Magazine](#) about trend of law firms hiring professional sales people.



[Linda A. Klein](#)

discusses representation of Fulton County District Attorney in [Daily Report](#), and highlighted by [Daily Report](#) for representation of Fulton County District Attorney.



[Susan E. Rich](#)

featured in [Hamilton County Herald](#) discussing Firm's inclusion in [Women Inc.](#) "Top 100 Law Firms for Women."



[Donna J. Senft](#) and [Deborah S. Samenow](#) comment on impact of proposed CMS changes to Medicare billing privilege rules in [Becker's Hospital Review](#).



[Jill M. Steinberg](#)

discusses best practices for responding to subpoenas for production of medical records in [Healthcare Risk Management](#).



[Emily T. Strack](#)

comments on importance of healthy business relationships for startups in [Business News Daily](#).



[American Lawyer](#) highlights [Robin L. Teskin](#) and [Gretchen A. Jackson](#) as new additions to Baker Donelson.



[Donna K. Thiel](#)

talks with [Healthcare Dive](#) about ability of CMS to force hospitals to reveal negotiated rates, and comments on CMS plans to narrow Stark Law exemption in [Bloomberg Health Law & Business News](#).



[Chattanooga](#) profiles [Claire T. Tuley](#)

as shareholder rep on Chattanooga Football Club Board.



[Sara M. Turner](#)

talks with [AL.com](#) about Baker Donelson's generous Parental Leave Policy.

www.bakerdonelson.com