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## Diversity Matters

Fall 2015

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## Editor's Note

By [Nancy Vincent](#)



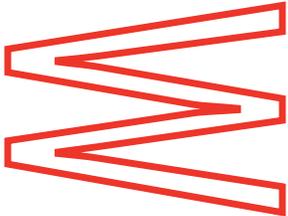
The excitement is still evident from the Supreme Court's June decision on marriage equality. Friends, coworkers and clients have made up and changed their minds and reactions to the ruling, all while keeping the social media world updated. There have also been many related discussions involving Caitlyn Jenner and what "transgender" really means, followed by media attention regarding the meaning of "trans-racial" in light of Rachel Dolezal's self-identification as black. Now, the question becomes: how does, or should, all of this affect behavior in the workplace?

The response is easy: Don't ask any questions; don't spread any rumors; don't put your nose where it doesn't belong. All anyone really wants is RESPECT. Aretha has been singing about it for years.

The only thing one needs to concern himself or herself with is just to respect co-workers, clients, customers and whomever else may cross one's path. Respect each person for the value and integrity they bring to the workplace, where unwelcome comments have no place. Diversity and inclusion are not mutually exclusive terms. Diversity reflects the spectrum of characteristics that each one of us possesses, while inclusion involves respecting those differences and using them in a productive fashion. Without a diverse population and recognition of everyone's individual qualities, progress stagnates. The Supreme Court is one of many entities to realize that truth, and it has set the bar for the rest of America.



# Five Months after Same-Sex Marriages Held Constitutional: Where Are the Courts Headed on the Unanswered Questions?



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On June 26, 2015, the United States Supreme Court issued its monumental decision in *Obergefell, et al. v. Hodges, et al.*; [Case No. 14-556](#), holding that state bans of same-sex marriages are unconstitutional. Specifically, the Court found that the Fourteenth Amendment requires every state to issue marriage licenses to same-sex couples and requires each state to give full faith and credit to same-sex marriages performed in another state. The Court, however, noted:

[R]eligions, and those who adhere to religious doctrines, may continue to advocate with utmost, sincere conviction that, by divine precepts, same-sex marriage should not be condoned. The First Amendment ensures that religious organizations and persons are given proper protection as they seek to teach the principles that are so fulfilling and so central to their lives and faiths, and to their own deep aspirations to continue the family structure they have long revered. ... The Constitution, however, does not permit the State to bar same-sex couples from marriage on the same terms as accorded to couples of the opposite sex.

While recognizing this religious opposition to same-sex marriage, the Court left open additional questions. For example, may state clerks refuse to issue same-sex marriage licenses? May state court judges refuse to marry same-sex couples? Can business owners refuse to provide services to

same-sex couples? Are state bans preventing same-sex couples from adopting now unconstitutional? Is sexual orientation now a protected category in employment decisions? There have been cases filed and guidance issued at both a federal and state level that will address these issues. And, if the tide continues as we have seen, same-sex couples are on their way to having all rights enjoyed by heterosexual couples, and sexual orientation will be (if it is not already) a protected category.

## May States Refuse to Marry Same-Sex Couples?

Similar to corporations, a governmental agency may only act through its people. When it comes to issuing marriage licenses, states typically operate through clerks. Once the *Obergefell* opinion was handed down, legal scholars surmised that clerks would have to issue same-sex marriage licenses. Unhappy with that prospect, some clerks resigned and others have simply refused to issue the license. For example, in Mississippi, on June 30, Grenada County Circuit Clerk Linda Barnette resigned after having held her position for 24 years, stating, “I choose to obey God rather than man.” Similarly, two candidates for Circuit Clerk positions, Jay Jernigan of Lamar County, Mississippi, and Mike Lott of Forrest County, Mississippi, withdrew from their respective elections, again citing same-sex marriage as the motivating reason. Kim Davis, clerk in Rowan County, Kentucky, was jailed for contempt by Judge David L. Bunning of the United States District Court for the Eastern District of Kentucky after refusing to issue marriage licenses. She was released by Judge Bunning only after he was satisfied that her deputy clerks would issue licenses and he instructed Davis not to interfere.



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### Five Months after Same-Sex Marriages Held Constitutional, *continued*



There are judges who have also failed in their duty to follow the law of the Supreme Court. Some state court judges have refused to perform same-sex marriages, and some have stopped performing any and all weddings. Addressing this issue, on August 7, 2015, the Ohio Supreme Court's Board of Professional Conduct issued an ethics opinion that says judges who refuse to perform same-sex marriages, but continue to perform traditional marriages, are violating their obligations to comply with the law. Moreover:

A judge who takes the position that he or she will discontinue performing all marriages, in order to avoid marrying same-sex couples based on his or her personal, moral, or religious beliefs, may be interpreted as manifesting an improper bias or prejudice toward a particular class. The judge's decision also may raise reasonable questions about his or her impartiality in legal proceedings where sexual orientation is at issue and consequently would require disqualification ... . [Ohio Ethics Op. 2015-1](#).

Time will tell as to whether state clerks and judges will remember their duty to follow the law above personal beliefs.

#### Can a Business Refuse Services to Same-Sex Couples?

On August 13, 2015, the Colorado Court of Appeals ruled that Colorado's anti-discrimination law prevents a Denver baker who, citing his religious beliefs, refused to make a cake for a gay couple, "from picking and choosing customers based on

their sexual orientation." That decision may be appealed to the Colorado Supreme Court and beyond. However, it brings an important point of discussion to the table: Will public accommodations laws trump religious freedom laws?

Harkening back to the days of the Civil Rights Era, the answer is most likely yes. And while business owners may have strongly held religious beliefs regarding homosexuality, acting on those beliefs in their business; e.g., refusing to serve a same-sex couple at the lunch counter, is exposing the business to legal action.

#### Can Same-Sex Couples Adopt Children?

Mississippi and a number of other states currently ban same-sex couples from adopting children. Mississippi has allowed a single, homosexual individual to adopt, but that right is not available once the individual weds. A lawsuit was filed in the United States District Court for the Southern District of Mississippi challenging the constitutionality of such a ban. In *Obergefell*, the Supreme Court, in justifying its support of same-sex marriage, stated:

[M]any same-sex couples provide loving and nurturing homes to their children, whether biological or adopted. And hundreds of thousands of children are presently being raised by such couples... Most states have allowed gays and lesbians to adopt, either as individuals or as couples, and many adopted and foster children have same sex parents... This provides powerful confirmation from the law itself that gays and lesbians can create loving, supportive families.

Based upon this, and other language in the opinion, such adoption bans are likely to be declared unconstitutional.

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## Five Months after Same-Sex Marriages Held Constitutional, *continued*

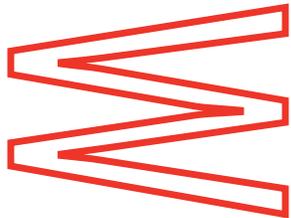
### Is Sexual Orientation Protected in the Workplace?

While the *Obergefell* opinion did not address rights in the workplace, the Equal Employment Opportunity Commission has taken the position that sexual orientation is indeed protected. The EEOC published “What You Should Know about EEOC and the Enforcement Protections for LGBT Workers” and “Fact Sheet on Recent EEOC Litigation-Related Developments Regarding Coverage of LGBT-Related Discrimination under Title VII.” Per the EEOC:

The Commission has instructed our investigators and attorneys that discrimination against an individual because that person is transgender is a violation of Title VII’s prohibition of sex discrimination in employment. In addition,

investigators and attorneys were instructed that lesbian, gay, and bisexual individuals may also bring valid Title VII sex discrimination claims, and the EEOC should accept charges alleging sexual-orientation-related discrimination.

Granted, this is only the opinion of the EEOC. However, courts have started to follow the EEOC’s logic, and the EEOC is actively pursuing court action to have its guidance recognized as law. As such, businesses need to be extremely mindful of potential litigation, and owners should consider if they are willing to have their company names in the title of the seminal Supreme Court case that recognizes sexual orientation as a protected category.



## Paula Estrada de Martin Combines Science and Law to Make a Difference, *By Molly Lipski*



Baker Donelson attorney [Paula Estrada de Martin](#) checks all the right boxes for diversity in corporate America. With a family heritage based in Mexico, her “Hispanic/Latino” status is unquestionable. This alone qualifies her for the generalized category of “diverse” in the American business lexicon. However, Dr. Estrada de Martin’s diversity extends far beyond the surveys and checkboxes often considered identifiers for diverse lawyers. What truly makes Estrada de Martin diverse is her personal history and the unique experiences through which she became who and what she is today.

Estrada de Martin was born and raised in Southern California, near Los Angeles.

She discovered her passion for science at an early age and pursued it vigorously, earning both Bachelor’s and Master’s degrees in Biology from California State University San Bernardino. Her desire to continue in the biology field resulted in a PhD from Yale University, where she received her Doctorate in 2004. According to Estrada de Martin, the decision to attend law school after a PhD “kind of happened by accident.” She originally accepted a job as a post-doctoral research fellow at Weill Cornell Medical School in New York City and was on the verge of submitting a grant proposal when she got a call from a recruiter who brought law into her line of sight. In making the decision between academia and law, Estrada de Martin realized that patent law would afford her more numerous and interesting learning opportunities, what she

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## Paula Estrada de Martin Combines Science and Law to Make a Difference, *continued*



refers to as “the thrill of patent law,” as well as the ability to expand beyond a singular niche of the scientific field. From there, Estrada de Martin was hired as a scientific advisor, where she worked for a law firm in the life sciences and biotechnology areas. A year into her new job, Estrada de Martin went into New York Law School’s four-year evening program formulated for working patent agents like herself. She received her Juris Doctor, cum laude, from NYLS in 2010. She and her husband moved to New Orleans and Estrada de Martin joined Baker Donelson in September 2014 as a life sciences and biotechnology patent attorney.

With role models like Marie Curie, it seems only fitting that Estrada de Martin has worked so hard to accomplish aggressive goals in both science and law. She highlights Curie’s successes as a scientist and, more specifically, as a woman scientist as a personal motivating force. Curie’s ability to break down barriers and achieve above and beyond are traits that Estrada de Martin has carried into her life and career. One barrier that she continually overcomes is the one between the scientists and the lawyers with whom she works. She has the unique ability to flow easily between the two environments, able to both speak to and understand the scientists’ vocabularies.

While Estrada de Martin’s uncommon background in the world of science has immensely bolstered her legal career, she says she never really considered

it as non-traditional. She came to combine science and law as a patent attorney through real life experiences that allowed her to utilize various skills and maintain her interests in both fields. Her diverse passions led her along a one-of-a-kind career path while remaining true to herself.

Another benefit to Estrada de Martin’s variegated past is the network she has built, which ranges from friends and colleagues to professors and former bosses. She advises young lawyers in the beginning of their careers, “Make contacts, maintain them, keep them. You just don’t know what type of opportunities will come of that.” She recommends using social networking sites like Facebook to help cultivate relationships with people with whom one may not often interact in person. She admits, “I Facebook like crazy! You can post pictures and statuses, and keep up with other people who do the same. It’s an easy way to stay updated.” However, she is quick to emphasize the need to be responsible with social platforms and monitor the types of information shared. She makes an effort to remember the interests of people in her network, and forwards related articles she happens upon that may appeal to them. She recommends this personalized approach as a great way to reach out, when one hasn’t been in touch in a while.

When Estrada de Martin isn’t making incredible strides in her career, she enjoys home life in her newly-claimed city of New Orleans with her husband, her beagle and five cats. Their current project is renovating their “shotgun house,” a traditional post-Civil War style of Southern architecture common to the area. The family loves to spend time in their backyard – a huge

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### Paula Estrada de Martin Combines Science and Law to Make a Difference, *continued*

change from New York City life – and stroll through the New Orleans neighborhoods. Harboring hidden hearts for history, Estrada de Martin and her husband are also part of the Irish Channel Community Association, which preserves historic homes and landmarks. She was also recently invited to join the “Krewe of Nyx,” an all-female parade group, which takes part in Mardi Gras festivities and raises money for many different philanthropies.

Not only is she a “diverse” lawyer due to her heritage, but Estrada de Martin also exhibits further diversity through a unique background comprised of her educational, geographical and personal pursuits. She remarks, “In California and New York, there were all kinds of diversity, all places, always. Cultural diversity was ‘in your face’ all the time. Here in New Orleans, diversity is definitely present, but it’s kind of on the sidelines; people don’t really pick it up or point it out. A lot of the diversity you find is not as blatant and

you really have to get to know someone to see it.” Diversity for Estrada de Martin is much more than surface level qualities, and she looks for the same in others.

Estrada de Martin has been with Baker Donelson for just over a year, and finds her own appreciation for diversity mirrored in the Firm’s deep-rooted culture. She observes that her “old firm was a big firm that touted diversity and ‘made waves,’ but [she] never really saw anything come of it. Here, the effort is much more concerted and much more comes out of it.” Estrada de Martin shares, “I have felt much more comfortable here. The Firm culture at Baker Donelson is exactly what I want it to be. It’s also very different from my old firm – the Firm’s focus on diversity issues really matters to folks here.” Estrada de Martin exemplifies many of the different kinds of diversity that the Firm aims to promote daily, and reminds us all that diversity should be more than just a checkbox.

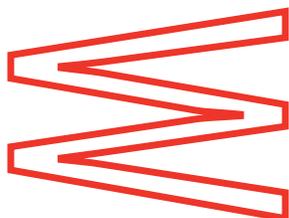
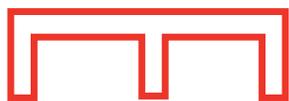
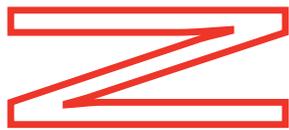
## Baker Donelson Earns Top Marks in 2016 Corporate Equality Index

Earns 100 percent on Human Rights Campaign Foundation’s 14th Annual Scorecard on LGBT Workplace Equality

Baker Donelson received a perfect score of 100 percent on the 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign Foundation. Baker Donelson joins the ranks of 391 major U.S. businesses that also earned top marks this year.

“Baker Donelson is committed to a welcoming and inclusive work environment that honors the diverse qualities in each of our employees,” said Mark A. Baugh, chair of Baker Donelson’s Diversity Committee and a shareholder in the Firm’s Nashville office. “Achieving a perfect score in the Corporate Equality Index is a recognition of our efforts to fulfill that commitment. We’re very proud of this honor and look forward to continued progress in our firm’s diversity and inclusion.”

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## Baker Donelson Earns Top Marks in 2016 Corporate Equality Index, *continued*

The 2016 CEI rated 1,024 businesses in the report, which evaluates LGBT-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits,

competency programs and public engagement with the LGBT community. Baker Donelson’s efforts in satisfying all of the CEI’s criteria results in a 100 percent ranking and the designation as a “Best Place to Work for LGBT Equality.”

## Baker Donelson Earns Top Ten Rankings in Vault’s 2016 Best Law Firms Lists

Baker Donelson has been ranked among the top ten law firms in the country in the 2016 edition of Vault, Inc.’s “Best Law Firms for Diversity” and “Best Law Firms to Work For.”

The Firm also ranked fourth overall in the “Best Law Firms to Work For” list. The Vault lists are prominent national rankings based on feedback from thousands of law firm associates across the country who were asked to rate their law firms on a number of quality-of-life categories. For the third consecutive year, the Firm achieved a first place ranking in the category of transparency. Baker Donelson was also ranked among the top ten law firms nationally in eight total categories:

### Where We’ve Been

#### LCLD Pathfinders Meeting

Chicago, Illinois  
October 16 – 17

#### NAPABA Annual Conference

New Orleans, Louisiana  
November 5 – 8

#### The SMART Ride

Fort Lauderdale, Florida  
November 13 – 14

Baker Donelson ranked eighth in the country on Vault’s “Best Law Firms for Diversity” list. This national ranking includes five separate categories for diversity, with the overall ranking determined by a formula that weighs all the categories evenly. Baker Donelson was ranked among the top ten law firms nationally in four of the five categories:

- Diversity for Individuals with Disabilities – Seventh Place
- Diversity for Veterans – Seventh Place
- Diversity for Minorities – Eighth Place
- Diversity for Women – Ninth Place

- Transparency – First place
- Firm Culture – Second Place
- Formal Training – Third Place
- Informal Training – Seventh Place
- Satisfaction – Seventh Place
- Career Outlook – Seventh Place
- Substantive Work – Ninth Place
- Hours – Ninth Place





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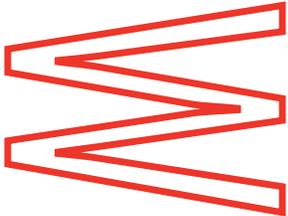
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## Firm Ranks High as a Workplace for Women

Baker Donelson has been ranked 66th on *Fortune's* inaugural "100 Best Workplaces for Women" list and is one of only two law firms to be included in the list, which was determined by employee surveys and the representation of women within their organizations.

on employee opinion and reports from female employees. The remaining third takes into account how well-represented women are within the workforce overall, as well as the number of women who hold management and executive positions.



To create the inaugural list, *Fortune* partnered with the Great Place to Work® Institute to survey 135,689 women at 637 companies, who answered a detailed questionnaire considering everything from the fairness of their company's promotions, to who has access to information and leadership, the level of support for employees' personal lives, and the degree of inclusiveness and connection they feel with colleagues. Women answered 58 questions in total, including an overall assessment of whether the company is a great place to work. Two-thirds of each company's score is based

Baker Donelson also has been certified by the Women in Law Empowerment Forum (WILEF) as a "Gold Standard Firm." WILEF's Gold Standard Certification emphasizes the leadership roles achieved by equity women partners. Law firms with 300 or more practicing lawyers in the United States are eligible for the 2015 WILEF Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of their equity partners, of their highest leadership positions, of their governance and compensation committees, and of their most highly compensated partners.



### Where We're Going

Tennessee Equality  
Project Gumbo Contest  
Memphis, Tennessee  
January 24, 2016

## Baker Donelson Attorneys Named to National Black Lawyers "Top 100"



La'Verne Edney, Montoya Ho-Sang and Karli Swift have been named to the National Black Lawyers "Top 100" list. This recognition admits them to an invitation-only professional honorary organization composed of the top 100 black lawyers and non-black attorneys who promote diversity from each state. Those awarded a spot on the list are



praised for serving individuals, families and businesses needing attorneys to represent them in the American legal system. As new members of the National Black Lawyers "Top 100," the women are being recognized for exemplifying superior qualifications of leadership, reputation, influence and performance in their areas of legal practice.

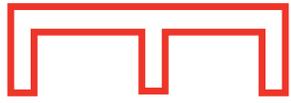


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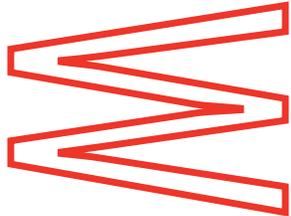
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## Charles K. Grant Receives ACLU Award



Shareholder [Charles K. Grant](#) has been named as the 2015 recipient of the American Civil Liberties Union Foundation of Tennessee’s “Bruce Kramer Cooperating Attorney Award.”

The annual award recognizes attorneys who have significantly contributed to the protection and advancement of civil liberties and for their work with ACLU-TN.

ACLU-TN praises Grant’s “monumental impact” on Tennessee through his extensive pro bono work on issues of disenfranchisement and restoration of voting rights. Through Grant’s dedication to streamlining the restoration process by way of strategic litigation, public education and policy change, he has been integral in ensuring that thousands of Tennesseans win back their basic rights as citizens, and he continues to work in a pro bono capacity with both ACLU-TN and individual citizens seeking to restore their rights. Grant was honored during the ACLU-TN Bill of Rights Celebration at the end of September.



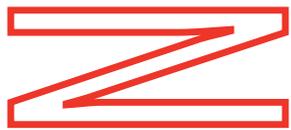
## Baker Donelson Attorneys Recognized by 2015 *Mid-South Super Lawyers*

Among the Firm’s 78 attorneys named to the 2015 *Mid-South Super Lawyers* list were the following diverse and women attorneys: Lauren W. Anderson, Mary L. Aronov, Sheryl Bey, Martha L. Boyd, Christy T. Crider, Angie C. Davis, Barry W. Ford, Sheri A. Fox, Charles K. Grant, Tonya Mitchem Grindon, Micheline Kelly Johnson, Jennifer P. Keller, Virginia C. Love, Bruce A. McMullen, Lori H. Patterson, Clarence Risin, Kristine L. Roberts, Jill M. Steinberg and M. Kim Vance.

In addition, Sheryl Bey, Martha L. Boyd, Angie C. Davis, Tonya Mitchem Grindon, Micheline Kelly Johnson, Kristine L. Roberts and Jill M. Steinberg were named among the top 50 female attorneys in the Mid-South. With seven attorneys named, Baker Donelson has the highest number of honorees from one firm on the 2015 list.

Finally, the publication also honored a number of attorneys in its 2015 list of “Mid-South Rising Stars,” including: Jamie Ballinger-Holden, Quinn Carlson, Caldwell G. Collins, Nakimuli Davis-Primer, Wendy Huff Ellard, Courtney Gilmer, M. Ruthie Hagan, Jennifer G. Hall, Claire Cowart Haltom, Whitney M. Harmon, Christie M. Hayes, Julia M. Kavanagh, Carrie W. McCutcheon, Meghan H. Morgan, Kavita Goswamy Shelat, Jennifer A. Sink, Robert F. Tom, Ashley C. Tullos and Maia T. Woodhouse.





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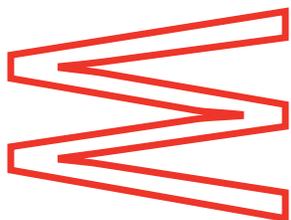


## 2015 Baker Donelson Diversity Scholarship Winners

The 2015 recipients of the annual Baker Donelson Diversity Scholarship are law students Chanse Barnes, Daisy Karlson and David Moore. These recipients were selected from 124 applicants attending 64 law schools across the country.

Established in 2008, the Baker Donelson Diversity Scholarship Program awards scholarships annually to diverse law school students who have completed their first year of law school. Each recipient receives a salaried second year summer associate position in one of the Firm’s 19 offices. Upon completion of the summer associate position, the Firm also awards each recipient a \$10,000 scholarship during the student’s third year of law school.

Mr. Barnes attends Louisiana State University Paul M. Hebert Law Center and will work in Baker Donelson’s Baton Rouge office next summer. Ms. Karlson is attending the University of Arkansas School of Law in Fayetteville and will work as a summer associate in the Firm’s Nashville office. Mr. Moore attends Loyola University New Orleans College of Law and will work in the Houston office next summer.



## Awards and Recognition

Jenna Bedsole (Birmingham) received the *Birmingham Business Journal’s* 2015 “Women to Watch Award” at the *BBJ’s* 2015 Women’s Summit. Jenna was also recognized by the National Diversity Council as one of the “Top 15 Business Women in Alabama.”

Jonell Beeler (Jackson) is the incoming secretary of the 2015-2016 Executive Committee of the Health Law Section of the Mississippi Bar Association.



Martha Boyd (Nashville) was named to the *Nashville Business Journal’s* inaugural class of Veterans Award recipients.

Emily Brackstone (Memphis) was named among the honorees in the *Memphis Business Journal’s* 2015 “Top 40 Under 40” list.

As part of *Roll Call’s* 60th anniversary, it released “The *Roll Call* Fabulous 50” list of 55 Capitol Hill staffers who have appeared on *Roll Call’s* Fabulous 50 list the most times since its inception in 1988. Sheila Burke made the list 11 times.

La’Verne Edney (Jackson) was elected a member of the American Board of Trial Advocates.

Donna Fraiche (New Orleans) was appointed by Hospitality Properties Trust as its new independent trustee and chair of its Nominating and Governance Committee.

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### Awards and Recognition, *continued*

[Linda Klein](#) (Atlanta) was presented with the State Bar of Georgia's Distinguished Service Award, the highest honor bestowed by the State Bar, during its annual meeting.

[Mary Ann Jackson](#) (Memphis) has been selected as an honoree in the *Memphis Business Journal* 2015 class of "Super Women in Business."

[Kelly Overstreet Johnson](#) (Tallahassee) was listed in *FloridaTrend's* "Legal Elite" list for 2015 in the area of Commercial Litigation. She was also among Baker Donelson's attorneys named to *Florida Super Lawyers*.

Firm President and COO [Jennifer Keller](#) (Johnson City) was named an "up and comer" in the list of the "Nation's Most Powerful Employment Attorneys" by *Human Resource Executive* magazine.

[Linda Klein](#) (Atlanta) accepted the role as president-elect of the American Bar Association at the ABA Annual Meeting in Chicago.

[Catherine Long](#) (Birmingham) was named to ALFN's 2015 "JPEG Picture the Future List of Young Professionals to Watch."

The Southeast Tennessee Lawyers Association for Women (SETLAW) named [Virginia Love](#) (Chattanooga) its 2015 "Lioness of the Bar."

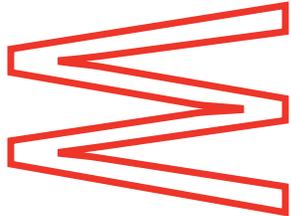
[Meredith Williams-Range](#) (Memphis) began her tenure as president of the International Legal Technology Association (ILTA) Board of Directors.

[Layna Rush](#) (Baton Rouge) was elected executive secretary for the board of directors of the Louisiana Business Group on Health.

[Linda Finley](#) (Atlanta), [Courtney Gilmer](#) (Nashville) and [Jackie Prester](#) and [Kristine Roberts](#) (Memphis) have been named as group leaders in the Firm's Financial Services Department. Linda heads up Consumer Finance Litigation and Compliance, Courtney co-leads the Firm's Consumer Financial Protection Bureau Task Force, Jackie is leading Financial Services Transactions and Kristine is leading Financial Services Litigation.

[Sara Turner](#) (Birmingham) has been named chair of the DRI Retail and Hospitality Seminar to be held in spring 2016. She has also been named co-chair of the Firm's Franchise and Hospitality Industry Service Team.

Among the 23 Baker Donelson Louisiana attorneys named to the *New Orleans* magazine 2015 "Top Lawyers" list are: [Alissa J. Allison](#) – Railroad Law and Transportation Law; [Nancy S. Degan](#) – Commercial Litigation; [Donna D. Fraiche](#) – Health Care Law; [Monica A. Frois](#) – Health Care Law; [Jan M. Hayden](#) – Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law; [Amelia W. Koch](#) – Antitrust Law, and Labor and Employment Law; [Jennifer B. McNamara](#) – Labor and Employment Law; and [Danielle L. Trostorff](#) – Health Care Law



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### New Faces



[Teresa Bailey](#) joined the Atlanta office as of counsel in the Consumer Finance Group. [Sameer Kapoor](#)

is new of counsel in Atlanta in the Corporate Restructuring and Bankruptcy Practice Group. He represents the interests of secured lenders and other creditors in out-of-court workouts and restructuring transactions, bankruptcy proceedings and other financial litigation matters.



[Kathleen Harrison](#) joined as a New Litigator associate in the Chattanooga office.



In Houston, [Emily Lee](#) joined the Firm's Health Law Group as an associate.



[Torri Armstrong](#) is an associate in the New Litigator Group in Jackson.



[Patricia Alcamo](#) is of counsel in the Corporate Finance and Securities Group in Knoxville.



[Angela Daniel](#) joined the Nashville office as an associate in Corporate Finance and Securities, and [Frank](#)

[Xue](#) joined as an associate in the Commercial Transactions and Business Counseling Group.



[Meghan Carter](#) and [Kristen Hayes](#) joined the New Orleans office as associates in the New Litigator Group.



In Memphis, [Ashley Brown](#) joined as an associate in the New Litigator Group.

[Carmalita "CC"](#)



[Carletos-Drayton](#) joined as a shareholder in the Real Estate Group, focusing on economic development and

environmental law, with an emphasis on water quality related to industrial discharges, National Pollutant Discharge Elimination System (NPDES) permits, sewer systems and storm water infrastructure. [Cong "Connie" Ding](#) is of counsel in the Intellectual Property Group, where she counsels both foreign and domestic clients on matters relating to intellectual property and health care. [Ann Francis](#) joined in Memphis as an associate in Financial Services Transactions.



[Amy Schrader](#) is now of counsel in the State Policy Group in Tallahassee.

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