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Strive

Issue 3, 2015

BAKER DONELSON
WOMEN'S INITIATIVE

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SETLAW names Virginia Love a Lioness of the Bar

by David Laprad, *Hamilton County Herald*

Introduction by [Amy Mahone](#), Of Counsel, Chattanooga

As I write this introduction, I am attending a conference at which about 10 percent of the attendees are women. Every now and then I look around and realize I am the only woman in the room, and it is a little daunting. Having graduated from law school in 1999, I have rarely had the experience of being the only woman in the room, but for many of our female shareholders, they were the only woman in the room for many years. At the Chattanooga office I have been lucky enough to spend time with and hear great stories from [Virginia Love](#) who, like so many others, has blazed a trail for the rest of us. Virginia was recently given the Lioness of the Bar award from the Southeast Tennessee Lawyers' Association for Women (SETLAW), and we wanted to share her story in this issue of Strive.

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SETLAW names Virginia Love a Lioness of the Bar, *continued*

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In a spirited ceremony on August 27 at DeBarge Winery in Chattanooga, the Southeast Tennessee Lawyers' Association for Women (SETLAW) named Baker Donelson attorney

Virginia Love its 2015 Lioness of the Bar.

Bott told the Stophel story and many others while detailing Love's life and career. Many of her anecdotes emphasized the groundbreaking nature of Love's early career, and how different things were for female attorneys when Love first began to practice.

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Brittany Thomas, 2015 SETLAW president, cited Love's 36-year practice, her legal expertise, her community involvement, her commitment to SETLAW and her dedication to furthering the careers of other female attorneys as factors in their selection.

“Virginia was the first woman to work at a major law firm in Chattanooga,” Bott said. “The partners at Baker Donelson wouldn't allow her to have client contact because they thought women didn't mix well with clients and the judges didn't like women lawyers.”

“Madeleine Albright said there's a special place in hell for women who don't help other women,” Thomas said during her opening remarks. “Virginia stood out in this respect. She's an amazing Lioness.”

Now a shareholder at Baker Donelson, Love is considered a top practitioner in her field, having been listed in *The Best Lawyers in America*® since 1993 in the areas of Trusts and Estates, Business Organizations, Closely Held Companies and Family Business Law. In addition, the American Lung Association named her one of its 2014 Women of Distinction, and Legal Aid of East Tennessee has inducted her into its Pro Bono Hall of Fame.

Last year's Lioness, Selma Cash Paty, a living legend in the local legal community, was unable to attend, but did send an email urging the presenters to tell the story about how the late John Stophel didn't want to hire Love because he didn't believe a woman could be a lawyer.

“But he hired her because he thought her parents were missionaries,” Love's friend and colleague, attorney Sandra Bott, said. “Or maybe he thought she was a missionary. Virginia is many things, but she's no missionary.”

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SETLAW names Virginia Love a Lioness of the Bar, *continued*

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Love was born in the U.S. but grew up in Asia. When she graduated from high school at the age of 15, she returned to the States while her parents remained in Hong Kong. Love began taking classes at Furman University in Greenville, South Carolina, at 17. By the time she was 22, she had two kids, a job in a factory and only a year and a half of college under her belt. After her husband left, Love took on a full course load at UNC Asheville while caring for her children and working full-time.

In her spare time, Love enjoys cycling, cooking and world travel. She also serves on a number of local boards, including the Helen Ross McNabb Foundation and the Chattanooga Partnership for Families, Children and Adults.

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In a 2011 interview with the *Hamilton County Herald*, she said, "When people ask me how I was able to do that, I tell them fear. It was a big motivator."

In closing, Bott said Love is "a great friend, an even better lawyer and the smartest person [she's] ... ever met."

Love initially wanted to teach philosophy, and attended graduate school in San Diego, California, before changing course to study law at the University of Tennessee at Knoxville. Love joined the firm now known as Baker Donelson after graduating from law school and was placed in estate planning.

[Sara McManus](#), an associate at Baker Donelson, then presented Love with the Lioness of the Bar award. As McManus struggled to hold on to the large, glass item, she said, "It's heavy, but it's not nearly the weight of the contribution you've made to the legal community, to this city and to its women."

"We knew Virginia was going to be a lawyer when she gave birth in the back seat of a Volkswagen outside the hospital, and she successfully fought the \$400 charge for the delivery room," Bott said.



Sara McManus, an associate at Baker Donelson, presents attorney Virginia Love with SETLAW's Lioness of the Bar award Thursday, August 27, at DeBarge Winery. (Photo by David Laprad)



Virginia Love and Rusty Gray, both shareholders at Baker Donelson in Chattanooga, attending the SETLAW's Lioness of the Bar on Thursday, August 27, at DeBarge Winery. (Photo by David Laprad)

This article originally appeared in the *Hamilton County Herald* on Friday, September 11, 2015, and has been reprinted with permission.

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Issue 3, 2015

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On My Bookshelf – *Leave Your Mark: Land Your Dream Job. Kill It in Your Career. Rock Social Media.*

by Aliza Licht

M



Catherine Long
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Leave Your Mark provides practical advice to employees at all levels. Aliza Licht is the former senior vice president of global communications for DKNY, and took social media by storm in 2009 with the creation of Twitter's DKNY PR GIRL (@DKNY). More than half a million followers later, Licht had introduced DKNY to a new generation and propelled herself to personal success in the process. Licht provides a step-by-step guide on how to find your dream job, nail the interview and navigate office politics to your advantage, written from her own experiences during her 20-plus-year career in the fashion industry. This book is a must-read for the modern employee.

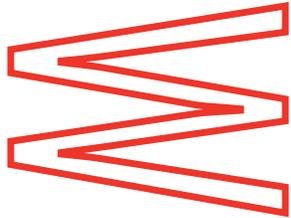
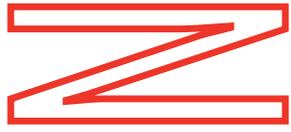
Divided into four parts, the book explores topics like "Getting Experience When You Have No Experience," "Surviving People and Politics," "Casting Yourself in a New Leader Role" and "Presenting Like a Pro." Having trouble with a difficult boss? Licht did too, and provides sound

advice. Dealing with a crazy co-worker? She effectively managed that as well. Licht is the big sister/mentor that we all desire but few of us have. While other books have stressed the need to draft appropriately tailored cover letters, Licht provides realistic examples as well as words of caution (e.g., don't use "text-message speak"). The book even provides recommended font styles and sizes for resumes and cover letters depending on your chosen audience. The insights and experiences *Leave Your Mark* offers translate to every office environment. The book is an easy read and feels fresh due to its tone and the cadence of Licht's writing style, honed from crafting tweets of 140 characters or less.

Of the advice offered in 288 pages, Licht's counsel to young employees whose parents are involved in their career development was noteworthy. Licht tells the story of a friend who received the equivalent of a cold call from an inquiring mother who pleaded for an internship for her daughter. Despite her best intentions, mom's email immediately discredited her daughter. Millennials will particularly benefit from Licht's admonition: it is *your* career. Thus, "[w]hen it comes to work-related tasks, the only word you know is 'yes.'"

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On My Bookshelf, *continued*



My experience interviewing hundreds of law students and potential lateral attorneys over more than five years is that almost everyone needs guidance on “Mastering the Interview.” Licht’s instruction minces no words: do not be cocky; communicate your

strengths; maintain eye contact; have appropriate questions prepared for the interviewer. While these tips may appear obvious, to many they are not.

Leave Your Mark makes clear that there is no substitute for hard work and an immitigable pursuit of what you have determined to be your dream career. In the March 2015 issue of *Harpers Bazaar*, Licht asserted “your personal brand (the way you interact with others) is your most valuable asset, no matter what industry you work in.” Sound advice for us all.

Women’s Health Tip: I’m SO STRESSED



Christy Crider
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“I’m SO STRESSED; this is going to be beautiful.”

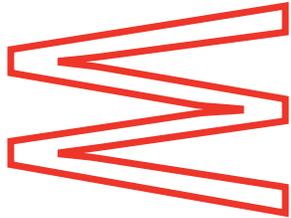
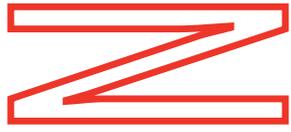
I had a bad week. A really bad week. No one died. There was no terminal diagnosis. No damage that is permanent. But it was bad enough that I started questioning my goals and priorities. It also got me thinking of a trip to Napa Valley. In wine country, I learned that vineyards subject their grapes to stressful conditions in order to produce a perfect wine.

The stressful week started when I fell down a full flight of stairs head first, rushing to dinner after a hard workout with quivery legs. I’m fine, but had bruised legs and arms that hurt all week. On Monday, I fell asleep with 119 unopened e-mails, praying that there was no emergency needing urgent attention. On Tuesday, a goal I wanted to accomplish before the end of the year crashed

and burned. On Wednesday, I left work early to watch my amazing son play basketball for his school; he played his heart out, only to foul out of the game with 10 seconds left, giving the other team the free throw that won the game. My heart hurt worse than my legs. On Thursday, I failed to receive approval for a new attorney to join my group. I woke up Friday with my right eye swollen like the elephant man from an allergy – my dermatologist had no diagnosis except that the irritant was coming from the inside, not the outside. Saturday, I was craving a relaxing afternoon of catching up with an old friend, who then canceled at the last minute for a work emergency. I returned home, feeling sorry for myself, questioning whether I could choose a better path that would avoid such a stressful week.

I lost sight of the succession of great days before this week.

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Upcoming Events

10.28.15
Rising to the Top:
Women’s Perspective on
Corporate Growth with
the Association for
Corporate Growth
(Orlando)

11.5.15
Golf Clinic and
Cocktails (Birmingham)

11.5.15
Holiday Sip and Shop
(Chattanooga)

11.20.15
BakerReads Discussion,
“The Confidence Code”
(All Offices)

Strive

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Women’s Health Tip, *continued*

As I was driving, I thought of a trip I took to Napa Valley where I learned how fine wines are made. A vineyard owner explained during a tour that grape vines are given plenty of water during their initial growth. But as the vine begins to mature, water is withheld in order to “stress” the vines. She explained that when the vines are stressed, they begin to conserve resources and direct their nutrients away from the superfluous foliage to flow directly to the fruit. Essentially, when all conditions are perfect, the vine makes leaves and foliage, saying, “this is a nice easy spot, I will stay here forever.” But then when the vine is stressed, usually with water deprivation, it funnels those nutrients to the grapes. When it must make decisions to survive, the energy goes to the end most likely to bear fruit.

Isn’t that the way a really stressful week is? When everything is easy, we cruise down a path without questioning our next move. But when we become overly stressed, we begin to make hard decisions about where to spend our energy. Is this the place we want to stay? Am I focusing my limited energy on the things that will bear fruit? At the end of this week, I reevaluated where to focus my time, my attention, my risk-taking, my energy, my best, asking which of my efforts are going to bear good fruit.

Does that make stress any less, well, stressful? No, not really. But, understanding that stress is part of the process of making a more complex and beautiful fruit does make it a little easier to bear.

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Here are 10 tricks I use to keep my stress in check. We want complex fruit, but dead on the vine is not good for anyone.



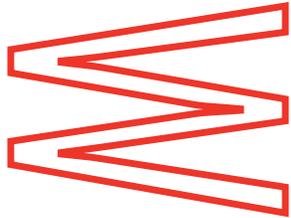
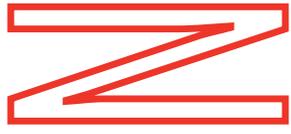
1 Keep it in perspective. Most stressors are not terminal or permanent. When these temporary circumstances stress me out, I take a step back to see the big picture. For example, when opposing counsel is a miserable human being, at least I have a good job. Or, perhaps your basement flooded, and you’re thankful the bank didn’t foreclose on your house. This is a life event that will pass, and we will all be okay.



2 Give yourself permission to feel bad – for a little while. Sometimes I find myself spending so much energy making a happy face, pretending like nothing is wrong, that I have no energy left to improve the situation. Occasionally, after a stressful day I allow myself to buy a good bottle of wine after work, skip a cocktail party in favor of watching a made-for-TV-movie on TLC and eating chocolate. I will allow myself to feel bad for one night only, and then I’m done. That can be really nice.

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Upcoming Events

12.2.15
Annual “Wrap It Up”
CLE (Atlanta)

12.3.15
Annual “Wrap It Up”
CLE (Memphis)

Strive

Issue 3, 2015

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Women’s Health Tip, *continued*

Don’t put off the inevitable. I cleaned my whole apartment before I started studying for finals in law school. Putting off the inevitable. Or, I arrive at work and look at my To Do list and call back the four people I enjoy, putting off the one that makes me miserable until the end of the day. I’ve learned that the stress of dreading something is more damaging than the stress of getting it done. My advice is to get those awful tasks done first: call back the people you dislike, write the ugly brief hanging over your head, schedule your annual exam. Spend the rest of your day calmer having a big, fat checkmark beside that nasty task on your list. You might even use a wide-tip Sharpie to mark through it. Yeah, that feels good. There must be a diagnosis for people like me who get that much joy from using a fat, black marker to check off a terrible task from a to-do list.

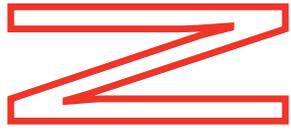
Name what is stressing you. Making lists helps me manage my stress. When I tell you that I LOVE lists, I mean it: I love lists. Not as much as I love my children, but probably more than I love my dog. And I really love her. When I feel the To Do Storm brewing in my mind, only part of the stress comes from how much I have to do. My bigger worry is that I may forget something. Once I write it down, my head stops swirling, and I relax.

Change your scenery. Responding to a contentious brief from opposing counsel while sitting at a sunny, quiet, outdoor café that plays Jason Isbell helps me have a different perspective. Returning a dreaded call with an earpiece while driving somewhere I enjoy is a different experience than calling from my desk at 4 p.m. I’m writing this article from my favorite outdoor café, The

Summer Kitchen, in my favorite beach town, Rosemary Beach. My guess is that this article has a totally different feel than if I had written it at my desk.

Find stolen moments of pleasure. In the middle of a stressful day, a few minutes of stolen pleasure can change your outlook on the whole day. Once after a really tough conversation in my office, I left the office and headed directly to a nearby candy and toffee shop. I walked out with the biggest, nuttiest, chocolate caramel apple I had ever seen. More often, I shut my office door, put on an album I love, make an iced tea, light a candle, and sip my tea while I watch boats paddle down the Cumberland River from my office window for ten minutes. I even keep a little pair of fancy binoculars on my window ledge so I can get a closer look at the boaters. Now, that’s better. In a 9-1-1 stressful situation, you may need to get in your car and go to a beautiful grassy, green area for an hour with a blanket and a snack. The world will keep turning for an hour, I promise.

Make your office a space that you love. I know I am in my office more than I am in my home living room and kitchen. In my opinion, it’s a big mistake not to think about how you feel in your office space. A sterile, cluttered, used-office-furniture space is not going to improve your stress level. Splurge on a beautiful painting that speaks to you, a lamp that brightens the space, a client chair that welcomes guests and framed photos that remind you of places and those you love.



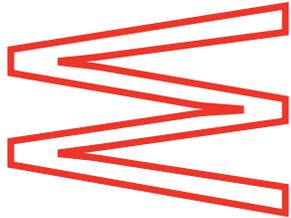
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Women's Health Tip, *continued*



What are some of your favorite health tips?

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



Attitude check. Pastor and author Charles Swindoll said: "I am convinced that life is 10 percent what happens to me and 90 percent how I react to it." We all know someone who is gritty, tenacious, flexible, can change mental course on a dime, eyes on the prize, sees challenges as opportunities, who can pick herself up and dust off quickly when she takes a fall. She is an example for all of us that stress management, and life, is about attitude. One of my mentors recently took a mission trip to Honduras. Along with the Honduran people, he painted a mural on the side of a building with a motto we remind each other of often: "Choose Happiness." People who have nothing other than their family, friends and a dirt floor one-room home, and are still joyful, are a reminder for me to check my attitude.

I keep a small photograph of the "Choose Happiness" mural on my desk. I need that reminder daily. Some days more than others.



Know that stress is normal for all of us. It's way too easy to start thinking that if you had chosen a different career path that life would have been so much easier – the Grass-Is-Greener syndrome. Most of the time that's just an excuse. There are people for whom the real problem is the career or firm they've chosen, and they need to make a change. But, for the vast majority, that is not the issue. Every job worth having has stress sometimes. Every wine worth drinking was stressed at some point. My guess is that Boone's Farm grapes don't get much water deprivation. So, if that's what makes you happy...

What career advice would you give your daughter? That's not easy, is it? There is so much wisdom in Tina Fey's poem "A Mother's Prayer for Her Daughter," and I laugh out loud every time I read it. Here's the relevant part for Tip 9: "Lead her

away from Acting, but not all the way to Finance. Something where she can make her own hours, but still feel intellectually fulfilled and get outside sometimes and not have to wear high heels. What would be that be Lord? Architecture? Midwifery? Golf course design? I'm asking you because if I knew, I'd be doing it." So true. Every intellectually fulfilling job that I know of involves some stress. Ask people you trust about the stress in their jobs. You are not alone. It's normal.



Set your eyes on the other side of the stressful situation.

It's easy to get engulfed by a stressful situation and lose sight about becoming a better person for it. When I was a new and young lawyer, I landed a new client that was in a crisis. I was 27, staring at an overwhelming situation for my new (and first real) client, and knew I was in a position to save them, or not if I didn't navigate the crisis perfectly. It was one of the most stressful times in my career. I felt the weight of it as if the future of my own company was on the line. Over the course of a year, we made it through, together. Sixteen years later, they are still my client and we have cultivated a beautiful relationship. My fruit is so much sweeter for it. I think of that early time in my career often when I face a seemingly insurmountable challenge. Because of it, I can start with the outlook: we can do this, think big, be creative, work hard, take that stress off your client and bear it for them. I'll be better for it when we get to the other side. And we will. We always do.

Hopefully, I will have many more years to allow stress to ripen the fruit in my life and to let life sweeten the outcome by stressing my vines. I'd love to hear your tips, too, because one of the best parts of stress is being in it together.

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Issue 3, 2015

BAKER DONELSON WOMEN'S INITIATIVE

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Office Spotlight: Knoxville – Comedy for a Cause

The Women's Initiative recently partnered with the University of Tennessee Medical Center to host the second annual Comedy for a Cause benefitting gynecologic cancer patient needs and gynecology cancer awareness and education at the Cancer Institute at the UT Medical Center.

Comedy for a Cause, which took place on September 10, raised more than \$8,000 for UT Medical Center's Gynecologic Cancer fund through sponsorships and a silent auction of items donated by local businesses. The nearly 230 attendees were treated to a comedy show by Karen Mills, who has been a nationally touring comedienne for more than 20 years and is an ovarian cancer survivor. [LeAnn Mynatt](#), a shareholder in Baker Donelson's Knoxville office and an ovarian cancer survivor, along with Dr. Larry Kilgore and Dr. Kristopher Kimball from the UT Cancer Institute, also addressed the crowd, discussing the three main types of gynecologic cancers and their warning signs.

"Increased awareness is a vital weapon in our fight against gynecologic cancer," said Ms. Mynatt. "Baker Donelson's Women's Initiative was very proud to once again partner with UT Medical Center's Cancer Institute to raise awareness through laughter. Our hope is that this event and the funds we raised will make a real difference in our ongoing mission to help others who face the battle against gynecologic cancer."

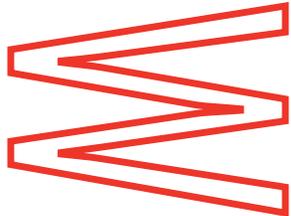
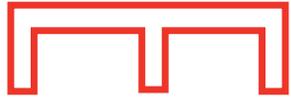
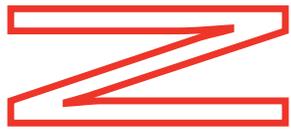


Pictured: Karen Mills and LeAnn Mynatt



LeAnn Mynatt presents a check to the University of Tennessee Medical Center from Baker Donelson.





Connect with the Women's Initiative on Social Media



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New Faces at the Firm



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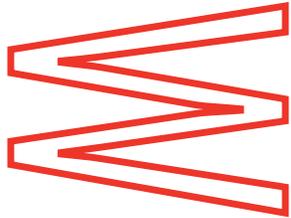
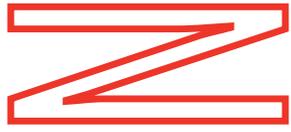
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Baker Donelson Women in the News



[Jill Steinberg](#) (Memphis) was recently featured in the e-publication *Women Rainmakers: Roadmap to Success*, which includes insight from interviews with successful women rainmakers and in-house counsel from around the country on business development topics. The women featured in this publication have been on the cutting edge of successful rainmaking, making it a great read for women (and men) attorneys of all ages and levels of experience by providing sage advice on tried and true methods for “making it rain” in the legal profession. The publication was created by DRI’s Women in the Law Committee (WITL), and it has been well-received by DRI members and the community at large, thanks to the practical advice provided by Jill and the other elite rainmaker interviewees. To purchase a copy, [click here](#).



Martha Boyd Among Honorees for [Nashville Business Journal’s Veterans Awards](#)



[Hamilton County Herald](#) Highlights Virginia Love, SETLAW’s 2015 Lioness of the Bar



Carmalita “CC” Carletos-Drayton Profiled in [Memphis Daily News](#)



LeAnn Mynatt Featured on [WATE](#) Discussing Battle Against Ovarian Cancer



Catherine Crosby Long Recognized by American [Legal and Financial Network’s](#) Junior Professionals and Executives Group



Mary Ann Jackson Named Among [Memphis Business Journal’s](#) Super Women in Business



Alisa Chestler Comments on Cybersecurity Concerns in the [Mississippi Business Journal](#)

Alisa Chestler Quoted in [Hotel News Now](#) Article on Upcoming Changes in Credit Card Security Liability

Alisa Chestler Comments on Data Breaches in [Hotel News Now](#)

Alisa Chestler Comments on Cyber Security in [Commercial Appeal](#)

Alisa Chestler Talks with [Wolters Kluwer Health Law Daily](#) About Patient Data Security



Natalie Bolling Named Among [Birmingham Business Journal’s](#) Rising Star Lawyers



Phyllis Cancienne Discusses the Firm’s Baton Rouge Office in the [Greater Baton Rouge Business Report](#)

[Greater Baton Rouge Business Report](#) Q&A with Phyllis Cancienne

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Baker Donelson Women in the News, *continued*



Layna Cook Rush Talks with [Greater Baton Rouge Business Report](#) About Promoting Healthy Lifestyles in the Workplace



Andrea Powers Talks About the Affordable Care Act in [Birmingham Business Journal](#)



ABA President-Elect Linda Klein Featured in [Daily Report](#)



Dena Sokolow Talks with [SHRM](#) About E-Mail Curfews for Newly Nonexempt Employees

Linda Klein Highlighted in [Georgia Bar Journal](#) as Recipient of Distinguished Service Award



Jennifer Hall Quoted in [Law360](#) on DOL Misclassification Guidance

Linda Klein Profiled in [Daily Report](#) as 2015 "Lifetime Achievement Award" Honoree

[Southface Journal](#) Q&A with Linda Klein

Jennifer Hall Comments in [Mississippi Business Journal](#) About Changes to Federal Overtime Rules



Linda Finley Comments on Growth of Consumer Finance Litigation and Compliance Group in [Daily Report](#)



[La'Verne Edney](#) Elected to Two National Legal Organizations



Jenna Bedsole Featured in [Business Alabama](#)



Whitney Harmon Explains What Proposed Changes to Overtime Rules Will Mean for Employers in [Memphis Business Journal](#)

Jenna Bedsole Talks with [Birmingham Business Journal](#) About What the Supreme Court's Same-Sex Marriage Ruling Means for Employers



Ellen Tauscher Quoted in [Apparel Magazine](#) About Alliance for Bangladesh Worker Safety's Agreement with International Finance Corporation



Emily Brackstone Discusses Increase in Agriculture Startups in [Memphis Business Journal](#)

Ellen Tauscher Authors [Financial Times](#) Op-Ed on Progress in Reforming Bangladesh's Ready-Made Garment Industry

Baker Donelson Names Emily Brackstone [Vice Chair of Emerging Companies Team](#)

The Honorable Ellen O. Tauscher Receives [Germany's Commander's Cross of the Order of Merit](#)

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BAKER DONELSON WOMEN'S INITIATIVE

Issue 3, 2015

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Baker Donelson Women in the News, *continued*

[Law360](#) Highlights the Addition of Three D.C. Attorneys to Baker Donelson's Health Law Group

Baker Donelson Named Gold Standard Firm by [Women in Law Empowerment Forum](#)



Baker Donelson's Jennifer P. Keller Recognized Among Nation's Most Powerful Employment Attorneys by [Human Resource Executive](#)



Lisa Borden Quoted in [Associated Press Article](#) on Lawsuit Involving a Private Probation Company

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to replenish the talent pipeline in law firms with diverse, high-performing lawyers who have the potential and the desire to advance into leadership roles. To apply for one of the positions Baker Donelson has with the OnRamp Fellowship, [click here](#).

The Baker Donelson Women's Initiative Newsletter

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