

BAKER DONELSON

WOMEN'S INITIATIVE

STRIVE



Issue 3, 2018

This is an advertisement.

Do you ever wonder how the sausage gets made? How we consistently churn out high quality newsletters while juggling careers and families, civic engagement and social commitments? My co-editor, Catherine Long, is the answer. So, it is bittersweet to say goodbye to my gal pal as she leaves Baker Donelson to go fight the good fight at the U.S. Attorneys' offices. Catherine has worn many hats in support of women at Baker Donelson, and I have no doubt that she will continue to support women and women's rights in her new role. Catherine is a very effective communicator, and her powerful, feminine voice will be greatly missed in this newsletter and at our firm.

- Strive editors



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TABLE OF CONTENTS

[Tribute to LeAnn Mynatt](#)

[How Radical Candor Helps You
Become a Better Boss: Q&A with
Jennifer Keller & Leigh Davis](#)

[Rethinking the Way We Communicate
Expectations to Women](#)

[The Unintended \(and Perhaps
Unfavorable\) Consequences of #MeToo](#)

[Baker's Dozen: Our Favorite Holiday
Traditions](#)

[20 Questions with Caldwell Collins,
Women's Initiative Nashville Office
Leader](#)

[Office Updates](#)

[New Female Faces](#)

[Baker Donelson Women in the News](#)

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TRIBUTE TO LEANN MYNATT

It is with tremendous sadness that we share with you the passing of LeAnn Mynatt, a shareholder in our Knoxville office. LeAnn was a preeminent OSHA and environmental lawyer, helping our clients all over the country understand and comply with complex regulatory laws. More important than her expert knowledge, LeAnn was a selfless mentor and friend. She served the Firm in numerous capacities, as the founder and chair of the Firm's BakerGreen committee, the mentor coordinator for our Women's Initiative, the Recruiting chair of the Knoxville office, and the inspiration behind BakerFit.

While serving the Firm and the community, LeAnn also courageously battled ovarian cancer for five and a half years. Instead of hiding her disease, LeAnn used it as a platform to generate support for other women battling the same disease and to raise money for the University of Tennessee Gynecologic Cancer Fund with the now-annual Comedy for a Cause, an event started by the Women's Initiative of the Knoxville office to honor LeAnn. She was a loyal and caring friend to many of us, and she considered her Baker family part of her real family. Her faith was strong, and she lived it. LeAnn was funny, smart, humble, sweet and fierce – all at the same time. She leaves us with an incredible legacy, and we will miss her greatly.

HOW RADICAL CANDOR HELPS YOU BECOME A BETTER BOSS: Q&A WITH JENNIFER KELLER & LEIGH DAVIS



Jennifer P. Keller, 423.928.0181, jkeller@bakerdonelson.com

Leigh Davis, Vice President of Customer Services at Alabama Power, jeldavis@southernco.com

Radical Candor, as described by the author, Kim Scott, in the book by the same name, is a direct, insightful approach on how better communication with your team helps that team reach its desired result, whatever that may be. We sat down with Baker Donelson's Chief Operating Officer, Jennifer Keller, and Alabama Power's Vice President of Customer Services, Leigh Davis, for their own insight into how they have used – or not used – radical candor in their climbs up the corporate ladder. Their life experiences and takeaways from the book provide lessons for us all.



What is radical candor and its role in law firms?

Jennifer Keller: The axis graphic in the book more clearly summarizes what “radical candor” is, but generally, it is the intersection of caring personally and challenging directly. I think of radical candor as doing what needs to be done and saying what needs to be said. At the beginning of the book, Scott describes what a “good boss” does and frames up what a boss or leader is. Basically, bosses are responsible for results, achieved by guiding people on a team. Leaders need to give guidance (or feedback), build a team (getting people you have assembled to work together), and achieve results.

HOW RADICAL CANDOR HELPS YOU BECOME A BETTER BOSS: Q&A WITH JENNIFER KELLER & LEIGH DAVIS *continued*



Describe a time when you didn't give appropriate feedback but wish you had?

Leigh Davis: A time that jumps out to me is when I recently joined a new team and began building relationships. When that happens, it can be hard to know when you should begin giving feedback that is more direct. You have to build relationships before you can really do that effectively. When you don't give feedback in the moment, then you have to go back and cleanup to get the results that you are after. That can become disruptive. There isn't a green light/red light that tells you when to start giving feedback with a new team, but you have to be deliberate about it. Also, you should give feedback all the time; that will help you develop a relationship with the members of your team along the way.

Jennifer Keller: I loved that the book gave us a glimpse into companies like Google and Apple, and it laid bare a lot of their issues and showed that we all share the same common struggles. It also showed very successful businesses doing things in incredibly different ways. I found that fascinating. In thinking about my history of giving feedback both as a department chair and now as COO, I recalled a scenario where I was a pretty new shareholder working with an associate who did really good work. The feedback that we gave was about the quality of the work product, and not that the associate simply didn't work hard enough, didn't apply enough effort or exert enough hours in the day toward their career. Fast forward, the feedback the person received was "what a great brief, good job on that argument, etc." Everyone avoided the elephant in the room – hours were below par, effort was below par. We were not direct enough with the associate. When that associate became more senior and the habits remained, in the career run up they fell behind. At that point, we had a very direct discussion – and it was hard to take. They were further along in their career, and it became a much tougher conversation. I think that it's possible that you can challenge directly and care personally, and the individual may not change. But, at least you had the conversation.

There is also a great example in the book of the "ruinous empathy" style of giving feedback, where an owner decided to cut the dog's tail off a little at a time, causing more pain for the dog than just doing it all at once. It's better to have the candid conversation so you help guide the individual to a desired result, which is your job as a boss.



Tell us about great leaders you have worked for and what made them exceptional.

Jennifer Keller: Bosses who I have worked for who got great results were not necessarily the nicest or sweetest people that I've worked for, but they were clear in their desired outcome. Every boss who I've tried to emulate, I've had hard conversations with – ones that challenged both of us. I'm also personal friends with the bosses who I've found to be great, so we have personal relationships that continued.

Leigh Davis: I've had 15 bosses in a 23-year career. One boss I think of invested time and attention to helping me find the resources in other people that I needed to grow, and also set me up to find other coaches to help me move up in my company. I had another boss who found ways to challenge me and to cultivate challenges that would help me grow as a manager. Yet another boss truly focused on investing in his people. I had routine and regular coaching on a daily basis. These are examples of a right focus at a right time in someone's career. What people need as an entry-level employee, or someone headed toward management, are often different but very necessary.



What are the ways that you show your team that you care personally?

Leigh Davis: You have to spend time with your folks, and allow them to get to know you and let you get to know them. The more that you can humanize yourself in getting to know your employees, the better your relationships will be.

HOW RADICAL CANDOR HELPS YOU BECOME A BETTER BOSS: Q&A WITH JENNIFER KELLER & LEIGH DAVIS *continued*

Jennifer Keller: There is a team of people I work with all the time, the practice group leaders and office managing shareholders; I deal with them on a daily basis. I do think spending time with your team is critical. I spend a lot of time on the phone. I'm on the phone nine hours a day. It's important for you to hear their voice, for them to hear your voice. You have to communicate, and not just over email. I am a fairly open book as well; most everyone knows me well – what I like and what I don't. That may at some juncture create problems for me, but I don't think so. That has helped foster genuine conversations about where people are in their careers and what's going on with them. One thing I have noticed looking at the broader Firm, is that the hardest part of this job is that you know everyone, so you know everyone's hurts. In an organization our size, there are a lot of people in pain at any given time. If you care personally, it hurts. That makes you a better leader, but you need to be prepared for that.

Are there questions that you ask your employees that you think provide good guidance about your performance?

Jennifer Keller: I probably did a better job on asking for feedback when I was a department chair. I had a routine question, something like, "Is there something I can do that you think would benefit you or the progress of the department materially?" Scott's question in the book, "Is there anything that I could do or stop doing that would make it easier to work with me?" is a great way to get feedback. The 360 review that we use is a way to get feedback, but there are still some that fail to participate. We ask a lot of questions about trust and communication in the review, but the feedback needs to be close in time. It's essential to elicit feedback as you are leading – at the beginning or end of a meeting, depending on the person. Many people will respond, "Everything is fine." They don't trust that their feedback will matter. So, you have to show people that you are using the feedback that they provide. If you review some form of feedback and decide to address it, tell the employees that you are working on it. It will encourage others, who may have been reluctant, to give feedback during the next year's review.

Leigh Davis: And when you give feedback, offer resources to help. Listen and figure out how to take each issue, and respond to your employees when they offer feedback to you. Have an in-person conversation.

How do you have important career conversations with your employees?

Jennifer Keller: Attorneys need to take ownership of their own careers, and part of that is teeing up important conversations with people. All of the Firm's departments have goals and plans. People want to understand how they fit into these goals and plans. We ask attorneys whether they have had conversations with their department chairs or practice group leaders about their fit into the department's goals, and often, they haven't. I spend time encouraging these leaders to start these conversations, so that they can continue into the career conversations that attorneys need for their development.

Developing a knack for radically candid conversations can be difficult, and requires us to be more intentional in our conversations with each other. Scott's next book will focus on how the principles of *Radical Candor* can be applied to gender dynamics in the workplace. Scott recently asserted, "[i]f gender politics makes it difficult for men to be radically candid with women, gender bias makes it difficult for women to be radically candid with both men and women." See the entire article [here](#). Nonetheless, a more mindful approach to how we communicate with our teams – as a boss or an employee – can help us all move forward.

RETHINKING THE WAY WE COMMUNICATE EXPECTATIONS TO WOMEN

[Erin E. Pelleteri](#), 504.566.5287, epelleteri@bakerdonelson.com



I recently served as a judge in a trial advocacy competition for young lawyers. After a weak cross-examination by one of the female attorneys, a judge, who happened to be a woman, pointed out the problems with the attorney's performance, but noted that, as a young woman it can take time to get comfortable and not feel hesitant about being direct and even aggressive with a witness. In the moment, I thought the criticism constructive – it echoed what I'd heard and read throughout my career about how women often struggle with striking the right tone as litigators. After lunch, this same lawyer came back, did a cross-examination of another witness, and did a fantastic job. It made me think: Did she find her voice over lunch? Or, was it possible that the woman judge – like me – wrongly attributed a poor performance to the fact that she was a woman, as opposed to being either inexperienced or unprepared?

Currently, both the Bar and our Firm have initiatives devoted to studying ways to improve the experience of women in the law. These types of initiatives are critical to develop and retain female attorneys, and I can say confidently that the support available to me in my 12-year practice is far greater than what was available in 1981 when my mother started practicing law. However, in some ways, these initiatives can be a double-edged sword. With so much focus on the common issues and struggles that female attorneys may face, it is easy to attribute professional struggles to gender, rather than individual unique strengths and weaknesses.

To be clear, I am not suggesting that gender bias is a thing of the past or that certain stereotypes are not rooted in

truth. However, the deluge of self-improvement books, articles, and podcasts (by the way, *do you have any recommendations?*) talking about how women need to overcome what we have been socialized to do can easily become the loudest voice in your head. There is a real danger in allowing gender to be the default explanation for a woman's performance. If you couch criticism in terms of gender, you risk creating a fixed mindset in that young attorney's mind. Stated another way, if we suggest the shortcomings or style differences are inherent in one's gender, we are also suggesting that they cannot be changed.

As mentors, we can – and should – do better. When we have opportunities to give feedback, we should make it thoughtful and, perhaps more importantly, tailored to the person, as opposed to their gender. Consider the same scenario above but instead of mentioning how difficult it can be as a woman to approach a witness, the judge suggested instead that the young lawyer's performance would improve if she figured out three points that she wanted to make with the witness and aimed to do so in less than ten questions. While the female judge may still believe that the poor performance may be rooted in gender differences, she chooses instead to give constructive advice. Not only does that lawyer walk away with an action plan that sets out how to go about improving her performance, no one in the room – including the lawyer herself – thinks she is going to have a harder time being a good lawyer because she is a woman. In sum, all young lawyers need constructive criticism from time to time to improve, but framing that criticism around gender, even if well-meaning, may do more harm than good.

PREVENTING THE UNINTENDED CONSEQUENCES OF #METOO

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Two words: Me Too. This hashtag has come to represent so much more than “it also happened to me.” The #MeToo movement is a calling, an indictment of years of silence, inequality and mistreatment. It is an intense spotlight on a problem that was overlooked, ignored and hidden for so long. Women are stepping forward in unprecedented numbers and relaying stories of past harassment, abuse and assault. The Equal Employment Opportunity Commission recently [reported](#) that “due to the heightened demand of the #MeToo movement,” the number of sexual harassment charges increased in FY2018 for the first time in nearly a decade. The #MeToo movement has raised awareness certainly, but the question remains as to how it will impact the relationships, communications and interactions between men and women, particularly in the workplace.

Research shows that genuine relationships, particularly [sponsorships](#), are crucial for advancement and career success. Many men report they have become paralyzed and fearful of their interactions with women at work, concerned that one unjust accusation or misunderstood comment could end their careers. A [survey](#) commissioned by Sheryl Sanberg’s Lean In Initiative found that number of male managers who are uncomfortable mentoring women has tripled since the #MeToo movement started in October 2017. Women are reportedly being deprived of collaboration, interface and interaction that could lead to career growth and opportunities. Some corporate CEOs are reluctant to have meetings alone with a female colleague and companies are limiting business travel by gender. Beyond career impacts, there is also a question about the effect on the workplace environment in general. An [article](#) in the *Chicago Tribune* addresses how the #MeToo movement has a “chilling effect on workplace camaraderie.”

According to the 2018 Society of Resource Managers (SHRM) survey, [“Harassment-Free Workplace Series: The Executive View,”](#) 11 percent of executives reported “extreme reactions” in their behavioral changes at work to avoid the perception of sexual harassment. These extreme reactions cited include, “Don’t talk to women.”; “Scared to say anything.”; “[Avoid] any indirect or direct contact with others, any conversation one-on-one, asking permission to enter into 3 foot personal space and NEVER closer than 3 foot of another.” The survey also noted

that six percent of executives responded that they’ve changed policies and/or provided new training. One executive noted following policy change to mentoring programs, “Senior – Junior work teams of only two individuals – ended. Working after hours in the office is not allowed for groups of less than 3 employees and must include a manager.”

Is this reaction, or perhaps overreaction, a realistic protective stance or a false narrative? Do men have a legitimate fear of false accusations, and what, if anything, should HR departments do about it? [Johnny Taylor](#), CEO of SHRM, applauds efforts employers have made in light of the #MeToo movement but warns of overreaction. “As a cultural change metric in such a short time, having a third of executives report changed behavior is significant,” Mr. Taylor said. “Yet, we can’t let the pendulum swing too far. Organizations must be careful not to create a culture of ‘guilty until proven innocent’ and we cannot tolerate other unintended consequences.”

So what should employers do to address the issues raised by the #MeToo movement?

- First, continue to focus on increasing awareness, dialogue, accountability and culture.
- It is important to not just have written anti-harassment policies, but also well-defined, communicated guidelines regarding culture, conduct and reporting.
- Conducting anti-harassment and subconscious bias training for employees, at all levels, using a legitimate resource person is essential to communicate expectations and answer crucial questions.
- Assure employees that the organization will take claims seriously and that investigations will not be “witch hunts,” but rather genuine, thorough inquiries into issues.

Like any cultural shift, change comes slowly and often with bumps in the road. While there may be some who are hesitant to sponsor or mentor women as a result of the #MeToo movement, the core message of the movement has brought an important issue front and center. If employers are proactive, #MeToo is the beginning of a dialogue, a welcomed opportunity to increase communication and connection among employees, and the catalyst to create a safe, welcoming, productive environment for all.

BAKER'S DOZEN: OUR FAVORITE HOLIDAY TRADITIONS

We asked our women attorneys to share their favorite holiday traditions that they look forward to each year, as well as some tips to get through the holiday season. Happy holidays!



1. My family is starting a new tradition this year. With various holiday commitments with our in-laws, my siblings and I are not always together on Christmas Day. One night a week or so before Christmas, we are all getting together with spouses and kids to read and watch “The Polar Express,” drink hot chocolate, and exchange gifts and stockings.

– [Sarah Casey](#), *Of Counsel, New Orleans*



2. I told my kids they could only get three items from Santa based on the theory that the Baby Jesus only got three gifts. I saved several of their letters to Santa – some of them are hysterical!

– [Denise W. Killebrew](#), *Shareholder, Birmingham*



3. The women in my office have a “wine and wrap” party each year where we gather to drink wine and help wrap each other’s gifts.

– [Angie Davis](#), *Shareholder, Memphis*



4. My husband and, when she is visiting, my mother, cook the bulk of the Thanksgiving meal. They usually leave me one dish to cook each year – green beans almandine! As the primary breadwinner in my family, I am incredibly grateful for their support when it comes to cooking and preparing. I still do the shopping for gifts during the Christmas season, but the division of tasks during the holidays is critical to sanity and a good marriage!

– [Kyra F. Howell](#), *Attorney, Chattanooga*



5. My family holiday tradition is that my family has participated in a live nativity scene at our church every year since before our children were born. My son and daughter were both Baby Jesus as infants. Last year, my son was Joseph, my daughter

was the angel, my husband was a Roman soldier, and I was Lydia, the seller of purple cloths in city of Bethlehem.



6. My work team has a tradition of trimming a Christmas tree in my office the week after Thanksgiving. Then, we have a second celebration and exchange gifts the week before Christmas. It makes for a really festive month.

– [Christy Tosh Crider](#), *Shareholder, Nashville*



7. I spent hundreds of dollars each year having ornate Christmas cards made (oh, yeah – if they required bows, extra heavy stock paper, adhesive items, special envelopes, and extra postage, I was all over them!). I decided a couple of years ago to cut my Christmas costs. [Costco](#) has a super-cute selection of Christmas cards, gets them done in short order, they’re good quality, and my seemingly ever-growing Christmas card list of 100+ now costs less than \$100.

– [Blair B. Evans](#), *Of Counsel, Memphis*



8. A few years ago, my mom was preparing a huge holiday meal, the main course for which is always brisket with lots of filling sides like latkes and kugel. In typical Jewish mother form, she decided to roast a chicken at the last minute, just in case there wasn’t enough food. It went untouched (who would eat chicken, when you can have brisket?), but provided a lot of comic relief. Now, at every holiday meal, we have a “back-up chicken,” and if we don’t eat it, it makes great leftovers!

– [Michelle F. Zaltsberg](#), *Associate, Orlando*

BAKER'S DOZEN, *continued*



9. Don't you just hate it when you go out the week before Christmas to buy presents for your family and have no idea what they want? You end up making strange, usually expensive, purchases just to have something to wrap for under the tree. My latest attempt to avoid this conundrum is to require the members of my immediate family (all adults) to bring to Thanksgiving dinner a list of things they would like for Christmas. They are not allowed to sit down to dinner until they deliver their list that has enough items on it for every other person to have at least one idea. I encourage them to list things with various price ranges and to keep a list throughout the year for those "aha!" moments when they think of something they would really like, but promptly forget it a week later.

– [Martha A. Hartley](#), Shareholder, Orlando



10. My husband and I watch Love Actually, drink Champagne, and wrap presents on Christmas Eve.

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



11. Every year we debut a new game for the adult members of the family to play. This year, it's [What Do You Meme?](#) It also makes a really good hostess gift.

12. [The Container Store](#) has the cutest, most affordable wrapping paper, tags, and ribbons. Use [BoxFox](#) for quick, but well-curated gifts for people who you don't know really well or for clients. In the two months leading up to Christmas, when I find something I really like that is a one-size-fits-all (earrings, candle, cookbook, etc.), I buy two so I can use at least one as a gift. Around Christmas, Veuve Cliquot does a promotion with bottles wrapped in something fun and orange. I usually buy four – three for hostess gifts and one for me!

13. For the holiday season, I try to donate as much as possible. I use [Pickup Please](#) because they will come to your house. Bonus – your house is less cluttered for guests.

– [Erin E. Pelleteri](#), Shareholder, New Orleans

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[WI LinkedIn](#)



[WI Homepage](#)



[WI Instagram](#)



20 QUESTIONS WITH CALDWELL COLLINS, WOMEN'S INITIATIVE NASHVILLE OFFICE LEADER

Caldwell G. Collins, 615.726.5762, cacollins@bakerdonelson.com

- 1. If you weren't a lawyer, what would you be?** A news anchor.
- 2. What are the three qualities that got you where you are today?** Curiosity, work ethic, and passion.
- 3. What was the moment you felt you made it?** When my first jury came back with a verdict in my favor, I thought, maybe I'm not so bad at this!
- 4. What change would you like to see in the legal industry?** More diversity at the top levels of our industry: C-suite, equity partnership, general counsel.
- 5. How did you make your first dollar?** As a counselor at a summer camp in Pinola, Mississippi.
- 6. What was the last thing you binge-watched?** The Crown on Netflix. I'm obsessed.
- 7. What book left a lasting impression on you?** *Number the Stars* by Lois Lowry. It's a children's book that made a huge impact on me growing up. I can't wait to read it to my daughter.
- 8. What movie has the greatest ending?** Throwback to the 90s: *The Usual Suspects*. Best ending of all time.
- 9. What food are you not ashamed to admit you love?** Strawberry frosted Pop-Tarts.
- 10. If you could live abroad, where would it be?** Tuscany.
- 11. What is one thing you're exceptionally good at?** Building a campfire.
- 12. What is one thing you're epically bad at?** Sewing.
- 13. What superhero power would you want to have?** Flying (others might be more useful, but at the end of the day, flying would be the most fun).
- 14. What is something that's better in theory than in practice?** Making homemade baby food.
- 15. What store can you not leave without buying something?** Target, all day long.
- 16. How do you clear your mind after a bad day?** Cooking with my kids.
- 17. If you could compete in an Olympic sport, what would it be?** Gymnastics.
- 18. What are three qualities you thought you wanted in a partner?** Sense of humor, intelligence, and drive.
- 19. What are three qualities you now know matter?** Sense of humor still tops my list. To that, I would add kindness, adaptability, and patience.
- 20. What relationship advice would you give to your younger self?** Take time to live in the moment.

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OFFICE UPDATES



In Houston, our women gathered with clients at The Grove for dinner to kick-off the holiday season.



The women in our Baton Rouge office partnered with the women of Hannis T. Bourgeois to host clients and friends for a holiday cooking class at Ruffino's.



The women in our Nashville office hosted Baker Donelson's alumnae for an afternoon of fun at Top Golf. Everyone had a blast!



Our Chattanooga women hosted a "Sip & Shop" for clients, which featured local vendors who offered a wide collection of unique items for holiday gift-giving. It was a great way to get a head start on shopping for the holidays!



Our Birmingham women attorneys gathered with clients and friends for a private wine tasting at Classic Wine Company.



The women in our Knoxville office hosted a "Blind Wine Tasting," for which each person brought two bottles of the same wine – one for the blind tasting and one for the winners' prizes – for everyone to taste and score. The people who brought the two wines that scored the highest added an amazing assortment of wines their personal collections. The Carnivor Zinfandel and the Windsor Vineyards Cabernet Sauvignon were the top scoring wines of the evening.

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NEW FEMALE FACES

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

ATLANTA



Taylor Benatar
Corporate Finance
and Securities



Christine E. Ryan
Real Estate and Finance

BATON ROUGE



Danielle M. Aymond
Government Relations
and Public Policy

BIRMINGHAM



Madeline Hughes
Advocacy

BIRMINGHAM



Rita Hullett
Corporate Restructuring
and Bankruptcy

CHATTANOOGA



Claire T. Tuley
Corporate Finance
and Securities

HOUSTON



Betty Q. Richmond
Construction

JACKSON



Leslie Bounds
Tax

JACKSON



Blythe K. Lollar
Advocacy

KNOXVILLE



Savannah Dabney
Advocacy

MEMPHIS



Kristine E. Nelson
Health Care Litigation



Sloane J. Hankins
Tax

NASHVILLE



Ashton E. Banta
Advocacy



Rachael Haley
Advocacy



Lori B. Metrock
Corporate Finance and Securities

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BAKER DONELSON WOMEN IN THE NEWS



[Martha L. Boyd](#), [Christy T. Crider](#), [Angie C. Davis](#), [Donna D. Fraiche](#), [Micheline Kelly Johnson](#), [Carla Peacher-Ryan](#), [Jackie G. Prester](#), and [Susan E. Rich](#) were named “Lawyers of the Year” by [The Best Lawyers in America](#)© 2019.



[Sheryl Bey](#), [Jenna M. Bedsole](#), [Micheline Kelly Johnson](#), [Jill M. Steinberg](#), and [Sara M. Turner](#) were named among the [top 50 female attorneys in the Mid-South](#) by [Mid-South Super Lawyers](#).



[Kay Anderson](#) spoke with [ED Legal Letter](#) on importance of observation in mitigating legal risks for emergency physicians.



[Brigid Carpenter](#) recognized in [Nashville Business Journal](#) as one of the publication’s 2018 “Most Admired CEOs” and as one of its 2018 “[Women of Influence](#).”



The Vulcans Community Awards recognized Baker Donelson Pro Bono Shareholder [Lisa Borden](#) with the 2018 Servant Leadership Award. Watch the [video](#).



The [Daily Record](#) recognized [Jennifer Curry](#) as a “2018 VIP.”



[Alisa L. Chestler, CIPP/US](#) spoke with [Bloomberg Health Law & Business](#) about the need for comprehensive information security programs to prevent health care cyber extortion.



[Amy Elder](#) quoted in [CDC Gaming Reports](#) about preventing sexual harassment in the gaming industry.



[Memphis Business Journal](#) recognized [CC Carletos-Drayton](#) as one of its “Super Women in Business.”



[Paula Estrada de Martin](#) featured in [Diversity Journal](#) “2018 Women Worth Watching.”

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BAKER DONELSON WOMEN IN THE NEWS, *continued*



[Donna Glover](#) discussed Supreme Court employment law rulings with [Westlaw Journal Employment](#).



[Hamilton County Herald](#) highlighted [Allyson Lumpkin's](#) extensive involvement in the Chattanooga community.



[Law360](#) featured addition of [Jean Frydman](#) to the Firm's IP group.



[Law360](#) noted the addition of [Kristine Nelson](#) to the Firm's health care litigation group.



[Melissa Goldman](#) discussed proposed CMS telehealth rules in [Part B News](#).



[850 Business Magazine](#) highlighted [Kelly Overstreet Johnson](#) as a leading businesswoman in Tallahassee.



[The Northside Sun Magazine](#) featured a profile of [Jennifer Hall](#).



The [Mississippi Business Journal](#) recognized [Kenya Rachal](#) among "2018 50 Leading Business Women in Mississippi."



[Julie Kass](#) discussed the new HHS High-Risk Health Care Fraud List in [Bloomberg Health Law & Business](#).



[Daily Record](#) talked with [Cynthia Sanders](#) about her career path.



[Linda Klein](#) quoted in [Daily Report](#), [ABA Journal](#) and [Atlanta-Journal Constitution](#) and interviewed by [Legal Talk Network](#) about military spouse waiver ruling by Georgia Supreme Court. Linda also shared her memories of retired Georgia Supreme Court Chief Justice P. Harris Hines with [Daily Report](#).



[Kavita Shelat](#) talked with [Law360](#) about the potential for increased financial services enforcement actions by state attorneys general.

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