Read more about this year’s honorees inside:
Lowenstein Sandler congratulates our partners, **Lynda A. Bennett** and **Jennifer Fiorica Delgado**, on being named to *Crain’s* distinguished roster of 2019 **Notable Women in Law – New York**.

Lowenstein Sandler’s steadfast commitment to opportunities and advancement for women includes focused employee resource groups, equitable benefits and services to facilitate work-life balance, and dedicated mentorship and sponsorship to support a diverse and inclusive workplace.
CONGRATULATIONS TO OUR PARTNER AND CHAIR OF WINDELS MARX WOMEN, MICHELE ARBENNY, AND TO ALL OF THE ACCOMPLISHED WOMEN LAWYERS RECOGNIZED BY CRAIN’S NOTABLE WOMEN IN LAW.

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LARGEST REAL ESTATE LAW FIRM IN NEW YORK
~The Real Deal (October 2018)~

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Congratulations to our Partner and Chair of Windels Marx Women, Michele Arbeeny, and to all of the accomplished women lawyers recognized by Crain’s Notable Women in Law.

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Women's voices on gender parity

Female litigators find their voices

The path to success

FINANCING
PUBLIC FINANCE
JV & EQUITY INVESTMENTS
ACQUISITIONS & SALES

DEVELOPMENT & LAND USE
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CONSTRUCTION
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Women’s voices on gender parity

Any female lawyer who juggles family and career will gain new respect for the early years of U.S. Supreme Court Justice Ruth Bader Ginsburg, chronicled in the 2018 documentary RBG. One of nine women in a class of more than 500 at Harvard Law School in 1956, Ginsburg was the first female member of the Harvard Law Review. She was caregiver for a two-year-old daughter and her husband Marty, who was undergoing cancer treatment. Let that sink in for a moment: Harvard Law. Toddler. Husband with cancer.

Lawyers today rely on a formal support system that includes family leave and part-time work, and the career/family juggle is far easier than in Ginsburg’s day. But the legal industry still struggles with a lack of female lawyers in senior partnership and law firm governance roles; the issues of retention and pay equity; and the paucity of female litigators who take the lead chair at trials.

The fight for gender parity is dear to many of the 114 women who grace the 2019 list of Notable Women in Law. Like Ginsburg, these attorneys juggle distinguished careers, family, exceptional civic activities—and are steely warriors against gender discrimination.

“Change must start at the top. To take a page from the Notorious RBG, advancement opportunities will expand for all female lawyers when managing partners and other management positions in law firms are filled by women,” noted one of women on this year’s list.

That comment was one of many insightful points made in response to a request Crain’s made to this year’s class. Anonymously identify one change the legal profession can make to expand advancement opportunities for female lawyers. Among their candid recommendations, these attorneys stress that it’s all about the numbers.

“Even though my firm makes efforts towards diversity and inclusion, I am often the only female partner in discussions and in the office practice group,” writes one lawyer. “We need to do better encouraging women to stay at Big Law by supporting their choices.” Adds another, “Set parity goals and make law firm and practice leaders accountable for achieving them for mid-level and senior associates, partnership elevations; partner retention; partner compensation, and credit for contributions.”

At Greenberg Traurig, Shareholder Barbara Kaplan calls her firm a meritocracy where 21% of executive committee members are female. “But it’s not enough,” said Kaplan. “There are still too few women.” Kaplan believes more female attorneys will advance to partnership and leadership slots industrywide as “women help women expand opportunities for advancement. Some of it is business referrals, because women need to be able to bring in business.”

The lawyers on this year’s list are passionate about opening doors to career and client development opportunities. “Female attorneys need to be given the same opportunities as men. If that happens, then women will knock those opportunities out of the park,” writes one honoree.

Another called for law firm clients to be change agents by ensuring women “are in the room where business is awarded.” Writes a third honoree, “Educate men about the importance of sponsoring and mentoring women. They need to ask themselves when I go to a pitch, do I only bring people who look like me? If the answer is yes, they need to change that.”

Attorneys also called for better support of the career/family juggle. “Many new mothers struggle with continuing their careers and being home. A law firm that is more flexible with facetime and focuses on productivity and outcome will be more successful in retaining the talent they originally hired,” writes one honoree. Law firms and corporate legal departments, adds another, “should seek ways to permit flexible hours and the ability to work from home so that working mothers can remain on partnership tracks or earn career advancement.”

These sentiments are born from statistics that highlight the pressing need for improvement. Data still shows that fewer women than men become equity partners and get elected to law firm leadership positions.

In its 2018 Survey on the Retention and Promotion of Women in Law Firms, the National Association of Women Lawyers reported that females comprise 47% of associates but only 30% of non-equity partners and 20% of equity partners; figures that have barely budged in the past decade. As in previous NAWL surveys, women start off in essentially equal numbers as men at the entry level—with relatively equal compensation, billing rates, and hours worked as associates—but later fail to reach senior ranks in greater numbers.

In response, the American Bar Association in 2017 launched a two-year initiative to research possible contributing factors to the steady loss over time of experienced female lawyers at law firms. The ABA’s goal is to make empirically based recommendations for policies that promote retention and eliminate the attribution gender gap.

Those are issues that already are being tackled by the women on our list, 39% of whom hold governance roles such as practice leader chair or co-chairs, a committee seat, or an executive committee member. These leadership positions matter. Compensation and promotion decisions are made by lawyers who hold governance committee seats.

The NAWL report notes that women make up 25% of firm governance roles, 22% of firmwide managing partners, 20% of office-level managing partners and 22% of practice group leaders. Those statistics represent progress, but they are not 50%. As NAWL says, “the numbers still lag behind the representation of women in the legal profession as a whole.”

With so many of the female legal luminaries on this year’s list pushing for change, those statistics are sure to improve. These women have strong ideas about how to fix what’s broken. In the words of one of our Crain’s honorees, “women must rise to the top and break through the cycle of underrepresentation to become law firm leaders, general counsels and CEOs to truly achieve parity.”

The profiles in this report are drawn from submitted nomination materials as well as from Crain’s New York Business editorial. No lawyer paid to be featured. The 2019 list of Notable Women in Law celebrates an exceptional pool of talented female attorneys in the New York City metropolitan area. Please join us in congratulating an outstanding 2019 class.

Greenberg Traurig congratulates our own Barbara Kaplan and Kristen Lonergan on their recognition as two of Crain’s Notable Women in Law.

Your vision and commitment to clients, colleagues, and the community has earned you the respect as trusted leaders and role models.
Antonia Apps represents financial institutions and real estate developers on regulatory and litigation matters. She advises clients on the development and implementation of compliance programs, and also represents financial institutions and real estate developers in real estate transactions.

Michele Arbeeny concentrates her practice on real estate finance, municipal finance, and trade finance transactions. She also represents financial institutions and developers in affordable housing transactions. She brings a wealth of experience to her work at Milbank, Tweed, Hadley & McCloy.

Nicole Argentieri advises corporations, board members, and executives on internal investigations, criminal defense, regulatory compliance, and related civil litigation. She is a frequent speaker on real estate matters and is a skilled litigator with a broad range of experience in real estate litigation.

Sonia Bain is a transactional real estate lawyer at Leighton Bain Paisner. She represents developers in real estate matters and is a skilled litigator. She is a frequent speaker on real estate matters and is a skilled litigator with a broad range of experience in real estate litigation.

In 1886, New York State admitted the first woman, Kate Stoneman, to its bar association.

If clients retain women as the lead attorney on matters, it will directly result in women attaining more power within law firms, which will, in turn, fundamentally alter the legal landscape on diversity.

*Response from a poll sent to all honorees    Source: †New York State Bar Association Committee on Women in the Law
**CORINNE BALL**

Partner  
**JONES DAY**

Corinne Ball has nearly four decades of experience in the fields of business finance and restructuring. At Jones Day, she co-leads the New York office’s business restructuring and reorganization practice, along with the European distress investing and alternative capital initiatives. Ball worked extensively on the city of Detroit restructurings, which followed her leading a team of attorneys representing Chrysler in its successful Chapter 11 reorganization. Ball is also a force for change in her community. She was recognized with a Human Relations Award from the Anti-Defamation League for her commitment to fighting anti-Semitism, racism and all forms of bigotry.

**BONNIE BARSAMIAN**

Partner  
**DRINKER BIDDLE**

Bonnie Barsamian has spent nearly 30 years as a trusted adviser to public and private companies, boards of directors, C-suites and financial institutions in complex transactional and governance matters. Her experience ranges from securities offerings to cross-border mergers and acquisitions. A seasoned counselor on federal securities laws, Barsamian advises clients on SEC reporting matters, rule-making initiatives, compliance and best practices. In June 2016, her work was recognized by President Barack Obama, who nominated her to serve on the board of the Securities Investor Protection Corporation, an organization that provides limited coverage to investors on their brokerage accounts if their brokerage firm becomes insolvent.

**LAURA BARZILAI**

Partner  
**SIDLEY AUSTIN**

Laura Barzilai puts her more than 30 years of industry experience to work as a transactional and tax controversy lawyer at Sidley Austin, where she co-leads the firm’s global tax practice and is a member of the executive committee. Her clients include Fortune 100 companies, banks, insurance companies and private equity and sovereign wealth funds. Her practice is largely devoted to federal income tax matters, advising clients in the areas of domestic and cross-border mergers and acquisitions, joint ventures and restructurings. Barzilai is also a member and the previous New York chair of the firm’s Committee on Retention and Promotion of Women.

**MARTINE BEAMON**

Partner  
**DAVIS POLK & WARDWELL**

Martine Beamon has successfully represented her clients in their most critical situations as part of Davis Polk’s litigation department. In the wake of the #MeToo movement, she has worked with boards, companies and individuals in highly sensitive, confidential investigations related to alleged sexual misconduct and sexual harassment. Committed to advancing women in the legal profession, Beamon was a founding member of Davis Polk’s affinity group for women, DPWomen, which provides networking, mentoring, career development and leadership opportunities for the firm’s women lawyers. She is also a global advisory board member of the Women in Law Empowerment Forum.

**LYNDA BENNETT**

Partner  
**LOWENSTEIN SANDLER**

With more than 20 years of commercial litigation experience, Lynda Bennett litigates, negotiates and resolves complicated disputes with insurers. As chair of the insurance recovery group, she obtains significant recoveries for clients in environmental, asbestos, product liability and professional liability cases. She is a trusted counsel to her clients with respect to contractual insurance requirements, new insurance products, innovative risk-management tools and insurance program assessment. Bennett regularly advises strategic acquirers and private equity funds regarding insurance coverage issues that arise in acquisition and investment transactions. Bennett also founded the Lowenstein Sandler’s Women’s Initiative, a grassroots program designed to empower the firm’s women lawyers.

**LEORA BEN-AMI**

Partner  
**KIRKLAND & ELLIS**

Leora Ben-Ami counsels her clients in all areas of technology, including biotechnology, medical devices, pharmaceuticals and chemistry, mechanical devices and electronics. She has tried a number of jury trials as lead counsel and has extensive appellate experience, including arguing before the U.S. Court of Appeals for the Federal Circuit. Her work in the field has led to her recognition by a number of respected organizations, including The American Lawyer and The National Law Journal. She frequently speaks at conferences and seminars on patent law, including talks at the New Jersey Intellectual Property Association and the Sedona Conference.

**ANDREA BIERSTEIN**

Shareholder  
**SIMMONS HANLY CONROY**

Andrea Bierstein has more than three decades of legal experience and is recognized as one of the premier appellate brief-writers and oral advocates in the nation. In her position with the complex litigation department, she focuses her practice on pharmaceutical and commercial litigation, consumer protection class actions and environmental law. She has secured millions of dollars on behalf of her clients over the years, including a $32 million settlement for a medical manufacturer. She is also a former law professor and designed and taught an annual civil litigation clinic and second-year law courses at Western New England College Law School.

**LORI BAUER**

Office managing principal  
**JACKSON LEWIS**

After 30 years with the firm and nine years as the office litigation manager, Lori Bauer became managing principal of Jackson Lewis’ New York office in 2018. Her extensive experience includes counseling management on a variety of employment matters and handling litigation disputes on behalf of employers before administrative agencies and state and federal courts. As part of her practice, she is a skilled defender of employers in single and multi-plaintiff actions involving claims of discrimination, wrongful discharge and related tort claims. She is also a dedicated member of the American Bar Association and the New York Bar Association.

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“Make mentoring and business development opportunities available to associates at an earlier stage in their career and encourage them to take advantage of these opportunities.”* 

“Clients need to push for diverse representation. If clients insisted on equality in representation and leadership in law firms, the entire profession would change nearly overnight.”*

*Quotes from various individuals provided for illustrative purposes.\(^{1}\)
Offer flexibility for women to resume a ‘partnership track’ career path after having children, so that having and raising children does not mean women must sacrifice their career objectives.”

**FRANCES BIVENS**
Partner
DAVIS POLK & WARDWELL

As part of Davis Polk’s litigation department, Frances Bivens regularly acts as lead counsel in a broad range of high-stakes commercial litigation matters in courts around the country and arbitrations across the globe. She puts her electrical engineering degree to work by specializing in litigation involving complex technical issues. Bivens is also committed to pro bono work and recently collaborated with the Office of the Public Defender in the Eastern District of New York to address sexual assaults against female detainees. Additionally, she is a member of Brown University’s Advisory Council on Diversity and the Lawyers’ Committee for Civil Rights Under Law’s Board of Directors.

**KIMBERLY BROWN BLACKLOW**
Partner
PROSKAUER

Since joining Cleary Gottlieb in 1994, Kimberly Brown Blacklow has served her clients in real estate and other asset-based finance transactions, as well as structured finance and capital markets transactions in both the U.S. and abroad. She regularly represents both lenders and borrowers in intercreditor agreements, credit tenant lease financing and other types of financing transactions. She is also well-versed in matters involving real estate acquisitions and joint ventures. In addition to her regular practice, Blacklow has significant pro bono experience, including guiding the Lower Manhattan Cultural Council in establishing The Arts Center at Governors Island in New York City.

**ERIKA BUCKLEY**
Partner
NIXON PEABODY

Erica Buckley leads the cooperative and condominium practice at Nixon Peabody, where she oversees transactional matters and government investigations involving real estate securities. An expert on the Martin Act, a New York blue-sky law that governs real estate securities, Buckley’s clients range from prominent New York City developers to startup nonprofits. Drawing on her experience as former chief of the Real Estate Finance Bureau, Buckley advises clients on meeting regulatory requirements while minimizing risk to their properties. Buckley is also credited with establishing the legal department at the Urban Homesteading Assistance Board, a nonprofit that helps create and support self-help housing.

**LAUREN BOGLIVI**
Partner
PROSKAUER

Having spent her entire legal career at Proskauer, Lauren Boglivi has developed a successful transactional practice on behalf of companies, private equity sponsors and family offices. Her array of experience includes handling mergers and acquisitions, buyouts and related financings, joint ventures and growth and seed investments. Foreign private issuers and U.S. public companies rely on Boglivi to manage their SEC compliance. Outside of her cutting-edge legal work, Boglivi sits on the board of Women in Need, an organization that helps homeless women and children in New York City succeed on their own by providing them with housing, services and programs.

**STEPHANIE BRESLOW**
Partner
SCHULTE ROTH & ZABEL

As co-head of the investment management group and a member of the executive committee and operating committee, Stephanie Breslow maintains a diverse practice that includes investment management and partnerships and securities. She also co-heads a team of cross-practice lawyers that advise private investment funds and other investors on the implications of sponsoring initial coin offerings, conducting transactions involving cryptocurrencies and managing and investing in funds that involve cryptocurrencies. Highly involved in the New York City community, Breslow is a member of the board of trustees of the Joyce Theater and a member of the Board of Visitors of Columbia Law School.

**ELISE BLOOM**
Partner
PROSKAUER

With a career spanning more than 30 years, Elise Bloom is an employment lawyer known for handling high-profile cases on behalf of some of the nation’s most prominent companies. Over the course of her career, Bloom has represented more companies in class actions challenging interns, trainees and volunteers than any firm in the country, and her precedent-setting argument on behalf of Fox Searchlight Pictures helped determine the standard for evaluating the legality of unpaid internships. Outside of Proskauer, Bloom is a board member of the Women in Law Empowerment Forum, a platform that educates and provides networking opportunities for women in law.

**SUSAN BUERGEL**
Partner
PAUL WEISS RIFKIND WHARTON & GARRISON

Susanna Buergel is a sought-after litigator for complex securities and financial services litigation and regulatory matters. Co-chair of the firm’s preeminent securities litigation and enforcement group, Buergel also has extensive intellectual property experience, counseling and litigating on behalf of clients in copyright, trademark and patent disputes. Buergel has also been involved in a number of pro bono matters in the city. At Paul Weiss, she supervises a team that helps transgender New Yorkers file petitions to change their names legally. Over the past two years, the team has been responsible for assisting more than 40 individuals with these name change petitions.

**Hon. Sonia Sotomayor**

was the first Hispanic (man or woman) appointed to the federal bench in New York.

[Response from a poll sent to all honorees]
Source: New York Women’s Bar Association

*Response from a poll sent to all honorees*  
Source: *New York Women’s Bar Association*
JACQUELINE BUSHWACK  
Partner  
RIVKIN RADLER  
Jacqueline Bushwack has successfully defended universities, pharmaceutical companies and hospitals in a variety of suits alleging liability, malpractice and violations of labor law. Along with a proficiency in managing all phases of discovery and trial preparation—frequently leading to clients obtaining dismissals before trial or favorable jury verdicts—Bushwack maintains a stellar track record of resolving cases through mediation. She is also active in the American Bar Association, where she co-chairs the Work/Life Management Sub-Committee. A respected author, Bushwack’s most recent book, “Her Story: Lessons in Success from Lawyers Who Live It,” was published in May 2017.

KATHLEEN MCLEOD CAMINITI  
Partner  
FISHER PHILLIPS  
In her position as co-chair of Fisher Phillips’ employment practice, Kathryn Caminiti is a skilled litigator in employment matters ranging from individual plaintiff discrimination claims to wage and hour class and collective actions. She has successfully defended her clients in cases alleging civil rights violations, discrimination, sexual harassment and whistleblowing. She also assists clients in their liability prevention efforts by conducting employee training, preparing handbooks and implementing policies. Recognized as an authority on issues surrounding labor law, Caminiti is frequently quoted by major media outlets and has published numerous articles that have appeared in The New York Law Journal, New Jersey Business, New Jersey Lawyer Magazine and Practical Law Institute.

TING CHEN  
Partner  
CRAVATH, SWAINE & MOORE  
Ting Chen advises clients on mergers and acquisitions, corporate governance and activism and takeover defense as part of Cravath’s corporate department. In recent years, Chen has served as a valuable asset to Kraft in the spinoff of its $30 billion North American grocery business, DreamWorks Animation in its $4.1 billion sale to Comcast, British American Tobacco in its $97 billion merger with Reynolds American and The Washington Post’s sale of its newspaper publishing businesses to Jeff Bezos. Among her other notable past clients, Chen has represented high-profile companies including Starbucks, Goldman Sachs, BDT Capital Partners and IBM.

SYLVIA CHIN  
Partner/counsel  
WHITE & CASE  
With considerable experience in corporate and commercial financing, Sylvia Chin is known for her ability to propose creative solutions for unique situations. Her practice involves navigating complicated transactions in capital markets, project financing and equipment leasing. Chin is a dedicated member of a number of professional organizations. She chairs the First Judicial District of the New York Bar Foundation and serves as president of the Asian American Law Fund of New York. She is also focused on guiding the next generation of legal professionals, teaching as an adjunct associate professor at Fordham University School of Law and frequently lecturing on corporate finance topics.

JENNIFER CHU  
Partner  
DEBEVOISE & PLIMPTON  
Jennifer Chu is a key member of the firm’s mergers and acquisitions and private equity groups, where she advises corporations and private equity firms on mergers and acquisitions, joint ventures and other corporate matters, with a particular focus on transactions in the health care and insurance industries. Chu actively speaks and publishes on mergers and acquisitions, private equity and health care topics. Outside of the firm, Chu serves on the board of Practicing Attorneys for Law Students, a nonprofit focused on creating opportunities for minority law students and early career lawyers, where she is also an active participant in its mentoring program.

NANCY CHUNG  
Partner  
SIDLEY AUSTIN  
Nancy Chung has more than 20 years of experience handling complex disputes and investigations and crisis management situations. As co-head of the firm’s litigation group, her caseload includes commercial, white-collar criminal defense, securities and bankruptcy litigation matters for financial institutions and asset management firms with a global footprint. She is a trusted adviser for leading investment funds and global financial institutions in managing and assessing their litigation risks. Her experience in the field and positive results for clients have earned her the honor of a 2018 “Rainmaker” by the Minority Corporate Counsel Association.

ELIZABETH COOPER  
Partner  
SIMPSON THACHER & BARTLETT  
In her more than two decades at Simpson Thacher & Bartlett, Elizabeth Cooper has built a diverse practice focused on mergers, acquisitions and other corporate transactions. A member of the firm’s corporate department, Cooper regularly represents private equity sponsors in a broad range of investments, joint ventures, recapitalizations and other business combination transactions. Her work in the field has been widely recognized by leading publications, and she was recently named Private Equity Lawyer of the Year at The Deal Awards. She is also a dedicated member of the Association of the Bar of New York City.

Diversity and inclusion programs must have genuine support from the top in order to succeed.

Women must break through the cycle of underrepresentation to become law firm leaders, general counsels and CEOs in order to truly achieve parity.
Magda Cruz leads the appellate practice at Belkin Burden and has played an instrumental role in its placement among the top New York real estate boutique firms. With a career spanning nearly three decades, Cruz specializes in real estate matters, contract disputes and complex litigation matters. Outside of her practice, Cruz is committed to raising funds to support outreach initiatives to bring classical music, instrumental instruction and performance opportunities to emerging young musicians in underserved communities in New York City, and she serves on the boards of the Chamber Music Center of New York and the Brooklyn Youth Music Project.

Margaret Dale is a versatile first-chair litigator who handles complex business disputes for clients across a variety of industries. She also heads the litigation department’s data privacy and cybersecurity practice group and regularly handles regulatory investigations and class action lawsuits stemming from data breaches. Dale maintains an active pro bono practice focusing on issues affecting women, children and veterans. She chairs the Board of Directors of the Center for Family Representation, a nonprofit dedicated to keeping children out of the foster care system, and as a member of the Board of Directors of Volunteer Lawyers for the Arts.

Jill Darrow is the leader of the firm’s New York transactional tax planning practice. Her caseload predominantly involves tax planning and tax law, with a focus on partnership transactions, financial services, hedge funds, commodities funds and real estate. Darrow is a trusted resource for clients on the tax aspects of transactions involving partnerships, limited liability companies and hedge funds. A sought-after lecturer and author, Darrow regularly speaks before industry groups including the Financial Research Associates and the Practising Law Institute. Darrow is also a member of the American Bar Association’s tax section, real estate and partnership committees.

Una Dean represents a diverse range of companies, boards and individuals in internal investigations including whistleblower complaints, allegations of harassment and discrimination and claims of corporate fraud. She is also a respected member of the firm’s cybersecurity practice, where she routinely advises companies on compliance with cybersecurity regulations, corporate governance, breach preparedness, training and cybersecurity risk disclosures. Prior to joining Fried Frank, she served as an assistant U.S. attorney for the Eastern District of New York, where she investigated and prosecuted cases involving international money laundering, insider trading, trade sanctions and cybercrime.

Jennifer Fiorica Delgado brings her extensive experience in a range of capital markets disputes to her role as a member of Lowenstein’s capital markets litigation group. Her clients are primarily members of the "buy-side" and include asset managers, hedge funds and institutional investors. In addition to her litigation practice, Delgado devotes a significant amount of time to pro bono work. She recently represented a disabled woman living in public housing who brought disability discrimination claims against the New York City Housing Authority. She is also highly involved with the Financial Women’s Association, an organization dedicated to developing future leaders in every sector of the financial community.

Mylan Denerstein is a trusted member of Andrew Cuomo’s administration, both in his time as governor and attorney general, and he continues to advise his successor, Governor Hochul, on arbitration and crisis-management practices. In her various roles, she represents companies on a wide range of legal issues involving local, state and federal government. She also maintains a strong commitment to public service and serves as an active member of the Association of Black Women Attorneys.

Therese Doherty represents banks, broker-dealers, futures commission merchants and industry executives in complex civil litigation, regulatory enforcement proceedings and internal investigations involving securities, futures and derivatives. Leading financial institutions also rely on Doherty for assistance in resolving recruitment and other employment-related disputes. Doherty is a passionate supporter of the New York City-based nonprofit First Workings, an organization dedicated to helping underserved high-school students acquire social capital through influential, paid internship opportunities. Over the years, she has taken on several internships, providing students with the opportunity to work in a top Manhattan law firm.

Jennifer Ezring has become a trusted adviser to clients like Bank of America, Deutsche Bank and Goldman Sachs in the leveraged finance and asset-based lending arenas. She practices across a variety of industries, including gaming, retail, energy, media and technology. Along with sitting on the firm’s executive committee, Ezring is a key member of its Women’s Initiatives Committee and previously served as a member of the Diversity and Inclusion Committee, Associate Development Committee and Hiring Committee. She is also a frequent speaker at industry conferences, most recently those held by the Practising Law Institute and the Commercial Finance Association.

**Do you see technology changing your job in the near future?**
Response: 58% Yes, 42% No*

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Do you see technology changing your job in the near future?
Response: 58% Yes, 42% No*

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*Response from a poll sent to all honorees
LUCY FATO
Executive vice president and general counsel
AMERICAN INTERNATIONAL GROUP INC.

Lucy Fato oversees more than 900 people spanning 50 countries in her role at AIG. Prior to joining the insurer last year, she held high-ranking legal positions with firms including Marsh & McLennan and McGraw Hill Financial. In her time at AIG, Fato has used her corporate governance expertise to develop a plan to ensure long-term, sustainable growth for the company and presided over its largest acquisition in 15 years. Fato is an active member of the RAND All-Island Park Alliance, a nonprofit dedicated to the care and programming of the park and has helped the Alliance raise more than $4.15 million.

ANGELA FERNANDEZ
Executive director
NORTHERN MANHATTAN COALITION FOR IMMIGRANT RIGHTS

A first-generation immigrant, Angela Fernandez has spent more than 20 years advocating for human and civil rights in the United States and internationally. Her public interest law experience began in the Middle East, where she investigated labor law violations of workers with the Centre for Human Rights Legal Aid in Cairo. During her tenure at the Northern Manhattan Coalition for Immigrant Rights, she has helped build city- and statewide coalitions that have reversed policies that could potentially be devastating to vulnerable New Yorkers. She also spearheaded the first-of-its-kind Women’s Studies Program for female detainees at Rikers Island Correctional Facility.

MELANIE FIGUEROA
Partner
MITCHELL SILBERBERG & KNUPP

Melanie Figueroa is an accomplished attorney who represents public and private companies in securities regulation, mergers and acquisitions and corporate financing transactions. She also has significant experience representing issuers with all Securities Act and Exchange Act registration statements. A member of the firm’s Start ’n Knupp team, Figueroa regularly advises entrepreneurs, startups and other early stage companies through the earliest stages of corporate formation and initial capital raising. As a member of the Hispanic National Bar Association and Puerto Rican Bar Association, Figueroa dedicates her time to affect positive change in the New York City community and the organizations that empower Latina women.

BARBARA FINKELSTEIN
CEO
LEGAL SERVICES OF THE HUDSON VALLEY

Barbara Finkelstein oversees every aspect of Legal Services of the Hudson Valley, a provider of free civil legal services to almost 600,000 low-income individuals in Westchester, Putnam, Dutchess, Orange, Rockland, Sullivan and Ulster counties. In the years since Finkelstein joined the organization in 1995, Legal Services of the Hudson Valley’s budget has increased eightfold. Finkelstein, the first woman to helm the organization, has also worked to expand the free services offered to the community; create units for domestic violence, children’s advocacy and the LGBTQ community; and form the Hudson Valley Justice Center, which serves immigrants who cannot afford an attorney, regardless of their immigration status.

JESSICA FORBES
Corporate partner
FRIED FRANK HARRIS SHRIVER & JACOBSON

Jessica Forbes has been a valuable member of Fried Frank for more than 30 years. In that time, she has become one of the leading regulatory lawyers nationwide in the private funds space, with a focus on securities regulation. Forbes demonstrates her expertise by providing advice on trading and credit regulation to hedge funds, private equity firms, family offices and high-net-worth individuals. Within her community, Forbes serves for more than a decade as trustee of the Madison Square Boys & Girls Club, a Harlem-based organization that works to enhance the lives of under-resourced New York City youth.

KATHERINE FORREST
Partner
CRAVATH SWaine & MOORE

After more than two decades at Cravath, Katherine Forrest was nominated by President Barack Obama to serve as a U.S. District Judge in 2011. During her seven years on the bench, she presided over thousands of criminal and civil cases. In 2018, Forrest rejoined Cravath, where she brings her significant experience in areas including antitrust, financial services, cryptocurrency and employment matters to the firm’s litigation department. As an adjunct professor at NYU School of Law, Forrest has mentored students and co-taught a course on quantitative methods and the law. She is also a regular lecturer and author on topics involving antitrust and intellectual property.

MARY BETH FORSHAW
Partner
SIMPSON THACHER & BARTLETT

Along with her role as a member of the firm’s executive committee, Mary Beth Forshaw handles a wide range of litigation matters at Simpson Thacher, particularly in insurance, reinsurance, bankruptcy and international arbitration. Forshaw is highly regarded in the field, consistently receiving top honors from revered organizations including Chambers USA and Benchmark Litigation. In addition to her practice, Forshaw devotes a significant amount of time to the Legal Action Center serving as the vice chairman of the Board of Directors. She also sits on the board of the Yale Law School Fund, which helps sustain and promote the core functions of Yale Law School.

HELENE FREEMAN
Partner
PHILLIPS NIZER

As a litigator with more than 30 years of experience, Helene Freeman focuses her practice on all facets of entertainment, publishing, the arts and fashion. She serves as a dependable counsel to multinational record distributors, leading musical groups, film and television producers, authors and advertising agencies. She regularly advises clients on international transactions involving the acquisition of rights in entertainment and media properties. Possessing a strong commitment to pro bono work, Freeman serves as chair of the governance committee of the Community for Education Foundation. She regularly speaks on topics covering copyright licensing, intellectual property and entertainment law.
SUSAN FRUNZI
Partner
SCHULTE ROTH & ZABEL

Along with her position as a member of the firm’s executive committee, Susan Frunzi represents some of the nation’s wealthiest individuals as part of the individual client services group at Schulte Roth & Zabel. Frunzi’s clients, including entrepreneurs and investment fund managers, depend on her services for their estate planning, charitable giving, family law and litigation needs. She also develops and implements charitable giving plans and negotiates contributions to nonprofits. Frunzi is deeply involved in the immediate and greater New York City community. She is a member of The New York Historical Society’s Planned Giving Advisory Council and The Rockefeller University’s Committee on Trust and Estate Gift Plans.

MARJORIE GLOVER
Partner
NORTON ROSE FULBRIGHT

Marjorie Glover devotes her practice at Norton Rose Fulbright to the areas of executive compensation and employee benefits law, corporate governance and risk oversight and employment law. In her position with the firm, she advises on employee benefits and executive compensation issues in domestic and cross-border mergers, acquisitions, private placements and project financing. She is also a contributing author to highly-regarded publications, including a monthly “Ask the Expert” column for Employee Benefit Plan Review magazine. Outside of her legal practice, she is an active participant in autism advocacy group Autism Speaks and the tax section of the American Bar Association.

ELIZABETH GONZALEZ-SUSSMAN
Partner
OLSHAN FROME WOLDSKY

As part of Olshan’s corporate group and a key member of the firm’s renowned shareholder activist and equity investment practice, Elizabeth Gonzalez-Sussman counsels her clients in the areas of corporate and securities law, mergers and acquisitions, tender and exchange offers and shareholder activist situations. She regularly assists both public and privately held companies in capital-raising transactions, mergers and acquisitions, and general corporate and securities law matters. In addition to her thriving law practice, Gonzalez-Sussman possesses a deep commitment to her community. In 2018, she was elected as a member of the Westchester County Democratic Committee.

KRISTIN GOING
Partner
DRINKER BIDDLE & REATH

Kristin Going helps creditors maximize their recoveries in bankruptcies, federal and state court litigation and out-of-court negotiations. With more than two decades of experience, Going is nationally recognized for her work representing financial institutions and possesses an in-depth knowledge of the regulations that impact debt securities and the bond industry. She routinely advises the Drinker Biddle health care team on restructuring issues impacting the health care industry and has a keen understanding of matters that drive decision-making for health care clients. In addition to providing practical seminars for clients, Going is a frequent speaker on topics related to business restructuring at trade and industry conferences.

HILL & MOIN

MELISANDE HILL
Partner
HILL & MOIN

After more than a decade working at some of the top personal injury law firms in New York City, Melisande Hill co-founded Hill & Moin in 1997 with a goal of providing clients with personalized, results-oriented representation. Hill puts her more than 35 years of experience to work at the personal injury law firm, where she and co-founder Cheryl Moin have collectively won more than $160 million in verdicts and settlements, handled thousands of cases and more than 250 appellate cases, including precedent-setting matters before the New York State Court of Appeals. She is also an active member of the New York State Trial Lawyers Association.

“Do you believe that your compensation level is the same as an equally-qualified male lawyer?”
Response: 59% Yes, 41% No*
Debevoise congratulates partners Jennifer Chu and Rebecca Silberstein and all of the talented women leaders selected as Crain’s Notable Women in Law New York City

New York          Paris          Hong Kong
Washington, D.C.  Frankfurt      Shanghai
London            Moscow         Tokyo

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ELLEN HOLLOMAN
Partner
CADDWALADER WICKERSHAM & TAFT

Ellen Holloman is a trusted representative of financial institutions, corporations and individuals in civil litigation, regulatory enforcement proceedings and corporate internal investigations. She also regularly advises companies, boards and investors in connection with corporate governance matters. Outside of the firm, Holloman serves on the board of the Center for Employment Opportunities, a nonprofit dedicated to assisting men and women with criminal convictions with finding employment. Because of her commitment to pro bono engagements, Holloman was honored with the Thurgood Marshall Award by The New York City Bar Association in recognition of her service to post-conviction inmates facing a capital punishment sentence.

LENORE HORTON
Partner
FISHERBROYLES

At FisherBroyles, Lenore Horton combines her background as a serial entrepreneur with her experience in litigation, capital raising, trademark protection, investigations and corporate restructuring. Horton offers expert legal counsel to established businesses, nonprofits, artists and entrepreneurs, and specializes in helping clients navigate significant business changes, from crippling litigation to succession planning. Horton often speaks on topics related to empowering minority-owned startups with the tools necessary to succeed, most recently at the Black Women Talk Tech conference in New York City. She is also legal counsel to Elevate Network, a professional development network for women, and serves as a frequent participant in its outreach efforts.

TANISHA JAMES
Partner
COOLEY

Tanisha James helps clients and investors successfully navigate mergers, acquisitions and strategic investments in her role at Cooley. Clients regularly entrust James with guiding them through negotiations with governmental and private parties, responding to agency investigations and coordinating cross-jurisdictional antitrust defense strategies. James is also dedicated to using her legal skills to improve the lives of underrepresented groups. She has successfully represented a number of pro bono clients, including an El Salvadoran asylum applicant fleeing persecution by a high-ranking government official in her native country. She is also an active participant in the voting rights initiatives of the Lawyers’ Committee for Civil Rights.

BARBARA KAPLAN
Shareholder
GREENBERG TRAURIG

As co-chair of Greenberg Traurig’s global tax practice, Barbara Kaplan has earned global prominence for her ability to handle complicated tax examination and sensitive tax controversy matters. A go-to lawyer on issues relating to tax compliance, Kaplan’s aptitude in the field attracts both domestic and international clients with complex issues. Kaplan is also a prolific speaker on the subject of tax law and frequently speaks at industry conferences, including those presented by the Practising Law Institute, The Bar Association of the City of New York and the New York University Institute on Federal Taxation.

MICHICHE KELBAN
Partner
LATHAM & WATKINS

Michelle Kelban leads a team of more than 90 lawyers globally in her role as co-chair of the firm’s real estate practice, where she specializes in commercial real estate law with a particular concentration on real estate finance. She represents capital providers in a variety of real estate transactional structures and has significant experience with a range of property types. Kelban spearheaded an effort to expand the practice’s presence in key markets, like London, New York and the West Coast. She also maintains a thriving pro bono practice and has led Latham’s holiday gift program for underprivileged children for more than a decade.

NANCY KESTENBAUM
Partner
COVINGTON & BURLING

Clients seek out Nancy Kestenbaum to handle their most sensitive government and internal investigations and litigation. A trailblazer with more than 25 years of experience, Kestenbaum has represented clients ranging from multinational corporations to individuals in high-stakes criminal and civil enforcement investigations. She maintains a robust pro bono practice focused on marginalized individuals in society. Along with the Center for Constitutional Rights, Kestenbaum has represented a number of post-9/11 detainees in matters involving claims of unlawful and abusive detention. She has also supervised immigration asylum petitions that have led to asylum status for refugees who were persecuted in their home nations.

WITHNIE KANTOR
Member
MINTZ

Patricia Kantor has spent more than 20 years focused on real estate law in New York City. During that time, she has handled complex acquisitions and sales, financings, restructurings, workouts and development work for her clients. Last year, she handled three of the top 10 residential closings in the city, amounting to more than $200 million combined. On the corporate side, Kantor advises small and family-owned businesses on a variety of corporate legal matters. In addition to her work with Mintz, Kantor has been a featured speaker for the New York City Bar Association and the Council of New York Cooperatives.

JAMIE KOCIS
Partner
KRAMER LEVIN

Jamie Kocis plays an instrumental role in the closing of multimillion-dollar securitization transactions, including timeshare, solar and auto loan securitizations. She advises clients in both warehouse securitization facilities and term securitizations, along with market-leading transactions involving new and emerging asset classes. A strong role model for future female lawyers, Kocis serves as co-chair of Kramer Levin’s Women’s Initiative Committee, which works to represent and support women at the New York law firm and address important issues regarding women in the legal industry. She also headed the launch of Kramer Levin’s Women’s Circles, a program that provides an opportunity for lawyers, ranging from associates to partners, to network.

The pay gap: Male partners at large U.S. law firms made an average of $959,000 this year; female partners made $627,000.†

Male partners’ hourly billing rates this year averaged $736; female partners’ rates averaged $650.†

Source: †Major, Lindsey & Africa survey, December 2018
Wilson Elser congratulates our partner Ricki Roer on her recognition by Crain’s as a Notable Women in Law in New York City.

Ricki chairs Wilson Elser’s Employment & Labor litigation practice, serves on the firm’s Executive Committee, is a member of the Chairman’s Office and acts as role model and mentor to scores of attorneys.

Ricki has already made significant contributions to the local, national and international legal communities. We look forward to following this remarkable leader as she scales still greater heights.
Women represented 25% of the attorneys appearing in commercial and criminal cases in courtrooms in the state in 2016.

In 2014, Paulette Brown became the first black woman elected as president of the American Bar Association.†

Lori Lesser handles complex matters involving intellectual property, technology law and privacy law as head of the intellectual property transactions practice at Simpson Thacher. Her areas of expertise include mergers and acquisitions, securities offerings and secured financings, bankruptcy and restructurings, joint ventures and other strategic agreements. A well-known lecturer in her field, Lesser is co-chair of the Practising Law Institute’s conferences on technology and software issues. Lesser is also highly involved with her alma mater, Harvard University, where she serves as director of the Harvard Alumni Association and is the immediate past president of the Harvard Law School Association of NYC.

For more than two decades, Doreen Lilienfeld has focused her law practice on compensation-related matters in all manner of transactions, including the design and implementation of retention and incentive plans, disclosure and regulatory compliance and employment negotiations for C-Suite executives. For the past 16 years, Lilienfeld has spearheaded the publication of the firm’s celebrated survey of the compensation-related corporate governance practices of the largest 100 companies, which provides in-depth analyses of practices and trends impacting corporate governance. Lilienfeld is also an active member of the Lawyers Alliance for New York, a pro bono clearing house for nonprofits throughout the city of New York.

Sources †American Bar Association ‡New York State Bar Association
Congratulations to Fried Frank’s Una A. Dean, Jessica Forbes and Janice Mac Avoy and all of the other women featured in Crain’s Notable Women in Law list.
Congratulations to our accomplished colleagues Patricia Kantor and Therese Doherty, and to all of Crain’s Notable Women in Law honorees.

Mintz is proud to provide key parental leave, work-life balance, and career advancement initiatives that support the retention and promotion of women attorneys.
We join Crain’s New York Business in honoring Notable Women in Law in New York including our partners and friends Jessica Lee and Debbie White. We salute your dedication to your clients and continued contributions to the field of law, paving the way for generations of women to come.
MARGERY NEALE
Partner
WILLKIE FARR & GALLAGHER

Co-chair of Willkie Farr’s asset management group, Margery Neale is a nationally-recognized leader in the area of investment funds. Neale counsels investment companies, investment advisers, fund sponsors and independent directors in all aspects of the fund business and regularly counsels on fund governance, regulatory compliance and a broad range of transactions involving funds and advisory organizations. Neale served as a member of the elite task force on the Fund Director’s Guidebook of the Federal Regulation of Securities Committee of the American Bar Association. She is also a frequent author and contributor to a range of respected publications.

JULIE NORTH
Partner
CRAVATH SWaine & MOORE

Julie North’s broad litigation practice covers a range of areas including antitrust, general commercial, securities and mergers and acquisitions litigation. North handles clients’ antitrust regulatory clearance issues in connection with mergers and acquisitions. A passionate civil rights advocate and diversity proponent, North has worked with the American Civil Liberties Union and other national organizations to reform the manner in which the states of Montana and Michigan provide legal services to indigent citizens. She is also one of the founders of the firm’s Women’s Initiative, which aims to assist the development of women lawyers.

INOSI NYATTA
Partner
SULLIVAN & CROMWELL

Inosi Nyatta co-heads the project development and finance practice at Sullivan & Cromwell, where she is also part of the finance and restructuring group. Particularly adept in a range of corporate transactions, Nyatta handles project financings, capital markets offerings and cross-border financings. Clients in a medley of industries, ranging from oil and gas companies to financial institutions, depend on Nyatta to assist in their acquisitions, private equity investments and joint venture arrangements. Nyatta is an active member of the firm’s Diversity Committee and chairs the Africa Sub-Committee of the New York City Bar Cyrus R. Vance Center for International Justice.

MELISSA OSIPOFF
Partner
FISHER PHILLIPS

A broad range of clients rely on Melissa Osipoff to handle their employment-related litigation needs before federal and state courts and administrative agencies. Osipoff’s core practice involves defending employers in wage litigation, wrongful termination, employment contracts, restrictive covenants, trade secrets and whistleblower claims. She also has significant experience preparing numerous position statements in response to New York State Division of Human Rights complaints resulting in dismissals and case closures. As a trusted authority in the field of labor litigation, Osipoff has shared her expertise on matters related to the #MeToo movement on a number of platforms, including an Emmy award-winning television program.

Congratulations to Crain’s Notable Women in Law.

Cravath is proud to have Julie North, Judge Katherine Forrest (fmr.) and Ting Chen among this year’s distinguished honorees for their work across the antitrust, litigation and mergers and acquisitions fields.

Cravath, Swaine & Moore LLP
In federal courts in New York in 2016, women made up 24% of all the attorneys who appeared in court, with 23% holding the position of lead counsel. In state courts, women made up 27% of the attorneys in court and 27% of the lead counsels.‡

Source: ‡New York State Bar Association

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**DONNA PARISI**
Partner
SHEARMAN & STERLING

Donna Parisi is the global head of Shearman & Sterling’s finance business unit. A skilled practitioner and negotiator, she advises clients on derivatives, structured products, securitization, capital markets and commodities matters. Parisi also spearheads the firm’s FinTech Foundry program, which supports the activities of the firm’s clients in the financial technology industry. Parisi has long been a champion for the full inclusion of women in the workplace. She plays a leading role in Shearman & Sterling’s global Women’s Initiative, which enhances the firm’s commitment to diversity and inclusiveness. She also supports the Women’s Initiative for Success, Excellence and Retention, the firm’s associate-run inclusion network for women.

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**MARCIA PAUL**
Partner
DAVIS WRIGHT TREMAINE

At Davis Wright Tremaine, Marcia Paul concentrates her burgeoning practice on a range of media and intellectual property litigation and counseling. Her clients include some of the nation’s major media companies, who rely on Paul to handle legal issues involving copyright, trademark, libel and advertising matters. She is an experienced litigator in complicated situations that involve multinational and cross-border issues. During her time with Davis Wright Tremaine, Paul has tried a number of cases in state and federal courts around the country, along with complex litigation before various arbitral tribunals—including jury trials—across various industries.

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**LISA PENSABENE**
Partner
O’MELVENY

As head of O’Melveny’s life-science litigation practice, Lisa Pensabene handles high-stakes patent litigation for companies in the pharmaceutical and biotechnology industries. She has worked on cases involving drugs for treatments spanning from cancers, HIV and diabetes to cardiovascular disease and neurological disorders. Pensabene also serves as a leading member of O’Melveny’s Intellectual Property Practice. In November 2017, she co-founded the Women in IP Network, a group that now boasts more than 300 members and provides an opportunity for women in the field of intellectual property to network and enhance their skills.

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Congratulations to
Kathleen McLeod Caminiti and Melissa Osipoff
on their selection to the Crain’s New York Business
Notable Women in Law

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Kathleen McLeod Caminiti
kcaminiti@fisherphillips.com

Melissa Osipoff
mosipoff@fisherphillips.com

At Fisher Phillips, labor and employment law is all we do. Kathleen and Melissa represent employers by providing practical business solutions to their workplace legal issues.

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The New York Times Building • 620 Eighth Avenue, 36th Floor • New York, New York 10018
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D. Hara Perkins
Partner
COULSTON & STORRS

In recent years, D. Hara Perkins has helped structure some of the most significant neighborhood-transforming real estate transactions in New York City, including Essex Crossing, a planned mixed-use development on the Lower East Side, and Cornell Tech’s 12-acre campus on Roosevelt Island. Perkins has negotiated low-income housing tax credit transactions valued at more than $1 billion on behalf of her developer and investor clients. An expert in the fields of housing and economic development, Perkins, who co-chairs the firm’s multifamily housing industry group, speaks regularly on the trends and changes that are affecting the real estate industry.

Lisa Radetsky
Partner
PHILLIPS NIZER

As co-chair of Phillips Nizer’s real estate practice, Lisa Radetsky focuses on preparing offering plans for vacant and occupied residential and mixed-use properties. She works alongside government agencies to secure approval for those projects. An in-demand attorney whose cases typically last between three to five years, Radetsky regularly represents nonprofit organizations and owners of commercial buildings that seek to convert their buildings into condominiums. Radetsky has also served on the New York State Bar Associations’ committee on cooperatives and condominiums and on the alumna advisory board for the reorganization of Gamma Phi Beta sorority at Columbia University, which had been dormant since 1911.

Stacey Rappaport
Partner
MILBANK TWEED HADLEY & MCCLOY

Stacey Rappaport is an accomplished litigator who has developed a track record of success in complex financial transaction cases during her more than 20 years at Milbank. A member of the firm’s litigation and arbitration group, she represents some of the nation’s most distinguished corporations and financial institutions. In 2018, Rappaport was elected to Milbank’s global executive committee, making her the first female member in the firm’s 152-year history. She also serves as a board member of Sanctuary for Families, a service provider and advocate for survivors of domestic violence, sex trafficking and other forms of gender violence.

Rebecca Rettig
Attorney
DONTZIN NAGY & FLEISSIG

One of the few female litigators in her field, Rebecca Rettig is a complex commercial litigator focused on legal and regulatory matters relating to digital assets and blockchain, the technology at the heart of Bitcoin and other virtual currencies. Though the blockchain industry is young and litigation relating to these matters is relatively new, Rettig has successfully argued cases across several industries, including finance, pharmaceuticals and technology. Rettig is a member of Global Digital Finance, an industry body that drives the acceleration and adoption of digital finance technologies to support the next era of digital commerce.

Phillips Nizer LLP is extremely proud to be a home for talented female attorneys (and some male attorneys as well).

Congratulations,

Regina E. Faul, chair of the employment and labor practice, Lisa R. Radetsky, co-chair of the real estate practice, and Helene M. Freeman, partner in the entertainment and intellectual property practices, on being honored among Crain’s Notable Women in Law.

Sara Rubenstein’s 17 years in the real estate and construction industries have given her a broad range of experience in real estate finance, development, sales and acquisitions. At Continental Ventures, she oversees all legal work and advises the company in complex real estate and financing transactions, the lending platform and strategic business decisions. Recently, she formed and structured a new logistics platform for the company, which has grown exponentially since its launch less than one year ago. She is also actively involved with the Women’s Executive Circle, where she has served as a mentor for young professional women and speaks regularly at real estate industry events.

Elizabeth Sacksteder has represented global banks in virtually every significant category of litigation and regulatory investigation arising out of the financial crisis. She has also represented major life and property-casualty insurers in a wide array of matters, including regulatory investigations and policyholder class actions. Sacksteder shares her knowledge and experience with students as a lecturer at Columbia Law School, teaching a course on advanced civil procedure. She is also an active member of the board of the New York-based Legal Action Center, and in 2012 received the organization’s Arthur Liman Public Interest Award.

Ricki Roer has litigated thousands of cases in state and federal courts at the trial and appellate levels on behalf of a variety of clients, ranging from multinational corporations to nonprofit organizations. A recognized authority in the industry, Roer is consistently called upon to lecture on issues of employment discrimination and labor law.

Nina Roket has developed a keen understanding of commercial real estate law, specifically leasing, conveyancing and finance transactions, over the course of her nearly 20 year career in the industry. She is a trusted adviser to clients across the U.S. in sophisticated transactions, including mezzanine and preferred equity financings. As founder and chair of Olshan’s Women’s Committee, a group that serves as a networking, business development and mentoring platform for the firm’s women lawyers and their clients and colleagues, Roket has been at the forefront of advancing women both within the legal profession and other respective industries.
For more than 23 years, Karen Scanna has been at the forefront of development in all five boroughs of New York City, working on several of the most complex and high-profile real estate transactions in the city’s history. Private developers acquiring city-owned property often seek Scanna’s guidance in navigating the city’s competitive bid process. Outside of her work with the firm, Scanna focuses on mentoring women in real estate. She has been an active member of WX-New York Women Executives in Real Estate for more than a decade and mentored numerous women through both group sessions and one-on-one engagement.

Charan Sandhu is a key member of Weil’s technology and IP transactions practice, where she uses her significant experience to represent clients in matters relating to technology transfer and the development, acquisition and use of technology and intellectual property. Sandhu is consistently recognized as a leader in her field by respected organizations including Legal 500 US and Super Lawyers, and was recently named Minority Female Lawyer of the Year by Chamber USA. Sandhu is highly involved with Weil’s pro bono efforts and regularly represents Kids in Need of Defense, a group that protects children who enter the U.S. immigration system alone.

Kara Schechter-Rakowski joined Belkin Burden in 1991 and was elevated to partner just eight years later. Since that time, she has dedicated her career to representing owners in matters involving rent regulation, affordable housing, fair housing, anti-discrimination and anti-harassment. As co-head of the firm’s administrative department, Schechter-Rakowski is the first woman partner to head a department in the firm. Through the human rights practice that she introduced to the firm, Schechter-Rakowski has used her expertise to educate property owners, managing agents and their staff and real estate brokers in an effort to prevent discrimination and harassment in housing and employment.

Claudia Salomon works closely with companies and states in complex arbitration matters as global co-chair of Latham & Watkins’ international arbitration practice. She also helms the expansion of the firm’s investment treaty arbitration and international commercial arbitration capabilities to meet clients’ growing needs. Additionally, Salomon was the first female U.S. member appointed to the International Chamber of Commerce International Court of Arbitration, an institution that aims to resolve international commercial disputes. In June 2018, she was appointed to the prestigious position of vice president of the Court. Salomon also leads a range of pro bono matters, including several cases focused on voting rights issues.
Olshan congratulates our partners Nina Roket & Elizabeth Gonzalez-Sussman on their selection to Crain’s Legal List 2019 Notable Women in Law in New York City.

This is Ms. Roket’s second selection, a rare distinction of which we’re very proud. Their commitment to diversity and inclusion reinforces our core values.
Women lawyers of color were eight times more likely than white men to report that they had been mistaken for janitorial staff, administrative staff or court personnel.\footnote{Source: “You Can’t Change What You Can’t See: Interrupting Bias in the Legal Profession,” September 2018 report by the American Bar Association}
Latham & Watkins congratulates all of the talented women lawyers recognized in Crain’s New York Business’ Notable Women in Law list, including our partners Michelle Kelban, Jiyeon Lee-Lim, and Claudia Salomon.

We are thrilled and proud to be part of the New York legal community.
Female litigators find their voices
New efforts to give young women their day in court

Janice Mac Avoy, co-head of the real estate litigation practice at Fried, Frank, Harris, Shriver & Jacobson, recalls chatting with another senior female attorney about a case that she knew her firm would not win. Mac Avoy’s colleague made an eye-opening suggestion—if the case was unwinnable, why not let a female associate tackle the oral arguments as a learning experience?

“I thought wow, why didn’t I think of that?” said Mac Avoy. “We knew we would lose, so no one would blame her. It was a great experience for her, and it saved the client money to have the associate, not me, argue the case. Not every motion is the most important thing in the world.”

More partners are giving female litigators the opportunity to shine in the courtroom. The impetus is a bombshell 2017 report published by the New York State Bar Association. “If Not Now, When?” is packed with data on the lack of female voices in courtrooms and in alternative dispute resolutions.

Female attorneys in speaking roles account for just about a quarter of counsel who appear in state and federal courts in New York. They had 24.9% of lead counsel roles and 27.6% of additional counsel roles. But in complex commercial cases, the percentage of female lead counsel—31.6% in one-party cases—shrank to 26.4% in two-party cases and just 19.5% in cases with five or more litigants. “The more complex the case,” reads the report, “the less likely that a woman appeared as lead counsel.”

So what’s to be done? Female lawyers must conduct depositions early on in their careers. They should participate in court instead of sitting at the counsel table while the senior partner argues the matter. When that happens, female litigators gain experience, and court proceedings are more efficient, said Nancy Kestenbaum, a Covington & Burling partner and former federal prosecutor.

“Instead of senior lawyers turning for answers to the female associate who took the deposition, the judge gets those answers efficiently, and it is an opportunity for younger lawyers to speak. It’s a win-win,” said Kestenbaum.

Senior litigators are coaching young women to overcome their fear of asking to take on a case or lead a deposition.

“Women need to be more vocal,” said Una Dean, a Fried, Frank partner and former federal prosecutor. “They struggle with fear of failure: ‘Can I do this?’ The critical part is leaning in even when you have doubts you can do it, because that’s what your male counterparts are doing.”

The NYBA report makes specific recommendations that New York judges have taken to heart.

“Judges in the Southern District now ask if there isn’t a woman on the litigation team, why not, and if there is, why isn’t she speaking? That is really powerful,” said Mac Avoy.

“Judges are saying ‘I want to hear other voices,’” added Mary Beth Forshaw, a Simpson Thacher & Bartlett litigation partner. “The judiciary in New York is leading the charge, making sure women are taking the first or second chair. Everyone needs to stop and think, is there a woman on our roster?”
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Every January, we profile the brightest minds in real estate, both emerging and established, with our annual REBNY Real Estate section. With additional coverage on REBNY’s latest developments and real estate trends, the REBNY Real Estate section is an essential tool for marketers who want to reach REBNY members and the entire NYC real estate community at large.

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We Congratulate Our Partners
Elizabeth Cooper, Mary Beth Forshaw and Lori Lesser
for Their Recognition as Notable Women in Law

2019 NOTABLE WOMEN IN LAW

The path to success
Leadership skills get handed down to the next generation of female lawyers

In the legal profession, the gender gap is characterized by fewer women in top governance and practice leadership posts; less access to senior partners who influence client exposure; and the juggle between family and career that often falls more heavily on women. The 114 attorneys on the 2019 list of Notable Women in Law have responded with an arsenal of techniques to lessen that gap for younger women by developing their leadership, legal and business development skills.

“You have to develop leadership skills, and the only way to do so is if someone says, ‘you should be on the finance committee to get those skills,’” said Mary Beth Forshaw, a Simpson Thacher & Bartlett partner in her seventh term on the firm’s executive committee.

Younger women must be encouraged to run for these positions, adds Forshaw, who recalls how she put her name into the ring at a relatively early age. “There’s a hesitancy, and that needs to change to ‘heck, I can do this,’” she said. Propelled by such support, there now are two younger women on the executive committee.

Other skill-development tools are women’s initiatives—formal networking groups that offer programs on career advancement and professional development—as well as informal women-led alternatives to the old boys network. Both can help female associates access high-visibility cases and relationships with key mentors.

Access to the law firm power structure, where the bulk of compensation and promotion decisions are made, is critical. Women who hold law firm leadership positions are committed to grooming female associates for entry-level spots.

“Despite the now universal adoption of women’s initiatives,” according to a 2018 survey by the National Association of Women Lawyers, “there is little evidence that these initiatives have led to substantial increases in the representation of women at the highest levels of the law firm.”

Still, serious mentoring goes on at women’s initiatives. At Shearman & Sterling, the Women’s Initiative for Success, Excellence and Retention, or WISER, associates learn to appreciate the business side of law. Getting a handle on P&L, overhead, compensation, and managing people are critical skills for leadership roles—and deepen a lawyer’s knowledge of her clients’ businesses, said Donna Parisi, the global head of Shearman & Sterling’s finance business unit and a former member of the firm’s executive committee.

“Women need to understand the business side of law and how that can drive value for clients,” said Parisi.

We Congratulate Our Partners
Elizabeth Cooper, Mary Beth Forshaw and Lori Lesser
for Their Recognition as Notable Women in Law
learned that lesson early in her career after joining organizations that nurtured female client relationships.

"It opened up my eyes. Guys do this all the time and refer work to each other," said Roket.

The significance of female referral networks has skyrocketed in recent years. They develop a pipeline of talent that can be tapped to meet new benchmarks for gender diversity, such as a recent California law that sets minimum gender-based requirements for boards of directors.

The networks also help law firms respond to client pressure to enhance diversity among outside counsel.

"We expect our law firms to assign diverse teams to all CBS matters for which they have been engaged," said Naomi Waltman, CBS Corp.’s executive vice president and associate general counsel, litigation. "To periodically assess compliance, we track the time spent by diverse lawyers on our matters. We also expect the diverse team members to play a meaningful role in the particular CBS matter."

Female referral networks essentially create databases of qualified women. "It’s so important to have that old girl network so that we are advocating for each other," said Lori Lesser, a partner at Simpson Thacher & Bartlett.

New "old girl networks" have emerged in specific practice areas where female attorneys have an edge over the traditional cluster of older white men. That includes cybersecurity, where women like Lesser, who co-chairs Simpson Thacher’s privacy and cybersecurity practice, entered a tech area that wasn’t dominated by older men in the early 1990s. For a younger generation that grew up around technology, female associates could punch above their weight.

"You didn’t have an entrenched set of experts. Everyone had an equal playing field," Lesser recalled.

Privacy law is also a hot area with less competition from more senior attorneys. "It’s been a great opportunity for younger lawyers," said Jessica Lee, a Loeb & Loeb partner who focuses on privacy and intellectual property issues. "It helps that they can understand how the tech works, because they grew up with AI, blockchain and VR."

Lee recalls a recent panel on blockchain and virtual reality populated entirely by female attorneys. "What a great opportunity for women," said Lee. "The old boy network hasn’t had time to creep in."

Women helping women is key to mentorship in the wake of the #MeToo movement. There is talk of male attorneys who refuse to be alone in a room with female associates. Given the volume of men who control high-profile assignments and client interactions, such hesitancy threatens successful mentorships.

Conversely, sexual misconduct investigations have become a key practice area for female employment lawyers and former prosecutors.

"Many women are involved because of the sensitivity around these investigations," said Una Dean, a former federal prosecutor and partner at Fried, Frank, Harris, Shriver & Jacobson.

CBS’s board asked ex-prosecutor Nancy Kestenbaum of Covington & Burling to co-lead an independent investigation into sexual misconduct allegations against former Chairman and Chief Executive Leslie Moonves. She had led previous investigations involving such institutions as Choate Rosemary Hall and the Brearley School. The #MeToo movement, said Kestenbaum, "definitely has had an impact on my practice. There’s no doubt there’s been an uptick," as more companies grapple with allegations.

Women in particular are interested in the practice area. "I have no trouble staffing these cases," added Kestenbaum. "They are interesting, and they have a social impact."

The more we see women in positions of power, the more we see this as a matter of course. And as women move up the ranks of power we can begin to address disparities."

Ricki Roer, partner, Wilson Elser

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Cahill congratulates the distinguished members of

Crain’s 2019 Notable Women in Law

and is proud to have our Partner and Executive Committee member

Jennifer Ezring

among this year’s honorees

Her steadfast commitment to her banking & capital markets clients, colleagues and community make her an exceptional role model within Cahill and the legal profession.