

Women Lawyers JOURNAL[®]



Vol. 91 No. 4

SUMMER 2006



U.S. District Judge Katharine S. Hayden Receives NAWL Award

*“Do What You Love,” She
Exhorts 1,000 Attendees*

NAWL Annual Luncheon

Waldorf = Astoria,
Hotel
New York

July 18, 2006



Also Featured in This Issue:

Kathleen Wu Explains Why She Doesn't Give Up

Shari Gribbin of Exelon on Family Challenges, Persistence and Setting Goals

Marketing: Debra Bruce Explains Why Follow-up is Mandatory

Networking with Law Students? Amanda West Weighs In

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

— Margaret Mead

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About NAWL

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How to contact NAWL

By mail: American Bar Center, MS 15.2, 321 North Clark Street, Chicago, IL 60610; by telephone: (312) 988-6186; by fax: (312) 988-5491; by e-mail: nawl@nawl.org.

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Editor's Note

By Holly English

I wish all of our readers could have joined us for the fabulous NAWL Annual Luncheon, which took place in the gracious, old-world atmosphere of the Waldorf Astoria Hotel in New York City on July 18, 2006. One thousand people gathered around white-linen-clad tables and dined on Asian chicken salad and — get this dessert — “White Chocolate Mousse with Raspberry Marmalade and Fresh Raspberries, Sable Breton and Raspberry Sauce,” as we paid tribute to leading members of our profession.

It was a wonderful experience, and here's why: we heard stirring and inspirational messages from our speakers. Tom Mars, Senior Vice President and General Counsel of Wal-Mart Stores, Inc., spoke specifically about how we can bring greater diversity to our legal workplace, and that's by doing what Wal-Mart does, which is requiring its legal partners to demonstrate diversity or penalizing them. This gives great hope as we know that putting teeth into diversity requirements is what makes them work.

Another highlight was the half-hour address by Judge Katharine S. Hayden, a District Court Judge in the District of New Jersey who received the Arabella Babb Mansfield Award. Judge Hayden held the audience in the palm of her hand as she spoke from her heart about the challenges she has faced. By the time she finished there were more than a few tears shed as a result of her unvarnished honesty and beautifully expressed aspirations for success in life and career. Even though you weren't there, you can read her remarks in their entirety in this issue. Make sure to read every word.

A dominant theme of other submissions is about persistence. Kathleen Wu is a dynamite practitioner from Dallas, at Andrews

Kurth, who writes frequently on topics like gender politics and women's progress in the field. A stint watching her son playing tennis while trying to keep up with her email made her ask herself why she keeps going and doesn't give up. Another diverting article is by Shari Gribbin, an inhouse lawyer for Exelon who gave a kickoff speech for a diversity initiative. Her difficult background and unstinting dedication and enthusiasm that she describes in this very personal article make for absorbing reading.

You can also find out from Amanda West why it's a good idea for practicing lawyers to network with law students, and get some incisive tips on that all-important action — follow-up — from marketing expert Debra Bruce.

Best wishes to all of you as summer winds up and we head into autumn.

Warmest regards,



Holly English
 Women Lawyers Journal Editor, 2005-2006
 Post, Polak, Goodsell, MacNeill &
 Strauchler, PA Roseland, NJ
Holly.English@ppgms.com

President's Note

By Cathy Fleming

Difficulties are meant to rouse, not discourage – William Ellery Channing

In the past month, I have discovered that the experiences of practicing lawyers fall into one of two extremes. On one extreme, I recently spent several days with ABA delegates who love practicing law. On the other extreme, I have read reports where women lawyers, and particularly women lawyers of color, are leaving the profession in alarming numbers. These studies have caused me to think about women lawyers who have become discouraged.

In July, more than 1,000 people attended NAWL's annual meeting events in New York City. They heard honoree Judge Katharine Hayden advise lawyers to "do what you love and love what you do." That message bears remembering.

If you are reading this column, chances are excellent that you are interested in issues affecting women and women lawyers. NAWL's mission is to work for the betterment of women in and under the law. As an organization, we have a national voice to speak for those who have no voice or who speak so softly that they cannot be heard. It is easy to get discouraged as issues which seem so fundamental such as fair compensation continue to require advocacy. It is understandable to feel invisible when you believe that your talents are not sufficiently appreciated or that you are not being encouraged to grow.

But before succumbing to feelings of disappointment or discouragement, I encourage you to consider why you are a lawyer.

I became a lawyer because as a young girl I read *To Kill a Mockingbird*. Atticus Finch was my hero. In an arena of prejudice and ignorance, Atticus did the right thing – representing an indigent black man wrongfully accused of raping a white woman – simply because he was a lawyer and even though it put his family at risk. By the tender age of ten I concluded that being a lawyer was the most noble calling I could imagine.

Well, 41 years later, I still believe it is so. Throughout America's history, lawyers have led the fight for social change. Because of lawyers, we have civil rights and due process. Because of

lawyers, we have clean drinking water and education for all students. When basic principles of our society are threatened, such as erosions of civil liberties for those accused of terrorism, it is lawyers who lead the charge, often in the face of fear and ignorance, to keep our ideals intact.

Women have led the charge in certain areas: the right of women to vote, the enactment of child labor laws and the right for equal pay for equal work, to name a few. Our challenges now are modern but no less controversial: fair compensation to reflect diverse contributions, flexible work plans to improve the workplace and making sure that diversity is a reality and not a tagline.

I love being a lawyer, and more importantly, I am proud to be a lawyer. I also love being a woman lawyer, and I am proud of the perspective that being a woman brings to my work. I am humbled to be the guardian of the organization that literally paved the way for me to be a practicing lawyer today. I look forward to the fights that will help women lawyers do what they love and love what they do.

So step back and ask yourself if you love what you do and if you are doing what you love. If the answer is yes, help others who are struggling. Become involved. Lend us your voice. Share your talent. If the answer is no, help us to help you.

Share with us your concerns. Ask for help. Let us know what would improve your work life.



Cathy Fleming
NAWL President, 2006-2007
Partner, Edwards Angell Palmer & Dodge LLP
cfleming@eapdlaw.com

Above all, keep your head high: you are a lawyer.

NAWL Annu

Waldorf = Astoria Hotel,



New York City Deputy Mayor Carol Robles-Román welcomed NAWL members and honored guests.



Judge Katharine S. Hayden of the United States District Court, District of New Jersey (left), was presented with the Arabella Babb Mansfield Award by NAWL's 2006-2007 President, Cathy Fleming (right).



NAWL's 2005-2006 President, Lorraine K. Koc (left), presented Beth L. Kaufman (right) with the NAWL Outstanding Member Award. Beth joins the 2006-2007 Executive Board as a Member at Large.



Lorraine Koc also presented Tom Mars, Senior Vice President and General Counsel of Wal-Mart Stores, Inc., with the NAWL President's Award, in recognition of the legal department's diversity initiatives.

al Luncheon

New York July 18, 2006



Judge Hayden officiated over the investiture of the 2006-2007 Executive Board.



Three years of great leadership: 2006-2007 President Cathy Fleming; 2004-2005 President Stephanie Scharf; 2005-2006 President Lorraine Koc.

NAWL's Annual Luncheon Reaches a New High

On July 18, 2006, the National Association of Women Lawyers (NAWL)[®] held its Annual Awards Luncheon at the Waldorf=Astoria Hotel in New York City. The luncheon, which was attended by approximately 1,000 people in the public and private legal sectors, honored Judge Katharine S. Hayden of the United States District Court, District of New Jersey; Wal-Mart Stores, Inc., for its legal department's diversity initiative; and Beth L. Kaufman as the NAWL Outstanding Member of the year. The luncheon was opened by Carol Robles-Román, New York City's Deputy Mayor for Legal Affairs, who welcomed attendees to the city and to the event.

Lorraine Koc, the 2005-2006 President of NAWL and General Counsel/Vice President of Deb Shops, Inc., presented Wal-Mart Stores, Inc., with the President's Award in recognition of the legal department's diversity initiatives. Wal-Mart's legal department employs 42 attorneys of color (30.4% of the department) and 56 women (40.4% of the department), and promotes women and minorities to management positions within the company. Wal-Mart also requires that its outside counsel appoint women attorneys and attorneys of color as relationship partners on Wal-Mart matters. Tom Mars, General Counsel and Senior Vice-President of Wal-Mart, accepted the award on behalf of the company.

Koc also issued the NAWL Challenge, which addresses gender disproportionality in the upper echelons of the legal profession. In particular, NAWL recognizes that women comprise nearly 50% of incoming law school students but only about 15% of equity partners at law firms and 15% of chief legal officers. Thus, NAWL challenges both law firms and corporations with in-house legal departments to cure this disparity so that, by the year 2015, 30% of all equity partners, 30% of all chief legal officers and 30% of all tenured law faculties are women.

Cathy Fleming, the 2006-2007 President of NAWL and a partner at Edwards Angell Palmer & Dodge LLP, presented the Arabella Babb Mansfield award to Judge Katharine S. Hayden of the United States District Court, District of New Jersey. The Arabella Babb Mansfield award is NAWL's highest award and is given in recognition of professional achievement, positive influence and valuable contribution to women in the law and in society. The award is named after the first women to be appointed to a state bar in the United States and is usually given once a year.

Other Annual Meeting events included a discussion entitled "Up the Down Staircase," with Tim O'Brien, the *New York Times* reporter who wrote an article by the same name earlier this year concerning the promotion and retention of women lawyers in large law firms; a continuing legal education seminar entitled "Effective Partnering Strategies;" and NAWL's General Assembly.

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Why I Don't Give Up

By Kathleen J. Wu

I have a new tennis injury, and I'll bet it's one unique to working mothers.

My son Grant has become quite a tennis player. While his father and I are, of course, beaming with pride, as any parent knows, a child's athletic activities never involve simply the child.

My son spent much of his summer at tennis camp, so I spent as much of my time at the camp as possible. What that meant were hours and hours spent with my cell-phone balanced between my shoulder and my neck and my back slumped over my Blackberry, all the while trying to shield my phone from the unmistakable tennis noises in the background.

What's the answer when you're feeling, "Is it really worth it?"

On several occasions, I was juggling not one, not two, but *three* devices (I brought my son's cellphone into the mix at times), while taking client calls and responding to e-mails. The resulting muscle spasms were enough to keep the massage industry in the black for the foreseeable future.

I'll admit that that was one of those times when I said to myself, "Is it *really* worth it?"

And however often I ask myself that question, the answer is always "yes." But before I'm able to answer that confidently, I have to remind myself, in light of what seems like almost nonexistent progress for women in the legal profession, why I don't give up.

Yes, it seems like women are progressing in geologic time. There are very few

women in management positions, and many women leave the profession when the demands of family and work collide. We used to have two women on the U.S. Supreme Court, and now we only have one.

But I have to remember that women weren't able to vote until 1920, so when my grandmother was born, women weren't even part of the democratic process. Just within my lifetime, women couldn't get hired by law firms, outside of the secretarial pool. In the *1970s*, some female law students had to sue just to get *interviews* at major law firms.

So it's not happening as quickly as most of us would like, but change is happening. Law schools are now at least 50 percent women, and law firms are dedicating an increasing portion of their resources into retaining the talents of women through programs like my firm's Women's Initiative Committee. Our WIC aims to increase networking and training opportunities for women, as well as sets up a framework for those looking for more flexible work hours.

In addition, we have a bi-yearly Executive Women's Retreat that has grown from fewer than 50 attendees the first year to almost 200 this year.

I look at improvements like that—from the seismic change that took place when women got the vote to the incremental changes like the growing number of firms with WICs—and I'm encouraged. Truly, deeply, sincerely encouraged.

That change came about because women like you and me stuck with it. We pushed past our comfort levels and when we were faced with an obstacle, we found a way around it.

So, why don't I give up? Because some very important women who came before me

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Why Networking with Law Students Matters

By Amanda West

As a current law student, I would like to thank all of the women attorneys who have made it possible for me to attend law school. Because of your efforts, over half of the students in my class are women. While great strides have been made to help women graduate from law school, little has changed for women's networking during their law school years.

Although some female networking opportunities exist for women in the legal profession, you can imagine how awkward it might feel as a student at one of these events. As a current student, I found myself surrounded by very confident and successful women who knew each other and were well established in their practice areas. It was easy to feel overwhelmed and intimidated. I remember having awkward conversations with attorneys who seemed far removed from law school.

So why should an attorney worry about networking with women who have not even finished school?

(1) **We need you!** As we all know, the majority of law school professors and law firm partners are male. Because of this gender imbalance, we lack the strong networks that male students develop early in law school.

(2) **You can increase female leadership in the legal profession.** Your personal path to success and your insight will motivate students to follow in your footsteps. Your involvement with women early in their legal studies would potentially decrease the high attrition rate of women practicing law. As women continue to practice law longer, more female attorneys will gain leadership positions in the profession.

(3) **You could meet a future associate.** You might meet a student who would be a

great asset to your firm. These types of students are in high demand from various employers. By acting as a voice for your firm, you will attract the types of women who you want employed as the future associates of your firm.

Ultimately, interacting with law students can help increase female leadership in the legal profession.

Although certain aspects of law school have changed over the years, you may find that you have more in common with law school students than you think. So the next time you see a shy and intimidated student who is dressed in her very best suit, don't be afraid to take the initial step by introducing yourself and welcoming her into the exclusive club of female attorneys.



Amanda West is a second-year law student at The Catholic University of America, Columbus School of Law.

She is the President of her law school's Women's Law Caucus, and she is currently interning at the Women's Bar Association of the District of Columbia.

Insist on Persisting

By Debra Bruce

Recently I celebrated a business development victory with a lawyer. I asked him what he thought was the most important ingredient in that success. "Persistence," he replied. "I just kept following up."

That's where many of us fall down. We attend networking events, give speeches, join organizations, and do other things to be at the right place to meet prospective clients. Then, we don't follow through with them, or give up after one call.

Here are some tips on how to make your follow-up work.

1. **Go beyond superficial conversation when you first meet your prospect.** Ask questions to learn about her interests or the challenges she faces. Have genuine curiosity about her and her business. If you hit on a mutually interesting topic, or a subject you can help her with, you can suggest a subsequent meeting for further conversation.
2. **Prepare before you call or email.** At a minimum, check out her company's website and Google her. Do some research into possible solutions for problems you heard about. Now you can say, "I was thinking about our conversation, and I was wondering if you would be interested in hearing some ideas about how to deal with that."
3. **Focus on building a relationship and filling needs.** Ineffective follow-up often has its focus on what you can get from the prospect, instead of what you can give. If you make yourself a good resource, she will want to stay connected to you. Look for ways to benefit her in every call. Share some useful information. Offer to be a sounding board "off the clock." Make introductions that

are valuable to her. Send her an article or news clipping that relates to something you discussed with her. An interesting and informative newsletter can be one way to maintain a minimal connection.

4. **Agree on a next action, or ask for permission to follow up later.** If your prospect sounds interested in some forward motion, but you aren't sure, ask "What's the next step?" or "How can I help?" Her response will give you more information about her interest level, without you risking a suggestion that is too aggressive. If you get permission to follow-up, you won't have to worry about whether you are being a pest.

5. **Have a system for follow-up.** Don't let prospects fall through the cracks just because they don't have a need for your services at this moment. Set reminders on your calendar to reconnect with them periodically. Six months can slip by before you realize it. Make it a habit to touch base with one prospect or dormant client per day, or to make three calls every Friday morning, or some other systematic approach.

You may find that even with a "hot prospect," you connected more than a dozen times before getting business.

6. **Keep track of each time you connect with a prospect.** Many lawyers give up on prospects after connecting with them only 2 or 3 times. True rain-makers may spend years developing a

Continued on page 12

Lifestyle *continued*

didn't. And the least I owe them are a few muscle spasms.



Kathleen J. Wu is a partner in the Dallas office of Andrews Kurth, where she practices in real estate, finance, and

business transactions. She has served as the managing partner of Andrews Kurth's Dallas office and she now sits on the firm's Policy Committee and its Women's Initiative Committee. Kathleen is a speaker and author on multiple issues affecting women in the workplace, including articles in the *National Law Journal*, *Texas Lawyer*, and *Legal Times*. For her work in *Texas Lawyer*, she has twice been a finalist for the Association for Women Journalists Vivian Castleberry Award. She and her husband Mark Solomon have one son, Grant, 11.

marketing *continued*

relationship and keeping their name "top of mind" with the prospect. You can use Outlook, your case management software, an Excel file, or even a chart on a piece of paper. You may find that even with a "hot prospect," you connected more than a dozen times before getting business. This information will give you the encouragement you need to persist with other prospects.

Just remember, you aren't likely to get new business if you don't stay in touch and find out their needs!



Debra Bruce (www.LawyerCoach.com) practiced law for 18 years, before becoming a professionally trained Executive

Coach for lawyers. She is the appointed Vice Chair of the Law Practice Management Committee of the State Bar of Texas. She is the co-founder and former leader of Houston Coaches Network, the Houston Chapter of the International Coach Federation.

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On Responding to Challenges

By Shari C. Gribbin

Introductory note: *In the spring, Exelon held a kickoff for the Network of Exelon Women's (NEW) History Month on March 3, 2006. Gribbin, an Exelon inhouse attorney, was the keynote speaker. What follows are excerpts from her address.*

I can tell you that when I quit high school, I had no idea that I would someday get my GED, graduate from college, earn a law degree, become a lawyer for a big utility company, let alone a “regulatory” lawyer, and have a chance to address a group like this. But I did always know I wanted something better; that never changed and probably never will. Let me back up a little bit.

In the spirit of diversity, I decided I would talk today not about what diversity means or how we, as a collective group, are different, or even what has occurred in the past. Instead I am going to talk about where we are going and what our new challenges are.

In the 60's and 70's, advancing diversity meant fighting for basic rights and equal treatment. In the 80's and 90's advancing diversity often came in the form of corporate and educational programs targeted at providing basic opportunities. Appropriately, diversity, and our understanding of the concept, has continued to evolve, and more than ever our leaders, teammates and colleagues understand how valuable, critical even, our contributions as *individuals*, not just as a collective group, are to the end result.

With that understanding, more and more opportunities, at all levels, are being provided, and with this comes responsibilities on our part. We have an obligation to continue to push ourselves out of that era, where our primary focus was on fighting for basic opportunities, and into this one, proving that we are as individual as men in our contributions and that the more modern view — that we have something to add as individuals — is correct.

But in order to truly be effective at this, we must do two things: continue to work very hard and become completely comfortable with who we are. We are no longer being asked to contribute for the sake of being asked to contribute. We are being

asked to contribute because there is an appreciation for what we have to add as individuals. (And yes, I honestly and strongly believe this to be the case). We cannot do that if we are pretending to be something we think someone else wants us to be. We must be okay with working and leading in a style that is comfortable to us.

“I realize that most of you probably question how ‘normal’ your families are, but trust me, I might have something on you there.”

So our mission, which we have no option but to accept, is to continue to work hard and to do so with a new and better sense of self-confidence, unyielding determination and persistence (one of my 10 middle names — literally). Many of you may be looking up here thinking, “Great advice, but how much could you really know at this point? What do people like her know about how it feels to be insecure and with a need to get more comfortable with one's self?” Many of you may also be thinking we all work hard, there is only so far “hard work and unyielding determination” can take you, and how sweet it is that I probably just don't know any better yet.

But I do.

I didn't grow up in a traditional or “normal” family, whatever that is. I realize that most of you probably question how “normal” your families are, but trust me, I *might* have something on you there.

I am the oldest of three kids. I never met my biological father, who was Arab and returned to the Middle East before I was born. My adoptive father, who is my sister's biological father, was married to my mom

for a short period of time. Out of respect for my mom and family I won't get into the details of why, but for most of my childhood and young life, my family consisted of only four people: myself, my mom, and my brother and sister. There was no family network of support, though there were lots of people who did pitch in to help along the way.

“Like the contestants on the first season of ‘Survivor,’ I know what it is like to eat nothing but rice for a month.”

Over the years we moved around quite a bit. We lived in many different states and cities all over the U.S. and lived here in Philadelphia for a spell when I was a teenager. I have a standing joke that we moved whenever the rent was due. It was not easy. There were many days we were hungry. On a few occasions we lived in homeless shelters (a couple of which were right here, in North and West Philly), ate in soup kitchens and a couple of times even lived in our car – in the winter. If we'd had to walk I'm pretty sure it would have been uphill both ways with some kind of bear on the trail or in the vicinity.

Like the contestants on the first season of “Survivor,” I know what it is like to eat nothing but rice for a month. And like the contestants on the current season of “Survivor,” I know what it is like to eat nothing for a few days. We very rarely had new clothes, toys or other things that are important when you are a kid. There were very few Christmases or birthdays and we were very often not only the new kids, but also the poorest kids in a very poor neighborhood.

I began working formal jobs at 14 and dropped out of school in the ninth grade to work full time. Since then, I have done everything from washing dishes to working with patients at hospitals and even have painted lines in parking lots. At 16, I moved out on my own. At 18 I got my GED and started college at a small community college, and at 19, after just one semester, my younger sister came to live with me. She was at the end of eighth grade and I did not want

her to quit high school as I did and my brother later did.

But I stayed in school. I worked full time, sometimes two jobs, carried a full course load and took care of my sister — all through her high school years (and she has done a fair amount of taking care of me now that she is all grown up) while finishing college myself. When I finished my bachelor's degree, I went on to law school and just like undergrad I worked and carried a full course load. In my last semester I came to work here, and have been here ever since.

I hope now that you believe me when I tell you that our secret to continued success is hard work, self-confidence and unyielding determination and persistence, and that you will believe me as I leave you with a checklist that I find comes in handy on a regular basis:

1. **Do not dwell on your hardships.** Instead, celebrate your accomplishments. Focusing on how hard it is or was, on the struggle itself, will undermine your future success and only encourages self-pity, which is like mud — sometimes even quicksand.
2. **Work hard, then work harder.** Stop waiting for it to get easier. If you consistently challenge yourself to move forward, it will not get easier and that is a good thing; it means you are constantly growing.
3. **Set goals.** Man, is this important. Both long- and short-term. Long-term goals are important because they help us figure out what all the short-term goals are to get there. Short-term goals are really important because they help us feel like we are making progress.
4. **Take the initiative.** You *have* to drive yourself. Seek out opportunities and make things happen. Don't wait for the world to bring it to you. Everyone else is just as busy as you are and at the end of the day none of us is “owed” anything.
5. **Remember that every opportunity is a blessing.** Take each one given to you as a chance to move forward, onward, upward. If you waste it, it will

Diversity *continued*

be taken from you and given to someone who wants it more. Prove you deserve it and more will come.

6. Be thankful for help. Last and most importantly, don't forget to be thankful for all the people who help you get there, every day, as much as you can. *Nobody* does it on their own; I had lots of encouragement and love from all kinds of places along the way. If you look for it, you'll find it is probably there, from friends, family, coworkers, even strangers. Anyone who helps or inspires you at any level, and gives you what you need to keep moving: thank them as often as you can. Then reach out and help as many other people as much as you can.



Shari C. Gribbin is Assistant General Counsel in the regulatory group of the legal department at Exelon

Corporation. Ms. Gribbin's practice involves state and federal regulatory work in a variety of areas including, compliance, litigation, legislation and a wide-range of electric and gas operational and transactional issues. She can be reached at Shari.gribbin@exeloncorp.com.

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“Sweet Surrender”: On Finding Something To Do with Your Life

By Hon. Katharine S. Hayden

Note: On July 18, 2006, NAWL awarded its annual Arabella Babb Mansfield Award to Katharine S. Hayden, a United States District Court judge for the District of New Jersey. She gave a stirring address to the 1,000-person strong audience, which is reprinted here:

Dazzled is what I am. There’s no other word for it. I’m New York City born and raised, and this hotel has always been my favorite. I went all the way through Marymount School, 30 blocks away from here; I love Lexington Avenue; I love Bloomies; I love standing right here, right now! You make me so very happy with the unexpected, treasured honor you’ve given me.

Thank you, Cathy Fleming and the selection committee. To be in such company as the other award winners and to be thought of as having something to offer is splendid. Thank you my friends, some especially close to me, who are here today: my former law partner Lynn Newsome; my colleagues on the bench, some of whom have traveled distances through this heat wave to get here; law clerks, past and present; and the many practicing lawyers who practice law so hard and so well that their presence today is a sacrifice I am humbled by. And up front I acknowledge my husband Joe Hayden. Tomorrow we’ll be married 19 years. Every day his good judgment, great good sense, and example remind me of how hard it is to be a good lawyer, and how magnificent.

Knowing for months I’d be at this podium, I employed my usual preparation tricks over the past week: cooking food, petting and talking to my cats, and listening to pop music. Not all at once, but each very intensely. And in singing up a storm at the wheel of the car the other day, I was blown away by the lyrics of an old John Denver song that struck me as so very poignant when I really listened to the lyrics. And so interestingly applicable, it occurred to me, to us.

As I recite the lyrics - and I’ll try to refrain from bursting into song - see if you

spot the chorus coming. As Joe says, our songwriters are our poets, and this is a lovely lyric:

Lost and alone on some
Forgotten highway
Traveled by many
Remembered by few,

Looking for something that
I can believe in,
Looking for something that
I’d like to do. . . with my life.

There’s nothing behind me and
Nothing that ties me to
Something that might have been
True yesterday

My life is open
Right now it seems to be
More than enough
To just be here today . . . and I don’t

Know what the future is
Holding in store —
I don’t know where I’m going
I’m not sure where I’ve been

There’s a spirit that guides me
A light that shines for me
My life’s worth the living
I don’t need to see the end.

Sweet Sweet Surrender
Live, live without care
Like a fish in the water -
Like a bird in the air.

Okay, now, when you hear that song, you just know what the singer is talking about. Chucking it all and becoming a raft guide on the Colorado River, or a ski bum, right? And my sisters at the bar, what did we do when we were in the grips of that poignant yearning? How did we express that “Sweet Sweet Surrender?”

We signed up for law school! We were:

Looking for something
That we could believe in
Looking for something
That we'd like to do with our life.

So we “screw[ed] our courage to the sticking place” (from Macbeth, not John Denver’s Greatest Hits) and we rejoiced when we got accepted, and we tucked into three or four beastly hard years. Heaven forfend that the something this crowd wanted to do with their lives was floating around on the rapids or swooping down trails. No, not us - we wanted civil procedure, and five-hour exams, and the Uniform Commercial Code, and cross-examination, and - so my point is, we willingly took the hard way and probably, because we are lawyers, and because we are women, we always will.

I remember when circumstances made the decision for me to go to law school. My kids were little - under three and under five - I was hosting a reception for the debate club of Seton Hall University, where I was teaching part time. The team showed up, bringing with them a few law students who were coaching them, and after a few minutes of conversation with these brand new lawyers-in-the-making, I said to myself, “Hey! I can do that!” And stopped cold my half-made plans to continue toward a doctorate in English, and applied to Seton Hall Law School, and sat my family down and we talked about what was going to happen.

Because I knew, I knew very well it was going to be different. My mother, who was the best legal secretary in the world, looked me dead in the eye and said, “You *know* what this means.” We both did: my father was a lawyer here in the city, a

tax specialist. His schedule was such that until I was 11 or so, I believed the world ran like this. Kids worked five days a week, going to school. Grown-ups worked six days a week - stores were open six days a week and grown-ups worked in them, and my father worked six days a week doing law. He often took me with him on the Saturdays or Sundays when he went to the office, and I drew on yellow pads, and when we walked outside I loved looking up at the tall buildings that kept the narrow streets downtown perpetually in the shadows.

“I knew within the first days of law school that I was where I was meant to be.”

As I knew it would be, work was six or seven days a week during law school and as we know, pretty much thereafter. But oh boy, God was so good and I knew within the first days of law school that I was where I was meant to be. The knowledge hit me so hard I almost lost my breath during the first hour of civil procedure. Not that I liked or did particularly well in the course, mind you. But that I was where I was meant to be:

Something that I could believe in
Something that I'd like to do with my life.

Now I promise you, some women out there are looking politely at me and having a tough time not blurting out, “Yeah, right. Lucky for you. When’s that going to happen to me?” I am not saying that I floated on a pink cloud of knowing from that moment on; far from it. After I got my degree, I clerked for a wonderful judge, Robert Clifford, who was my first mentor as a lawyer. Then I joined the U.S. Attorney’s Office and got my first taste of being a lawyer. And really, I did not shine. It didn’t all come together. I didn’t have the knack, and I didn’t have the savvy to figure out how to get better, and I didn’t

ask for help. But by being there, I worked alongside other Assistants, made friends that I kept, and ultimately formed a law practice with three of them. Also, all these years later, I have a special understanding of what the young U.S. Attorneys doing the job I once did are going through. And I think I'm a better judge for that.

So the four of us struck out from the U.S. Attorney's Office with no cases, supportive working spouses, and lots of hope. We established a general practice in a quiet suburb, and because I was the only woman, we assigned me the matrimonial work. I had never, ever taken - never *considered* taking - a family law course. But such is the journey - I might as well have been singing "I don't know where I'm going/ Not sure where I've been." But harken - fate, God, providence stepped in. There was "a spirit to guide me/ A light that shined for me." Just before I left the U.S. Attorney's Office, clueless about my debut as a divorce lawyer, I was waiting to see the federal magistrate judge and struck up a conversation with a woman also waiting on another case. As women will, we immediately got to the essentials: she didn't know anything about federal procedure, and there she was about to make a fool of herself because her specialty was matrimonial law. Well, of course you know I fell upon her neck, almost sobbing with relief, and I got her through her federal appearance as well as I knew how, and she had a package of books and forms and sample complaints on my desk within a couple of days. And she remains a friend and beacon of light to her clients and her colleagues: Patti Voorhees.

I remember that I sent her my first divorce complaint to critique. She called me when she got it, laughing at it - "Katharine! It reads like a novel! You don't have to put in all of *that!*!" Well, what did she expect from an English major whose favorite, favorite job in the world was editing the fiction in *Good Housekeeping Magazine*? Right away I loved all the stories, the wonderful stories my clients told, and I loved the opportunity to present those stories to the judge and use what I knew about storytelling to get things for my clients. And right away, the

wisdom of my boss and mentor at *Good Housekeeping*, Naome Lewis, hit home. She told me, when we bought and edited a story, always to think of our ladies who would read it: to respect their sensibilities; to honor and respect the duty we had to them because of the trust they put in us when they bought the magazine and read it. Naome was deadly serious and right, too. So the ladies I labored for as a junior editor at a magazine became the clients I labored for as a practicing lawyer, and now they have become the litigants whose causes I sit on and the persons that I sentence as a judge.

I was a successful family lawyer, in part because it was a smart business decision then to put the girl on the team into that position. But I look back and wonder why I liked the practice - it was tough, the demands were ferocious, there was not a lot of acclaim given to family lawyers, it was always hard to get paid. Judges could be irritable, and sometimes the level of advocacy didn't exactly soar. But there was such satisfaction out of some of the assignments, particularly guardian *ad litem* appointments, and during those years I was heavily involved in bar association activity, moving up the chairs, going to conferences, making wonderful friendships with other lawyers, getting things done on a statewide level. That was nourishing me more than I knew, and while I wasn't "living without care," there were times when I felt the practice of law suited

"The learning curve that faces every federal judge is, honestly, as bad as when each of you began practice. The single difference is that they treat you better!"

me like a fish in the water and a bird in the air.

Then in 1991 the appointment to the state court bench, and a chance to be a

family law judge. That was the one time in my life when I took up a job that felt familiar from the first day because while I didn't know anywhere close to what I thought I knew about being a judge, I certainly did know family law. "Sweet Sweet Surrender" time - I lived, lived without care. When I rotated into criminal and started sitting on jury trials, oh boy did I become a fish out of water and a road kill bird. And the learning curve that faces every federal judge is, honestly, just as bad as when each of you began practice. The single difference is that they treat you better!

I share all of this with you as, I hope, a comfort. I have been singularly blessed with a career that has led to this wonderful job. That I did it with no particular birthright other than parents who, like so many of yours, stressed education and never let me slack off, is a gift I'm not worthy of. It means that with luck, good people in one's life, health, and freedom from disaster, hard work does pay off. To me what is important is that what I do every day finally pretty much jibes with who I am underneath. Like every human being, coming to know who we are underneath is a life process, and as you see, the trajectory of this human being's career was not exactly like a soaring eagle's. Hanging on, switching gears, fighting panic and accepting zones of discomfort - it's not pretty. But surprising things do happen.

All of that took, I would say, a mere 40 years to come together so that I can say I am comfortable - within the bounds of the discomfort that a challenging job requires - doing what I do for a living. That's not depressing, really. Think of John Denver's song. "My life's worth the living/ I don't need to see the end." I really do believe that what got me through is the structure and certainty and identity that being a lawyer gave me. Never had a clue that it would end this way; never made a career move with something like a judgeship in my head.

This profession is elastic. Law is the second chance career. If we didn't major in math and science and we are in senior year of college, we can go to law school. If we're competitive and at wit's end about

earning money, we can say as I did, "I can do that!" and dive in. I didn't know for sure when I stuck out my hand for my degree about where I would go or who would have me. I just knew that there was something out there for me, and I believed in my innate ability to do the work.

Freud was asked what the emotionally healthy person ought to be able to do well. His cryptic answer was "*lieben und arbeiten*" - to love and to work. A practicing psychologist, Jerome Travers, has interpreted *lieben und arbeiten* as follows: in a balanced life we love our work, and work at our love.

I have learned that to love the work of the law, it is critical to be doing stuff that nourishes me. Depending on where I am at, that can be looking at Lifetime Television for Women shows starring Meredith Baxter Birney. It can also be a terrific judicial conference or teaching trial advocacy. I am stuffing those holes that get punched into my soul by the rigors and pains of judging with these other aspects of work that are instantly fulfilling and rewarding. And the net result is that I can honestly say I love my work. And I am not close to burnout.

As women, all of us work at our love. It's our special strength to work willingly at our love - selflessly at our love - whatever that love is.

As I've spent these 40-plus years of work-life getting to the point where I love my work, and am working at my love undistractedly, I came to learn something else. The rewards of asking for help. My word, that is tough. But I had a breakthrough a few years ago when I got reversed on a summary judgment decision. Not only was I wrong, I was really wrong, the Third Circuit pointed out in grim detail - never cruelly, but you can be sure I took it personally. I skimmed the decision and got mad and ashamed and miserable. And I went home.

In the middle of the night I woke up and went downstairs and there in the kitchen I read the decision carefully, between 2 a.m. and 3 a.m. Those Circuit judges were right. The next day I went and saw a judge with many more years on the bench, and asked that judge to read the

decision, and told the judge how awful and stupid I felt. And that judge shared a story from the past about a time like I was going through, and said that really, the mistake wasn't that bad. And that in the future, probably if it takes that long to explain why one is granting summary judgment,

“As lawyers we are terrible at asking for help because it exposes us as not being the very thing that attracted us to the profession: the strong one, the smart one, the rescuer, the hero.”

one might consider that the decision isn't very bulletproof. And so on.

I chose the person I went to, not only for wisdom but because I knew that judge is kind. And I learned nothing I didn't already know from having read the decision carefully, but I experienced something I had been avoiding. Having the humility to ask for help and admit my vulnerability and confusion and anger and shame. Being, God help me, like my clients and my litigants.

The lesson is, of course, that as lawyers we are terrible at asking for help because it exposes us as not being the very thing that attracted us to the profession: the strong one, the smart one, the one in charge with the answer, the rescuer, the hero, the savior. The big cheese. Sitting back in the chair and recovering from the agony of asking for help, however, is very strengthening. You give advice differently from then on. You don't get as mad when your advice is not followed, because you remember how you didn't even listen to the advice you sought, you were so consumed with the situation that led you to seek the advice. But you remember forever the sensation of being soothed and being told you are just wonderful and not alone. Because you simply made a mis-

take. You are the star you thought you were all along. At least that's what happened to me, and all that judge had to do was to be kind and give me those mentoring moments I sought.

So how does this apply to what this fabulous organization has in store for you this year, when the focus will be retention and advancement of women in law firms? Just this: there's a fighting machine out there in this women's bar association that is giving women a shot at loving our work and working at our love. Through books like Lauren Rikleen's *Ending the Gauntlet* and Holly English's *Gender on Trial* and her columns, attention is being paid to serious, hidden and ignored issues that cost this profession some talented, brave lawyers. And in the brilliantly conceived *Creating Pathways to Success* put out by the Women's Bar Association of the District of Columbia, practical solutions and initiatives are being offered that firms can swallow and get very healthy from. And we are saying out loud that there are counter-intuitive aspects to the business part of the profession and we want to know how to get good at those parts. And we are willing to shed our naive belief that just being smart and working hard is the trick for success. And something really dear to my heart, as someone whose career began after my children were born, are the programs being launched to bring back women who have taken a time out. The picture of some women attending a training program that was published in *The New York Times* in May is one of the loveliest photos I've seen in a long time: the focus, the drive, the sense of being back home, all reflected there on those faces. Wonderful!

Now to benefit from all of this, I think that being willing to ask for help is critical. And being realistic about how one's life will change is also important - we aren't talking about plastic surgery, we are talking about realistic assessments of what's wrong that can be fixed by others, and what's wrong that we can fix ourselves by doing things we love to do, and by screwing up the courage to do what we're afraid of. Taking a NITA course in trial advocacy to address the secret fears we harbor;

asking for mentoring and being a mentor; throwing oneself into bar association work; making very sure that what we hate about our work isn't what we're afraid of in our work. I can honestly offer that every time I've been kind, sometimes in the face of what was expected of Her Honor the Judge, or done something I was very fearful of but secretly wanted to try, I've been nourished far beyond what the effort took and always loved my work more.

One of the most affecting scenes in the movies occurs in *The Silence of the Lambs* after Jodie Foster, playing FBI agent Clarice Starling, walks inside the terrible house where the killer lives and does his killing. Remember her face and her breathing? She is so scared, and she is so, so brave. All of us have felt that way, and all of us have been Clarice Starling, full of fear but bravely, stubbornly walking forward because it's what the job required. Remember what the moment was when you felt that alive as a lawyer, and examine every inch of it. In what you find out, I think, lies the answer to becoming the fish in the water and the bird in the air.

My warmest good wishes to your leadership in NAWL; through these women we have the power to make the life of a lawyer proud and fulfilling. And thank you Arabella Babb Mansfield of Iowa for being brave, and I promise to follow that bravery in my next years. And thank you, dear sisters at the bar, for this honor.



The Hon. Katharine Sweeney Hayden

entered law school after working as a fiction editor and then as a

teacher of college English. After graduating from Seton Hall University School of Law in 1975, she clerked for New Jersey Supreme Court Justice Robert L. Clifford, and then served as an Assistant United States Attorney for the District of New Jersey. Thereafter she entered private practice, eventually specializing in family law. She was elected by her peers as a Fellow of the American Academy of Matrimonial Attorneys and as a Fellow of the American Bar Foundation.

Judge Hayden was appointed to the New Jersey Superior Court in 1991, and served as a trial judge in the Family Part and Criminal Division. In the latter assignment, she established the Drug Court for Essex County, New Jersey, and served as its first judge. In 1997, she was appointed to the federal bench for the District of New Jersey, Newark vicinage. Since 2003, she has been a member of the adjunct faculty at Seton Hall Law School.

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Recent NAWL Meetings

The NAWL Annual Luncheon was held on Tuesday, July 18, 2006, from noon to 2:00 PM at the historic Waldorf-Astoria hotel, with nearly 1,000 people in attendance. NAWL inducted its 2006-2007 Executive Board and presented three different awards at the luncheon: the *Arabella Babb Mansfield Award* to Judge Katharine S. Hayden of the United States District Court, District of New Jersey; the *NAWL President's Award* to Wal-Mart Stores, Inc.; and the *NAWL Outstanding Member Award*. NYC Deputy Mayor Carol Robles-Román was the welcome speaker. Other Annual Meeting events took place at the law firm of Edwards Angell Palmer & Dodge, LLP, including the NAWL General Assembly; the discussion "Up the Down Staircase," led by Timothy O'Brien, the New York Times reporter who wrote the March 19, 2006 article of the same title; and a breakfast and CLE seminar entitled "Effective Partnering Strategies," which discussed the proper roles of inside and outside counsel, including in internal investigations and related topics. NAWL also co-sponsored "Making Rain HER Way," an innovative woman focused business development program designed to provide practical tools and space to practice using the tools in a small, collegial workshop setting.

NAWL co-sponsored several programs recently. For example, on April 25, 2006, NAWL co-sponsored a career development program with the Minnesota Women Lawyers, modeled after NAWL's hallmark "Taking Charge of Your Career" series. Earlier that month, on April 20, NAWL co-sponsored a "Making Rain" brown bag luncheon with the D.C. Bar and the D.C. Women's Bar Associations. On March 30 to 31, 2006, NAWL co-sponsored the Women in Law Leadership Academy in Chicago with the ABA Commission on Women.

NAWL was also active with its own programming this spring. On April 19, 2006, NAWL hosted a West Coast version of its popular series, "Taking Charge of Your Career," which was held at the Millennium Biltmore Hotel in Los Angeles. On March 24, 2006, NAWL hosted a "From Backpack to Briefcase" transitions program for law students in Washington, D.C.

NAWL's Mid-Year Meeting was held in Washington, D.C., on March 2-3, 2006, co-sponsored by the National Conference of Women's Bar Associations, Florida Association of Women Lawyers, Food and Drug Law Institute, Women in Food and Law, Washington Metropolitan Area Corporate Counsel Association, and the Women's Bar Association of the District of Columbia. The program included a coaching session and reception hosted by Jenner & Block LLP, while Jones Day hosted two panels: "Setting the Debate: What Can be Done to Drive Change so That Women Attorneys Can Achieve at the Highest Levels" and "Building Relationships: How In-House Counsel Select and Evaluate Outside Counsel," which was sponsored by Martindale-Hubbell. Author Joan Biskupic also spoke on her book, *Sandra Day O'Connor: How the First Woman on the Supreme Court Became Its Most Influential Justice*.

Upcoming Programs News

Taking Charge of Your Career: Best Practices for Women Lawyers and Their Firms

September 15, 2006

Boston, Massachusetts

Co-sponsored by the Women's Bar Association of Massachusetts, Massachusetts Association of Women Lawyers, Massachusetts Black Women Attorneys, North Shore Women Attorneys, Boston Bar Association, Asian-American Lawyers Association of Massachusetts, Massachusetts Association of Hispanic Attorneys, Massachusetts Black Lawyers Association, The Boston Lawyers Group and The Partnership, Inc.

Despite a record number of women graduating from law school, women lawyers continue to face an array of challenges in forging legal careers that are personally satisfying, professionally recognized and financially rewarding. For this program, NAWL has invited an outstanding array of panelists who will share their knowledge about the relationships, skills and planning that are key to sustaining and thriving in your legal career.

General Counsel Institute

October 26-27, 2006
New York, New York

Co-sponsored by the American Corporate Counsel (ACC) (Michigan Chapter), American Corporate Counsel (ACC) (Dallas/Forth Worth Chapter), American Corporate Counsel (ACC) (Delvacca Chapter), American Corporate Counsel (ACC) (Greater New York Chapter), American Corporate Counsel (ACC) (New Jersey Chapter), American Corporate Counsel (ACC) (South/Central Texas Chapter).

Please join NAWL for its second annual *General Counsel Institute*, targeted to senior corporate counsel who have the goal of advancing to the role of chief legal officer. The Institute faculty counts a broad array of directors, CEOs and general counsels of major public corporations, professional consultants and search consultants who assist corporations in filling top legal positions. The Institute provides a unique opportunity for women corporate lawyers to build top-tier professional and management skills in a supportive and interactive learning environment; and to learn from experienced officers and directors about the points of pressure and success for general counsels. Plenary and workshop sessions foster frank discussions about what it takes to be promoted and provide the means to improve skills and knowledge in a collegial atmosphere. The NAWL *General Counsel Institute* promises to be an engaging and innovative CLE program with opportunities to learn and network with other senior legal and business professionals.

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Publications

NAWL will shortly begin accepting listing applications, renewals, corporate and law firm sponsorships and advertisements for the 8th Edition of The National Directory of Women-Owned Law Firms & Women Lawyers. All applications can be submitted on the NAWL website.

Membership

Sharon Bridges, partner at Brunini, Grantham, Grower and Hewes, PLLC, in Jackson, Mississippi recently obtained a Defense Verdict in Hinds County Circuit Court in a suit brought against St. Dominic – Jackson Memorial Hospital. The plaintiff in the case, which is styled Bobbie Johnson vs. St. Dominic – Jackson Memorial Hospital, alleged St. Dominic was negligent in the administration of a phenergan injection because a nurse failed to use at least a 2 inch needle and the z-track procedure when administering an intramuscular injection. As a result of the alleged negligence, plaintiff claimed that she developed necrosis in the subcutaneous tissue of the buttocks. The defense introduced evidence through expert and fact witnesses that a 1 1/2 inch needle was

appropriate and that the z-track procedure was not required to administer phenergan into the intramuscular tissue.

Edwards Angell Palmer & Dodge

On December 1, 2005, the Florida *Edwards Angell Palmer & Dodge* Women's Group hosted its Networking Event at People's Pottery at City Place. Nearly 100 guests attended this event and purchased over \$7,000.00 in items. People's Pottery donated 20% of the proceeds to the Caridad Center and the Migrant Association of South Florida. In honor of the Caridad Center and the Migrant Association of South Florida, the Florida EAP&D Women's Group hosted a luncheon on February 22 in the Firm's West Palm Beach office to present a donation check of \$3,000.

Founded in 1989 by Caridad Asencio and Connie Berry, Caridad Center and The Migrant Association of South Florida provide free medical and dental care to a large population of migrant farm workers, laborers and the working poor of Palm Beach County through the dedicated work of more than 500 licensed professional and community volunteers. For more information on the Caridad Center, please visit their website at <http://www.caridad.org>.

Edwards Angell Palmer & Dodge supported the Annual Scholarship Brunch of the Association of Black Women Lawyers of New Jersey. The sponsorship helped fund Law Day Programs throughout the State of New Jersey. Paulette Brown, a partner at the firm, was the Program Chair and Mistress of Ceremonies for the brunch. The Secretary of State of New Jersey was one of the Honorees, as was Mablean Ephriam of Divorce Court.

Cathy Fleming, partner at Edwards Angell Palmer & Dodge, was sworn in as president of the National Association of Women Lawyers on Tuesday, July 18, at the NAWL Annual Awards Luncheon held at the Waldorf-Astoria Hotel in New York City.

Dr. Barbara A. Lee, Counsel in the Educational Institutions Practice Group of Edwards Angell Palmer & Dodge's Short Hills, New Jersey, office, spoke at the Annual Conference of the National Association of College and University Attorneys (NACUA) on June 26, 2006 in Chicago, in a Special Session entitled "Emerging Trends in Higher Education Law and Practice." Dr. Lee is the Dean of the School of Management and Labor Relations at Rutgers University. She co-authored the widely used treatise, *The Law of Higher Education*, with Bill Kaplin, Professor of Law and Special Counsel at The Catholic University of America.

Elaine Johnson James, partner, Edwards Angell Palmer & Dodge, successfully represented the South Florida Water Management District in one of the largest bond validation proceedings in Florida history. In a rare move, Judge Edward H. Fine of the Palm Beach County Circuit Court signed the final judgment from the bench, clearing the way for the District to issue \$1.8 billion in Certificates of Participation to finance the initial and most critical projects of the Comprehensive Everglades Restoration Project.

Selinda Melnik, partner, Edwards Angell Palmer & Dodge, obtained the first Order Granting a Petition under new Chapter 15 of U.S. Bankruptcy Code in the aid of a non-US proceeding involving a foreign business debtor. The Order was entered by United States Bankruptcy Judge Burton R. Lifland in a case known as: *In re La Mutuelle du Mans IARD United Kingdom Branch MMA Account* (Chapter 15 Case No. 05-60100) filed in the United States Bankruptcy Court for the Southern District of New York, November 11, 2005. Also involved in this

project was partner Selinda A. Melnik. Melnik, who worked with the United Nations to develop the Model Law, fashioned the first comprehensive pleadings translating Chapter 15 law, rules and theory into practice.

Carrie Webb Olson, associate at Edwards Angell Palmer & Dodge, is one of only two women listed for the state of Connecticut in *Who's Who Legal: USA—Trademarks 2006*, as one of the country's leading practitioners in trademark law.

Epstein Becker & Green, P.C., has joined NAWL as a new law firm member. Epstein Becker & Green is a general practice national law firm, with a history of embracing diversity, boasts three female managing partners: Diane Romza-Kutz specializes in Health Care, Life Sciences, and is a member of the National Litigation practice in the Chicago office; Gayla Crain's concentration is Labor and Employment in the Dallas office; and Maxine Hicks heads the Real Estate group in the Atlanta office and serves on the Board of Directors and the Executive Committee. "EBG delivers a strong message to law firms," said Romza-Kutz. "Diversify in the upper echelons or risk losing talented women to those who will."

Ellisa Opstbaum Habbart, a partner with the law firm The Delaware Counsel Group LLP, spoke at Taylor Wessing and the third World Women Lawyers Conference in London. She presented "Restricted Stock Under the General Corporation Law of the State of Delaware." Ms. Habbart also presented at the third World Women Lawyers Conference held by the International Bar Association in London on June 8 and 9. Participating in the Marketing Session of the conference, Ms. Habbart presented on the importance of volunteer and non-billable work and emphasized the need to perform such work with the same level of care as billable work. Additionally, Ms. Habbart received high praise in the Chambers USA 2006 Guide to America's Leading Business Lawyers. Ms. Habbart was selected as having the highest level of knowledge and expertise in her particular fields of practice-corporate law and mergers and acquisitions.

Betty Southard Murphy, partner at Baker Hostetler and the only woman to serve as chair of the National Labor Relations Board in the agency's 70-year history, received the prestigious American Inns of Court Professionalism Award during the Judicial Conference for the District of Columbia Circuit on June 7, 2006, at the Nemaocolin Woodlands Resort in Farmington, Pennsylvania. Murphy will also be honored at the American Inns of Court Celebration of Excellence dinner on October 21, 2006, to be hosted by Justice Ruth Bader Ginsburg.

Valerie Shea, past president of Florida Defense Lawyers Association, has been named the 2006 Outstanding Past Voluntary Bar Association President by the Florida Council of Bar Association Presidents.

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2006 Outstanding Law Student

Award Recipients

NALW congratulates the 2006 Outstanding Law Students. Selected by their law schools as the outstanding law students of their class, these talented and dedicated awardees are among the best and brightest.

Honored not only for academic achievement, these students were also chosen for the impact they made on areas beyond the classroom. The men and women listed below have worked to further the advancement of women in society and promoted issues and concerns of women in the legal profession with a motivation, tenacity and enthusiasm that inspired both their fellow students and their law professors.

NALW is for women who want to change the world and for the men who want to help them. We salute these awardees who have begun working early in their careers to promote justice for awardees in the profession, and we encourage them to continue making a difference as their careers blossom.

Alicia Jeanne Abelli
University of Richmond
T. C. Williams School of Law
Richmond, VA

Stephanie V. Ahl
Appalachian School of Law
Grundy, VA

Jennifer Woods Arsenian
Samford University
Cumberland School of Law
Birmingham, AL

Nita P. Asher
North Carolina Central University
School of Law
Durham, NC

Francine Bailey
University of Wisconsin
Law School
Madison, WI

Laura Balhoff
Louisiana State University
Paul M. Herbert Law Center
Baton Rouge, LA

Amanda E. Ballard
University of Georgia
School of Law
Athens, GA

Nicole Bettendorf
University of North Dakota
School of Law
Grand Forks, ND

Hallie Bourland
University of Mississippi
School of Law
University, MS

Marin Turley Bradshaw
Brigham Young University
J. Reuben Clark Law School
Provo, UT

Daphne M. Brown
University of the District of Columbia
David A. Clarke School of Law
Washington, DC

Pauletta Jean Brown
University of Virginia
School of Law
Charlottesville, VA

Emma C. Cheuse
University of Michigan
Law School
Ann Arbor, MI
Miranda R. Christy
University of Tennessee
College of Law
Knoxville, TN

Allison Grace Clary
University of Cincinnati
College of Law
Cincinnati, OH

Heather DePremio
Northern Kentucky University
Salmon P. Chase College of Law
Highland Heights, KY

Jillian Lee DiLaura
Washington and Lee University
School of Law
Lexington, VA

Elisha Dunn-Georgiou
State University of New York - Buffalo
School of Law
Buffalo, NY

Dionne C. Fajardo
Stetson University
College of Law
Gulfport, FL

Kimberly Ann Gaaney
College of William and Mary
Marshall-Wythe Law School
Williamsburg, VA

Carrie Goulding
Chapman University
School of Law
Orange, CA

Leicia Grant
Pace University
School of Law
White Plains, NY

Laura C. Hall
Northern Illinois University
College of Law
DeKalb, IL

Samanda J. Hawkins
University of Maryland
School of Law
Baltimore, MD

Erin K. Healy
Emory University
School of Law
Atlanta, GA

Yvonne Y. Ho
University of Houston
Law Center
Houston, TX

Kelley D. Ihlendorf
University of Akron
C. Blake McDowell Law Center
Akron, OH

Cassandra A. Johnson
St. John's University
School of Law
Jamaica, NY

Arwen R. Johnson
University of California - Los Angeles
School of Law
Los Angeles, CA

Helen L. Jugovic
Wake Forest University
School of Law
Winston-Salem, NC

Claire O'Brien King
St. Mary's University
School of Law
San Antonio, TX

Mary Krueger
Franklin Pierce Law Center
Concord, NH

Kasey D. Lees
University of Tulsa
College of Law
Tulsa, OK

Kimberly Loontjer
University of Nebraska
College of Law
Lincoln, NE

Shilpa Aley-Mariam Mathew
Loyola Law School - Los Angeles
Los Angeles, CA

Marcy L. McCullough
Pennsylvania State University
The Dickinson School of Law
Carlisle, PA

Ann Marie McLoughlin
Ohio Northern University
Claude W. Pettit College of Law
Ada, OH

Margarita Mercado-Echegaray
University of Puerto Rico
School of Law
San Juan, PR

Kerry Anne B. Miner
Campbell University
Norman Adrian Wiggins School of Law
Buies Creek, NC

Ann Patton Nelson
Mercer University
Walter F. George School of Law
Macon, GA

Melissa Nesheim
DePaul University
College of Law
Chicago, IL

Stacey Obrecht
University of Wyoming
School of Law
Laramie, WY

April Erin Olson
Arizona State University
Sandra Day O'Connor College of Law
Tempe, AZ

Fatima Maria Ortiz
Golden Gate University
School of Law
San Francisco, CA

Kristen Wolff Osteen
Southern Illinois University
School of Law
Carbondale, IL

Kimberly D. Perdue
Vermont Law School
South Royalton, VT

Jessica Peterson
University of Utah
College of Law
Salt Lake City, UT

Sarah A. Plake
Saint Louis University
School of Law
St. Louis, MO

Charles L. Pratt
California Western School of Law
San Diego, CA

Lara Rabiee
City University of New York
School of Law
Flushing, NY

Alyssa Christine Reed
University of Iowa
College of Law
Iowa City, IA

Keri L. Reid
Seton Hall University
School of Law
Newark, NJ

Lenka Leticia Richards
Touro College
Jacob D. Fuchsberg Law Center
Huntington, NY

Laurie J. Richter
St. Thomas University
School of Law
Miami Gardens, FL

LaShawn Riggins
Florida Coastal School of Law
Jacksonville, FL

Meryl G. Rosen
Fordham University
School of Law
New York, NY

Meredith Schnug
Washington University, St. Louis
School of Law
St. Louis, MO

Cassandra C. Skinner Lopata
University of Oregon
School of Law
Eugene, OR

Edith Sommer
University of Louisville
Louis D. Brandeis School of Law
Louisville, KY

Sarah R. Stafford
University of Toledo
College of Law
Toledo, OH

Courtney C. Stirrat
University of Missouri - Columbia
School of Law
Columbia, MO

Denice M. Szekeley
Brooklyn Law School
Brooklyn, NY

Adelicia Cliffe Taylor
George Washington University
Law School
Washington, DC

Cara Tenenbaum
Case Western Reserve Law School
Cleveland, OH

Kori Termine
Quinnipiac University
School of Law
Hamden, CT

Natalie S. Wagner
University of Connecticut
School of Law
Hartford, CT

Laurie Webb
University of South Dakota
School of Law
Vermillion, SD

Christina Estes-Werther
Gonzaga University
School of Law
Spokane, WA

Dina Wizmur
Rutgers University - Camden
School of Law
Camden, NJ

Darlene S. Wood
Duquesne University
School of Law
Pittsburgh, PA

Lana Youash
Pepperdine University
Odell McConnell Law Center
Malibu, CA

NAWL NETWORKING DIRECTORY

PRACTICE AREA KEY

ACC	Accounting
ADO	Adoption
ADR	Alt. Dispute Resolution
ADV	Advertising
ANT	Antitrust
APP	Appeals
ARB	Arbitration
BDR	Broker Dealer
BIO	Biotechnology
BKR	Bankruptcy
BNK	Banking
BSL	Commercial/Business Lit.
CAS	Class Action Suits
CCL	Compliance Counseling
CIV	Civil Rights
CLT	Consultant
CNS	Construction
COM	Complex Civil Litigation
CON	Consumer
COR	Corporate
CRM	Criminal
CUS	Customs
DOM	Domestic Violence
EDU	Education
EEO	Employment & Labor
ELD	Elder Law
ELE	Election Law
ENG	Energy
ENT	Entertainment
EPA	Environmental
ERISA	ERISA
EST	Estate Planning
ETH	Ethics & Professional Responsibility
EXC	Executive Compensation
FAM	Family
FIN	Finance
FRN	Franchising
GAM	Gaming
GEN	Gender & Sex
GOV	Government Contracts
GRD	Guardianship
HCA	Health Care
HOT	Hotel & Resort
ILP	Intellectual Property
IMM	Immigration
INS	Insurance
INT	International
INV	Investment Services
IST	Information Tech/Systems
JUV	Juvenile Law
LIT	Litigation
LND	Land Use
LOB	Lobby/Gov Affairs
MAR	Maritime Law
MEA	Media
MED	Medical Malpractice
M&A	Mergers & Acquisitions
MUN	Municipal
NET	Internet
NPF	Nonprofit
OSH	Occupational Safety & Health
PIL	Personal Injury
PRB	Probate & Administration
PRL	Product Liability
RES	Real Estate
RSM	Risk Management
SEC	Securities
SHI	Sexual Harassment
SPT	Sports Law
SSN	Social Security
STC	Security Clearances
TAX	Tax
TEL	Telecommunications
TOL	Tort Litigation
TOX	Toxic Tort
TRD	Trade
TRN	Transportation
T&E	Wills, Trusts & Estates
WCC	White Collar Crime
WOM	Women's Rights
WOR	Worker's Compensation

The NAWL Networking Directory is a service for NAWL members to provide career and business networking opportunities within the Association. Inclusion in the directory is an option available to all members, and is neither a solicitation for clients nor a representation of specialized practice or skills. Areas of practice concentration are shown for networking purposes only. Individuals seeking legal representation should contact a local bar association lawyer referral service.

ALABAMA

ELIZABETH BARRY JOHNSON
JOHNSTON, BARTON, PROCTOR &
POWELL LLP
2900 AMSOUTH/HARBERT PLAZA
1901 SIXTH AVENUE NORTH
BIRMINGHAM, AL 35203-2618
205/458-9400
ebj@jbpp.com
EEO L&E

FRAN JONES-SMITH
RESOLUTIONS, LLC
808 DOWNTOWNER BLVD, SUITE 1
MOBILE, AL 36609
251/461-9990
fsmith@resolutionsllc.net
BKR FAM PRB

ANNE P. WHEELER
JOHNSTON, BARTON, PROCTOR &
POWELL LLP
1901 6TH AVENUE NORTH
2900 AMSOUTH/HARBERT PLAZA
BIRMINGHAM, AL 35203
205/871-3292
AWHEELER@JBPP.COM
BSL BNK FIN

ARIZONA

JULIE A. PACE
STINSON, MORRISON, HECKER
LLP
1850 N. CENTRAL AVE #2100
PHOENIX, AZ 85004-4584
602/212-8523
jpace@stinsonmoheck.com
EEO OSH LIT

SANDRA K. SANDERS
STEPTOE & JOHNSON
201 EAST WASHINGTON STREET,
SUITE 1600
PHOENIX, AZ 85004
602/257-5247
ssanders@steptoe.com
EEO MEA

CALIFORNIA

ANNE BRAFFORD
MORGAN LEWIS & BOCKIUS
300 SOUTH GRAND AVE
22ND FLOOR
LOS ANGELES, CA 90071
213/612-7336
ABRAFFORD@MORGANLEWIS.C
OM EEO

ROCHELLE BROWNE
RICHARDS WATSON & GERSHON
355 South Grand Avenue
40TH FLR
LOS ANGELES, CA 90071
213/626-8484
rbrowne@rwglaw.com
LND LIT APP

SARAH DANIEL
RUIZ & SPERAW
2000 POWELL STREET
1655
EMERYVILLE, CA 94608
EDLAW4ME@NETZERO.COM

BRENDA ENTZMINGER
PHILLIPS, SPALLAS, &
ANGSTADT
650 CALIFORNIA STREET, TENTH
FLOOR
SAN FRANCISCO, CA 94108
415/278-9400
bentzminge@psalaw.net
TOL

Kris Exton
400 South Hope Street
Los Angeles, CA 90071
213/689-2500
kexton@sbcglobal.net
PE,LIT

NAN E JOESTEN
FARELLA BRAUN & MARTELL
235 MONTGOMERY STREET
SAN FRANCISCO, CA 94104
415/954-4415
NJOESTEN@FBM.COM
ILP COM

JACQUELINE A. MANGUM
MANGUM LAW
468 N CAMDEN DRIVE
SUITE 200
BEVERLY HILLS, CA 90210
310/860-7554
JAMLAWYR@AOL.COM

NINA MARINO
KAPLAN MARINO
9454 WILSHIRE BLVD
STE 500
BEVERLY HILLS, CA 90212
310/557-0007
marino@kaplanmarino.com
CRM

EDITH R. MATTHAI
ROBIE & MATTHAI, PC
500 S. GRAND AVE.
15TH FLR.
LOS ANGELES, CA 90071
213/624-3062
EMATTHAI@ROMALAW.COM
ETH

CHRISTINE MCKENZIE
2114 K STREET
SACRAMENTO, CA 95816
916/442-2777
CMCKENZIE@WILCOXENLAW.COM
MED PIL

VIRGINIA S. MUELLER
LAW OFFICE OF VIRGINIA S.
MUELLER
106 L STREET
SACRAMENTO, CA 95814
916/446-3063
vsmueller@webtv.net
PRB FAM

PAMELA M. PARKER
LERACH, COUGHLIN, STOIA, ET
AL
655 W BROADWAY
Suite 1900
SAN DIEGO, CA 92101
619/231-1058
pamp@milberg.com

ROBERTA ROBINS
1731 EMBARCADERO RD. SUITE
230
PALO ALTO, CA 94303
650/493-3400
RLR@ROBINSLAW.COM
ILP

DELIA K. SWAN
11500 OLYMPIC BLVD, SUITE 370
LOS ANGELES, CA 90064
310-445-5010
DELIA@SWANLEGAL.COM

LAUREN E. TATE
TATE & ASSOCIATES
1460 Maria Lane, Suite 310
WALNUT CREEK, CA 94596
925/210-2000
ltate@tateandassociates-law.com
MED PRL EEO PIL

CHARLENE L. USHER
USHER LAW GROUP
973 CORPORATE CENTER DRIVE
POMONA, CA 91768
909/865-8359
clusher@usherlawgroup.com
WOR EEO

NAWL NETWORKING DIRECTORY

MARY VAIL
4406 PARK BLVD
OAKLAND, CA 94602
510/637-3312
MARY.VAIL@
NLRB.GOV; 4406vailcat
@comcast.net
EEO

CONNECTICUT

BARBARA J. COLLINS
44 CAPITOL AVE
SUITE 402
HARTFORD, CT 06106
860/297-6502
BARBARAJCOLLINS@
BARBARAJCOLLINS.COM
EEO

JENNIFER L COX
10 COLUMBUS BOULEVARD 9TH
FLOOR
HARTFORD, CT 06106
860/727-4004
JCOX@COXLAWOFFICES.COM

PREETIA GARDE
10 COLUMBUS BOULEVARD 9TH
FLOOR
HARTFORD, CT 06106
860/727-8182
PGARDE@COXLAWOFFICES.COM

JENNIFER A OSOWIECKI
10 COLUMBUS BLVD 9TH FLOOR
HARTFORD, CT 06106
860/727-8645
JOSOWIECKI@
COXLAWOFFICES.COM

DISTRICT OF COLUMBIA

KALI BRACEY
JENNER & BLOCK
601 13TH STREET, NW
SUITE 1200 SOUTH
WASHINGTON, DC 20005
202/639-6871
KBRACEY@JENNER.COM
LIT

PAULETTE CHAPMAN
KOONZ MCKENNEY JOHNSON
DEPAOLIS & LIGHTFOOT
2020 K STREET, NW
SUITE 500
WASHINGTON, DC 20006
202/659-5500
pchapman@koonz.com

MICHELE A. CIMBALA
STERNE KESSLER GOLDSTEIN &
FOX
1100 NEW YORK AVENUE, N.W.
WASHINGTON, DC 20005
202/371-2600
mcimbala@skgf.com
BIO

ELIZABETH T. DOLD
GROOM LAW GROUP
1701 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, DC 20006
202/857-0620
etd@groom.com

TRACY-GENE G. DURKIN, Esq.
1100 NEW YORK AVE. NW
WASHINGTON, DC 20005
202/371-2600
TDURKIN@SKGF.COM

JULIA LOUISE ERNST
WOMENS LAW & PUBLIC POLICY
FELLOWSHIP PROGRAM
EXECUTIVE DIRECTOR
600 NEW JERSEY AVE, NW
SUITE 334
WASHINGTON, DC 20001
202/662-9644
JLE24@LAW.GEORGETOWN.EDU
WOM

ELAINE FITCH
KALIJARVI, CHUZI &
NEWMAN, P.C.
1901 L STREET, N.W.
SUITE 610
WASHINGTON, DC 20036
202/331-9260
EFITCH@KCNLAW.COM

KATHERINE J. HENRY
DICKSTEIN SHAPIRO MORIN &
OSHINSKY
1825 EYE STREET, N.W.
WASHINGTON, DC 20006
202/420-4758
HENRYK@
DICKSTEINSHAPIRO.COM
INS LIT ADR

BETTY SOUTHARD MURPHY
BAKER & HOSTETLER
1050 CONNECTICUT AVE NW
STE 1100
WASHINGTON, DC 20036
202/861-1586
bsmurphy@bakerlaw.com
EEO INT

CHERYL A. TRITT
MORRISON & FOERSTER, LLP
2000 PENNSYLVANIA AVENUE, NW,
SUITE 5500
WASHINGTON, DC 20006
202/887-1510

STEPHANIE TSACOUMIS
GIBSON DUNN & CRUTCHER
1050 CONNECTICUT AVE, NW
WASHINGTON, DC 20036
202/955-8277
stsacoumis@gibsondunn.com

MARCIA A. WISS
HOGAN & HARTSON LLP
555 THIRTEENTH ST NW
COLUMBIA SQUARE
WASHINGTON, DC 20004-1109
202/637-5429
mawiss@hhlaw.com
INT FIN COR SEC

DELAWARE

HEATHER JEFFERSON
THE DELAWARE COUNSEL GROUP
300 MARTIN LUTHER KING BOULE-
VARD
SUITE 200
WILMINGTON, DE 19801
302/576-9600
hjefferson@delawarecounselgroup.com
COR

PATRICIA A. WIDDOSS
YOUNG CANAWAY STARGATT &
TAYLOR
1000 W STREET
17TH FLOOR
BOX 391
WILMINGTON, DE 19899-0391
RECRUITING ATTY DEV

FLORIDA

JUNE MCKINNEY BARTELLE
FAWL-PROGRAM CHAIR; OFFICE
OF THE ATTORNEY GENERAL
10020 LEAFWOOD DRIVE
TALLAHASSEE, FL 32399-1050
850/414-3300
junemesq@sprintpcs.com
EDU PRB

PEGGY SMITH BUSH
CABANISS, SMITH, TOOLE &
WIGGINS, PL
485 N. KELLER RD., STE. 401
MAITLAND, FL 32751
407/246-1800
PBUSH@CABANISS.NET
PIL

JENNIFER COBERLY
ZUCKERMAN ET AL
201 S BISCAYNE BLVD
STE 900
MIAMI, FL 33131
305/579-0110
JCOBERLY@ZUCKERMAN.COM
TEL BSL EEO INT

LYNN COLE
LAW OFFICES OF LYNN COLE, PA
301 WEST PLATT STREET
Suite 409
TAMPA, FL 33606
813/223-7009
lhc@lynncole.com;
elizabeth@lynncole.com
ADR

BARBARA J COMPIANI
501 S FLAGLER DR, SUITE 503
WEST PALM BEACH, FL 33401
561/659-5455
BCOMPIANI@JKWPA.COM
APL

BARBARA J. COMPIANI
501 S. FLAGLER DRIVE, STE. 503
WEST PALM BEACH, FL 33401
561/659-5455
BCOMPIANI@JKWPA.COM
APP

KAREN H. CURTIS
CLARKE SILVERGLATE & CAMP-
BELL, P.A.
799 BRICKELL PLAZA
SUITE 900
MIAMI, FL 33131
305/377-0700
KCURTIS@CSWM.COM
LIT APP

PATRICIA A. DOHERTY
WOOTEN HONEYWELL KIM-
BROUGH GIBSON DOHERTY &
NORMAND
PO BOX 568188
ORLANDO, FL 32856
407/843-7060
pdoherty@whkpa.com
PIL MED

DEBRA POTTER KLAUBER
1 FINANCIAL PLAZA, 7TH FLOOR
FORT LAUDERDALE, FL 33394
954/523-9922
DKLAUBER@HALICZERPETTIS.C
OM
APP MED PIL

JANE KREUSLER-WALSH
501 S FLAGLER DR
STE 503
WEST PALM BEACH, FL 33401
561/659-5455
janewalsh@jkwpa.com
APP

MARY JO MEIVES
SOBEL & MEIVES, PA
515 E. LAS OLAS BLVD. SUITE
1010
FT. LAUDERDALE, FL 33301
954/524-5900
mjmwingnut@aol.com
MED PIL

REBECCA J. MERCIER-VARGAS
JANE KRUESLER-WALSH, PA
501 S. FLAGLER DR.
STE 503
WEST PALM BEACH, FL 33401
561/659-5455
rmercier@jkwpa.com
APP

NAWL NETWORKING DIRECTORY

LINDA CAROL SINGER
TWO DATRAN CENTER
9130 DADELAND BLVD
SUITE 1609
MIAMI, FL 33156
305/670-5291
linda@lindasinger.com

SYLVIA H. WALBOLT
CARLTON FIELDS, PA
P.O. BOX 3239
TAMPA, FL 33601
813/223-7000
SWALBOLT@
CARLTONFIELDS.COM
Appellate

GEORGIA

BERYL B. FARRIS LLC
IMMIGRATION LAW
P.O. BOX 451129
ATLANTA, GA 31145-9129
678/937-0713
visas4usa@yahoo.com
IMM

DOROTHY YATES KIRKLEY
KIRKLEY & HAWKER LLC
999 PEACHTREE ST
STE 1640
ATLANTA, GA 30309
404/892-8781
COUNSEL@
KIRKLEYHAWKER.COM
BSL WCC APP

ELISA KODISH
NELSON MULLINS RILEY &
SCARBOROUGH, LLP
999 PEACHTREE STREET, NE
ATLANTA, GA 30309
404/817-6160
ELISA.KODISH@NELSON-
MULLINS.COM
LIT PRL

ELLEN BETH MALOW
537 SEAL PLACE NE
ATLANTA, GA 30308
404/556-0757
ellen@malowmediation.com

SARA SADLER TURNIPSEED
NELSON MULLINS RILEY AND
SCARBOROUGH LLP
999 PEACHTREE ST, SUITE 1400
FIRST UNION PLAZA
ATLANTA, GA 30309
404/817-6000
SST@NMRS.COM
LIT

IOWA

ROXANNE BARTON CONLIN
ROXANNE CONLIN &
ASSOCIATES
319 - 7TH ST.
STE 600
DES MOINES, IA 50309
515/282-3333
roxlaw@aol.com
PIL EEO MED

LORELEI HEISINGER
EIDE & HEISINGER LOBBYING
AND GOVERNMENTAL RELATIONS
411 FOUR SEASONS DR
WATERLOO, IA 50701
319/833-0649
Loreleilaw@mchsi.com
LOB

FELICIA BERTIN ROCHA
309 COURT AVE. SUITE 800-#814
DESMOINES, IA 50309
515/279-2269
fmbr@bertinlaw.com

CAITLIN JEAN STONER
225 2ND ST SE
CEDAR RAPIDS, IA 52402
319/286-1743
CAITLINSTONER@YAHOO.COM

ILLINOIS

LINDA T. COBERLY
WINSTON & STRAWN, LLP
35 WEST WACKER DRIVE
CHICAGO, IL 60601
312/558-8768
LCOBERLY@WINSTON.COM
LIT APP

PATRICIA A. COLLINS
ASHER GITTLER ET AL
200 W JACKSON BLVD
STE 1900
CHICAGO, IL 60606
312/263-1500
pac@ulaw.com
EEO

TOREY CUMMINGS
SKADDEN ARPS SLATE
MEAGHER & FLOM
333 W. WACKER DR., STE. 2100
CHICAGO, IL 60606
312/407-0040
TCUMMING@SKADDEN.COM
LIT SEC EEO

ALICE E. DOLAN, ESQ.
321 S. PLYMOUTH COURT, 14TH
FLOOR
CHICAGO, IL 60604
312/386-1600
adolan@aedolanllc.com
PIL MED LIT

MARGARET M. FOSTER
MCKENNA STORER
33 N. LASALLE STREET
SUITE 1400
CHICAGO, IL 60602
312/558-3900
MFoster@mckenna-law.com

JEAN M. GOLDEN
20 N. WACKER DR
STE 1040
CHICAGO, IL 60606
312/444-2489
jmg@cs-g.com
INS

MARGARET PARNELL HOGAN
LITTLER MENDELSON PC
200 NORTH LA SALLE
SUITE 2900
CHICAGO, IL 60601
312/795-3222
mphogan@littler.com

MARY JONES
DEER & CO
ONE JOHN DEERE PLACE
MOLINE, IL 61265
309/765-4837
JONESMARY@JOHNDEERE.COM
PRL SCC LIT

LINDA L. LISTROM
JENNER & BLOCK LLP
ONE IBM PLAZA
CHICAGO, IL 60611
312/923-2761
llistrom@jenner.com

LISA A. MARINO
MARINO & ASSOCIATES, PC
3310 NORTH HARLEM AVE
CHICAGO, IL 60634
773/804-9100
LMARINO@
REALESTATELAWOFFICE.NET
RES LND TAX

LAURA BETH MILLER
NBC TOWER, 455 N. CITYFRONT
PLAZA DR.
STE 3600
CHICAGO, IL 60611-5599
312/321-4715
LMILLER@USEBRINKS.COM

CHERYL TAMA OBLANDER
WINSTON & STRAWN, LLP
35 WEST WACKER DRIVE
CHICAGO, IL 60601
312/558-5797
CTAMA@WINSTON.COM
EEO LIT

CARRIE L. OKIZAKI
6600 SEARS TOWER
CHICAGO, IL 60606
312/258-5694

JANE DIRENZO PIGOTT
FUSE3 GROUP
ONE NORTH LASALLE STREET
STE 1904
CHICAGO, IL 60602
312/628-4735
jdpigott@fuse3group.com

DIANE ROMZA-KUTZ
Epstein Becker & Green, PC
150 N. MICHIGAN AVE. SUITE 420
CHICAGO, IL 60601
312/499-1400
dromzakutz@ebglaw.com
HCA

CARLA J. ROZYCKI
JENNER & BLOCK
ONE IBM PLAZA
CHICAGO, IL 60611
312/923-2909
crozycki@jenner.com

LISA T. SCRUGGS
JENNER AND BLOCK LLP
ONE IBM PLAZA
SUITE 4700
CHICAGO, IL 60611
312/840-8681
LSCRUGGS@JENNER.COM
LIT

MONA STONE
LORD BISSELL & BROOK LLP
115 S LASSALLE STREET
CHICAGO, IL 60603
312/443-1717
MSTONE@LORDBISSELL.COM
LIT

INDIANA

TINA M. BENGIS
HOEPPNER WAGNER & EVANS
LLP
1000 EAST 80TH PLACE, 6TH
FLOOR
MERRILLVILLE, IN 46410
219/769-6552
tbengis@hwelaw.com
EEO BKR BSL

RUTH A. CRAMER
HOEPPNER WAGNER & EVANS
LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
rcramer@hwelaw.com
EEO

CINTRA D.B. GEAIRN
HOEPPNER WAGNER & EVANS
LLP
1000 E. 80TH PLACE, 6TH FLOOR
MERRILLVILLE, IN 46410
219/464-6552
cgeairn@hwelaw.com
EEO ERISA

NAWL NETWORKING DIRECTORY

SEAN E. KENYON
HOEPPNER WAGNER &
EVANS LLP
1000 E. 80TH PLACE, TWIN TOWERS
SOUTH, 6TH FLOOR
MERRILLVILLE, IN 46410
219/769-6552
skenyon@hwelaw.com
LIT

LAUREN K. KROEGER
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
LKROEGER@HWELAW.COM
EEO LIT

LEE I. LANE
HOEPPNER WAGNER &
EVANS LLP
103 EAST LINCOLNWAY
VALPARAISO, IN 46383
219/464-4961
llane@hwelaw.com
RES LND COR

MELANIE D. MARGOLIN
LOCKE REYNOLDS
201 NORTH ILLINOIS STREET
SUITE 201
INDIANAPOLIS, IN 46244
317/237-3800
mmargolin@locke.com
BSL

LUCRETIA A. THORNTON
HOEPPNER WAGNER &
EVANS LLP
1000 E. 80TH PLACE, TWIN TOWERS
SOUTH, 6TH FLOOR
MERRILLVILLE, IN 46410
219/769-6552
lthornton@hwelaw.com
HCA

KENTUCKY

SASHA WAGERS
STITES & HARBISON
250 WEST MAIN STREET
STE 2300
LEXINGTON, KY 40507
859/226-2300
swagers@stites.com

LOUISIANA

M. NAN ALESSANDRA
PHELPS DUNBAR LLP
365 CANAL STREET SUITE 2000
CAIYAL PLACE
NEW ORLEANS, LA 70130
504/584-9297
alessann@phelps.com
EEO CIV

LYNN LUKER
LYNN LUKER & ASSOCIATES, LLC
3433 MAGAZINE ST.
NEW ORLEANS, LA 70115
504/525-5500
lynn.luker@llalaw.com
PRL EEO MAR

JENA W. SMITH
BALDWIN & HASPEL LLC
1100 POYDRAS SUITE 2200
NEW ORLEANS, LA 70163
504/585-7711
smith@baldwinhaspel.com
PRL BSL

MARYLAND

FAITH F DRISCOLL
SELF-EMPLOYED
14 CARLISLE RD
DEDHAM, MA 02026
781/326-6645
faithd@ren.com
ILP

SUSAN E. MALONEY
12 ROBESON ST
NEW BEDFORD, MA 02740
508/789-0724
IMM FAM ILP ARB

JENNIFER W. MURRAY
DROHAM, HUGHES, TOCCHIO &
MORGAN, P.C.
175 DERBY ST.
STE 30
HINGHAM, MA 02043
781/749-7200
JMURRAY@DHTMLAW.COM
T&E

LEIGH-ANN PATTERSON Durant
NIXON PEABODY LLP
100 SUMMER STREET
BOSTON, MA 02110
617/345-1258
ldurant@nixonpeabody.com
LIT

MARYLAND

DEBORAH H. DEVAN
ONE SOUTH STREET
27TH FLOOR
BALTIMORE, MD 21202
410/332-8522
DHD@NQGRG.COM
BKR BNK

SIDNEY S. FRIEDMAN
4 RESERVOIR CIRCLE
SUITE 200
BALTIMORE, MD 21208
410/559-9000
SSF@WEINSTOCKLEGAL.COM
BKR

DUANE P. LAMBETH
GEORGETOWN UNIVERSITY
2211 KIMBALL PLACE
SILVER SPRING, MD 20910
202/565-3661
DPL1@COMCAST.NET
INT COR

ALYSON DODI MEISELMAN
SCURTI AND GULLING, PA
210 EAST LEXINGTON STREET
SUITE 300
BALTIMORE, MD 21202-3541
410/244-0772
AMEISELMAN@
SCURTIANDGULLING.COM
FAM GEN

OLABISI A. ONISILE
13200 BLACK WALNUT COURT
SILVER SPRING, MD 20906
202/778-3064
oonsile@porterwright.com
LIT WCC

TRACEY E. SKINNER
2 NORTH CHARLES STREET
SUITE 500
BALTIMORE, MD 21201
410/752-2052
Teskiner@aol.com
RES BSL COR HOT

NANCY SLEPICKA
FOSSETT & BRUGGER
6404 IVY LANE, SUITE 720
GREENBELT, MD 20770
301/486-1900
NSLEPICKA@
FOSSETTBRUGGERLAW.COM
ENV

MAINE

TERESA M. CLOUTIER
LAMBERT COFFIN
477 CONGRESS STREET, 14TH
FLOOR
PORTLAND, ME 04039
207/874-4000
TCLOUTIER@
LAMBERTCOFFIN.COM
COM PRL WCC

MICHIGAN

NINA DODGE ABRAMS
ABRAMS YU & ASSOCIATES
30300 NORTHWESTERN HWY
STE 112
FARMINGTON HILLS, MI 48334
810/932-3540
attorneys@abramsyu.com
FAM PRB

ELIZABETH K. BRANSDORFER
MIKA MEYERS BECKETT &
JONES PLC
900 MONROE AVE NW
GRAND RAPIDS, MI 49503
616/632-8000
ebransdorfer@mmbjlaw.com
COM LIT FAM RES

MARGARET A. COSTELLO
DYKEMA GOSSETT PLLC
400 RENAISSANCE CTR
DETROIT, MI 48243
313/568-5306
mcostello@dykema.com
LIT INT BKR

MINNESOTA

MARLENE S. GARVIS
JARDINE, LOGAN, & OBRIEN
8519 EAGLE POINT BLVD., SUITE
100
LAKE ELMO, MN 55042
651/290-6569
mgarvis@jlolaw.com
HCA EEO ETH

HEIDI E. VIESTURS
ROBINS, KAPLAN, MILLER &
CIRESI LLP
183 MAPLE STREET
EXCELSIOR, MN 55331
952/380-1025
HEIDIV@MCHSI.COM
MED PIL

MISSOURI

ANNETTE P. HELLER
14323 S. OUTER FORTY
STE 512S
TOWN & COUNTRY, MO 63017
314/647-1200
Tmattorneyheller@aol.com
ILP

MISSISSIPPI

SHARON F. BRIDGES
PO DRAWER 119
JACKSON, MS 39205
601/973-8736
sbridges@brunini.com

KRISTINA M. JOHNSON
WATKINS LUDLAM WINTER &
STENNIS PA
PO BOX 427
JACKSON, MS 39205
601/949-4785
kjohnson@watkinsludlam.com
BSL BKR

NAWL NETWORKING DIRECTORY

JENNIFER W. YARBOROUGH
SMITH REEVES & YARBOROUGH
6360 I-55 N. SUITE 201
JACKSON, MS 39211
601/965-7258
JYARBOROUGH@
SMITHREEVES.COM
INS TOX CNS

NEBRASKA

SUE ELLEN WALL
WALL LAW OFFICE
1530 NORTH GATE CIRCLE
LINCOLN, NE 68521
402/438-8815
suellenlaw@cornhusker.net

NEW HAMPSHIRE

COURTNEY WORCESTER
NIXON PEABODY LLP
889 ELM STREET
20TH FL
MANCHESTER, NH 03101
603/628-4048
CWORCESTER@
NIXONPEABODY.COM
BSL

NEW JERSEY

NICOLE BEARCE ALBANO
LOWENSTEIN SANDLER PC
65 LIVINGSTON AVENUE
ROSELAND, NJ 07068
973/597-2570
NALBANO@LOWENSTEIN.COM
LIT

ELIZABETH FERGUSON
MEDCO
100 PARSONS POND DRIVE
MAIL STOP F3-19
FRANKLIN LAKES, NJ 07417
201/269-5690
ELIZABETH_FERGUSON@
MEDCO.COM
COR

GERALYN G. HUMPHREY
ORLOFF LOWENBACH ET AL
101 EISENHOWER PKWY
ROSELAND, NJ 07068
973/622-6200
gghwc@yahoo.com
COR M&A

LYNN F MILLER
MILLER, MILLER & TUCKER, PA
96 PATERSON ST
NEW BRUNSWICK, NJ 08901
732/828-2234
lmiller@millerandmiller.com
FAM BKR EST LIT

CATHERINE MERINO REISMAN
MONTGOMERY, MCCRACKEN,
WALKER & RHOADS LLP
457 HADDONFIELD ROAD
CHERRY HILL, NJ 08002
856/488-7700
CREISMAN@MMWR.COM
BSL LIT PRL MED

NEW MEXICO

GWENELLEN P. JANOV
JANOV LAW OFFICES, PC
901 RIO GRANDE BLVD. NW
SUITE F-144
ALBUQUERQUE, NM 87104
505/842-8302
LIT PRB

NEW YORK

LEONA BEANE
11 PARK PLACE
SUITE 1100
NEW YORK, NY 10007
212/608-0919
LBeaneLaw@aol.com
GRD T&E ADR PRB

ANDREA E. BONINA
BONINA & BONINA PC
16 COURT STREET SUITE 1800
BROOKLYN, NY 11241
718/552-4522x8013
abonina@medlaw1.com
MED COM

ELIZABETH A. BRYSON
NEW YORK LIFE INSURANCE CO.
51 MADISON AVENUE, SUITE 1116
NEW YORK, NY 10010
212/576-5738
Elizabeth_Bryson@nyewoklife.cme
INS LIT

PAULA SAMMONS BUTLER
10 PHILIPS LANE
RYE, NY 10580
914/967-0021
PB0021@AOL.COM
COR

MARTHA E. GIFFORD
PROSKAUER ROSE LLP
PROSKAUER ROSE LLP
1585 BROADWAY
NEW YORK, NY 10036
212/969-3490
mgifford@proskauer.com
ANT WCC LIT

BETH L. KAUFMAN, ESQ.
SCHOEMAN UPDIKE &
KAUFMAN LLP
60 EAST 42ND STREET
NEW YORK, NY 10165
212/661-5030
bkaufman@schoeman.com
LIT PRL EEO

GLORIA S. NEUWIRTH
DAVIDSON DAWSON & CLARK
60 EAST 42ND STREET
38TH FLOOR
NEW YORK, NY 10165
212/557-7720
gsneuwirth@davidsondawson.com
EST PRB T&E NPF

SANDRA L. PHILLIPS
PFIZER INC.
235 EAST 42ND STREET
150/2/17
NEW YORK, NY 10017
212/733-9015
sandra.l.phillips@pfizer.com

ALICE SPITZ
104 WEST 40TH STREET
NEW YORK, NY 10018
212/869-3200
aspitz@molodspitz.com
INS

MARIA T. VULLO
PAUL, WEISS, RIFKIND, WHARTON
AND GARRISON LLP
1285 AVENUE OF THE AMERICAS
NEW YORK, NY 10019
212/373-3346
mvullo@paulweiss.com
LIT ILP TAX SEC

LINDA CHIAVERINI
WOMEN'S BAR ASSOCIATION OF
THE STATE OF NEW YORK
PO BOX 936
NEW YORK, NY 10024-0546
212/362-4445
INFO@WBASNY.ORG

SHAWN WHITE
425 LEXINGTON AVE
NEW YORK, NY 10017
212/455-3883
swhite@stblaw.com

OHIO

Laurie J. Avery
REMINGER
405 MADISON AVE
23RD FLOOR
TOLEDO, OH 43604
419/254-1311
LAVERY@REMINGER.COM
LIT EEO PRL

ELAINE S. BERNSTEIN
130 WEST SECOND STREET
SUITE 1818
DAYTON, OH 45402
937/496-3686
elawyer@donet.com
EEO

NANCY A LAWSON
DINSMORE & SHOHL
225 E 5th STREET
1900 Chemed Center
CINCINNATI, OH 45242
513/977-8318
nancy.lawson@dinslaw.com
LIT

AMY LEOPARD
1301 E. 9TH STREET
CLEVELAND, OH 44114
216/928-2889
ALEOPARD@WALTERHAV.COM
COR ILP BIO HCA

BARBARA ROUBANES
555 METRO PLACE NORTH
COLUMBUS, OH 43017
614/793-8113
BAR@ROUBANESLAW.COM

BEATRICE K. SOWALD
SOWALD SOWALD AND CLOUSE
400 S FIFTH ST
STE 101
COLUMBUS, OH 43215
614/464-1877
bsowald@sowaldclouse.com
FAM PRB

ELIZABETH M. STANTON
CHESTER, WILLCOX & SAXBE
LLP
65 E. State Street
STE 1000
COLUMBUS, OH 43215-4213
614/334-6189
estanton@cwslaw.com
EEO EDU APP MUN

PENNSLVANIA

ANN M. BUTCHART
LAW OFFICE OF ANN M.
BUTCHART
1319 N SECOND ST
PHILADELPHIA, PA 19122
215/854-4010
a.m.b@juno.com
SSN ERISA BNK

DORIS S. CASPER
200 LOCUST ST
SOCIETY HILL TOWER
N17AH
PHILADELPHIA, PA 19106
215/627-4271

DORIS J. DABROWSKI
1500 WALNUT ST.
STE 900
PHILADELPHIA, PA 19102
215/790-1115
dabrowskidoris@hotmail.com
APP CIV CNS EEO

NAWL NETWORKING DIRECTORY

NANCY OMARA EZOLD
NANCY O'MARA, EZOLD PC
401 CITY AVE
STE 904
BALA CYNWYD, PA 19004
610/941-4040
EEO BSL PIL

JODEEN M. HOBBS
Miller Alfano & Raspanti
1818 Market Street, Suite 3402
Suite 3402
3307 West Queen Lane
PHILADELPHIA, PA 19129
215/972-6400
jhobbs@mar-law.com

JOANNE KELHART
44 E BROAD STREET
BETHLEHEM, PA 18018
610/691-7000
JKELHART@SSK-ESQ.COM
LIT

SHONU V. MCECHRON
SAUL EWING LLP
2 NORTH 2ND STREET, 7TH FLOOR
HARRISBURG, PA 17101
717/257-7558
SMCECHRON@SAUL.COM
COR INS HCA ILP

LINDA C MORRIS
1344 DERMOND ROAD
DREXEL, PA 19026
610/306-6377
LCMOR@COMCAST.NET
SEC COR

JO ANNE SCHWENDINGER
DEERE AND CO
1440 BEECHWOOD BLVD
PITTSBURGH, PA 15217
412/594-3017
SCWENDINGERJOANNE@
JOHNDEERE.COM
INT BSL

JEANNE WROBLESKI
JEAN WROBLESKI & ASSOCIATES
1845 WALNUT ST.
24TH FL
PHILADELPHIA, PA 19103
215/814-9320
jwrobleski@wwdlaw.com
BSL COM

RHODE ISLAND

KIMBERLY A. SIMPSON
VETTER & WHITE
20 WASHINGTON PLACE
PROVIDENCE, RI 02903
401/421-3060
ksimpson@vetterandwhite.com
LIT PRL BSL

SOUTH CAROLINA

NATALIE BLUESTEIN
ONE CARRIAGE LANE, BLDG D
CHARLESTON, SC 29407
843/769-0311
NATALIE.BLUESTEIN@
SCBAR.ORG
FAM

ASHLEY P. CUTTINO
PO BOX 2757
GREENVILLE, SC 29607
864/271-1300
ashley.cuttino@ogletreedeakins.com

Jeanne N. Guest
Nelson Mullins Riley &
Scarborough LLP
2411 Oak Street, Ste. 301
Myrtle Beach, SC 29577
843/946-5658
jeanne.guest@nelsonmullins.com

KATHLEEN HARLESTON
HARLESTON LAW FIRM
909 TALL PINE RD
MT PLEASANT, SC 29464
843/971-9453
KATHLEEN@
HARLESTONLAWFIRM.COM
ILP

ZOE SANDERS NETTLES
NELSON MULLINS
PO BOX 11070
COLUMBIA, SC 29211
803/255-9513
ZOE.NETTLES@
NELSONMULLINS.COM
CAS LIT CRM

NINA N. SMITH
SMITH, ELLIS & STUCKEY, PA
1422 LAUREL STREET
COLUMBIA, SC 29201
803/933-9800
nns@seslaw.com
BSL SEC ETH

SOUTH DAKOTA

MARY G KELLER
KELLER LAW OFFICE
PO BOX 97
HURON, SD 57350
605/352-1883
KELLAWS@MSN.COM
FAM CRM

TENNESSEE

MARCIA MEREDITH EASON
MILLER MARTIN
832 GEORGIA AVE
STE 1000
CHATTANOOGA, TN 37402
423/756-6600
meason@millermartin.com

TEXAS

KAREN KIRSCHMAN
2001 ROSS AVE
SUITE 3700
DALLAS, TX 75201
214/220-7795
KHIRSCHMAN@VELAW.COM
LIT

CYNTHIA HUJAR ORR
GOLDSTEIN GOLDSTEIN & HILLY
310 S. ST. MARY'S STREET, 29TH
FLOOR
SAN ANTONIO, TX 78205
210/226-1463
HUJARORR@GMAIL.COM
CRM APP

UTAH

TRACEY M. WATSON
CLAWSON AND FALK, LLP
2257 S. 1100E.
STE 105
SALT LAKE CITY, UT 84106
801/322-5000
TRACEY@CLAWSONFALK.COM
EEO DIV FAM

VIRGINIA

QWENDOLYN N. BROWN
WILLIAMS MULLER
4391 TORRENCE PLACE
WOODBIDGE, VA 22193
703/760-5212
QBROWN@
WILLIAMSMULLEN.COM
BNK SEC COR RES

GINA BURGIN
HIRSCHLER FLEISCHER
FEDERAL RESERVE BANK BUILDING
701 EAST BYRD STREET
RICHMOND, VA 23219
804/771-5614
BSL RES

ALISON FEEHAN
ASST GEN COUNSEL - CAPITAL ONE
15000 CAPITAL ONE DRIVE
RICHMOND, VA 23238
804/284-1411
ALISONFEEHAN@
CAPITALONE.COM
LIT

DEBORAH SCHWAGER FROLING
HIRSCHLER FLEISCHER
701 EAST BYRD STREET
THE FEDERAL RESERVE BANK
BUILDING
RICHMOND, VA 23219
804/771-9514
dfroling@hf-law.com
COR MAC SEC

LINDA M. JACKSON
VENABLE LLP
8010 TOWERS CRESCENT DRIVE,
SUITE 300
STE 300
VIENNA, VA 22182
703/760-1600
lmjackson@venable.com
EEO LIT

CHANDRA D. LANTZ
HIRSCHLER FLEISCHER
PO BOX 500
RICHMOND, VA 23218
804/771-9586
clantz@hirschlerfleischer.com
BSL CNS INS LND

WASHINGTON

SHERYL WILLERT
WILLIAMS, KASTNER & GIBBS
PLLC
601 UNION STREET
SUITE 4100
SEATTLE, WA 98101
206/628-6600
SWILLERT@WKG.COM
ADR CIV EEO LIT

WYOMING

NETTABELL GIRARD
513 E MAIN ST PO BOX 687
RIVERTON, WY 82501
307/856-9339
ngirard@tcinc.net

INTERNATIONAL

LORI DUFFY
WEIR & FOULDS
130 KING ST W
EXCHANGE TWR
STE 1600
TORONTO, ONT M5X 1J5
416/947-5009
lduffy@weirfoulds.com
RES T&E

SAMANTHA HORN
STIKEMAN ELLIOTT LLP
5300 COMMERCE COURT WEST
199 BAY STREET
TORONTO, ONT M5L 1B9
416/869-5636
sghorn@stikeman.com
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