

Diversity Matters

Valuing Race and Gender

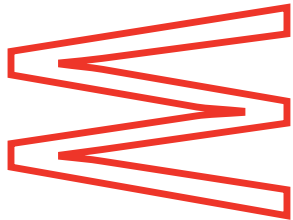
Spring 2014

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Note from the Editor

by [Nancy A. Vincent](#)



In 1976, as part of the United States Bicentennial celebrations, the informal expansion of what had been Negro History Week to Black History Month was officially recognized by the United States. President Gerald Ford urged Americans to “seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history.” There continues, however, to be a debate about whether Black History Month remains useful and fair, given that it dedicates one full month to the history of a single race, and that black history is included in American history.



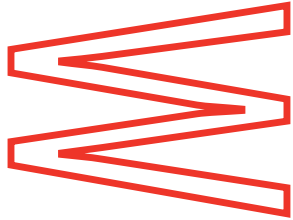
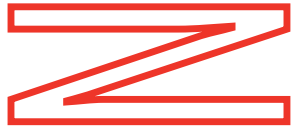
Which side of the debate you land on likely will be a result of your personal perspectives and opinions, developed from your unique experiences and propensities. As Editor of the Firm’s Diversity Newsletter, I have been given the opportunity to express my opinion and perspectives in this Note, but I remind everyone that such should not be attributed to the Firm.

As we just concluded Black History Month, my own personal black history can be revealing of at least some of my perspectives. I was born in Ohio, spent my childhood in Ft. Lauderdale and spent my adolescence and teenage years in Nashville. My father was a 1955 Michigan Law School graduate, whose more than 50-year legal career in Nashville included representing the underprivileged, from Tennessee State University students who were protesting exclusion from local restaurants to documented and undocumented workers who were seeking their share of justice before courts sitting in Nashville. Before her untimely death in 1973, my mother, in addition to her nurse anesthetist profession, was a Broward County Republican Committeewoman and vice-chair of the Florida Women’s Political Caucus for a time, serving when Janet Reno was chair.

Even though the history of blacks in America technically may be a part of American history, my history books and lessons decades ago during grade school in Ft. Lauderdale and middle and high school in Nashville were devoid of any substantive lecture involving blacks, including details about slavery or the accomplishments of black people. My husband, Mark A. Baugh, who is a shareholder in the Firm, grew up in Kingston, Jamaica, and his history curriculums included details of important people and events in the history of the communities throughout the world that are descended from the historic movement of peoples from Africa. I have learned a lot of my black history from him.

A focus on black history assigns value to the accomplishments of black people, and to the people themselves. It also serves to educate everyone, including blacks like me, about details involving important black people in America. Each year during Black History Month, I always am surprised at what I learn. For example, as a high-schooler, from the autobiography of Malcolm X and news reports, I developed the impression that Muhammad Ali became a follower of Malcolm X, who allegedly stood for violence. As part of the Firm’s Black History Month programming this year, on February 25, 2014, I attended a pre-screening of “The Trials of Muhammad Ali” held in our Nashville office. This program revealed an intellect by Ali and Malcolm X that was not evident in news reports, that their conversion to Islam helped them develop a majority perspective to overcome the oppressive outlook and stature of American blacks.

For these reasons, I believe it remains useful and fair to dedicate one month in each year to study and celebrate people who have contributed to our society.



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Charles K. Grant: Giving Back First

by [Nancy A. Vincent](#) and [Maia Woodhouse](#)



Charles speaks as he takes over as president at the NBA's annual meeting.

Charles K. Grant is a shareholder in the Firm and a native of Nashville. Charles' personal history reveals why his life is premised first on giving back and always on providing excellent professional services.

Charles was one of 15 children, and the youngest of nine sons. His father, Roscoe C. Grant Sr., was a local businessman and state board member of the Tennessee Republican Party. Charles' mother, Verleon Smithson Grant, was a staunch Democrat who participated in many local campaigns. Together, Mr. and Mrs. Grant instilled in Charles and his siblings a strong sense of responsibility to others. After Charles' father passed away when Charles was eight, Mrs. Grant supported her family by teaching at a juvenile detention facility during the day and waitressing during the evening. The lessons to Charles were that teamwork, community involvement and service to others should not be undervalued.

After high school, Charles enlisted in the United States Air Force, where he served for three years. Due to his aptitude for languages, Charles was assigned to train at the Defense Language Institute Foreign Language Center in Monterey, California. Though balancing eight hours of training a day with weekly tests to stay in the highly competitive program, Charles still found time to tutor Vietnamese children and volunteer on Sundays at the Monterey County Suicide Prevention Center. In 1988, Charles received a Bachelor of Science from The Citadel, and in 1991, a Juris Doctor from Washington and Lee University School of Law.



Charles with his family at the NBA's annual meeting. From left: Donovan, Janice, Charles, Terry and Denmark.

Charles knew early on that he wanted to be in the courtroom, so he accepted court-appointed criminal cases as a young lawyer to hone his skills. In his current practice, Charles handles complex employment and business litigation matters, including collective actions under the Fair Labor Standards Act, Employee Retirement Income Security Act claims, and discrimination and harassment claims under state and federal laws. He is a seasoned trial lawyer, having tried over 45 jury trials in federal and state courts.

Charles has received a number of awards, many for his pro bono service. By way of example, because he believes that disenfranchisement has had a significant effect on black males, in 2004, Charles launched a focused effort to restore voting rights to former felons who reside in Tennessee. Initially, Charles filed a number of complaints against the Tennessee governor on behalf of several former felons. Charles then recruited a handful of Nashville attorneys to assist him, ultimately restoring voting rights to about 150 persons. "Even though my efforts admittedly did not attract any big firm clients," Charles said, "this was the right thing to do and I did it because I could." Otherwise, Charles consistently accepts cases disseminated from the local pro bono board to ensure that he is doing his part in providing access to justice.

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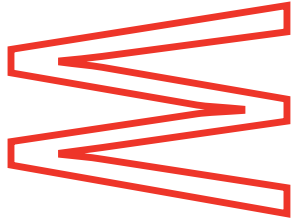
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Charles K. Grant: Giving Back First, *continued*

In addition to his successful practice, Charles serves on a number of nonprofit boards, including Project Reflect, which founded Smithson-Craighead, Nashville’s first charter school. Charles is active in the Firm, including previously serving on the Firm’s Recruiting Committee and chairing the Firm’s Nashville Office Recruiting Committee. Charles serves on the Firm’s Nominating Committee, where he works with shareholders across all offices to recommend attorneys to serve on the board of directors. Between spending time with his wife of 31 years, Terry, and their two sons, Donovan and Denmark, his thriving practice, and his civic commitments, Charles says there is no such thing as a “normal” week in his life.

On December 6, 2013, Charles took the gavel as the President of the Nashville Bar Association (NBA). In so doing, Charles became the first African-American president to be elected since the NBA’s inception in 1831. Charles humbly credits this milestone as an “accident of timing,” expressing his gratitude and pride that the NBA selected him to be its leader.



DOMA’s Far-Reaching Implications

In *United States v. Windsor*, the Supreme Court ruled that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional as a violation of the Equal Protection Clause of the Constitution. This ruling will affect a vast number of federal laws.

While the full implications of this ruling will take time and regulatory guidance to understand, what is clear at a minimum is that differential treatment of opposite-gender and same-gender married couples is not permissible in the states that allow or recognize same-gender marriages. At present, there are 17 states, plus the District of Columbia, that do.

One of the many issues left unresolved following the court’s ruling is the impact on same-gender spouses residing in states that do not recognize or directly ban same-gender marriage. Regardless, unless and until a federal court interprets the *Windsor* decision otherwise, one presumption worth considering is that federal regulatory guidance (when issued) will uniformly recognize all marriages of same-gender couples throughout the United States, provided the marriage is valid in the state where the marriage occurred. There are pros and cons to relying on this presumption, which further underscores the need to seek advice from your legal counsel as to your particular circumstances.

The list below is not exhaustive of all issues that may be impacted by the Supreme Court’s decision, but is intended to identify some of the more commonly occurring issues. Employers and employees are urged to consult with counsel for specific advice on how to assess the *Windsor*.





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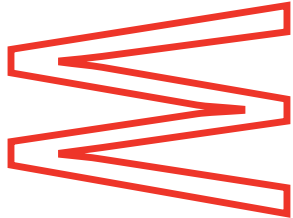
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DOMA's Far-Reaching Implications, *continued*

Tax Treatment of Employer and Employee Contributions for Coverage of Same-Gender Spouses

Prior to the Supreme Court's ruling, employees could not pay for health care coverage for their same-gender spouses on a pre-tax basis, and employers were required to impute income to the employees when the cost of coverage was subsidized by the employer for the employees' same-gender spouses (unless they separately qualified as the employee's tax dependent). Under the ruling, the federal tax treatment of same-gender spouses (at least those married and residing in one of the 17 above-referenced states or D.C.) may have to be the same as for opposite-gender spouses, allowing for pre-tax premiums and no requirement to impute income for employer-paid coverage.



Flexible Spending Accounts, Health Savings Accounts and Health Reimbursement Accounts

Federal tax laws generally prohibited the reimbursement of expenses of a same-gender spouse or the spouse's children under any of these plans. In light of the Court's ruling, employees can certainly claim a right to have their same-gender spouses and the spouse's children covered by the employer's cafeteria plan, Flexible Spending Account (FSA), Health Spending Account (HSA) and Health Reimbursement Arrangement (HRA).



Family and Medical Leave Act

Under the Family Medical Leave Act (FMLA), covered employers must allow employees to take up to 12 weeks of unpaid leave in order to take care of certain relatives, such as spouses. While DOMA was in effect, "spouse" was limited to opposite-gender spouses. Under the Supreme Court's ruling, the FMLA leave protections may extend to care for same-gender spouses.

Estate and Gift Tax Planning Opportunities for Same-Gender Spouses

Questions remain concerning how federal laws will apply to same-gender couples who were validly married in one state, but are filing as residents of another state that does not recognize same-gender marriage. Regardless of and subject to the earlier comments, one presumption is that federal law will uniformly recognize all valid marriages of same-gender couples throughout the United States, unless and until a federal court holds otherwise.

Accordingly, same-gender spouses may now benefit from many federal estate and gift tax advantages, including: (a) portability, which allows a surviving spouse to benefit from the unused estate tax exemption of a deceased spouse under certain circumstances; (b) tax-free transfers between spouses during life and at death; and (c) gift-splitting, which allows one spouse to make a tax-free gift to someone else on behalf of both spouses equal to twice the annual gift tax exclusion amount, provided the appropriate election is made. These examples represent just a few of the federal tax planning privileges now available to same-gender spouses.



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DOMA's Far-Reaching Implications, *continued*

State Income Tax Issues

Most states imposing an individual income tax use a taxpayer's federal income tax return as the starting point for the state income tax return. In the past, this has placed a burden on same-gender couples who are married under their state's law, because states that allow or recognize same-gender marriages generally require all married couples to file their individual income tax returns as either "married filing jointly" or "married filing separately."

Before the court's decision, same-gender married couples were required to file their federal income tax returns as "single" or "head of household," so states recognizing their marriage would generally require that they recalculate their federal income tax as if they filed their federal income tax returns as "married filing jointly" or "married filing separately." The recomputed federal income taxes were then used as the basis for determining state income taxes.

It is not yet clear what requirements states that do not allow or recognize same-gender marriage will impose on same-gender couples who file federal income tax returns as "married filing jointly" or "married filing separately." It is likely, however, that at least some states will require same-gender couples to recalculate their federal income tax as if they filed their federal income tax returns as "single" or "head of household," and will use the recomputed federal income taxes as the basis for determining state income taxes.

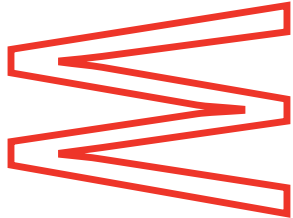
There are very few unequivocally clear take-aways from the *Windsor* decision. Based upon the facts of that case, those clear mandates are grounded in facts where the marriage of the same-gender couple is recognized under state law but yet federal law dictates an unequal treatment in comparison to same-gender couples. Outside that set of facts, legitimate presumptions are the only real guidance available to employers, employees, spouses in same-gender marriages and children of such marriages, among others.

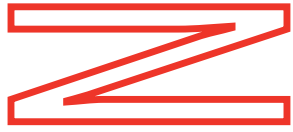
As stated numerous times, we sincerely encourage employers to be proactive in seeking legal counsel regarding the impact of the *Windsor* decision upon their particular facts and circumstances. Please visit our [website](#) for more information.

Baker Donelson Attorneys in the News

[Natalie Bolling](#), an associate in the Birmingham office, has been included in Who's Who in *Black Alabama's* "Top 20 Leaders Under 40" special section.

[Sheila Burke](#) is the new chair of the Firm's Federal Public Policy Group. Ms. Burke, a senior public policy advisor in Baker Donelson's Washington, D.C., office, previously served as Chief of Staff to Senate Majority Leader Bob Dole. Ms. Burke spent 19 years on Capitol Hill, and early in her career was a member of the staff of the U.S. Senate Committee on Finance responsible for legislation relating to Medicare, Medicaid and other health programs, ultimately becoming Deputy Staff Director of the Committee.





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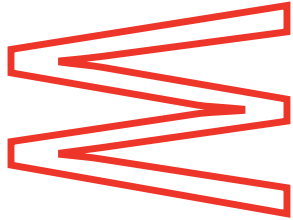
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Baker Donelson Attorneys in the News, *continued*

She went on to serve as Deputy Chief of Staff to Senate Majority Leader Bob Dole and then his Chief of Staff for 10 years. In 1995, she was elected as Secretary of the Senate, the chief administrative officer of the United States Senate. In addition to her policy and government experience, Ms. Burke continues as a faculty member at the John F. Kennedy School of Government at Harvard University and remains a faculty research fellow at the Malcolm Weiner Center for Social Policy at Harvard. She is a member of the board of directors of the Bipartisan Policy Center and of The Chubb Corporation and is also a member of the Kaiser Commission on Medicaid and the Uninsured, the National Council of the Institute of Medicine, the Board of Visitors of Georgetown University's School of Nursing and Health Studies, as well as a member of the Board of Regents of the Uniformed Services University of the Health Sciences.



[Layna Cook](#), of counsel in the Baton Rouge office, has been elected president of the Environment and Health Council of Louisiana.

[Christy Tosh Crider](#) is the new chair of the Firm's Women's Initiative. In this position Ms. Crider, a shareholder in the Nashville office, will lead the group dedicated to creating an environment where female attorneys thrive through recruiting, promoting and retaining female professionals by cultivating mentoring programs and preparing women for leadership positions within the Firm and the community.

[Eddy De Los Santos](#), shareholder in the Houston office, has been recognized as one of *Houston Business Journal's* "Top 40 Under Forty," a list recognizing successful business and community leaders in the Houston area.

[Donna Fraiche](#), shareholder in the New Orleans office, is a recipient of the LSU Women's Center's 2014 Esprit de Femme award. The award is an annual acknowledgement of a person who has made exceptional efforts toward the advancement of women in Louisiana. This award honors individuals who elevate the status of women in the community through their contributions to the arts, education, healthcare, business and industry, charity and civic engagement.

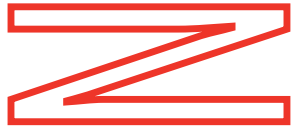
[Tonya Mitchem Grindon](#) has been elected to the Baker Donelson's board of directors. Ms. Grindon, a shareholder in the Firm's Nashville office and chair of the Securities/Corporate Governance Group, is the first woman from the Nashville office to be elected to the board. Ms. Grindon was listed among the top 50 females in the mid-south in the 2013 edition of *Mid-South Super Lawyers*, has been recognized by *The Best Lawyers in America*® since 2008, and in *Mid-South Super Lawyers* since 2012.

[Whitney M. Harmon](#), associate in the Memphis office, has been recognized as one of *Memphis Business Journal's* "Top 40 Under Forty," a list recognizing successful business and community leaders in the Memphis area.

[Nancy Johnson](#), senior public policy advisor in Washington, D.C., is one of the four members of the newly-created NaviMed Health Policy Council. NaviMed Capital, a leading health care private capital firm based in Washington, D.C., recently announced the formation of the advisory group, comprised of four nationally-prominent health care policymakers who provide deep expertise in legislation, payment and regulation.



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Baker Donelson Attorneys in the News, *continued*

Mackenzie Ledet, an associate in Baton Rouge, was re-elected to the Young Lawyer’s Section Council of the Baton Rouge Bar Association, serving another one-year term commencing this year.

Chattanooga Shareholder Virginia Love was recently elected to the board of directors of the Helen Ross McNabb Foundation.

Meghan Morgan, associate in the Knoxville office, was named to the *Knoxville News Sentinel’s* “Top 40 Under 40” list.

LeAnn Mynatt, shareholder in the Knoxville office, has been elected a fellow of the Tennessee Bar Foundation, an association comprised of 782 attorneys across the state. A shareholder in the Firm’s Knoxville office, Ms. Mynatt is one of 29 attorneys invited by the Tennessee Bar Foundation’s Board of Trustees this year.

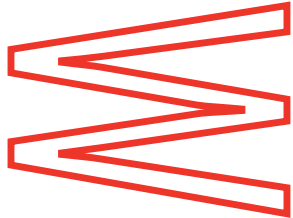
The Manship School of Mass Communication at Louisiana State University has named Laine Glisson Oliver to its Board of Visitors. “Laine is perfect for our Board of Visitors because she has spent much of her career working at the intersection of public affairs and media – our signature specialty,” said Jerry Ceppos, Dean of the Manship School of Mass Communication. Laine is a public policy advisor in Washington, D.C.

Nashville Shareholder Carol Owen has accepted a position on the Litigation Counsel of America’s (LCA) new Advisory Board. The Board consists of 32 Fellows who will advise the Executive Director on the business of the LCA. Ms. Owen is also among the first class of recipients for the Litigation Counsel of America’s Peter Perlman Service Awards. The award recognizes LCA Fellows and others within the legal profession who contribute in meaningful ways to society by giving their time and resources in an effort to improve the lives of others.

Scott N. Sherman, shareholder in the Atlanta office, has been re-nominated to serve a two-year term on the board of directors of the Anti-Defamation League (ADL)’s Southeastern Region. He is a current board member and previously served on the Legislative Affairs Committee. The ADL fights anti-Semitism and bigotry through information, education, legislation and advocacy.

Robert Tom, shareholder in the Memphis office, has been selected for the Tennessee Bar Association’s 2014 Leadership Law program.

Taylor Wirth, associate in the Nashville office, received the University of Tennessee College of Law Class of 2004 Concentration in Business Transactions Award, an award given to the top Business Transaction recent graduate, as determined by the Business Transactions professors.





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Baker Donelson in the News

For the fifth consecutive year, Baker Donelson has been named one of FORTUNE's 100 Best Companies to Work For®. The Firm is ranked 31st on the 17th annual edition of the list, which recognizes companies that have exceptional workplace cultures. This is the Firm's highest ranking ever, and we are the highest-ranked law firm on this year's list.

"I am immensely proud to have our firm named to this list for the fifth year in a row," says Ben Adams, the Firm's chairman and chief executive officer. "It tells me we are doing something right when it comes to our commitment to our employees. They work incredibly hard to ensure we take exceptional care of our clients, so we do our best to take care of them by providing a workplace that is positive and rewarding."

Chambers USA, a highly-regarded directory of America's leading lawyers for business, recognized 78 Baker Donelson attorneys as leading practitioners in 23 practice areas in the 2014 edition. In addition, *Chambers USA* recognized the Firm's health law practice as a leading national practice and named 25 of the Firm's practice areas as leading practices in individual states. See the full list on our [website](#).

Thirty-one of the Firm's Atlanta-based attorneys have been named among the 2013 Legal Elite by *Georgia Trend* magazine. The peer-review list was available in the December issue of *Georgia Trend*. See the full list on our [website](#).

Thirty-two of the Firm's Louisiana attorneys have been named to the 2014 edition of *Louisiana Super Lawyers*. Six of the Firm's attorneys were named to the list as "Rising Stars." See the full list on our [website](#). Several of the Firm's attorneys received special recognition in this year's list. Named among the top 50 attorneys in Louisiana and in New Orleans were Roy C. Cheatwood, Nancy Scott Degan, Jan M. Hayden, James H. Roussel and Danny G. Shaw. Ms. Hayden and Mr. Shaw also earned the special distinction of being named among the top 10 attorneys in the state. Ms. Degan, Monica A. Frois and Ms. Hayden were named among the top 25 female attorneys in Louisiana.

Nine attorneys with Baker Donelson have been named to the 2014 edition of *Georgia Super Lawyers*. Twelve attorneys were named to the list as "Rising Stars." See the full list on our [website](#). *Georgia Super Lawyers* also named three Baker Donelson attorneys to its top attorney lists. Linda S. Finley and Linda A. Klein were named among the top 50 female attorneys in Georgia, and Ms. Klein and David E. Gevertz were named among the top 100 attorneys in Georgia.



Where We'll Be

Look for Baker Donelson attorneys at these upcoming conferences!

[Hispanic National Bar Association's](#) Corporate Counsel and Moot Court Competition, March 19 – 22 in Orlando, Florida

[Louisiana State Bar Association's Conclave on Diversity](#) March 21 in New Orleans, Louisiana

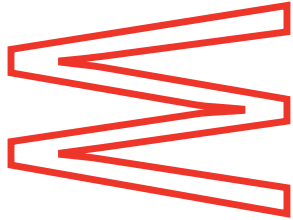
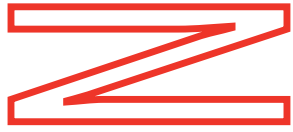
[Sister-for-Sister Conference](#), March 22 in Nashville, Tennessee

[DRI's Diversity for Success Seminar](#), May 30 – 31 in Chicago, Illinois

New Faces



Local attorney and community leader [Samuel L. Felker](#) has joined Baker Donelson as a shareholder and a member of the Firm's Product Liability and Mass Tort Group. Mr. Felker is based in Baker Donelson's Nashville office, where his litigation practice includes product liability and mass tort, commercial litigation and food safety. "I am very excited to join Baker Donelson's vibrant litigation practice," said Mr. Felker. "With multiple offices and a large footprint in the Southeast, Baker Donelson has the resources and depth to handle a client's litigation needs throughout the United States, and I am pleased to be part of the team."



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New Faces, *continued*



[Amanda P. Berry](#) has joined Baker Donelson as of counsel and a member of the Firm’s Financial Institutions Advocacy Group and Residential Mortgage Lending and Servicing team. She will be based in the Firm’s Orlando office. Ms. Berry represents mortgage lenders, servicers and investors in consumer finance litigation, and focuses her practice on matters related to lender liability defense, fair debt and collections practices claims, regulatory and compliance issues, as well as title related issues. She is a 2005 cum laude graduate of the Florida State University College of Law and is a member of the American Bar Association and the Florida Bar Association’s Young Lawyers Divisions. Prior to earning her law degree, Ms. Berry worked as a legal intern for Florida’s Attorney General and the Children’s Advocacy Center in Tallahassee, Florida.



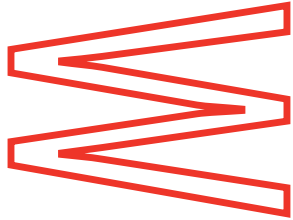
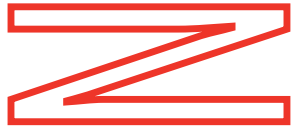
[Tony Alexander](#), who joins as of counsel and a member of Baker Donelson’s Intellectual Property Group, provides compliance advice concerning U.S. Food and Drug Administration (FDA) regulations that impact different points along the supply chain continuum, from raw ingredient selection for cosmetics, to the import and export of food, to the recall of implanted medical devices. A registered patent attorney with experience in the life sciences, Mr. Alexander understands the interface of innovation and regulation, focusing on client counseling in all aspects of procuring, licensing and enforcing patents and conducting freedom-to-operate and due diligence investigations. He also has significant experience in trademark, trade dress, trade secret and copyright matters.



[Elizabeth Satterfield](#) has joined Baker Donelson’s Transportation Group as an associate in the Firm’s Atlanta office. Ms. Satterfield focuses her practice on commercial litigation, personal injury and property damage cases for corporate and individual clients in transportation. She also handles complex insurance coverage matters and related litigation.



[Andrea Barach](#) has joined Baker Donelson’s Nashville office as a shareholder and a member of the Firm’s Business Department. Previously with Bradley Arant Boult Cummings, Ms. Barach represents clients in a range of business transactions including acquisitions, dispositions and financings across several industries including health care, long term care, real estate development and finance. A major component of her practice has been the representation of long term care providers in their efforts to obtain financing with very favorable economic terms under FHA insured loan programs. Ms. Barach also has represented clients in tax-exempt bond transactions and other types of financing. She has extensive experience in the acquisition and disposition of facilities such as hospitals, nursing homes, behavioral health facilities and entire companies, many of which are in the health care industry.



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New Faces, *continued*



[Anne Marie Kempf](#), who joins our Nashville office as a shareholder, handles voluminous site-selection matters for a major telecommunications provider. She supervises the transactions required for development, leasing, acquisition and upgrade of thousands of communications facilities throughout the Southeast and Midwest. Her experience includes comprehensive mediation training, handling multi-state land acquisitions and financings, public-private partnership transactions including tax incentive financings, and real estate development initiatives.



[Sabrina L. Atkins](#) joins the Firm's Financial Institutions Advocacy Group in Atlanta, where she assists clients on a variety of commercial and real estate litigation matters, with a particular focus on residential mortgage litigation. She is a 2013 magna cum laude graduate of the Mercer University Walter F. George School of Law, where she was the administrative editor for the *Mercer Law Review* and the Hugh Lawson Moot Court Editor for the Mercer Advocacy Council. Ms. Atkins also worked as a judicial intern for the Georgia Court of Appeals, The Honorable Stephen Dillard and in the State Court of Brooks County for The Honorable William R. Folsom while in law school.



[Julie Schiff](#) joins our Birmingham office as an associate in the Firm's Advocacy Department, where she assists clients in various general business litigation matters, including matters related to residential mortgage litigation. In this capacity, she works primarily on loan and real property disputes involving claims of wrongful foreclosure and violations of the Fair Debt Collection Practices Act. She is a 2013 graduate of the University of Virginia School of Law where she served on the student editorial board for the *Journal of Law and Politics*.



[Emily Schwebke](#), an associate in Baker Donelson's Real Estate and Finance group in Birmingham, works on a variety of matters including helping clients in acquiring, developing, leasing and financing real estate projects. She is a 2013 graduate of the Wake Forest University School of Law where she served as a member of the Moot Court Board and interned at a commercial law firm in Dublin, Ireland. In addition to her legal practice, Ms. Schwebke is the photographer and sole proprietor of ECS Photography.



[Melanie Prince](#), an associate in Baker Donelson's Advocacy Department, assists clients in general business-related matters. Prior to joining Baker Donelson, Ms. Prince served for four years as a judicial clerk with the United States District Court for the Eastern District of Tennessee, first as a clerk for The Honorable Harry S. Mattice Jr., United States District Judge, and most recently as a clerk for The Honorable Susan K. Lee, United States Magistrate Judge. A 2009 graduate of the University of Tennessee College of Law, Ms. Prince was the student materials editor for the *Tennessee Law Review*. She is a member of the Tennessee Bar Association.



[Courtney L. Stahl](#) is an associate in the Firm's Advocacy Department, where she assists clients in various general business-related litigation and employment law matters. She is a 2013 cum laude graduate of the University of San Diego School of Law and served as the executive editor of the *San Diego Law Review*. Ms. Stahl was also the recipient of CALI Excellence for the Future Awards in Corporations, Securities Regulation, and Wills and Trusts.

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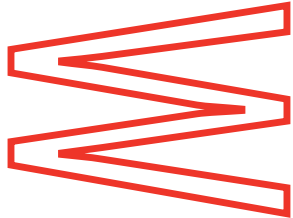
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New Faces, *continued*



Carlos A. Yunsan, an associate in the Firm's Advocacy Department, assists clients on general business-related litigation matters with a focus on labor and employment and health care related issues. He is a 2013 magna cum laude graduate of the University of Tennessee College of Law and was a member of the ABCNY National Moot Court Competition Team from 2011-2013. Mr. Yunsan is fluent in written and spoken Spanish. Prior to attending law school, Mr. Yunsan spent eight years in the health care industry's public sector, holding positions with the Tennessee Department of Health, the Blount County Health Department and the Knox County Health Department. He planned and executed initiatives focused on the community that included a regional interpreter assessment process, partnerships with local and regional health and social services agencies, a workforce development program, and facilitating community forums on health inequities and reform.



TaCara D. Harris is an associate in Baker Donelson's Advocacy Department, where she assists clients in various labor and employment matters, health care litigation and long term care defense, and product liability and mass tort litigation. She is a 2013 graduate of Vanderbilt University Law School and worked as law clerk at the Office of the General Counsel of Vanderbilt University, where she assisted the university and medical center with defense of claims, compliance research, and policy drafting regarding numerous state and federal laws.



Michaela D. Poizner is an associate in Baker Donelson's Health Law Group, where she assists clients in regulatory compliance and general business matters. She is a 2013 graduate of Vanderbilt University Law School and served as the senior articles editor of the *Vanderbilt Law Review*. Ms. Poizner served as a research assistant while attending law school.



Julie Boswell, who joins as of counsel, focuses her practice in the areas of federal taxation, estate planning and administration, mergers and acquisitions, and general corporate matters. In addition to wills and trusts, she advises clients on family limited partnerships, charitable trusts, and private foundations, and has significant experience in structuring partnership and limited liability company agreements, working with numerous clients on corporate transactions from the buyer and seller perspectives. Ms. Boswell was named a Rising Star by *Mid-South Super Lawyers* (2008-2011), and she has been recognized by *Best Lawyers in America* in the areas of Corporate Law, Tax Law and Trusts and Estates and was named *Best Lawyers' 2014 Nashville Corporate Law "Lawyer of the Year."* She was selected as a fellow of the Nashville Bar Foundation in 2007 and was selected as a fellow of the Tennessee Bar Foundation in 2010.

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